



ANNUAL REPORT 2017-2018

June 2018



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VISION, MISSION, VALUES

VISION

To be a leading wrestling nation through the growth and development of wrestling in Canada and through consistent international podium success.

MISSION

In cooperation with our members and partners, Wrestling Canada Lutte provides leadership and support to athletes, coaches, officials and support staff in the pursuit of national and international podium success.

VALUES

Passion

We instill the love of wrestling in everything in we do
We go the extra distance

Excellence

We strive for continuous improvement
We compete to win

Respect

We embrace and accept our individual differences
We show consideration for one another

Integrity

We are accountable for our actions
We stand up for what we believe in

BOARD OF DIRECTORS 2017-2018

President – Don Ryan
Director (Athletes) – Jasmine Mian
Director (Coaches) – Owen Dawkins
Director (U SPORTS Coaches) – Leo McGee
Director (Officials) – John Dawson
Director (AB/NT) – Jerry Derewonko*
Director (BC/YT) – Steve Rennalls
Director (ON) – Jay Jordon
Director (ON) – John Cook
Director (QC/NB/NS/NL/PE) – Martine Dugrenier
Director (SK/MB/NU) – Jonathan Smith
Independent Director – vacant

Management Team:

President – Don Ryan
Director – John Cook
Director – John Dawson

Officers:

President – Don Ryan
Secretary – Jerry Derewonko
Treasurer – Steve Rennalls
Executive Director – Tamara Medwidsky

*Note: The BOD accepted the resignation of Jerry Derewonko on February 5, 2018.



MESSAGE FROM THE EXECUTIVE DIRECTOR

2017-2018.....a year of lows and highs.

We join the growing voices of other sport organizations who are calling for a pan Canadian strategy and commitment to ensure sport provides an inclusive and safe experience for all participants.

Over the last year, WCL has been engaged in developing an inclusion policy as well as developing a detailed implementation plan for responsible coaching, which was identified as a key activity in WCL's 2020 strategic plan. In addition, WCL implemented mandatory "Respect in the Workplace" training for staff and members of the Board of Directors. These activities are directly linked to two of WCL's core values of respect and integrity and our risk management practices.

To ensure we were enacting our values, managing risks, and in response to concerns raised by membership, WCL undertook a review of its Code of Conduct policy early in the new year, which is still ongoing.

While these are positive steps in the right direction, we acknowledge that there is still much more we can do to ensure we are creating an environment where respect, ethical conduct and integrity are the norm.

WCL is committed to working with our community and our stakeholders in coordinating initiatives to ensure all our participants, including athletes, coaches, officials and volunteers, are participating in an environment free of abuse and harassment.

Our plans and operations center on our four strategic directions, which include Podium Excellence, Sport Development, Governance & Management, and Sport Promotion.

In the area of podium excellence we had several outstanding performances, with two Senior World Championship, and two U23 medals! We continue to hold ourselves to a high standard, and the significant efforts by our coach & technical leaders, and various support staff in creating world-class daily training environments is evident.

In the area of sport development, we are making progress towards elevating the quality of our events from a hosting perspective and aligning our coach education and development resources vertically across the system.

Support for and development with the BOD continues as we work towards meeting good governance standards. The transition of activating the new committees under our new structure is already underway

We are pleased to have a full contingent of staff, welcoming 5 new full-time staff to the WCL family, as a result of additional funding support from our stakeholders.



We have also increased our efforts in the area of sport promotion, with a refresh of our website and increased presence on our various media channels, which has resulted in a growth in our viewership.

In my role as Executive Director, I liaise on a regular basis with our various stakeholders, including United World Wrestling (UWW), Sport Canada, Own the Podium, Canadian Olympic Committee, Sport Matters, CCES and others, on matters related to safe sport, funding, high performance, sport community interests, anti-doping, high performance planning, just to name a few. I'm also a member of UWW's Women in Sport Commission and had the honour to be a member of Team Canada's mission staff at the recent Commonwealth Games.

A sincere thank you to all the staff, volunteers, athletes, coaches, medical personnel and officials who continuously engage and make wrestling the best sport. I would also like to thank everyone for taking the time to share their voice and contributions as we continue to work towards meeting our broader 2020 objectives. A particular thank you to the Management Team and the Board of Directors for their efforts as stewards of the association.

We all share in the responsibility to help keep moving our sport forward toward success and I thank you for the continued opportunity to contribute in my role as Executive Director.



Tamara Medwidsky
Executive Director



STRATEGIC DIRECTION 1: PODIUM EXCELLENCE

A - INTRODUCTION

The Wrestling Canada Lutte HP staff approached 2017 as an opportunity to undertake a system gap analysis and look to prioritizing hires, changes and professional development that would ultimately lead to a more efficient, transparent and aligned high performance program.

2 - COACHING & TECHNICAL LEADERSHIP

HP STAFFING CHANGES

Performance Analyst Coach - David Lopez

A major focus moving forward for WCL is to ensure that we are selecting and supporting athletes who demonstrate potential towards a medal performance at a World Championship or Olympic Games. Strong messaging from our funding partners in selecting athletes to our Nextgen programs, national teams and camps/tours is to look to and use our Podium Pathway (PP) and Gold Medal Profile (GMP) key performance indicators, beyond simply performance, to identify athletes. David comes to us with a wealth of experience from United World Wrestling as well as Mexico, Spain and Germany. His analytics, research and approach will push WCL into a program of evidence supported, performance driven selection and identification of athletes. Additionally, David's performance analysis (which we have been using since the 2016 Rio Games) will be invaluable in determining our athletes' gaps leading to more effective on mat coaching as well as preparing our athletes for their tournaments. David is also working closely with our SDEM in helping develop our coaching manuals and delivering content.

NextGen Central Coach & Pathway Manager – Kimin Kim

WCL is excited to have added Kimin Kim to our NextGen program staff as of December 2017. Kimin comes to WCL with a wealth of experience and passion to help drive our next generation of World Champions and Olympians and their coaches to their highest potential with an earlier integration of sport science and sport medicine, enhanced DTE, and greater opportunities for developmentally appropriate competitions and training camps. Kimin has also taken a leadership role and sunk deeper into our system to ensure our Cadet age group athletes are being offered more domestic and international opportunities that align with our GMP/PP.

Program Coordinator – Mitch Kaufman

2017-18 saw the participation of WCL in over 17 international tournaments as well as 3 major domestic ones where WCL played an integral role. WCL recognized the need to ensure better communication and effective delivery of these events. Mitch Kaufman, former intern with WCL (2016), was brought on to help with planning, communication, and execution of all the events WCL partakes in.



Interim HPD - TBD

The High Performance Director position is currently vacant, as a result of the HPD being on leave since early in the new year. As a result, WCL is in the process of completing the hiring of an interim position to fill this staffing gap.

INTERNATIONAL COACH IMMERSION

Tonya Verbeek continues to expand her role and immerse herself in various DTE's at various age groups concurrently working with local coaches. Tonya attended a diversity of camps and competitions this year which included Junior, NextGen and Senior athletes of both genders from across Canada. She is dedicated to seeing the high performance program grow nationally. Most recently Tonya led the team in Klippan and Kiev, the Junior Double in Italy and Romania, and the Commonwealth Games. She also took a group of women from across the nation to a 10-day training camp in Colorado with NG coach Kimin Kim.

Tonya was also selected by OTP for their Coach Enhancement Program entitled Canada Coach. Canada Coach leverages the power of connecting Canada's finest Olympic and Paralympic coaches in a setting where they can share best-practices and personal coaching challenges while being exposed to expertise in critical coaching areas. Participants will complete four, four-day modules that will take place in April/May and September/October each year. Module content is based on foundational coaching and leadership principles as well as feedback from the CEP leadership assessment of senior coaches across Summer and Winter sports. The combination of establishing common content for all senior coaches and customizing for each cohort of eight (8) provides a powerful balance between common and individual requirements.

C - HIGH PERFORMANCE PLANNING & PREPARATION

PROGRAM ALIGNMENT

WCL is responsible for the development of multiple policies and procedures:

- Athlete & Coach Selection
- Sport Canada Athlete Assistance Program
- Athlete Funding
- NextGen Selection
- Wrestle-Off Procedures
- HP Centre Accountability
- IST (Sport Science & Sport Medicine) guidelines and protocols
- Club Excellence

WCL HP staff are currently reviewing their HP principles and objectives and our funding partners policies, principles and objectives, to ensure they support the development of healthy athletes in an appropriate long-term development manner through excellence in coaching at all levels. WCL also





wants to ensure that its funding approach to athletes/programs support WCL principles and program objectives.

Specific approaches have included reviews of carding criteria and NextGen selection criteria to identify where there is and can be more alignment. Additionally, we are looking at the use of evidenced based decision-making through analytics to ensure transparency in our criterion. An analysis of our men's and women's programs as well as criteria is underway to look at the need for different evaluation markers and selection criteria.

PLANNING MEETINGS

WCL HP staff have committed to meeting twice annually:

- Fall Review and Planning:
 - Externally facilitated debrief meetings to review and evaluate previous year
 - ED, HPD, HPM, IC, IST Manager, NG Coaches, PC, IST Leads, HP Centre Coaches
 - Evaluate all policies and criteria and make recommendations for next season/quad
 - National Team YTP creation
 - OTP review preparation
- Spring/Summer Review and Evaluation:
 - Aligned with TOPS to economize funding
 - Mid-year monitoring and evaluation resulting in subsequent YTP adjustments

SPORT CANADA ATHLETE ASSISTANCE PROGRAM (CARDING) CRITERIA

WCL will be presenting a revised Carding Athlete Program for the 2019-2020 Cycle to Sport Canada. Key changes that are being presented to Sport Canada for approval are as follows:

- Revised International Tiering Index
 - Monitors and evaluates the athletes scoring capacity more effectively, based on performance-based analysis
 - Rewards quality losses
 - Rewards matches against quality opponents in the non-Olympic weight classes
- Carding Support for Non-Olympic Weight World Championship Medal Winners

NEXTGEN PROGRAM

WCL's NextGen program identifies athletes who have demonstrated potential, as validated by the WCL Gold Medal Profile and Podium Pathway, who are 5-8 years away from the Olympic podium. This program will provide targeted enhanced programming via the national NextGen program and coaches.



WCL, Own the Podium and Canadian Sport Institute Calgary met in April of 2018 to review and rebuild the WCL NextGen program. With key stakeholder consultation and WCL coaching staff and HP management team in the room (IST Manager, HPM, IC, HPC), it was identified and affirmed that a more streamlined focus towards the NextGen wrestlers trending five (5) to eight (8) years out from an Olympic podium was necessary. It was also very clear that this enhancement/accelerated pathway was not to interfere or impede on other programs, but in fact was a vector for many positive enhancements throughout the entire HP pathway (coach development, education, etc.).

The fundamental revision of the program required a complete breakdown of the current system, an honest review of the program objectives, and finally a national approach to goals and implementation. It was reiterated that NextGen strategies were a key priority for WCL as an integral part of the podium pathway as outlined in the HP Framework.

Review of the current structure recognized the need for national alignment. To positively impact and enhance the targeted NextGen athletes, two (2) NextGen hubs were identified: Calgary (West) and the GTA (East). These locations would house a critical mass of NextGen athletes and the assigned NG coaches.

NextGen hubs will provide NextGen athletes access to an enhanced daily training environment (DTE) supported by the NextGen coach. Functionally, the NextGen coach will coach in the DTE where they will work with identified athletes. This will capture athletes who are based within the hub program (Dinos, Impact), athletes within the region in an existing quality DTE or athletes outside the official hub (Brock, Edmonton, Burnaby, etc.), but with an optimal training environment aligned with the hub program for some or all of their training (camps, testing, TOPS). The NextGen hub will also host the monitoring and outreach activities with their particular region. Using a periodized strategy, monitoring camps will be hosted to continuously review progress against key performance indicators as identified in the Gold Medal Profile (GMP).

NextGen programming will be based on optimal coach to athlete ratios and performance planning derived from individual and group gap analysis aligned with the WCL GMP. Gap analysis will be led by the NG coach and supported by the Sport Science Sport Medical team. Sport science leadership and targeted gap strategies will come from the CSIs involved with the NextGen athletes, but will follow the IST national leads' recommendations via coach directed programming. It is expected that athletes will, in order of gap priority, receive strategies for nutrition, strength and conditioning, physiology, sport psychology and health and wellness. On-mat technical and tactical development will be overseen and directed by the NG coach, as the primary coach, or in conjunction with the personal coach when this is not the NG coach. Additionally, performance analysis monitoring and evaluation is an expected integrated service for all athletes.

NextGen Key Programming Principles Summary

- Athletes are selected based on a comprehensive and transparent selection process demonstrating potential 5-8 years from podium;

- Coach led, NSO and partner/stakeholder managed program;
- Coach embedded and coaching in a DTE with a critical mass of NG athletes;
- Programming is directed from individual and group gap analysis;
- Group mitigating strategies are coach led, IST informed, WCL GMP/Podium Pathway (PP) driven;
- NG programming supports sustainable and accountable regional partnerships and programs recognizing the essential role Canadian universities and HP wrestling clubs play in WCL's HP Pathway.

CLUB EXCELLENCE

WCL has continued to work to develop the Club Excellence Funding/Club Partnership Grant process and have identified the following key funding areas:

- Club Partnership Grants
- Coaching Professional Development
- Coaches' Conference

The following framework is currently being considered by the BOD for 2018-2019 fiscal year.

CLUB PARTNERSHIP GRANTS	COACHING PROFESSIONAL DEVELOPMENT	COACHES CONFERENCE	DISCRETIONARY
110,000 (79%)	20,000 (14%)	5,000 (4%) + OTP 10,000	4% - 5,000
Based on 2017-2018 club tiers	Application Process	November 23 - 25 th (Ottawa, ON)	Directed by HPD or designate
	Open to NextGen + level coaches	Open to all	
NOTE: 10K to come from U SPORTS allocation – 2 x \$18 (Guelph, Saskatoon): decrease of \$2K each – 7 x \$10 (UNB, Edmonton, Cattown, Mac, Lakehead, London, Impact): decrease of \$2K each – 2 x \$2.5K (York,	International Event Subsidy (45%): – Comp Dev certified minimum Professional Development (55%): – Direct coach support – Skills matrix – NCCP Courses – University Courses – Conferences (SPIN, PetroCan) – CAC recognized PD	Objectives: – WCL program and policy communication – Planned seminars/topics, eg. ○ Nutrition ○ Building a YTP – World Championship Review – Clubs Best Practice – Funding 60%: – Speakers, logistics and	



UFV): no change	<ul style="list-style-type: none"> points events – Other (WCL approved) 	<ul style="list-style-type: none"> operations – Staff 40%: – Travel Subsidy for coaches 	
Next Steps:			
	<ul style="list-style-type: none"> – Identify Events for event subsidy – Identify accepted PD opportunities – Create application process 	<ul style="list-style-type: none"> – Save-the-Date – Survey Monkey for topics – Logistics – Communication and promotion 	

For the last 2 years of the quadrennial, an evaluation rubric for the Club Partnership Grants section is being proposed. The rubric will include accountability measures that will support clubs that work towards self-sustainability. Those that do not maintain a minimum level of performance measures over time, would potentially have decreases in funding.

Additional refinement is still required to ensure that the evaluation rubric meets all the new government standards that have recently been announced.

IST INTEGRATION

The goal of the IST is to enhance the athletes' ability to perform at their highest potential through targeted assessment, planning and programming. WCL continues to develop its Sport Science and Sport Medicine team with the addition of David Lopez in Performance Analysis. WCL is also looking to complete its team with a Mental Performance Analyst lead with a targeted hiring time of August 2018.

2017 saw the development of better resourced regional IST teams to help service our athletes in their home daily training environments and decreasing the reliance on the Calgary based leads allowing them to focus on national initiatives such as nutritional strategies for same day weigh-in, better off-mat aerobic training, etc. Athlete testing was also regionalized allowing the net to be cast wider and increase athlete involvement outside of just the national team targeted athletes.

2017-18 IST Research and Implementation Highlights

1. Concussion Protocols

WCL, in concert with Parachute, has developed a clear and thorough return to play protocol for concussion injuries. These protocols now align with the "Canadian Guidelines on Concussion in Sport", as endorsed by Sport Canada. This includes an integrated communication, assessment, monitoring and evaluation protocol which includes the WCL concussion team: Dr. Jason

Crookham, Erin Sargent (lead physiologist), Kelly Drager (lead nutritionist) and the Benson Concussion Institute.

2. *Beta-Alanine Research Project*

WCL Lead Nutritionist Kelly Drager, with funding support from Commonwealth Games Canada and OTP, lead a research project on the use of Beta-Alanine as an intercellular buffer for lactic acid with our Commonwealth Games Athletes. This research has led to a Beta-Alanine protocol for our Tokyo 2020 athletes which has resulted in the ability to sustain higher intensity work loads for a period of 1-6 minutes - an ideal window for wrestling. Dosing protocols are still being developed but we are excited about this potential competitive advantage.

3. *Performance Analysis Integration*

PAC David Lopez, piloted a PA approach at the Commonwealth Games and Senior Pan Ams. Constructive positive feedback from coaches has resulted in better communication moving forward with targeted coach scouting needs.

4. *New Weight Class Target Guide*

September 2017 saw the implementation of UWW's new weight classes and weigh-in protocols. Lead Nutritionist Kelly Drager and Lead Physiologist Erin Sargent developed a New Weight Class target guide which was tested with our Cadet level athletes (the first to experience the new weigh in protocols and weight classes at the 2017 Cadet Worlds). This has led to better preparation, safer weight cutting, and more ideal weight class selection.

5. *Match Endurance*

Regional testing performed over the 2017-18 season has highlighted a systemic lack in overall fitness in our athletes leading to poor match endurance. In partnership with Polar Heart Rate Monitors, all NG athletes and Tokyo 2020 targeted athletes have had their heart rate zones tested and determined through incremental and maximal aerobic power testing. Each athlete has received a Polar Heart Monitor and personalized instruction on the use of monitors. Lead Physiologist Erin Sargent is currently working with regional physiologists to aid in developing personalized programs for our targeted athletes to enhance match endurance and overall fitness.

6. *Edge 10 Monitoring*

WCL introduced a new digital monitoring system, Edge 10, with our AAP carded and NextGen Athletes. 2017 was targeted as an information gathering protocol. Tapering efficiencies, weight management, and training integration (S&C, off-mat, and mat sessions) were investigated. Critical information on our approaches in these areas has been identified and currently being used by some of our centre coaches to better align our athlete's wholistic training approach to ensure that there is complementary programming.



7. *Reloading Strategies*

With the introduction of the new same day weigh-ins, the luxury of a 12-24 hour recover from weight cut to first match was removed. WCL responded with better weight class targets which is complemented with our new reloading strategies post weigh-in to ensure our athletes are prepared for a day of competition without fading and long term health effects.

8. *Elite Habits*

Targeted education seminars for our Cadet and NextGen athletes focused on sleep hygiene, nutritional strategies, and lifestyle choices to foster and create a daily culture of excellence and mindset.

9. *Testing Result Education and Programming Implementation*

Key feedback from athletes and coaches was the historical testing and data accumulation without the resulting programming changes and enhancement. WCL has used the regional TOPS and testing sessions to meet with coaches and athletes and illustrate opportunities for gap improvement through enhanced programming (e.g. Polar HR project).

10. *Hydration Project*

Edge 10 monitoring has also highlighted the systemic gap of proper daily and competition hydration with our athletes. In partnership with Hidrate Water Bottles, WCL will be running a hydration protocol to research appropriate reloading strategies.

11. *Edge 10 Travel Medical Monitoring*

Lead Therapist Surinder Budwal, in conjunction with Erin Sargent have digitized our medical reporting for our travelling medical staff to ensure better reporting and management of athlete health.

GOLD MEDAL PROFILE PODIUM PATHWAY (GMP/PP)

WCL continues to work on their Gold Medal Profile and Podium Pathway. The intended use of the GMP/PP is for identification, selection, education, and gap analysis to help drive better programming and coaching.

WCL and the respective IST have recently completed work on the following areas:

- Strength and Conditioning values for NG to Senior National Team
- Nutrition key performance factors for NG to Senior National Team
- Technical and Tactical key performance indicators for Gold Medal Profiles
- Physiological values for NG to Senior National Team

WCL will be publishing the current GMP/PP the beginning of August 1 with the implementation of the new NextGen Program.



The following markers are currently being developed:

- Daily Training Approach
- Medical
- Lifestyle

We are currently working with our NCCP manager and learning facilitators to develop coaching material to help educate and deliver the GMP/PP information and application to the WCL community.

NATIONAL TEAM PROGRAMMING

International Coach, Tonya Verbeek, has been working diligently to prepare age group YTPs for targeted age groups. These were communicated late fall 2017 for the 2018 season. Driving objectives for the programming include:

- Developmentally appropriate competitions and camps;
- Exposure to international training partners;
- Targeted system gap development through exposure to the appropriate competitors;
- Appropriate number of matches per year;
- Exposure to WCL IST in an age group appropriate manner;

REGIONAL TESTING & TOPS

WCL HP and IST staff have worked to enhance regional service provision for sport science and sport medicine. As already mentioned, regional testing and monitoring has led to the identification of system and individual gaps. Regional TOPS provides an opportunity for Local IST providers to work with our Leads to deliver more targeted programming to address both the individual and system gaps.

WCL HP FUNDING

WCL has put together their funding approach for the 2018 Season (April 2018 – October 2018). Tiered athletes must meet minimum training requirements to remain in their tier, including but not limited to: testing, monitoring, Edge 10 logging, attendance at WCL designated mandatory camps, and other requirements as communicated by WCL.

Prioritization of funding will be towards WCL sanctioned events. Additional events, as identified on the YTP by the coaches and supported by the HPD, or their designate(s), will be considered for funding.

WCL will prioritize funding to projects that offer the following, but not limited to:



- international or domestic training camps that offer multiple international or domestic training partners the athlete is not regularly exposed to;
- multiple international high quality matches;
- exposure to different high level coaching;
- clear gap mitigating alignment.

Chart: WCL HP Funding Summary

Cycle	Dates	Tier 1	Tier 2	Tier 3	NextGen
2018	(April 1, 2018 – October 2018)	Podium	2020 Olympic	2020/2024	NextGen
		2016 Olympic Medalists (Olympic Weights)	WCL-OTP Targeted Athletes	2017 Junior World Medalist	NextGen National
		Olympic Weight Top 8 World Championships	2017 Non-Olympic World Medalists	2017 FISU Gold or Silver Medallist	D Carded Athlete
			2017 U23 World Medalist	2018 Senior National Champ (Olympic Weight)	
				2018 Commonwealth Games Team Athlete	
				2018-19 Carded Athlete (SR)	

D - GAMES / CHAMPIONSHIP PERFORMANCE

Date	Tournament	Athlete	Weight	Placement
April 29, 2017	Mongolia Open	Jasmine Mian	48 kg	2
May 06, 2017	Senior Pan American Championships	Korey Jarvis	125 kg	3
		Jessica MacDonald	53 kg	1
		Brianne Barry	55 kg	2
		Aso Palani	57 kg	2
		Michelle Fazzari	58 kg	1
		Laurence Beauregard	60 kg	3
		Braxton Stone-Papadopoulos	63 kg	1
		Dillon Williams	65 kg	3
		Olivia Di Bacco	69 kg	1
		Justina Di Stasio	75 kg	1
		Jordan Steen	86 kg	3
		Nishan Randhawa	97 kg	3
May 27, 2017	Sassari	Frederick Choquette	125 kg	2
		Jade Parsons	48 kg	1
		Samantha Stewart	53 kg	1

		Hannah Franson	55 kg	2
		Linda Morais	60 kg	1
		Vince De Marinis	65 kg	1
		Jordan Steen	86 kg	1
June 2, 2018	German GP	Jade Parsons	48 kg	2
		Jessica MacDonald	53 kg	1
		Samantha Stewart	53 kg	3
		Michelle Fazzari	58 kg	1
		Braxton Stone-Papadopoulos	63 kg	1
		Olivia Di Bacco	69 kg	1
		Justina Di Stasio	75 kg	1
June 9, 2018	Junior Pan American Championships	Aly Barghout	120 kg	2
		Alexia Seal	44 kg	1
		Jayd Davis	51 kg	2
		Hannah Taylor	55 kg	2
		Tianna Kennett	59 kg	3
		Nicole Depa	63 kg	1
		Dejah Slater	72 kg	2
		John Yeats	74 kg (GR)	1
		Alexander Moore	84 kg	1
July 6, 2018	Cadet Pan American Championships	Nishan Randhawa	96 kg	1
		Kyle Jordon	100 kg	1
		Gregor McNeil	42 kg	2
		Declan Papadopoulos	46 kg	3
		Melissa Fryer	49 kg	2
		Lachlan McNeil	50 kg	1
		Victoria Seal	52 kg	3
		Brayden Todd	54 kg	3
		Saige Evertman	56 kg	1
		Patrik Leder	58 kg	3
		Trystan Kato	63 kg	1
		Nyla Burgess	65 kg	3
		Adam Scott	69 kg	2
		Carson Lee	76 kg	2
July 9, 2017	Maccabi Games	Gabriel Choueke	61 kg	3
		Sam Barmish	74 kg	2
		Moshe Klyman	97 kg	3
July 15, 2017	Spanish GP	Sean Molle	125 kg	3
		Jessica MacDonald	53 kg	1
		Jasmine Mian	53 kg	2
		Aso Palani	57 kg	3
		Michelle Fazzari	58 kg	2
		Jevon Balfour	74 kg	2
		Justina Di Stasio	75 kg	3
July 22, 2017	Francophone Games	Sean Molle	125 kg	1
		Frederick Choquette	125 kg	2
		Jade Parsons	48 kg	1
		Kristina McLaren	53 kg	1
		Samantha Stewart	53 kg	3
		Laurence Beauregard	55 kg	1

















		Steven Takahashi	57 kg	1
		Emily Schaefer	58 kg	3
		Linda Morais	60 kg	2
		Hannah Franson	60 kg	3
		Darthe Capellan	61 kg	3
		Jessica Brouillette	63 kg	1
		Vincent De Marinis	65 kg	2
		Dillon Williams	65 kg	3
		Kayla Brodner	69 kg	2
		Caleb Rutner	70 kg	3
		Veronica Keefe	72 kg	1
		Gracelynn Doogan	72 kg	3
		Ahmed Shamiya	74 kg	1
		Guseyn Ruslanzada	74 kg	3
		Jordan Steen	86 kg	1
		Dalton Webb	97 kg	3
August 1, 2017	Junior World Championships	Alexia Seal	44 kg	5
		Dejah Slater	72 kg	5
August 23, 2017	Senior World Championships	Michelle Fazzari	58 kg	3
		Justina Di Stasio	75 kg	3
November 23, 2017	U23 World Championships	Braxton Stone-Papadopoulos	63 kg	2
		Gracelynn Doogan	75 kg	2
December 15, 2017	Commonwealth Championships	Jasmit Phulka	74 kg	3
		Sean Molle	125 kg	3
February 15, 2018	Cerro Pelado International	Aso Palani	57 kg	3
		Sean Molle	125 kg	3
February 16, 2018	Klippan Lady Open	Danielle Lappage	68 kg	1
		Olivia Di Bacco	68 kg	3
		Erica Wiebe	76 kg	3
February 23, 2018	International Ukrainian Tournament	Jessica MacDonald	50 kg	1
		Olivia Di Bacco	68 kg	2
		Danielle Lappage	68 kg	2
		Erica Wiebe	76 kg	1
		Leah Ferguson	76 kg	2











KEY ACTIVITIES 2017-2018

Legend:  Completed  In progress / on schedule  Delay / caution / issue  Did not meet

Activity	Status	Notes
▪ HP Training Centre framework, monitoring and accountability review		HP Contracts sent to 4 centres, signed and implemented
▪ Club Excellence framework and funding approach		Club partnership rubric draft developed - feedback
▪ Hire Performance Analyst Coach		David Lopez
▪ Hire NextGen Staff		Kimin Kim
▪ Hire Program Coordinator		Mitch Kaufman
▪ Hire Interim HPD		TBD
▪ Revise event registration process		Google forms
▪ Revise Sport Canada AAP Criteria		Pending Sport Canada review and approval
▪ Revise retirement process and athlete exit interviews		Athlete Retirement Package complete Exit Interview questions created - implementation August 2018
▪ Revise NextGen Program		Aligned with NSO needs, Partner policies
▪ Revise NextGen Selection Criteria		Soliciting Coach feedback for targeted August publication
▪ Revise HP Funding Approach		Aligned with funding partner objectives and policies
▪ Revise Event Logistics and communication		Google forms, event process checklist, hire of program coordinator
▪ Development of WCL Dartfish video and technical analysis database		Shared with HP centre coaches, Phase 2: individual



		coach training and access
<ul style="list-style-type: none"> Development of Individual Athlete Performance Analysis 		David Lopez in working with our centre coaches to develop a template for communication of performance analytics as well as subsequent programming suggestions
<ul style="list-style-type: none"> Enhance HP communication with Community 		Ongoing: <ul style="list-style-type: none"> HP newsletter PTSO Calls Criteria Feedback Calls TOPS coach and athlete meetings Event Surveys feedback Coaching Conference
<ul style="list-style-type: none"> Centralization of Athlete data 		Edge 10 System
<ul style="list-style-type: none"> Review and revise Cadet Programming 		NG coaches and Cadet advisory group
<ul style="list-style-type: none"> HP Coach Evaluation and Professional Development Process 		Working with OTP, Ron Woutila to establish HP centre coach evaluation process and subsequent PD
<ul style="list-style-type: none"> RBC Training Ground Immersion 		Need better recruitment of PTSO involvement
<ul style="list-style-type: none"> Update Competition Introduction and Development Coaching Materials to align with coaching expectations and HP centre requirements 		Inclusion of IST and HPM in content creation and delivery
<ul style="list-style-type: none"> Competition Review 		Alignment and purpose of Nationals in the HP stream

KEY ACTIVITIES 2018-2019

- Fall debrief with Nora Sheffe
- Individual training centre debriefs
- Deliver successful Commonwealth Games with a performance benchmark of 10 medals
- Coaching conference (Fall 2018)
- Deliver Competition Development course with integrated HP approach (Fall 2018)
- Complete GMP / PP



- Phase 1 - August 2018
 - Hire Interim HPD position
 - Implementation of new NG program
 - Implementation of new Sport Canada AAP criteria
 - Enhanced Coaching evaluations and PD (Fall 2018)
 - Completion of Club Partnership Framework
 - Development of Cadet Programming Approach (Fall 2018)
 - Enhanced Integration of Performance Analysis
 - Hydration Project
 - Pan American Games INP development
 - Pan American Games preparation
 - OQ preparation
 - Coach Targeted Professional Development for 4 HP coaches and 2 NextGen Coaches
 - Analytics review of U17/U19 nationals age groups and participation/retention models





STRATEGIC DIRECTION 2: SPORT DEVELOPMENT

The initial six-month goals of the new staff were to make observations around the community, learn the sport, support the current processes, and start building plans for the future.

A – COACH EDUCATION & DEVELOPMENT

With a staffing shortage in this portfolio for over a year, WCL has not had the capacity to review and update its coach education materials and processes. In the last half of the year, we have hosted several meetings to review and assess the current status of the Wrestling NCCP. The information gleaned from these reviews will be critical in successfully accomplishing the Sport Development and Podium Performance outcomes outlined in the WCL Strategic Plan.

UPDATING COACH CERTIFICATION

During this initiative, there was a high priority given to updating the Locker with the backlog of courses that had not yet been forwarded to WCL and as a result, not entered into the Locker. This was done in an effort to update coaches' statuses in preparation for meeting the mandatory coach eligibility standards for the Canadian Championships. After clearing the backlog, it was clear that many coaches were not aware of the process required to become certified at either the Competition Introduction or Development contexts.

In an effort to help the coaches update complete their certification status in the Locker, individual e-mails were sent out to coaches giving them a step-by-step process of what was required to meet their desired status. For many it was a simple step of completing the "Making Ethical Decision" (MED) module and evaluation.

The initiative was a success. 85 coaches complete their MED evaluation and were able to achieve CERTIFIED status.

REVIEW OF COACH DEVELOPER PROGRAM

In March, a training session was held in Calgary at WinSport to review the current WCL coach education processes and update some of our key CD, CE and MCDs. The session resulted in:

- All participants completing / updating the Core Facilitator and Core Evaluator training modules
- Identification of gaps in the WCL NCCP, from a coach developer perspective
- A consistent message was agreed on and will be communicated to all PTSOs

Attendees:

- Master Coach Facilitators Grant Lavallée
 Gord Sturrock
- Facilitators David Lopez





Bob Parsons
Andy Ross
Owen Dawkins
Daniel McGee
Leo McGee

PTSO LOCKER TRAINING - Update each PTSO with a Locker administrator

In spring 2018, we went from three PTSOs with capacity to update the Locker to nine, that now have the capacity to update their province's events.

- | | |
|--------------------|-------------------------------|
| ▪ British Columbia | Mark Brkic |
| ▪ Alberta | Andy Ross |
| ▪ Saskatchewan | Monique Coutu |
| ▪ Ontario | Tim MaGarry |
| ▪ Quebec | Rob Moore |
| ▪ New Brunswick | Tom MacRae |
| ▪ Nova Scotia | Kim Walsh |
| ▪ PEI | Glen Flood |
| ▪ NL | Ryan Nichols |
| ▪ WCL | Andrew Pagé, Tamara Medwidsky |

COMPETITION INTRODUCTION, COMPETITION DEVELOPMENT CONTEXT REVIEW

On June 16-17th, a panel of experts was assembled to review the current Competition Development coach curriculum and develop a revised implementation plan.

- | | |
|------------------|--|
| ▪ Andrew Pagé | Sport Development & Events Manager |
| ▪ David Lopez | Performance Analyst Coach |
| ▪ Don Clark | Chair – Coach Education & Development Advisory Committee |
| ▪ Erin Sergeant | Physiologist |
| ▪ Grant Lavallée | Master Coach Developer |
| ▪ Kelly Dreger | Nutritionist |
| ▪ Julie Beaulieu | WCL High Performance Manager |
| ▪ Mitch Kaufman | WCL Program Coordinator |

The session was a success. The group was able to:

- Align the domestic and HP philosophies and priorities from grass roots to our international athletes
- Outline and update the delivery and assessment processes
- Establish timelines for materials to be updated in time for the September 27-30 Competition Development Course



UPDATE OF NCCP OPERATIONS MANUAL & COMPETITION DEVELOPMENT FINAL APPROVAL

Updating of the NCCP Operations Manual is the final step to receive final approval for the Competition Development context from Coaching Association of Canada. With the gaps that have been identified during the review process, a few final items still require some revisions prior to final approval being sought:

- Participant Development Model
- Coach Development Model
- Publicize the new standardized delivery and evaluation processes of the WCL NCCP.

Once these are completed and posted on the website, we will receive final approval.

NCCP REVISION CYCLE

The WCL NCCP revision cycle has been determined and is guided by NCCP policies. Once the Competition Development context is complete, the next steps will be to de-integrate the Competition Introduction context, build the curriculum and update the coach developers and evaluators.

As per the WCL Strategic Plan, we will promote and support the above initiatives in a way that will assist the PTSOs in aligning with their constituents. WCL is currently investigating e-learning as a tool and resource that would assist in the delivery of

Recognizing that not all PTSOs have the same capacities, regional groupings will be made when possible to assist in the growth and development of their services. This will simplify alignment while maintaining fiscally responsibility.

B – EVENT HOSTING

The following is a list of WCL sanctioned and / or WCL supported events that took place in the last fiscal year:

- U17 / U19 Championships (April 2017) – Windsor, ON
- Canada Cup (July 2017) – Guelph, ON
- Canada Summer Games (August 2017) – Winnipeg, MB
- U SPORTS Championships (February 2018) – Sault Ste. Marie, ON
- Junior / Senior Canadian Championships (March 2018) – Montreal, QC
- U17 / U19 Championships (April 2018) – Edmonton, AB

This year's domestic competition season was one of transition. The adoption of new rules, minimum standards and the utilization of technology required adaptation from all.



With Montreal hosting the Junior / Senior Canadian Championships for the first time in decades and the Friends of the World Cup leading the charge with the U17 / U19 Championships in Edmonton, our Championships were in good hands.

Based at two great facilities, the host organizations delivered great products. With abundant raised seating, the spectators had a clear line of sight to the field of play. Limiting access to the field of play to accredited individuals, allowed the focus to be on the athletes and their outstanding performances. Thanks to technology, these performances were live streamed to the fans that were not able to make the trip.

Moving forward, we are committed to improving the competitive experience for all. It is important to create an optimal environment to allow our athletes to compete at their best and promote their accomplishment for the entire country to see.

C - PTSO & STAKEHOLDER COLLABORATION, ALIGNMENT & PARTNERSHIPS:

COLLABORATION & COMMUNICATION

We had previously identified some gaps in the communication with our membership, which was addressed in part by the hosting of our PTSO partner calls. These partner calls have become an effective forum to:

- Inform the membership on new initiatives and results from existing ones
- Answer any questions
- Receive and provide feedback on current events
- Share best practices and ideas

After a low turnout on the first few calls a request was made to move the call to a weeknight evening. Since then we have had more than a dozen participants on each call with representation from WCL, most PTSOs, CAWO and CAC.

The partner calls take place on the 3rd Wednesday of the month at 8 pm eastern time. If you wish to be added to the distribution list, please send an e-mail to: apage@wrestling.ca.

Moving forward, it will be important to continue to improve our capacity to communicate with the WCL community. This will be made possible by facilitating the alignment of PTSO services and developing a nationwide database. This will result in reducing the administrative demands of membership and event registration, as well as reporting to provincial and federal funding partners and ultimately increase the capacity of PTSOs to focus on wrestling specific programming within their provinces. Please refer to more details in the “Strategic Direction 3” section.



ATHLETE DEVELOPMENT

Skill Awards

The Skill Awards program is still very popular and has the potential to engage more people in the sport. WCL does not currently have a NCCP stream aimed specifically at intermediate, less competitive oriented programs (eg. Instruction) and the Skill Awards program could be oriented to fill that gap.

There are numerous examples of successful skills and physical literacy programs in Canadian sport – Athletics (Run, Jump, Throw); Speed Skating (Cutting Edge Pin Program) and Swimming (CANSwim) to name a few. The Skill Awards program fits into this same mold.

Gord Sturrock from BC has been instrumental in developing a similar skills-based physical literacy program named “Sports on Mats: The Clear Path to High Achievement & Greater Health”. There is a great opportunity for a partnership on an aligned program in this area.

Canada Games

Canada Games had another successful run, hosted at the University of Winnipeg, with wrestling team competition taking place on August 9 and 10 and individual competition on August 11. Most of the efforts over the last year have included working with the host society on finalizing the competition schedule, and other operational details.

The 2017 edition of the Games included 11 weight classes in both men’s and women’s freestyle, which is one less from the 2013 edition of the Games. We also saw 11 of 13 PTSOs participating (not being represented are Yukon and Northwest Territories).

Congratulations to Team BC on winning the Women’s Team Title and to Team Ontario for winning the Men’s Team Title.

Canada Games is currently in the process of consulting with their constituents on various aspects of the Games, including the frequency of hosting Games. We would encourage everyone that receives requests for information to do so, to provide the necessary sport perspective.

U SPORTS

The 2018 U SPORTS Championships were held at the University of Algoma with great success. As in previous years, WCL contributed a significant amount of funding to offset Championships costs for all athlete participants. Congratulations to the Brock Badgers program on winning both men’s and women’s team titles, as well as to Marty Calder on being named U SPORTS Coach of the Year for women. Congratulations to Owen Dawkins on being named U SPORTS Coach of the Year for men.



Through significant efforts by the WCL President, Executive Director and Vang Ioannides, we were successful in receiving a reprieve for one-year regarding the qualification restrictions in the AUS conference. This remains a priority matter to address.





We have been advised recently that U of Calgary has been confirmed as the host of the 2019 Championships.

More recently, wrestling was the recipient of news that the University of Regina program was being discontinued due to financial unsustainability at the U of Regina. The same fate was handed to the U of Winnipeg program just under a year ago. This is of urgent concern to WCL, as the U SPORTS league continues to be a critical component of WCL's athlete development pathway.








WCL continues to dialogue with U SPORTS on these matters. We are currently waiting for detailed updates from U SPORTS on the proposed sport model, which may impact WCL in various areas.

KEY ACTIVITIES 2017-2018

Legend:  Completed  In progress / on schedule  Delay / caution / issue  Did not meet

Activity	Status	Notes
▪ NCCP Competition Development context receives final approval by CAC		The decision, as supported by CAC, was to review and revise some of the content material to ensure alignment with high performance pathways.
▪ Finalize 2020 NCCP workplan, including context revision cycle		
▪ Develop 1 st phase of Responsible Coaching plan	 	Due to the current environment, the timelines to implement RC will be pushed forward.



▪ U SPORTS resolution on AUS matter	 	Was only addressed for a one-year period.
▪ Implementation plan for use of online tournament software at all WCL sanctioned events.		PMs are in final testing phases ARENA (UWW software). Online software was used for all WCL sanctioned events in the last year.
▪ Draft recommendations for changes to Canadian Championship and International Team selections		There have been delays here due to the timing of hiring the SDEM and given the major changes adopted by UWW on the competition structure.
▪ Update coach certification		
▪ Review of Coach Developer Program		
▪ PTSO Locker Training		

KEY ACTIVITIES 2018-2019

- Competition Development Final Approval
- Complete NCCP Operations Manual revisions + publish
- Complete de-integration and revision of Competition Introduction context
- Complete training and upgrading of Coach Developer Program
- Complete WCL competition review, with recommendations for Events & Hosting Advisory Committee
- Activate PTSO Council
- Implement 1st phase of Responsible Coaching plan
- Review U SPORTS competition model & structure



STRATEGIC DIRECTION 3: GOVERNANCE & MANAGEMENT

A - ORGANIZATIONAL STRUCTURE

GOVERNANCE & BOD MODERNIZATION

WCL's Board of Directors committed to a Board Development Program in 2017 following a Human Resources review that was conducted in 2016 by the Sport Law & Strategy Group (SLSG). One of the recommendations was for WCL to provide assistance in the area of Board development to help ensure the Board was continuing to transition into a more policy focused one.

In the last year, the BOD has developed and implemented several tools to assist staff and the BOD to function more effectively and efficiently:

- BOD meeting norms, to help improve the quality of discussion
- Good Governance Principles, which was created to enhance clarity of roles and responsibilities, ensure effective communications with stakeholders while ensuring proper oversight is achieved:
 - There is a clear distinction between the responsibilities of the BOD and those of the staff.
 - WCL has a board structure and process that enable it to govern and oversee the growth of the sport in an effective and professional manner.
 - WCL's relationship with its members and governing organizations reflect accountability, alignment, responsiveness, transparency, and clarity in communication.

BYLAWS

The BOD has committed to reviewing bylaws regularly to ensure that WCL is nimble in adapting to the ever-changing environment. The BOD reviewed and revised the association's bylaws this past fall, which are now being presented to the Members for approval.

ORGANIZATIONAL STRUCTURE & COMMITTEES

Last June, the BOD approved a new policy on Organizational Structure & Committees, as part of the broader revised governance structure, which provides increased alignment between BOD and staff operations. The committee structure includes four (4) BOD standing committees and seven (7) program advisory committees. The last of the committee terms of reference were approved by the BOD in the fall.

The activation of all the committee is not yet complete. Activated and operational committees include: Athlete Council, Finance & Audit, and High Performance. Committees that have not yet been activated include: Governance & Planning, Nominations, Alumni & Recognition, Coach



Education & Development, Events & Hosting, Marketing & Communications, PTSO Council, Sport Development.

HUMAN RESOURCES / STAFFING

Several new staff were welcomed to WCL in 2017-2018. In some instances staff were filling vacant positions and in others, staff were filling new positions created as a result of additional resource support from our stakeholders.

The High Performance Director position is currently vacant, as a result of the HPD being on leave since early in the new year. As a result, WCL is in the process of completing the hiring of an interim position to fill this staffing gap.

Staff Hiring Summary:

- Marketing & Communications Manager – Chris Reith
- Sport Development & Events Manager – Andrew Pagé
- Program Coordinator – Mitch Kaufman
- Performance Analyst – David Lopez
- NextGen Central Coach & Pathway Manager – Kimin Kim
- Interim High Performance Director - TBD

NATIONAL OFFICE

WCL's National Office relocation to the House of Sport at the RA Centre has been a success. The move has connected various members of the sport community under one roof. The co-location has also resulted in economies of scale and efficiencies by sharing common elements such as meeting rooms, reception, conference halls, a café, washrooms, technologies and many other resources.

We are pleased to be hosting our annual BOD meeting on June 22nd, 2018 at the House of Sport.

B - MANAGEMENT PRACTICES

RISK MANAGEMENT & COMPLIANCE

Code of Conduct

Last June, the BOD approved a revised Code of Conduct, which encompassed conflict of interest, confidentiality, harassment and privacy. The document is broader in nature and focuses on broad principles of conduct and ethical behavior.

Earlier this year, WCL received correspondence from WCL participants, expressing concern about gaps in the Code of Conduct, as it relates the coach / athlete dynamic. The BOD struck a working



group in February to review the Code of Conduct. Significant progress has been made, however the group has identified additional areas that still require attention.

Inclusion Policy

A working group was struck to address the direction of the membership to develop a policy in this area. The group convened several times and reviewed various documents and guidelines to date. The discussions around an overarching policy were not contentious, however, discussions on application and implementation of such a policy identified numerous procedural issues that would need to be addressed. Liability has certainly been identified as one of the risk factors, especially regarding officials.

A draft policy was presented to the BOD in the fall and was endorsed in principle, pending additional communication and a response from Sport Canada and CCES.

While things have been largely at a standstill since the fall, we have received some updates in this area in the last few weeks:

- UWW is in the process of developing a Transgender Policy
- CCES has released a draft policy and practice template on “Creating Inclusive Environments for Trans Participants in Canadian Sport”

The working group will reconvene following annual meetings to ensure alignment with these new documents, which have just recently been made available.

Risk Registry

The BOD is responsible for reviewing the risk registry on an annual basis and providing oversight to the Governance & Planning Committee to ensure that WCL has existing measures or is developing measures to reduce the risks of occurring or reducing consequences should risks occur. Risk based decision-making is becoming more prevalent and is providing the staff with a very important lens for operational decision-making.

The BOD will undergo some specific exercises as it relates to the Risk Registry at the upcoming meetings.

Respect in the Workplace

WCL implemented mandatory “Respect in the Workplace” training for staff and members of the Board of Directors. These activities are directly linked to two of WCL’s core values of respect and integrity and our risk management practices.



Disputes / Disciplinary Matters

The last fiscal year still saw a number of complaints and disciplines that the Association had to address. The complaint and discipline processes are directed through a neutral party (Case Manager) and require that confidentiality be maintained throughout the process to completion.

- Anti-Doping – Adverse Findings:
 - 1 case reviewed – no violation assessed
- Disciplinary:
 - 1 athlete conduct (concluded)
 - 2 staff conduct (ongoing)
- Complaints / investigations:
 - 2 cases (ongoing)

Several notices of infractions were brought forward for WCL to address, however, WCL was precluded from reviewing them due to a lack of jurisdiction. It is imperative that our PTSOs have the necessary policies and support in place in their respective jurisdictions, to address matters of conduct and discipline should they arise. Additionally, we are discussing the feasibility of developing reciprocal agreements with the PTSOs to ensure that information and/or sanctions related to disciplines are shared among the member groups for continued alignment and information sharing.

Sport Canada is also in the process of updating NSO obligations for funding contributions, which will require the NSO and their members to have the necessary workplace integrity policies (harassment, abuse and discrimination) in place to be eligible for funding support.

Safe Sport

WCL joins the growing voices of other sport organizations who are calling for a pan Canadian strategy and commitment to ensure sport provides an inclusive and safe experience for all participants.

As noted above, we have been engaged in various activities related to enacting our values and managing risks. While these are positive steps in the right direction, we acknowledge that there is still much more we can do to ensure we are creating an environment where respect, ethical conduct and integrity are the norm.

We have identified a number of specific initiatives that we will be undertaking over the next year. Once we have a clear sense of the scope of work required, we will update our membership and provide opportunities for ongoing engagement.



WCL is committed to working with our community and our stakeholders in coordinating initiatives to ensure all our participants, including athletes, coaches, officials and volunteers, are participating in an environment free of abuse and harassment. We also look to the leadership of our government stakeholders to ensure that there is a commitment to developing a universal sport policy to support safe sport in Canada, and the necessary resources needed to continue engaging in these collective efforts.

C - NATIONAL PARTICIPANT STRUCTURE

WCL has signed a scope of work agreement with Sport Law & Strategy Group to conduct a review of its current membership / participant structure with a view to creating a more streamlined and coordinated system across the country.

Currently, each province and territory have different criteria and fees associated with their participant base which includes athletes, coaches and officials. In some cases, it is not clear what process is being used. This is resulting in inaccurate participant numbers being reported which in turn may have implications for government funding.

This review will form the starting point for the development of a registrant database system that will be offered to all PTSOs and clubs. Determining a consistent structure will enable the database system to most effectively support such things as insurance, annual registration, event entry fee collection, statistical analysis and athlete tracking.

There are several assumptions that underlie this project:

- PTSOs will be willing to share their current process in a timely manner.
- Other combat sports will be willing to share their membership structure.
- Sufficient stakeholder engagement will take place to ensure a collective voice is heard.
- This review is not directly related to the governance structure of WCL.

The objectives of this project are to:

- Identify who comprises wrestling participants in Canada.
- Determine the appropriate level of service from WCL to participants.
- Have clear definitions of membership and participation.
- Have agreement on what timeline constitutes a “season”.
- Create alignment of PTSOs and WCL.
- Engage with currently uninvolved segments of wrestling community ie. Schools

Timeline for completion of this project is March 31, 2019.

Deliverables for this project will be:

- Report providing analysis of current practices in wrestling across Canada



- Report providing analysis of current practices within combat sports in Canada (Judo, Taekwondo, Boxing and Karate)
- Recommendations on revisions to WCL and PTSO membership structures

D - REVENUE GENERATION





The 2017-2018 fiscal year saw some additional revenue generation through the following:

- Directed clothing sale
- Grant application for specific sport science & sport medicine initiatives
- Additional funding through Sport Canada's NextGen programming eligibility.

We are pleased to advise that the Finance & Audit Committee is operational. The committee has been tasked with some specific directions by the BOD, which include a review of the Financial Assistance Program. In addition, broader initiatives on investment strategies and revenue generation will be tasked to the committee.

KEY ACTIVITIES 2017-2018

Legend:  Completed  In progress / on schedule  Delay / caution / issue  Did not meet

Activity	Status	Notes
▪ Continue BOD development support plan		Ongoing
▪ BOD approved organizational structure		June 2017
▪ Committee terms of reference are BOD approved		June 2017 September 2017
▪ Committees are established (various)		Operational: <ul style="list-style-type: none"> - Athlete Council - Finance & Audit - High Performance Not activated: <ul style="list-style-type: none"> - Governance & Planning - Nominations - Alumni & Recognition - Coach Education &



		Development - Events & Hosting - Marketing & Communications - PTSO Council - Sport Development Chairs for all committee have been approved and assigned.
▪ HR policy is completed and BOD approved		September 2017
▪ Hire full-time staff in the area of media & communications		Chris Reith November 2017
▪ Hire full-time staff in the area of sport development		Andrew Pagé January 2018
▪ Develop scope of work plan for national participant structure		March 2018
▪ Complete National Office relocation		November 2017

KEY ACTIVITIES 2018-2019

- Continue BOD development support plan
- Activate remaining committees
- Conduct national participant structure review
- Inclusion Policy is completed and BOD approved
- Code of Conduct is completed and BOD approved
- Conflict of Interest Policy is completed and BOD approved
- Risk management / risk registry update
- Safe Sport initiatives:
 - Complete review of HP coaching environment
 - BOD Workshop outcomes & recommendations:
 - TBD





STRATEGIC DIRECTION 4: SPORT PROMOTION

WCL welcomed Chris Reith, Marketing & Communications Manager, in the fall of 2017.

A - MEDIA & COMMUNICATIONS

WCL has continued to build upon its audiences in its four main channels: Website, Facebook, Twitter and Mailchimp. WCL also launched a YouTube channel in November 2017, which now has 186 subscribers. Instagram has been identified as a key-growth area on social media. WCL's account has grown from 612 to 1742 followers in the past year.

WEBSITE KEY STATS (April 1, 2017 to March 31, 2018)

- 338,818 pageviews
- 156,306 sessions
- 66,363 users
- Average pages viewed per session – 3.1
- Average session duration – 2 minutes, 32 seconds
- Session audience (city):
 - Toronto – 8.49%
 - Calgary – 6.10%
 - Montreal – 5.08%
- Articles posted – 102

WCL launched a revamped website in April 2018. The website allows for improved communication with the wrestling community and media partners. More focus is being placed on high-quality photos, national team information, and national and international events.

The relaunch has also made the site mobile friendly. Since launch, mobile viewership has taken over as the top way to view the website.

FACEBOOK KEY STATS

- Followers: 5,837 (up 1,109 from March 31, 2017)
- Average post reach: 2,832
- Average post engagement: 256

TWITTER KEY STATS

- Followers: 22,777 (up 10,331 from March 31, 2017)
- Average Tweet impressions: 2,176
- Average Tweet engagement: 96



MAILCHIMP KEY STATS

- Newsletter subscribers - 701
- Newsletter open rate – 46.8% (Industry average – 17.4%)

WEBCASTING

WCL contracted SportsCanada.tv for webcasting:

- Junior / Senior Championships streaming - Average viewership per mat – 670 unique visitors
- U17 / U19 Championships stream – Average viewership per mat – 555 unique visitors

WCL is exploring its own webcasting options through wrestling.ca or our YouTube channel at select events with the support of WCL's Performance Analyst.

B - MARKETING & SPONSORSHIP

WCL BRAND

We continue to be pleased with our partnership and the brand work from Epic Design. Epic Design was the driving force behind the visual look of the new website. They were also responsible for the new singlet designs.

We will continue to work with Epic Design to make functional and visual improvements on the website and social media channels throughout the year.

SPONSORSHIP

No outfitting sponsor has been secured despite extensive conversation. Other sponsorship opportunities are being explored.

C - AWARDS, RECOGNITION & ALUMNI RELATIONS

HALL OF FAME

- Lee MacKay was inducted into the Wrestling Canada Lutte Hall of Fame under the builder category.
- Jordon Wong of the University of Alberta was named the recipient of the Bob McLeod Scholarship.
- Carol Huynh was inducted in Canada's Sports Hall of Fame in November 2017.

Work is being done to establish alumni database and organize alumni recognition events.



UWW & INTERNATIONAL RELATIONS

Canadian UWW Commission Members include:

- Legal Commission – Clive Llewellyn
- Marketing & Sponsoring Commission – Bill Dowbiggin
- Medical, Prevention & Anti-Doping Commission – Dr. Babak Shadgan (Chair)
- Women & Sport Commission – Tamara Medwidsky

WCL's President Don Ryan continues to make a great impact as the Vice-President of UWW Americas, which is the Pan American Continental Association. Don was also recently elected as Chair of the new UWW Commonwealth Wrestling Committee for a four-year term.



STAKEHOLDER RELATIONS

Sport Canada continues to be our main financial contributor, and as such, significant efforts go into communication and collaboration with them as well as Own The Podium (OTP), who continue to provide recommendations to Sport Canada on how to direct high performance and NextGen funding to NSOs. We also continue to maintain strong relations with other various sport partners in various capacities, including the Canadian Olympic Committee, Commonwealth Games Association of Canada, U SPORTS, AthletesCAN, Canada Games, Coaching Association of Canada and United World Wrestling. In the areas of sport science, sport medicine, we have developed key partnerships with several Canadian Sport Institutes (CSIs) and service providers across the country.




We would like to thank our various sport partners and our advisors, specifically Roshell Bissett from Sport Canada, as well as Alex Davidson from Own The Podium, for their continued efforts in supporting Wrestling Canada Lutte and wrestling in general. Their assistance and guidance continue to be invaluable.

KEY ACTIVITIES 2017-2018

Legend:  Completed  In progress / on schedule  Delay / caution / issue  Did not meet

Activity	Status	Notes
▪ Hire full-time media & communications staff		
▪ Draft corporate & sport promotion communications plan		



<ul style="list-style-type: none"> Draft and approve advisory committee terms of reference in the areas of marketing & sponsorship, and alumni & recognition 		
<ul style="list-style-type: none"> Secure new national team uniform sponsor 	 	<p>There has been significant effort in this area, with some promise for a partnership with a global partner.</p>

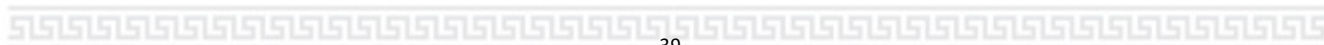
KEY ACTIVITIES 2018-2019

- Webcasting events through wrestling.ca
- Activate Marketing & Communications Advisory Committee
- Establish alumni database
- Plan alumni recognition event
- Establish national team uniform sponsor
- Launch online store



BRING ON 2018-2019

Date	Event	Location
2018		
March 16-18	Junior / Senior Canadian Championships	Montreal, QC
April 13-15	U17/ U19 Canadian Championships	Edmonton, AB
April 12-15	Commonwealth Games	Gold Coast, Australia
May 3-6	Senior Pan Am Championships	Lima, Peru
May 25-27	Cadet Pan Am Championships	Guatemala City, Guatemala
June 9	Women's World Team Trials (Olympic weights)	Toronto, ON
June 14-15	TOPS – National Team Workshops	Calgary, AB
June 18-19	TOPS – National Team Workshops	Toronto, ON
July 2-8	Cadet World Championships	Zagreb, Croatia
July 6	World Team Trials (non-Olympic weights)	Guelph, ON
July 7	Canada Cup	Guelph, ON
August 16-19	Junior Pan Am Championships	Fortaleza, Brazil
September 17-23	Junior World Championships	Trnava, Slovakia
October 17-23	Senior World Championships	Budapest, Hungary
November 12-18	U23 World Championships	Bucharest, Romania
2019		
February	U SPORTS Championships	TBD
March 15-17	Junior / Senior Canadian Championships	TBD
April 12-14	U17 / U19 Canadian Championships	TBD





PARTNERS, SPONSORS & SUPPORTERS

PARTNERS IN EXCELLENCE



SPORT PARTNERS

