



PRESIDENT | MICHAEL MILLER

2021-2022 ANNUAL REPORT

Presented at the Ontario Weightlifting Association Annual General Meeting

Oshawa, Ontario/Zoom

Saturday, Aug 6th, 2022

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 by 2022.

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 July 2021.

I'd like to note that any success achieved in the 2020/2021 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 missed marks.

Challenges and missed initiatives.

Replacement of contractor {President responsibility} - Thinking we were going into a period of reduced workload, I delayed hiring a replacement for our competition administrator. The idea was to invest any fiscal savings into competition equipment. Short deadlines for various unexpected projects quickly added an unplanned workload and created an unintentional period where the OWA operated short-handed. This impacted club challenges, provincial team management, uniform mailing, and funding disbursement, adding unnecessary stress on the team when we were already struggling to fill vacant positions.

Labor/Volunteer market - Like many industries, we've been hit hard with personnel shortages. We did approximately four calls for various volunteer positions (two of them paid). Out of all four positions, we received only one non-solicited applicant.

Inflation/ROI - Rising costs are affecting our bottom line. Many technical officials did not return after COVID, impacting travel costs and forcing us to bring in technical officials from locations that are not cost-friendly. We've successfully been working with competition organizers to train more local technical officials, but the training process is slow.

We're also seeing a shift to smaller competitions. This creates a situation where competition hosts see less return on their investment hosting competitions. This shortfall also stresses the athlete/host relationship as issuing refunds becomes more difficult. It also makes training new technical officials difficult because the competitions do not have enough sessions for promotion.

Rising award costs, rising food costs, and a lack of volunteers negatively contribute to an environment that was already struggling post-COVID. Hosts are having to do more tasks personally, rushing administrative tasks, and relying on a smaller group of talent for less fiscal return.

Resolutions.

1. Find a professional agency to help with hiring and hire outside weightlifting. It's important to build a team with a diverse skill set.
2. Analyze costs and pricing. Pre-covid competition costs were identified as an issue, and the current environment has exacerbated the problem.
3. Increase our membership and expand across the province. A larger membership pool increases volunteer recruitment.
4. Weekly meetings with the competition administrator. We will have an agenda and discuss upcoming events, challenges, and anything that makes be behind. We're also considering making this an open meeting where anyone interested could join.

Funding, Grants, Q4G

We received two grants. COVID Club funding {~63,000} and Q4G {~12,000}. Disbursement is in its final stages.

Our base funding has remained consistent.

Human Resources, Staffing, and Committees

- Both the Gender Equity Committee and High-Performance committees have expired. Their TOR will need to be re-approved, and the members will need to be re-appointed.
- Q4G committee needs a TOR and election.
- Our social media administrators did not renew their contract. Those vacant spots have been filled.
- The competition Administrator did not renew their contract, and a new contractor has been selected.
- The membership administrator has indicated they will not renew their contract. We will immediately begin the process of finding a replacement by October.

WCH Key Points of Interest

I attended two WCH election meetings on behalf of the OWA. Congratulations to Trevor Cottrell for being elected to the WCH board of directors, and I'd like to publicly thank Jason MacLean for his continued commitment to Weightlifting in Canada.

No date or location has been provided for 2022 Senior or Junior National Championships. No bidding process has been identified to host national events.

Membership/Courses registrations 2018/2019 - 2021/2022

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

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

	Female 2018/2019	Female 2019/2020	Female 2020/2021	Female 2021/2022
Senior Athletes (21-34)	167	168	93	78
Junior Athletes (18-20)	24	23	17	5
Youth Athletes (16-17)	10	14	7	14
Juvenile Athletes (<16)	15	22	22	20
Masters Athletes (>35)	120	129	109	83
Total	336	356	248	200

****1 Gender Not Listed**

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

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

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

	2018/2019	2019/2020	2020/2021	2021/2022
Clubs	100	101	72	64

2021-2022 Points of Interest

1. Approached a couple of professional grant writers.
2. We've made a commitment to legitimizing master's weightlifting. We've begun a ranking of master athletes and discussed how to support a provincial masters team. This is ongoing, and we need commitments from WCH.
3. We've taken an active step away from the unintentional download of national team management to allow us to focus more on Ontario.
4. We've increased our Team Ontario support. We funded more traveling coaches, sent better uniforms, and increased the junior team size. The added cost will be supplemented through fundraising.
5. We've contracted a company to help with membership administration. (Interpodia)
6. We're looking more at team development and how to better support the team throughout the season, not just for one event.
7. Increased the number of training camps. We hosted our first Coach Training Camp, helping move coaching in Ontario forward. We're also discussing a youth training camp to help create an exciting youth program.
8. Updated our logo to present a more professional image to potential sponsors.
9. Hosted an IWF senior event.

Strategies moving forward

1. We will be raising our costs next season. This is consistent with other sports and various industries. Overall we need to have more paid positions and fewer volunteer positions.
2. Promote more technical official training. We hosted two virtual technical officials courses, and they were both successful. We will try to host a course a couple of weeks before every competition. We're also considering making it mandatory for coaches to become technical officials.
3. Aggressively work towards alternate income sources. Creating the new logo was the first step in creating a brand. We've had a lot of interest in OWA branded clothing and we have a good relationship with VIRUS and other merchandise retailers. We're also exploring grants and fundraising contractors.
4. Continue to ensure ranking, qualifications processes, and calendar is continually updated.

5. Increase support to remote Ontario communities. We're looking at ideas such as spectator fees at competitions to help alleviate travel costs for athletes and coaches more than 8,00 - 1,000 kilometers away from the GTA.
6. Work towards identifying NCCP facilitators. Coach training needs to be more transparent and less of an obstacle.
7. Reach out to locations we haven't seen in the community lately and expand to new communities. We had success helping build Burlington, Guelph, and Peterborough, and our competition administrator has recently been in contact with Windsor and Kingston.
8. Focus on club challenges. This is one of Ontario's most successful programs for growth and expansion.