



PRESIDENT | MICHAEL MILLER

2022-2023 ANNUAL REPORT

Presented at the Ontario Weightlifting Association Annual General Meeting
Toronto, Ontario/Zoom
Saturday, September 9, 2023,
Submitted by Michael Miller, OWA President

Mission

Govern and promote Olympic weightlifting in Ontario by providing high-quality coaching, competitions, and officiating to help athletes reach their optimum performance.

Vision

To be the leading provincial weightlifting association in Canada, recognized for excellence in coaching, officiating, and optimum athlete performance.

Preamble and Acknowledgements

I'd like to submit this report as President of the Ontario Weightlifting Association and outline some challenges, goals, initiatives, and successes. Our previous meeting was a little over a year ago, in August 2022.

I'd like to note that any success achieved in the 2022/2023 season was due to the OWA's amazing team and the countless volunteers that drive our sport. I take full responsibility for any lack of direction or unsuccessful initiatives.

Challenges and unsuccessful initiatives.

Inflation and Rising Costs: The persistent rise in costs and increased spending had a notable impact on our financial performance. This situation required us to constantly negotiate between maintaining a budget or supporting growth without increasing costs.

Bigger Traveling Teams: The growth of our traveling teams brought about an increased demand for coaches and support staff. The national senior championship was hosted locally and we had hoped to yield some cost savings. However, the expected saving was offset by the

necessity to accommodate the travel costs of a larger contingent of technical officials and coaches, along with their associated registration fees.

Competition Hosting: Poor host club technical official support necessitated the deployment of technical officials from areas that were not ideal to areas that should ideally be self-sufficient, resulting in high mileage and added expenses.

Fundraisers: We've had a hard time matching our demographic to a successful fundraiser. Our efforts to offset increased costs such as better uniforms with fundraisers did not yield the expected results.

Strategies and Solutions:

Financial Management: We have taken proactive measures to manage our finances effectively, closely monitoring expenses, and prioritizing spending to ensure the sustainability of our organization. Competition hosts have begun receiving a historical expense analysis accompanied by a new OWA fee. This fee also includes an equipment maintenance fee. Moving forward clubs with an ample number of local technical officials will be able to leverage a price advantage over other hosts.

We have implemented adjustments to our membership fees, aligning them with the approximate rate of inflation to ensure they remain in line with current economic conditions.

Fundraising Reassessment: We have not lost our commitment to fundraising. We are actively engaged in ongoing discussions to refine our fundraising strategies and seek innovative approaches to secure additional revenue for sustaining our operations. One promising idea that has surfaced involves including a donation field on all competition registration forms, specifically aimed at supporting travel expenses for the Ontario Winter Games. This initiative presents a straightforward yet potentially impactful avenue for fundraising.

Traveling Teams Optimization: We are exploring ways to optimize our traveling teams by reevaluating the necessity of additional staff and exploring cost-effective travel options. We're considering hiring a team travel administrator who will help plan and identify cost savings for competitions and traveling teams.

Labor and Volunteer Training: We are spending more time training and creating documentation for new administrators. We are committed to continuing this training to ensure a well-prepared and knowledgeable team.

Membership Growth: Our most significant challenge remains our low membership, which impacts various aspects of our organization. To address this challenge, we are making membership growth a primary focus for the upcoming years. We recognize that a higher

membership will bring in more financial resources, technical officials, junior and master athletes, and high-performing individuals.

We will continue to actively promote the benefits of membership within our community, emphasizing that membership supports not only individual athletes competing but anyone training in the sport. We plan to conduct targeted mailouts to CrossFit Gyms, introducing them to the advantages of membership and our community.

Funding, Grants, Q4G

Funding, and Grants will be covered under the VP administration report, however, base funding and Q4G funding have remained consistent. Our funding will not increase until we increase our membership.

Human Resources, Staffing, and Committees

Gender Equity Committee: Regrettably the gender equity committee did not receive any expressions of interest. However, we remain committed to fostering gender equity within our organization. We will soon issue a public call for new committee members to revitalize and continue the vital work of this committee.

Q4G Committee: Similarly, the Quest for Gold (Q4G) Committee requires attention. As in the previous year, there was no interest from members who were not directly involved in its outcomes. We will address this by developing clear Terms of Reference (TOR) for the committee and conducting another public call to ensure representation and engagement moving forward.

Social Media Administrators: Both social media administrators did not renew their contracts. We will do a call-out for dedicated individuals who will continue to enhance our online presence and engagement.

Membership Administrator Transition: It is with mixed emotions that we announce Alison's departure as our Membership Administrator. Alison has made valuable contributions during her time with us, and we wish her the best in her future endeavors. Starting this month, Amanda Braddock will assume the role of Membership Administrator, bringing her skills and enthusiasm to this important position. There will be an overlap of a month between both administrators.

WCH Key Points of Interest

Athlete Representation: We are pleased to announce that Noah Santavy, a dedicated and accomplished athlete, has been elected as the Athlete Representative at the national level. His

commitment to our sport and passion for its growth make him a valuable addition to the national governance team. We look forward to his contributions to representing the interests of our athletes on the national stage.

Continued Board Involvement: Dr. Trevor Cottrell continues to serve on the national board, offering his expertise and dedication to our sport. His continued involvement ensures that our organization's voice is heard at the highest levels of governance, and we appreciate his ongoing commitment.

Interest from Ontario Members: We are encouraged to note that there is a growing interest from our Ontario members to run for vacant positions within the national organization. This demonstrates our members' commitment to actively participating in the governance and growth of our sport at the national level. We will continue to support and encourage members to pursue these opportunities.

These developments at the national level reflect our organization's strong presence and influence within the broader context of our sport.

Membership/Courses registrations 2018/2019 - 2022/2023

| | |
|---------------|-----|
| Total Members | |
| 2018-2019 | 819 |
| 2019-2020 | 863 |
| 2020-2021 | 554 |
| 2021-2022 | 448 |
| 2022-2023 | 555 |

| | Male 2018/2019 | Male 2019/2020 | Male 2020/2021 | Male 2021/2022 | Male 2022/2023 |
|-------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Senior Athletes (21-34) | 279 | 269 | 115 | 95 | 113 |
| Junior Athletes (18-20) | 15 | 22 | 17 | 13 | 15 |
| Youth Athletes (16-17) | 12 | 15 | 16 | 5 | 9 |
| Juvenile Athletes (<16) | 18 | 31 | 30 | 24 | 53 |
| Masters Athletes (>34) | 159 | 170 | 128 | 110 | 109 |
| Total | 483 | 507 | 306 | 247 | 298 |

| | Female 2018/2019 | Female 2019/2020 | Female 2020/2021 | Female 2021/2022 | Female 2022/2023 |
|-------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Senior Athletes (21-34) | 167 | 168 | 93 | 78 | 107 |
| Junior Athletes (18-20) | 24 | 23 | 17 | 5 | 5 |
| Youth Athletes (16-17) | 10 | 14 | 7 | 14 | 16 |
| Juvenile Athletes (<16) | 15 | 22 | 22 | 20 | 36 |
| Masters Athletes (>34) | 120 | 129 | 109 | 83 | 92 |
| Total | 336 | 356 | 248 | 200 | 256 |

| Technical Officials | 2018/2019 | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 |
|--|-----------|-----------|-----------|-----------|-----------|
| (self-reported during membership registration) | | | | | |
| | | | | | |
| Prov#4 | 7 | 11 | 29 | 25 | 21 |
| Prov#4 in Training | 18 | 12 | 10 | 16 | 7 |
| CAN#3 | 50 | 46 | 14 | 16 | 11 |
| IWF#2 | 16 | 17 | 4 | 4 | 4 |
| IWF#1 | 4 | 3 | 9 | 10 | 6 |
| Total | 95 | 89 | 66 | 73 | 49 |

| NCCP Courses | 2018/2019 | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 |
|-------------------------------|-----------|-----------|-----------|-----------|-----------|
| NCCP Instructor Beginner | 0 | 0 | 0 | 0 | 0 |
| NCCP Competition Introduction | 5 | 3 | 0 | 1 | 2 |
| NCCP Comp. Intro. Evaluation | 4 | 4 | 0 | 0 | 2 |
| NCCP Competition Development | 1 | 1 | 0 | 1 | 1 |
| NCCP Comp. Dev. Evaluation | 1 | 0 | 0 | 3 | 1 |
| Total | 11 | 8 | 0 | 5 | 6 |

| OTHER | 2018/2019 | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 |
|----------------|------------|------------|-----------|----------------------|------------------------------|
| Competitions | 29 | 29 | 4 | 11 | 20 |
| First Start | 1 | 0 | 0 | 0 | |
| Training Camps | 1 - Senior | 1 - Junior | 0 | 3(Junior, Senior, | 3(Junior, Senior, Master) |

| | | | | | |
|--|--|--|--|--------|--|
| | | | | Coach) | |
|--|--|--|--|--------|--|

| | 2018/2019 | 2019/2020 | 2020/2021 | 2021/2022 | 2022/2023 |
|-------|-----------|-----------|-----------|-----------|-----------|
| Clubs | 100 | 101 | 72 | 64 | 61 |

2021-2022 Points of Interest

Masters Initiative Expansion: In an effort to further support our Masters athletes and foster their engagement, we expanded our Master's program last year. We initiated a master's ranking system, introduced the Ontario Masters Championships as a new competition in the Masters calendar, and successfully organized our first-ever Masters training camp. These additions have enriched the experience and opportunities for our Masters athletes. We feel we are the leading province in Masters Development.

Enhanced Team Ontario Support: Last season, we bolstered our commitment to Team Ontario by increasing our support. This included funding additional traveling coaches, improving team uniforms, and expanding the size of the junior team. However, we understand the importance of budgetary considerations, and we will reassess this support in light of our current financial situation to ensure a sustainable approach.

Transition to Interpodia: The previous season marked our inaugural use of the Interpodia platform for managing our operations. While there were some challenges, we have diligently documented these issues to facilitate improvements. We are confident that the upcoming season will be more streamlined and efficient as we continue to leverage this platform to enhance our operations.

National Championships Hosting: We were honored to host the National Senior Championships last season, showcasing our ability to organize and execute a successful event. Furthermore, we have secured the bid to host the National Junior Championships in 2024, demonstrating our organization's reputation and capabilities in hosting national-level competitions. A huge thanks goes to Eva Martens, and Abdallah Alsebaai and his team at Variety Village.

Stable Competition Calendar: We have solidified our competition calendar and do not anticipate any major date changes moving forward. We recognize that changing dates can disrupt planning for our athletes and stakeholders. Any potential date changes will be considered as a last resort, and we will first seek to resolve such matters through a competitive bidding process, ensuring the least disruption possible.

Strategies moving forward

Four-Year Plan: We are actively working on the development of our next four-year plan as our current plan reaches its conclusion this term. This strategic roadmap will guide our organization's actions and goals, ensuring a clear and focused direction for the future.

Team Leader Selection: Moving forward, we will announce team leaders for the year in advance rather than selecting them at the last minute. This strategic shift will enable team leaders to contribute more effectively to long-term development and planning, enhancing our organizational efficiency.

Policy Overhaul: Our policies will undergo a comprehensive overhaul to align with national standards, particularly the WCH. While Ontario is currently in a favorable position, many of our policies are outdated or do not accurately reflect our operational practices. By 2025, all policies will be thoroughly reviewed and updated to ensure alignment.

Support for Remote Communities: We recognize the challenges faced by athletes and coaches in remote Ontario communities. To alleviate travel costs, we are exploring options such as introducing spectator fees at competitions. These funds will directly benefit athletes and coaches located more than 800 to 1,000 kilometers away from the Greater Toronto Area (GTA).

NCCP Facilitators: Identifying NCCP (National Coaching Certification Program) facilitators is a priority. We aim to make coach training more transparent and accessible, reducing obstacles to certification and enhancing the quality of coaching within our organization.

Club Challenges: Our Club Challenges program has proven to be one of Ontario's most successful initiatives for growth and expansion. We will continue to focus on strengthening and supporting clubs, promoting grassroots development, and fostering a vibrant community.