



## **ANNUAL REPORT 2019-2020**

August 2020

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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 2019-2020

President – Don Ryan  
Director (Athletes) – Jasmine Mian  
Director (Coaches) – Owen Dawkins  
Director (U SPORTS Coaches) – Francis Clayton  
Director (Officials) – Lee MacKay  
Director (AB/NT) – Russ Pawlyk  
Director (BC/YT) – Steve Rennalls  
Director (ON) – Jess Tang  
Director (ON) – John Cook  
Director (QC/NB/NS/NL/PE) – Martine Dugrenier  
Director (SK/MB/NU) – Bill Whiteway  
Independent Director – vacant

#### Management Team:

President – Don Ryan  
Director – Russ Pawlyk  
Director – Jasmine Mian

#### Officers:

President – Don Ryan  
Treasurer – Kelly Rich  
Secretary & Executive Director – Tamara Medwidsky





## MESSAGE FROM THE EXECUTIVE DIRECTOR

WCL's plans and operations center on our four strategic directions that drive WCL's 2020 Strategic Plan and include Podium Excellence, Sport Development, Governance & Management, and Sport Promotion.

Following a strong mid-quadrennial year, there were several key activities identified in each of the strategic pillars. In the area of podium excellence, WCL had some disappointing results, but also continued to have outstanding performances resulting in numerous podium results at the various World Championships, including bronze from Juniors Ana Godinez Gonzalez and Hunter Lee. The U23 program continued to deliver strong results with bronze medals by Jade Dufour, Tianna Kennett and Hannah Taylor. And of course, the Senior World Championships saw Linda Morais with a comeback performance to claim a World Title. 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. The highlight of the year saw Ottawa host the 2020 Pan Am events in Ottawa, albeit under unusual circumstances. This was a strategic initiative aimed with giving our athletes the best opportunity to qualify for the Tokyo Games. Congratulations go to Amar Dhesi, Danielle Lappage, Jordie Steen and Erica Wiebe for punching their tickets to Tokyo!

Significant work has been done in several key initiatives in governance and management, including the selection of a vendor to build WCL's database and registration system. A tremendous amount of work has been completed by the Safety First Task Force in the development of a draft Safe Sport Policy Manual, which is currently being reviewed by the membership. The commitment to providing the community with a safe sport environment continues to be a top priority for WCL.

We also continue to increase our efforts in the area of sport promotion, including social media which has resulted in a growth in our viewership, as well as providing our community with webcasting to ensure the broadest 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, U SPORTS, 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 also serve as Co-Chair of the Summer Sport Caucus, which represents all summer sports in Canada.

The end of the fiscal year saw the entire world hit with the COVID-19 pandemic. These unprecedented times called for swift and decisive action at the onset to ensure the safety of our community. This resulted in the entire country going into isolation and the postponement of the



2020 Junior / Senior and U17 / U19 Canadian Championships to 2021. Beyond WCL, the pandemic saw the Canadian Olympic Team withdraw from the Tokyo Games, followed closely by the postponement of the Tokyo Games to 2021. To follow suit, the BOD approved the extension of the strategic plan by one additional year to align with the completion of the Olympic cycle.

WCL emerged with the development of various risk assessment tools and return to sport protocols. While various parts of the countries have begun to function under new conditions, the sporting community continues to approach the return to sport in a cautious, but optimistic manner.

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 and look forward to a year unlike any other seen in recent history.

My sincerest gratitude 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 objectives. A particular thank you to the Management Team and the Board of Directors for their efforts as stewards of the association, especially in these unique times.

Yours in Sport,



Tamara Medwidsky  
Executive Director





## **STRATEGIC DIRECTION 1: PODIUM EXCELLENCE**

### **INTRODUCTION**

2019-2020 has been a unique challenge for all involved in the High Performance programs of WCL. The pandemic and subsequent postponement of the 2020 Olympic Games in Tokyo has thrown up all sorts of obstacles which the High Performance Unit continues to navigate. Rest assured that Head Coach Tonya Verbeek and involved are resolutely focused on adjusting our plans to achieve our goals.

On the mat there was the significant milestone of qualification of 4 athletes for Tokyo at home in Ottawa in March. It might not have been in front of a crowd, but the athletes and staff greatly appreciate all the hard work that went in to making the event not only possible, but successful.

The systemic alignment in our program as we continue to drive the value of international performances and intervening at a younger age to promote the Gold Medal Profile is starting to bring results at the U23 and Junior World level which is exciting ahead of Paris 2024. I would like to thank our Next Gen Coaches Carol Huynh and Kimin Kim for the excellent work they have done in driving this.

The hard work done by the technical staff supported by our Performance Analyst Coach David Lopez ensured that when the pandemic hit that WCL was well equipped to ensure continued support from Sport Canada, the Canadian Olympic Committee and Own the Podium.

As part of our continued commitment to innovation our Integrated Support Team led by Scott Vass implemented a new Athlete Management System called Kinduct. This is a key outcome of detailed consultation with athletes, coaches and IST. Kinduct facilitates greater information flow to ensure our athletes have what they need whilst also protecting privacy. Most of all – it is easy to use!

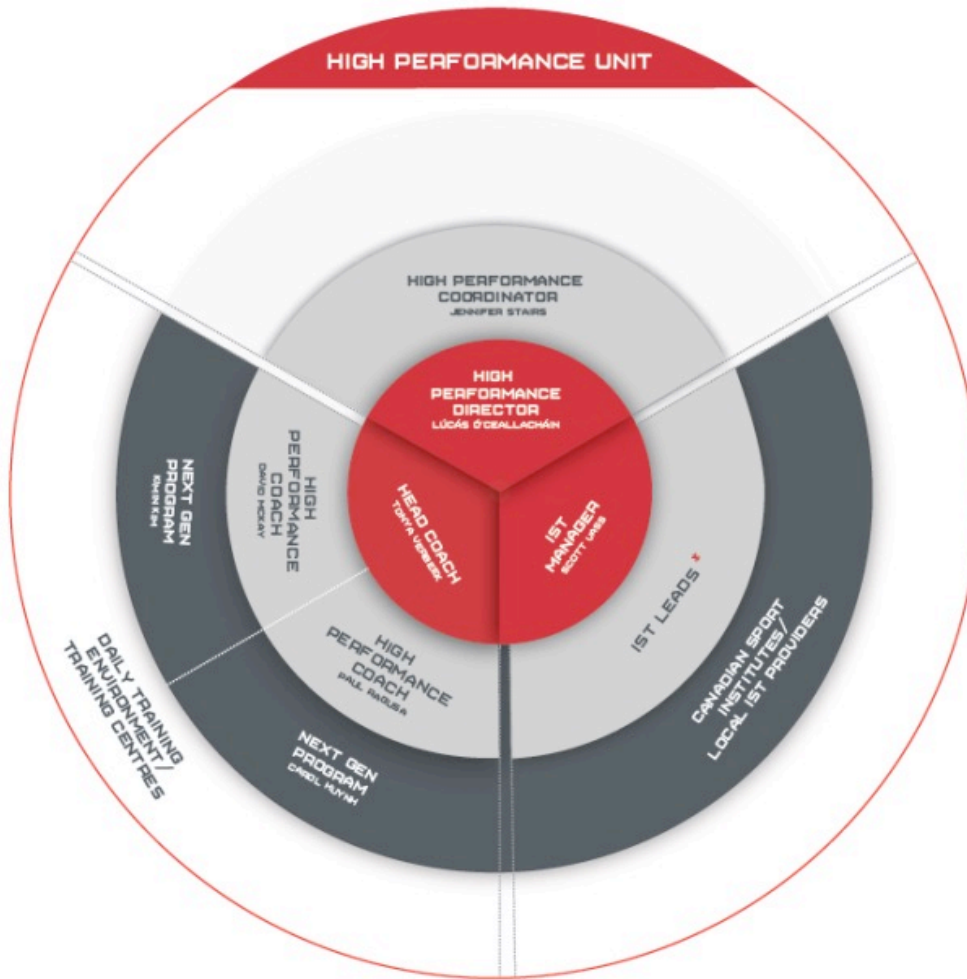
The disruption to the daily training environment and competition schedule has been met head on by the IST and coaching staff ensuring that athletes have the equipment they need at home to maintain their conditioning. The IST continue to work to find creative solutions to training and competition.

A special thanks to Jennifer Stairs, High Performance Coordinator, for keeping all of us on track.





## A – COACHING & TECHNICAL LEADERSHIP



The **High Performance Unit** is displayed above. This will be reviewed and evaluated after the Tokyo 2021 Games but has provided a more professional structure to support the work of the program.

The **High Performance Advisory Committee** will conduct a review of the terms of reference going forward. Thank you to Vang Ioannides for his leadership and Mike Jones, Jessie MacDonald and Steven Takahashi for their excellent work and support.



## **B – HIGH PERFORMANCE PLANNING & PREPARATION**

The YTP for 2020-21 will be challenging as wrestling faces the reality under COVID restrictions for training, travel and competition. Our focus will remain on preparing athletes bound for the Olympic Games and those who continue to try and qualify.

Creative solutions are currently being explored for the short-medium term in relation to national team training and camps. The lack of events also poses challenges for selection criteria and carding (AAP).

Significant work has been completed on NextGen criteria as we expand the program to provide a Tier 1 and Tier 2 level of support that is based on performances. Coaches Carol Huynh and Kimin Kim continue to collaborate with all the athletes and coaches on the Gap Analysis and building the GMP.

We will continue to build further integration between the athlete performance pathway and resource provision. We will be seeking opportunities to collaborate more closely with PSOs to ensure the presence of national program coaches in provincial camps and events, as well as continuing to share the GMP so that we can keep closing our gaps on the international stage.

For Tokyo 2020 several familiarisation visits were conducted including participation in the Olympic Test Event. This gives us a high degree of comfort in relation to the expected challenges for the rescheduled Games. During the most recent visit we conducted our annual review and debrief with the HP Unit and Coaches.

The IST Leads implemented a brand new Athlete Management System which has seen a modern approach taken to how we manage the training load and injuries of athletes. It is important to note that the primary focus of Kinduct remains athlete wellness and overall health. Canadian wrestling continues to lead the way in innovation as we seek to wrestle smarter, not harder.

## **C – GAMES / CHAMPIONSHIP PERFORMANCE**

The 2019-20 season was brought to an abrupt close following the successful hosting of the Pan Am Championships and Olympic Qualification tournaments. This disrupted the Olympic Games qualification and preparation as well as plans for the Next Gen program.

However, some highlights amongst the 55 medals won in the short period included Pan Am Games gold for Justina Di Stasio and World Championship gold for Linda Morais in Kazakhstan.

A number of Next Gen athletes also made their mark at the U23 and Junior levels giving plenty of reason for optimism as we build depth in the lead up to 2024. For the rescheduled 2021 Olympics we have qualified 4 spots (2 men, 2 women) with the door still open for additional spots. The











challenge in 2020-21 will be managing both an Olympics and a World Championship with the need for flexibility in preparing both teams.

Full results are in the appendix attached.

## KEY ACTIVITIES 2019-2020

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

Activity	Status	Notes
▪ Pan Am Games 2019		6 medals – 1 Gold, 1 Silver and 4 Bronze
▪ Senior World Championships Kazakhstan 2019		Linda Morais gold medal at 59Kg
▪ Familiarization and GMP Camp in Japan 2019		Agreements in place for Games Time base and pre-Games camp
▪ OTP Submission and Coaching Debrief		Completed
▪ U23 World Championships 2019		3 Bronze Medals
▪ Senior Pan Am Championships/OQ 2020		4 Qualified for Tokyo 2020 – Dhesi, Steen, Wiebe, Lappage Pan Am Championships
▪ GMP Camps		Completed
▪ New HP Unit structure		Completed – subject to review post Tokyo
▪ Carding Policy Additional Updates		Updated
▪ Policy Audit		Completed with Sport Law Strategy Group – clarity provided on performance-based decisions
▪ Athlete Handbook		Completed – published in August 2020



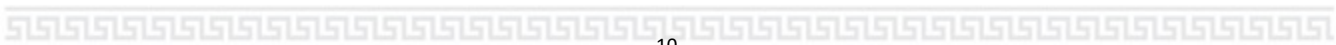
- Alignment of Coach/Athlete Pathway using GMP



Seminar held and well received. David Lopez completed work with priority athletes and coaches for Tokyo 2020. Ongoing seminars to come.

### KEY ACTIVITIES 2020-2021

- OTP Fall Submission
- Updated Carding policy
- Updated Selection policies
- HPAC Terms of Reference
- Coaching Professional Development – Nova Profile
- Further online seminars on GMP
- Innovation for Gold Project on decision making
- PSO High Performance Survey
- Continue communication via newsletter and regular contact points for HP Athletes and Coaches
- 2020(1) Olympic Games



## 2019-2020 International Medal Performances - Summary

	Gold	Silver	Bronze	Total
<b>CAN Total of Medals from July 1st 2019 to March 1st 2020</b>	14	14	30	55

Level	Event	Seniors				U23				Juniors				Cadets			
		G	S	B	Total	G	S	B	Total	G	S	B	Total	G	S	B	Total
<b>Championships</b>	World Championship	1			1			3				2	2				
	Pan American Championship	2	7	4	13												
<b>Olympic Games Qualification</b>	Olympic Qualification Tournament	2	2	6	10												
<b>Games</b>	Pan American Games	1	1	4	6												
<b>International Tournaments</b>	Granma y Cerro Pelado	2	1	1	4												
	Grand Prix de France Henri Deglane			1	1												
	RS - Matteo Pellicone Tournament	1		3	4												
	Bill Farrell Memorial International	3	1	2	6												
	UWW Test Tournament			1	1												
	Alexander Medved Prizes																
	Waclaw Ziolkowski Memorial	1			1												
	Poland Open		1	2	3												
	RS - Yasar Dogu	1	1	1	3												
	Grand Prix of Spain																
	Canada Cup																
	RS - City of Sassari Tournament																
	Grapple at the Garden																
<b>TOTAL</b>		14	14	25	53			3				2	2				

Level	Event	Seniors							
		Women				Men's FS			
		G	S	B	Total	G	S	B	Total
<b>Championships</b>	<b>World Championship</b>	1			1				
	Pan American Championship	2	2	3	7	4	1		5
<b>Olympic Games Qualification</b>	Olympic Qualification Tournament	2		4	6	2	2		4
<b>Games</b>	Pan American Games	1	1	1	3			3	3
<b>International Tournaments</b>	Granma y Cerro Pelado	2	1	1	4				
	Grand Prix de France Henri Deglane							1	1
	RS - Matteo Pellicone Tournament	1		2	3			1	1
	Bill Farrell Memorial International	3	1	1	5			1	1
	UWW Test Tournament								
	Alexander Medved Prizes								
	Waclaw Ziolkowski Memorial								
	Poland Open		1	2	3				
	RS - Yasar Dogu	1	1	1	3				
	Grand Prix of Spain			3	3	1	3		4
	Canada Cup								
	RS - City of Sassari Tournament								
	Grapple at the Garden								
<b>TOTAL</b>		13	7	18	38	7	12		19

# 2019-2020 International Medal Performances - Individual Results

Date	Place	Name	Competition	Style	Age Group	Weight	Rank
2020-03-13	Ottawa	Barreiro, Thomas Rahontsiosta	<a href="#">Olympic Qualification Tournament</a>	Greco-Roman	Seniors	97	6
2020-03-13	Ottawa	Coles, Daniel Troy	<a href="#">Olympic Qualification Tournament</a>	Greco-Roman	Seniors	67	7
2020-03-13	Ottawa	Dhesi, Amarveer	<a href="#">Olympic Qualification Tournament</a>	Freestyle	Seniors	125	2
2020-03-13	Ottawa	Fazzari, Michelle Christina	<a href="#">Olympic Qualification Tournament</a>	Female wrestling	Seniors	62	3
2020-03-13	Ottawa	Hildenbrandt, Bradley Thomas	<a href="#">Olympic Qualification Tournament</a>	Greco-Roman	Seniors	130	8
2020-03-13	Ottawa	Lappage, Danielle Suzanne	<a href="#">Olympic Qualification Tournament</a>	Female wrestling	Seniors	68	1
2020-03-13	Ottawa	MacDonald, Jessica Anne Marie	<a href="#">Olympic Qualification Tournament</a>	Female wrestling	Seniors	50	3
2020-03-13	Ottawa	MacFayden, Adam Takahashi	<a href="#">Olympic Qualification Tournament</a>	Greco-Roman	Seniors	60	11
2020-03-13	Ottawa	Morais, Linda	<a href="#">Olympic Qualification Tournament</a>	Female wrestling	Seniors	57	3
2020-03-13	Ottawa	Narlidis, Ioannis Yiannis	<a href="#">Olympic Qualification Tournament</a>	Greco-Roman	Seniors	87	8
2020-03-13	Ottawa	Phulka, Jasmit Singh	<a href="#">Olympic Qualification Tournament</a>	Freestyle	Seniors	74	3
2020-03-13	Ottawa	Pye, Clayton Steven	<a href="#">Olympic Qualification Tournament</a>	Freestyle	Seniors	86	11
2020-03-13	Ottawa	Sadiku, Ligrit	<a href="#">Olympic Qualification Tournament</a>	Freestyle	Seniors	57	9
2020-03-13	Ottawa	Steen, Jordan David	<a href="#">Olympic Qualification Tournament</a>	Freestyle	Seniors	97	2
2020-03-13	Ottawa	Stewart, Samantha Leigh	<a href="#">Olympic Qualification Tournament</a>	Female wrestling	Seniors	53	3
2020-03-13	Ottawa	Wiebe, Erica Elizabeth	<a href="#">Olympic Qualification Tournament</a>	Female wrestling	Seniors	76	1
2020-03-13	Ottawa	Williams, Dillon Emmanuel	<a href="#">Olympic Qualification Tournament</a>	Freestyle	Seniors	65,0	3
2020-03-13	Ottawa	Yeats, John	<a href="#">Olympic Qualification Tournament</a>	Greco-Roman	Seniors	77	8
2020-03-06	Ottawa	Akhtar, Kieran Imran	<a href="#">Pan American Championship</a>	Greco-Roman	Seniors	55	2
2020-03-06	Ottawa	Ambo, Brayden William	<a href="#">Pan American Championship</a>	Greco-Roman	Seniors	77	6
2020-03-06	Ottawa	Barreiro, Thomas Rahontsiosta	<a href="#">Pan American Championship</a>	Greco-Roman	Seniors	97	6
2020-03-06	Ottawa	Brouillette, Jescia Lise	<a href="#">Pan American Championship</a>	Female wrestling	Seniors	62	3
2020-03-06	Ottawa	Dashou, Joseph	<a href="#">Pan American Championship</a>	Greco-Roman	Seniors	67	11
2020-03-06	Ottawa	De Marinis, Vincent	<a href="#">Pan American Championship</a>	Freestyle	Seniors	65,0	10
2020-03-06	Ottawa	Dhesi, Amarveer	<a href="#">Pan American Championship</a>	Freestyle	Seniors	125	2
2020-03-06	Ottawa	Di Bacco, Olivia Grace	<a href="#">Pan American Championship</a>	Female wrestling	Seniors	68	3
2020-03-06	Ottawa	di Stasio, Justina Renay	<a href="#">Pan American Championship</a>	Female wrestling	Seniors	76	1
2020-03-06	Ottawa	Kuebeck, Shauna Ailein	<a href="#">Pan American Championship</a>	Female wrestling	Seniors	72	3
2020-03-06	Ottawa	MacFayden, Adam Takahashi	<a href="#">Pan American Championship</a>	Greco-Roman	Seniors	60	8
2020-03-06	Ottawa	Manning, Cruize Saint Luc	<a href="#">Pan American Championship</a>	Freestyle	Seniors	70	2
2020-03-06	Ottawa	Narlidis, Ioannis Yiannis	<a href="#">Pan American Championship</a>	Greco-Roman	Seniors	87	9
2020-03-06	Ottawa	Parks, Madison Bianca	<a href="#">Pan American Championship</a>	Female wrestling	Seniors	50	8
2020-03-06	Ottawa	Parsons, Jade Mariah	<a href="#">Pan American Championship</a>	Female wrestling	Seniors	53	2
2020-03-06	Ottawa	Phulka, Jasmit Singh	<a href="#">Pan American Championship</a>	Freestyle	Seniors	74	7
2020-03-06	Ottawa	Pye, Clayton Steven	<a href="#">Pan American Championship</a>	Freestyle	Seniors	86	3
2020-03-06	Ottawa	Randhawa, Nishan Preet Singh	<a href="#">Pan American Championship</a>	Freestyle	Seniors	97	5
2020-03-06	Ottawa	Ruslanzada, Guseyn	<a href="#">Pan American Championship</a>	Freestyle	Seniors	79	2
2020-03-06	Ottawa	Sadiku, Ligrit	<a href="#">Pan American Championship</a>	Freestyle	Seniors	57	5
2020-03-06	Ottawa	Schiller, Scott Anthony Josef	<a href="#">Pan American Championship</a>	Freestyle	Seniors	61	2
2020-03-06	Ottawa	Taylor, Hannah Fay	<a href="#">Pan American Championship</a>	Female wrestling	Seniors	57	2
2020-03-06	Ottawa	Thoms, Charles Frederick	<a href="#">Pan American Championship</a>	Greco-Roman	Seniors	130	6
2020-03-06	Ottawa	Town, Alexandra Rebekkah	<a href="#">Pan American Championship</a>	Female wrestling	Seniors	59	1
2020-02-14	La Habana	Capellan, Darthe	<a href="#">Granma y Cerro Pelado</a>	Freestyle	Seniors	57	8
2020-02-12	La Habana	Brouillette, Jescia Lise	<a href="#">Granma y Cerro Pelado</a>	Female wrestling	Seniors	62	2
2020-02-12	La Habana	Di Bacco, Olivia Grace	<a href="#">Granma y Cerro Pelado</a>	Female wrestling	Seniors	68	1
2020-02-12	La Habana	Fazzari, Michelle Christina	<a href="#">Granma y Cerro Pelado</a>	Female wrestling	Seniors	62	9
2020-02-12	La Habana	MacDonald, Jessica Anne Marie	<a href="#">Granma y Cerro Pelado</a>	Female wrestling	Seniors	50	5
2020-02-12	La Habana	Parks, Madison Bianca	<a href="#">Granma y Cerro Pelado</a>	Female wrestling	Seniors	50	3
2020-02-12	La Habana	Stewart, Samantha Leigh	<a href="#">Granma y Cerro Pelado</a>	Female wrestling	Seniors	53	1
2020-02-10	La Habana	Coles, Daniel Troy	<a href="#">Granma y Cerro Pelado</a>	Greco-Roman	Seniors	67	5
2020-02-10	La Habana	Dashou, Joseph	<a href="#">Granma y Cerro Pelado</a>	Greco-Roman	Seniors	67	9
2020-02-10	La Habana	Hildenbrandt, Bradley Thomas	<a href="#">Granma y Cerro Pelado</a>	Greco-Roman	Seniors	130	5
2020-02-10	La Habana	MacFayden, Adam Takahashi	<a href="#">Granma y Cerro Pelado</a>	Greco-Roman	Seniors	60	7
2020-01-18	Nice	Deschatelets, Richard Philipp Junior	<a href="#">Grand Prix de France Henri Deglane</a>	Freestyle	Seniors	97	3
2020-01-18	Nice	Pye, Clayton Steven	<a href="#">Grand Prix de France Henri Deglane</a>	Freestyle	Seniors	86	9
2020-01-18	Nice	Sadiku, Ligrit	<a href="#">Grand Prix de France Henri Deglane</a>	Freestyle	Seniors	57	5
2020-01-18	Nice	Williams, Dillon Emmanuel	<a href="#">Grand Prix de France Henri Deglane</a>	Freestyle	Seniors	70	7
2020-01-15	Rome	Dhesi, Amarveer	<a href="#">RS - Matteo Pellicone Tournament</a>	Freestyle	Seniors	125	3
2020-01-15	Rome	Fazzari, Michelle Christina	<a href="#">RS - Matteo Pellicone Tournament</a>	Female wrestling	Seniors	62	10
2020-01-15	Rome	Lappage, Danielle Suzanne	<a href="#">RS - Matteo Pellicone Tournament</a>	Female wrestling	Seniors	68	3
2020-01-15	Rome	MacDonald, Jessica Anne Marie	<a href="#">RS - Matteo Pellicone Tournament</a>	Female wrestling	Seniors	50	12
2020-01-15	Rome	Morais, Linda	<a href="#">RS - Matteo Pellicone Tournament</a>	Female wrestling	Seniors	57	3
2020-01-15	Rome	Stewart, Samantha Leigh	<a href="#">RS - Matteo Pellicone Tournament</a>	Female wrestling	Seniors	53	9
2020-01-15	Rome	Wiebe, Erica Elizabeth	<a href="#">RS - Matteo Pellicone Tournament</a>	Female wrestling	Seniors	76	1
2019-12-19	Bazar-e Bozorg	Bazrafshan, Amir	<a href="#">Club World Championship</a>	Freestyle	Seniors	Team	2
2019-11-15	New York	Dhesi, Amarveer	<a href="#">Bill Farrell Memorial International</a>	Freestyle	Seniors	125	3
2019-11-15	New York	Fox, Natasha	<a href="#">Bill Farrell Memorial International</a>	Female wrestling	Seniors	50	3
2019-11-15	New York	Grote, Skylar	<a href="#">Bill Farrell Memorial International</a>	Female wrestling	Seniors	68	4
2019-11-15	New York	Keefe, Veronica	<a href="#">Bill Farrell Memorial International</a>	Female wrestling	Seniors	68	2
2019-11-15	New York	Lappage, Danielle Suzanne	<a href="#">Bill Farrell Memorial International</a>	Female wrestling	Seniors	68	1
2019-11-15	New York	Parks, Madison Bianca	<a href="#">Bill Farrell Memorial International</a>	Female wrestling	Seniors	50	4
2019-11-15	New York	Town, Alexandra Rebekkah	<a href="#">Bill Farrell Memorial International</a>	Female wrestling	Seniors	57	1
2019-11-15	New York	Wiebe, Erica Elizabeth	<a href="#">Bill Farrell Memorial International</a>	Female wrestling	Seniors	76	1
2019-10-28	Budapest	Barghout, Aly Medhat Abde	<a href="#">World Championship</a>	Freestyle	U23	125	8

2019-10-28	Budapest	Barmish, Samuel Jacob	<a href="#">World Championship</a>	Freestyle	U23	79	21
2019-10-28	Budapest	Cameron, Avery Ruth	<a href="#">World Championship</a>	Female wrestling	U23	62	13
2019-10-28	Budapest	Doogan, Gracelynn	<a href="#">World Championship</a>	Female wrestling	U23	76	7
2019-10-28	Budapest	Dufour, Jade Marie	<a href="#">World Championship</a>	Female wrestling	U23	50	3
2019-10-28	Budapest	Godinez Gonzalez, Karla Lorena	<a href="#">World Championship</a>	Female wrestling	U23	55	5
2019-10-28	Budapest	Kennett, Tianna Grace	<a href="#">World Championship</a>	Female wrestling	U23	59	3
2019-10-28	Budapest	McIsaac, Christopher Morgan Joseph	<a href="#">World Championship</a>	Freestyle	U23	65	14
2019-10-28	Budapest	McNeice, Connor Quinn	<a href="#">World Championship</a>	Freestyle	U23	70	12
2019-10-28	Budapest	Moore, Alexander Robert	<a href="#">World Championship</a>	Freestyle	U23	86	8
2019-10-28	Budapest	Palermo, Marco Guido	<a href="#">World Championship</a>	Freestyle	U23	61	8
2019-10-28	Budapest	Poirier, Jeremy Adam	<a href="#">World Championship</a>	Freestyle	U23	92	15
2019-10-28	Budapest	Randhawa, Nishan Preet Singh	<a href="#">World Championship</a>	Freestyle	U23	97	8
2019-10-28	Budapest	Ruslanzada, Guseyn	<a href="#">World Championship</a>	Freestyle	U23	74	23
2019-10-28	Budapest	Savard, Amanda	<a href="#">World Championship</a>	Female wrestling	U23	65	10
2019-10-28	Budapest	Sherland, Alexia Rose	<a href="#">World Championship</a>	Female wrestling	U23	68	14
2019-10-28	Budapest	Taylor, Hannah Fay	<a href="#">World Championship</a>	Female wrestling	U23	57	3
2019-10-28	Budapest	Wiebe, Amber Carly Dawn	<a href="#">World Championship</a>	Female wrestling	U23	53	11
2019-10-03	Tokyo	di Stasio, Justina Renay	<a href="#">UWW Test Tournament</a>	Female wrestling	Seniors	76	3
2019-10-03	Tokyo	Parsons, Jade Mariah	<a href="#">UWW Test Tournament</a>	Female wrestling	Seniors	53	7
2019-10-03	Tokyo	Taylor, Hannah Fay	<a href="#">UWW Test Tournament</a>	Female wrestling	Seniors	57	6
2019-09-19	Nur-Sultan	Capellan, Darthe	<a href="#">World Championship</a>	Freestyle	Seniors	57	13
2019-09-19	Nur-Sultan	De Marinis, Vincent	<a href="#">World Championship</a>	Freestyle	Seniors	70	25
2019-09-19	Nur-Sultan	Jarvis, Korey	<a href="#">World Championship</a>	Freestyle	Seniors	125	23
2019-09-19	Nur-Sultan	Moore, Alexander Robert	<a href="#">World Championship</a>	Freestyle	Seniors	86	29
2019-09-19	Nur-Sultan	Phulka, Jasmit Singh	<a href="#">World Championship</a>	Freestyle	Seniors	74	27
2019-09-19	Nur-Sultan	Schiller, Scott Anthony Josef	<a href="#">World Championship</a>	Freestyle	Seniors	61	15
2019-09-19	Nur-Sultan	Steen, Jordan David	<a href="#">World Championship</a>	Freestyle	Seniors	97	23
2019-09-19	Nur-Sultan	Williams, Dillon Emmanuel	<a href="#">World Championship</a>	Freestyle	Seniors	65	21
2019-09-16	Nur-Sultan	Brouillette, Jescia Lise	<a href="#">World Championship</a>	Female wrestling	Seniors	65	17
2019-09-16	Nur-Sultan	Dufour, Jade Marie	<a href="#">World Championship</a>	Female wrestling	Seniors	50	21
2019-09-16	Nur-Sultan	Godinez Gonzalez, Ana Paula	<a href="#">World Championship</a>	Female wrestling	Seniors	62	13
2019-09-16	Nur-Sultan	Lappage, Danielle Suzanne	<a href="#">World Championship</a>	Female wrestling	Seniors	68	9
2019-09-16	Nur-Sultan	Morais, Linda	<a href="#">World Championship</a>	Female wrestling	Seniors	59	1
2019-09-16	Nur-Sultan	Parsons, Jade Mariah	<a href="#">World Championship</a>	Female wrestling	Seniors	55	13
2019-09-16	Nur-Sultan	Slater, Dejah Aniela	<a href="#">World Championship</a>	Female wrestling	Seniors	72	12
2019-09-16	Nur-Sultan	Taylor, Hannah Fay	<a href="#">World Championship</a>	Female wrestling	Seniors	57	22
2019-09-16	Nur-Sultan	Weicker, Diana Mary Helen	<a href="#">World Championship</a>	Female wrestling	Seniors	53	18
2019-09-16	Nur-Sultan	Wiebe, Erica Elizabeth	<a href="#">World Championship</a>	Female wrestling	Seniors	76	9
2019-08-12	Tallin	Brisco, Jolie Donna Elizabeth	<a href="#">World Championship</a>	Female wrestling	Juniors	57	13
2019-08-12	Tallin	Coles, Daniel Troy	<a href="#">World Championship</a>	Freestyle	Juniors	65	26
2019-08-12	Tallin	Coquette, Julien	<a href="#">World Championship</a>	Freestyle	Juniors	92	21
2019-08-12	Tallin	Godinez Gonzalez, Ana Paula	<a href="#">World Championship</a>	Female wrestling	Juniors	62	3
2019-08-12	Tallin	Johnson, Berit Musey	<a href="#">World Championship</a>	Female wrestling	Juniors	68	9
2019-08-12	Tallin	Kaze Gascon, Virginie	<a href="#">World Championship</a>	Female wrestling	Juniors	55	10
2019-08-12	Tallin	Lee, Carson Barry	<a href="#">World Championship</a>	Freestyle	Juniors	79	24
2019-08-12	Tallin	Lee, Hunter Jeffery	<a href="#">World Championship</a>	Freestyle	Juniors	86	3
2019-08-12	Tallin	Mulkay, Katie Nichole	<a href="#">World Championship</a>	Female wrestling	Juniors	65	21
2019-08-12	Tallin	Parker, Emma Janelle	<a href="#">World Championship</a>	Female wrestling	Juniors	59	15
2019-08-12	Tallin	Randhawa, Ikyot Singh	<a href="#">World Championship</a>	Freestyle	Juniors	97	19
2019-08-12	Tallin	Seal, Alexia Adelina Devalmont	<a href="#">World Championship</a>	Female wrestling	Juniors	50	23
2019-08-12	Tallin	Serna, Jackson Jerome	<a href="#">World Championship</a>	Freestyle	Juniors	125	14
2019-08-12	Tallin	Slater, Dejah Aniela	<a href="#">World Championship</a>	Female wrestling	Juniors	76	11
2019-08-12	Tallin	Todd, Brayden Alexander	<a href="#">World Championship</a>	Freestyle	Juniors	57	23
2019-08-09	Minsk	Town, Alexandra Rebekkah	<a href="#">Alexander Medved Prizes</a>	Female wrestling	Seniors	57	4
2019-08-07	Lima	Balfour, Jevon	<a href="#">Pan American Games</a>	Freestyle	Seniors	74	3
2019-08-07	Lima	Barreiro, Philip Rawerrii	<a href="#">Pan American Games</a>	Greco-Roman	Seniors	87	9
2019-08-07	Lima	Barreiro, Thomas Rahontsiio	<a href="#">Pan American Games</a>	Greco-Roman	Seniors	97	5
2019-08-07	Lima	Capellan, Darthe	<a href="#">Pan American Games</a>	Freestyle	Seniors	57	3
2019-08-07	Lima	Di Bacco, Olivia Grace	<a href="#">Pan American Games</a>	Female wrestling	Seniors	68	2
2019-08-07	Lima	di Stasio, Justina Renay	<a href="#">Pan American Games</a>	Female wrestling	Seniors	76	1
2019-08-07	Lima	Jarvis, Korey	<a href="#">Pan American Games</a>	Freestyle	Seniors	125	3
2019-08-07	Lima	Moore, Alexander Robert	<a href="#">Pan American Games</a>	Freestyle	Seniors	86	5
2019-08-07	Lima	Parsons, Jade Mariah	<a href="#">Pan American Games</a>	Female wrestling	Seniors	53	3
2019-08-07	Lima	Steen, Jordan David	<a href="#">Pan American Games</a>	Freestyle	Seniors	97	5
2019-08-07	Lima	Taylor, Hannah Fay	<a href="#">Pan American Games</a>	Female wrestling	Seniors	57	8
2019-08-02	Warsaw	Dhesi, Amarveer	<a href="#">Waclaw Ziolkowski Memorial</a>	Freestyle	Seniors	125	1
2019-08-02	Warsaw	Fox, Natasha	<a href="#">Poland Open</a>	Female wrestling	Seniors	50	3
2019-08-02	Warsaw	Johnson, Berit Musey	<a href="#">Poland Open</a>	Female wrestling	Seniors	68	14
2019-08-02	Warsaw	Lappage, Danielle Suzanne	<a href="#">Poland Open</a>	Female wrestling	Seniors	68	2
2019-08-02	Warsaw	Parker, Emma Janelle	<a href="#">Poland Open</a>	Female wrestling	Seniors	59	11
2019-08-02	Warsaw	Phulka, Jasmit Singh	<a href="#">Waclaw Ziolkowski Memorial</a>	Freestyle	Seniors	74	12
2019-08-02	Warsaw	Town, Alexandra Rebekkah	<a href="#">Poland Open</a>	Female wrestling	Seniors	57	3
2019-08-02	Warsaw	Wiebe, Erica Elizabeth	<a href="#">Poland Open</a>	Female wrestling	Seniors	76	5
2019-07-29	Sofia	Adams, Samantha Rose	<a href="#">World Championship</a>	Female wrestling	Cadets	49	18
2019-07-29	Sofia	Ayyoub, Ismail Osama	<a href="#">World Championship</a>	Freestyle	Cadets	80	14
2019-07-29	Sofia	Burgess, Nyla Raelen	<a href="#">World Championship</a>	Female wrestling	Cadets	65	14
2019-07-29	Sofia	di Benedetto, Serena Rosa	<a href="#">World Championship</a>	Female wrestling	Cadets	46	5

2019-07-29	Sofia	Papadopoulos, Fotis Dechlan David	<a href="#">World Championship</a>	Freestyle	Cadets	55	18
2019-07-11	RS - Istanbul	Kramble, Natasha	<a href="#">RS - Yasar Dogu</a>	Female wrestling	Seniors	50	7
2019-07-11	RS - Istanbul	Lappage, Danielle Suzanne	<a href="#">RS - Yasar Dogu</a>	Female wrestling	Seniors	68	2
2019-07-11	RS - Istanbul	Stewart, Samantha Leigh	<a href="#">RS - Yasar Dogu</a>	Female wrestling	Seniors	55	3
2019-07-11	RS - Istanbul	Town, Alexandra Rebekkah	<a href="#">RS - Yasar Dogu</a>	Female wrestling	Seniors	57	7
2019-07-11	RS - Istanbul	Weicker, Diana Mary Helen	<a href="#">RS - Yasar Dogu</a>	Female wrestling	Seniors	53	10
2019-07-11	RS - Istanbul	Wiebe, Erica Elizabeth	<a href="#">RS - Yasar Dogu</a>	Female wrestling	Seniors	76	1
2019-07-05	Madrid	Balfour, Jevon	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	74	2
2019-07-05	Madrid	Brouillette, Jescia Lise	<a href="#">Grand Prix of Spain</a>	Female wrestling	Seniors	62	7
2019-07-05	Madrid	Budgey, Max	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	79	3
2019-07-05	Madrid	Choquette, Frederick	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	125	5
2019-07-05	Madrid	De Marinis, Vincent	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	65	7
2019-07-05	Madrid	Di Bacco, Olivia Grace	<a href="#">Grand Prix of Spain</a>	Female wrestling	Seniors	68	3
2019-07-05	Madrid	Graham, Breanne Leigh	<a href="#">Grand Prix of Spain</a>	Female wrestling	Seniors	65	4
2019-07-05	Madrid	Grote, Skylar	<a href="#">Grand Prix of Spain</a>	Female wrestling	Seniors	65	3
2019-07-05	Madrid	Jagas, Samuel	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	57	3
2019-07-05	Madrid	Moher, Alexander	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	57	5
2019-07-05	Madrid	Pye, Clayton Steven	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	86	7
2019-07-05	Madrid	Rowe, Tyler	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	74	8
2019-07-05	Madrid	Ruslanzada, Guseyn	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	74	3
2019-07-05	Madrid	Sadiku, Ligrit	<a href="#">Grand Prix of Spain</a>	Freestyle	Seniors	57	7
2019-07-05	Madrid	Stefler, Julie	<a href="#">Grand Prix of Spain</a>	Female wrestling	Seniors	59	4
2019-07-05	Madrid	Taylor, Hannah Fay	<a href="#">Grand Prix of Spain</a>	Female wrestling	Seniors	57	3



## **STRATEGIC DIRECTION 2: SPORT DEVELOPMENT**

### **A – COACH EDUCATION & DEVELOPMENT**

WCL was able to fill a critical gap in staff support in this area by contracting the services of a consultant to help support WCL's renewed efforts in this area. A tremendous amount of technical support is also provided by the Coach Education & Development Advisory Committee (CEDAC).

#### **NCCP Operations Manual:**

- The CEDAC is on the 13<sup>th</sup> version of the draft NCCP Ops Manual which is now near completion.
- The manual has been reviewed by our CAC consultant and will be presented to the BOD in September for review and approval.

#### **Canada Games Coaching Requirements:**

- WCL's proposal to revise the Canada Games Coaching Requirements were reviewed by Canada Games and not supported.
- CEDAC reviewed and made the necessary revisions that were subsequently approved by Canada Games and published in the Wrestling Technical Package.

#### **Coach Exemptions 2020 Canadian Championships:**

- The CEDAC developed the coach certification exemption process for the 2020 Canadian Championships, which were subsequently postponed due to COVID.
- The CEDAC has made recommendations to extend the exemption process for the 2021 Canadian Championships (to be presented as part of the new NCCP Ops Manual).

#### **NCCP Program Updates:**

- The group would like to acknowledge the tremendous work of the working group composed of Gord Sturrock, Grant Lavallee and Anthony Bhagwandin who have been developing updated Comp Dev content and evaluation tools, with the support of WCL's Performance Analyst, David Lopez.
- The goal is to integrate and align WCL's Gold Medal Profile and Athlete Development Pathway with updated coach education content.
- COVID forced the delay of the Comp Dev work and a short-term change of priority to address the immediate needs of the community in delivering Comp Int in a revised format:
  - The Comp Int Pilot (Project Côté) saw the delivery of two Part A pilots and one Part B pilot just recently completed.
  - Following a debrief of the pilots, the CEDAC will discuss the proposed options and recommended next steps.

#### **NCCP Certification Special Consideration:**

- The CEDAC continues to address special consideration requests related to missing certification and related on a case-by-case basis.







## **B – EVENT HOSTING**

The following is a list of WCL sanctioned and / or WCL supported events that took place, or were scheduled to take place, in the last fiscal year.

- Non-Olympic Weight Class Trials (June 2019) – Calgary, AB
- Canada Cup + Camp (June 2019) – Calgary, AB
- SFU Open (November 2019) – Burnaby, BC
- Canadian Wrestling Trials (December 2019) – Niagara Falls, ON
- U SPORTS Championships (February 2020) – St. Catharines, ON
- Senior Pan-American Championships – Ottawa, ON (March 2020)
- Pan-American Olympic Qualifier – Ottawa, ON (March 2020)
- Junior / Senior Canadian Championships – London, ON (March 2020, cancelled due to COVID-19)
- U17 / U19 Canadian Championships – Edmonton, AB (April 2020, cancelled due to COVID-19)

WCL has continued to invest in technology to ensure that all sanctioned events are available via livestream on WCL's YouTube channel.

The Canadian Wrestling Trials took place in Niagara, ON and served as a successful test event for the upcoming 2021 Canada Summer Game. Supported by a strong Host Organizing Committee, the event was sold out.

WCL successfully bid for and secured the rights to host the 2020 Pan-American Championships and Pan-American Olympic Qualifier at the Shaw Centre in Ottawa, ON. The WCL staff and Shaw team did a fantastic job at hosting the events despite the unprecedented arrival of a global pandemic during the event. The health and safety of staff, volunteers, and participants were amongst WCL's major priorities while delivering the event and unfortunately COVID-19 forced the event to be closed to spectators. Plenty of positive feedback was received from the countries participating in the event, especially given the circumstances.

WCL hosted these events with the goal of qualifying as many athletes as possible for the Olympic Games and in turn would like to congratulate athletes Erica Wiebe, Danielle Lappage, Amar Dhesi, and Jordie Steen for successfully qualifying for the Olympic Games in Tokyo, Japan.

Unfortunately, due to the COVID-19 pandemic, WCL was forced to cancel the 2020 Junior / Senior Canadian Championships in London, ON and the 2020 U17 / U19 Canadian Championships in Edmonton, AB. All the participants that registered for the 2020 events were provided with a full refund. The events have been rescheduled for 2021 with the same host cities.

The Events & Hosting Advisory Committee (EHAC) completed the mammoth task of developing a revised domestic competition framework and corresponding Hosting Regulations & Requirements for the U17 & U19 Canadian Championships and the Canadian Wrestling Trials – Senior, Junior &





Cadet. The committee will now be turning to the development of an international hosting framework.

## **C – PTSO & STAKEHOLDER COLLABORATION, ALIGNMENT & PARTNERSHIPS**

### **COLLABORATION & COMMUNICATION**

WCL's Member 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, and share best practices and ideas. WCL increased the frequency of these calls during the early days of COVID.

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.

### **ATHLETE DEVELOPMENT**

#### **Canada Games**

Preparation for the 2021 Games being held in Niagara, is well underway with the following:

- Approved revisions to the minimum coaching certification requirements
- Approved revisions the competition schedule due to COVID contingency and construction considerations.
- The updated technical package and schedule has been published by CGC and circulated to the PTSOs

### **U SPORTS**

The 2020 U SPORTS Championships took place at Brock University in St. Catharines, ON and was another successful event. WCL continued to provide significant amount of funding to offset the Championships cost for all athlete participation. Congratulations to the hosts Brock Badgers on winning both the men's and women's team titles for the seventh consecutive season. The 2021 U SPORTS championships are currently set to take place at the University of Alberta in Edmonton, AB.

The COVID pandemic forced the cancellation of all 2020 fall U SPORTS Championships. WCL is currently waiting for updated information from U SPORTS on the status of the 2021 winter season.

The next priority is for a new Wrestling Sport Technical Sub-Committee to be struck and will include coach and athletic director representatives from across the country, as well as a WCL representative.





We are currently waiting for detailed updates from U SPORTS on the proposed sport model, which may impact WCL in various areas, but is also an opportunity to reimagine the U SPORTS league, including competition structure, as well as alignment within WCL's athlete development pathway.

#### **D – GENDER EQUITY**

In response to Sport Canada's increased mandates on Gender Equity, WCL struck a Gender Equity Working Group composed of:

- Jasmine Mian – BOD
- Jess Tang – BOD
- Marcia Chiasson – Official
- Laura Steffler – Coach
- Staff – Executive Director & High Performance Director

The working group convened in person in conjunction with the Canadian Team Trials (St. Catharines). Guests included Amanda Stanec (PhD – Move Live Learn) and Allison Sandmeyer-Graves (Canadian Women & Sport).

The group participated in a brainstorming session with Dr. Stanec to begin addressing the following:

- Terms of reference
- Identify current gaps and barriers
- Proposed solutions
- Build out an action plan
- Priorities for long term in alignment with 2024 strategic plan

The group also reviewed and discussed the various programs and support already available in the system. The COVID outbreak led to a pause in the group's activities, but the working group is now re-engaged.

WCL is partnering with Canadian Women & Sport (formerly CAAWS) to participate in their "Gender Equity Playbook" program. The playbook includes 3 components:

- GE LENS E-module
- GE Assessment
- GE Action Planning

Through additional support of the IOC (Olympic Solidarity), WCL will also have additional funding support to implement WCL's Women of Wrestling initiatives including two Wrestle Like A Girl camps (in partnership with "Wrestle Like A Girl").

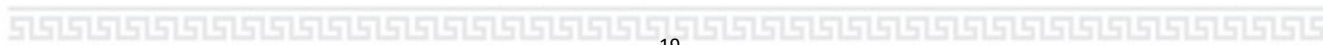
NOTE: Several of these initiatives that are planned in a camp, tournament setting have been postponed as a result of COVID.






## KEY ACTIVITIES 2019-2020

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

Activity	Status	Notes
▪ Complete NCCP Operations Manual revisions + publish		Some delays were experienced due to COVID
▪ Complete revision of Competition Development material		Some delays were experienced due to COVID
▪ Develop revised Competition Introduction delivery during COVID		The debrief of the pilot program is underway, with recommendations to follow
▪ Complete Canada Games Coaching Certification review and approval process		
▪ Develop coach exemption process for 2020 Junior / Senior Canadian Championships		The 2020 Championships were postponed due to COVID
▪ Complete WCL domestic competition review and develop new hosting framework and hosting requirements		
▪ Deliver Canadian Trials with local HOC		
▪ Deliver Senior Pan Ams and Pan Am Olympic Qualifier		
▪ Deliver Canadian Championships with local HOC		The events were cancelled and then postponed to 2021 due to COVID
▪ Complete review and approval of Canada Games Technical Package and Competition Schedule		
▪ Continue to deliver Member calls		This is an ongoing activity





▪ Strike Gender Equity Working Group		
▪ Participate in GE Playbook	 	

#### KEY ACTIVITIES 2020-2021

- Complete NCCP Operations Manual revisions + publish
- Complete revision of Competition Development material
- Complete de-integration and revision of Competition Introduction material
- Develop action plan to review and revise Coach Developer pool
- Activate Sport Development Advisory Committee
- Fill staffing gap
- Develop action plan for WCL's LTD 3.0
- Deliver Canadian Championships with local HOCs
- GE Playbook
- Implement additional GE action plan items upon completion of GE audit



## **STRATEGIC DIRECTION 3: GOVERNANCE & MANAGEMENT**

### **A - ORGANIZATIONAL STRUCTURE**

#### GOVERNANCE & BOD MODERNIZATION

WCL's Board of Directors continues to work in the area of governance and has effectively implemented several tools to function more effectively and efficiently, including BOD meeting norms, to help improve the quality of discussion and good governance principles, which were created to enhance clarity of roles and responsibilities, ensure effective communications with stakeholders while ensuring proper oversight is achieved.

#### ORGANIZATIONAL STRUCTURE & COMMITTEES

The activation of all the committee is not yet complete. Activated and operational committees include: Athlete Council, Finance & Audit, Coaches Council, Coach Education & Development, Events & Hosting, High Performance, and Marketing & Communications. WCL also struck several working groups including the Safety First National Task Force and the Gender Equity Working Group to address specific mandates.

Committee updates and reports are now presented at BOD meetings and to the membership at the annual meeting.

#### HUMAN RESOURCES / STAFFING

Summary of Staff Changes in 2019-2020:

- Additions:
  - Jennifer Stairs, High Performance Coordinator
  - Shayne Morris, Event Coordinator
  - Anthony Bhagwandin, Coach Development Consultant

We are still in the process of determining how best to fill all the gaps filled by the former Sport Development & Events Manager. With the upcoming departure of Eric Smith, Finance & Administrative Coordinator, we are reviewing all the current and future roles and responsibilities to determine how to best fill these gaps, considering our current financial position.





## **B - MANAGEMENT PRACTICES**

### **RISK MANAGEMENT & COMPLIANCE**

#### **Safe Sport**

WCL continued to commit a significant of time and effort in addressing and improving safe sport at WCL. Activities undertaken include:

- Complaints management
- Release of 6-month follow up to Bennett Report
- Development of draft Safe Sport Policy Manual which is aligned with the UCCMS (Universal Code of Conduct to Prevent and Address the Maltreatment in Sport)
- 1-year follow up to Bennett Report
- Ongoing training and education, and screening requirements

WCL continues to support the external work of the UCCMS working group and the goal of supporting a national system / body to oversee the implement of the UCCMS.

#### **Disputes / Disciplinary Matters**

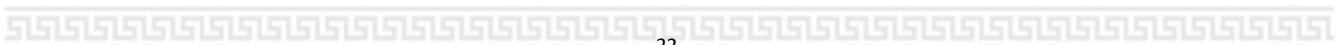
WCL continues to address complaints and appeals being brought forward, both related to safe sport and those related to technical decisions. The Discipline and Appeal policies are presently directed through a neutral Case Manager (lawyers contracted by WCL) and requires that confidentiality be maintained throughout the process to completion.

As an added layer of transparency and independence, WCL contracts the services of lawyers who are appointed to act as the Discipline Panel (under the Discipline Policy) and as the Arbitrator (under the Appeal Policy).

WCL is currently in the process of transitioning to a new independent third party, to receive information and complaints related to safe sport.

Below is a summary of disputes and disciplinary matters addressed in the last year by WCL:

- Complaints (safe sport):
  - 1 mediation (discontinued - complainant withdrew from process)
  - 1 coach conduct (discontinued – complainant withdrew from the process)
  - 1 coach conduct (ongoing)
  - 1 coach conduct (concluded & being appealed)
  - 1 staff conduct (concluded)
  - 1 staff conduct (ongoing)
  - 1 BOD conduct (ongoing)





- 1 conduct of various WCL individuals (ongoing)
- Appeals:
  - 4 x Olympic Team Selection (concluded)
    - All 4 appeals proceeded to SDRCC
    - 1 settled through mediation
    - 3 settled by arbitration
  - 1 coach conduct (ongoing)
- Lawsuits:
  - 1 x WCL as defendant (ongoing)
  - 1 x WCL as defendant (discontinued)
- Discipline:
  - Pursuant to one PTSO policy, WCL has recognized the suspension of one individual from WCL sanctioned activity, until the matter is concluded

Given the uncertainty in the current landscape, in many instances WCL has taken on the additional responsibility and cost of addressing complaints not in WCL's jurisdiction due to a lack of policies and procedures at provincial and club levels. This has resulted in astronomical increases in expenses for third party complaints management, investigations and legal counsel. We anticipate that the adoption of the new Safe Sport Policy Manual will help address streamline the procedures and help define the various jurisdictions and where respective jurisdictional responsibilities lie.

## **C - NATIONAL PARTICIPANT STRUCTURE**

The project moved into its second phase, with the release of an RFP for the development of a national participant database and registration system in early February 2020. All RFPs were reviewed using a matrix, which considered a whole host of parameters, including, but not limited to:

- Security authentication and authorization
- Data retention and privacy
- Integration with other systems
- Official languages
- Browser support and mobile friendly
- Company and product longevity
- System flexibility
- User interface & experience (both front and back end)
- Data manipulation and reporting
- Flexibility in payment models
- Pricing
- Etc.



While there were some understandable delays due to COVID, the vendor selection process is now complete. The working group overseeing the vendor selection includes:

- Steve Rennalls
- Curtis Leung
- Andy Ross
- Tamara Medwidsky (Executive Director)

WCL was pleased to announce Interpodia as its preferred vendor for the project. Work on the database is beginning shortly, following a presentation of the system to the Members in August 2020.

#### **D - REVENUE GENERATION**

The 2019-2020 fiscal year saw some additional revenue generation for specific projects through the following:

- Grant application for 2020 Pan Am event hosting
- Grant application for specific Tokyo familiarization initiatives
- Additional funding through Sport Canada for Gender Equity and Safe Sport programming support










Revenue generation at the end of the 2019-2020 and the start of the 2020-2021 fiscal years was significantly impacted by COVID:

- Loss of revenue from 2020 Pan Am ticket sales
- Loss of revenue from the postponement of the 2020 Canadian Championships
- Loss of revenue from 2020-2021 affiliation fees.

The Federal Government announced a federal emergency support program in late spring 2020. This program offered support directly to NSO and indirectly to PTSO through their provincial governments to ease the loss of revenues and assist with extraordinary costs due to COVID-19. To offset some of the losses noted above, WCL applied for and received funds under the Sport Canada emergency support program.

## KEY ACTIVITIES 2019-2020

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

Activity	Status	Notes
▪ Continue BOD development support plan		Ongoing
▪ Active remaining committees		WCL priorities have shifted to address safe sport issues.
▪ Complete RFP process for vendor selection	 	
▪ Risk management / risk registry update		Ongoing process
▪ Complete draft and review of Safe Sport Policy Manual	 	Process was delayed due to COVID and due to lengthy review process.
▪ 6-month follow up to Bennett Report		
▪ 1-year follow up to Bennett Report		Process was delayed due to COVID and due to the review process of the Safe Sport Policy Manual.

## KEY ACTIVITIES 2020-2021

- Secure federal emergency sport support program funding
- Continue committee activation
- Safe Sport Policy Manual approval and implementation
- Secure Independent Third Party
- Complete database and registration system build and implement



## **STRATEGIC DIRECTION 4: SPORT PROMOTION**

### **A - MEDIA & COMMUNICATIONS**

#### **WEBSITE KEY STATS (April 1, 2019 to March 31, 2020)**

- 451,487 pageviews (down from 505,119)
- 187,359 sessions (down from 190,011)
- 87,862 users (up from 79,031)
- Average session duration – 1 minutes, 56 seconds (down from 2 minutes, 14 seconds)
- Session audience (city):
  - Toronto – 8.87%
  - Calgary – 5.62%
  - Montreal – 5.37%
- Articles posted – 85 (down from 119)

#### **FACEBOOK KEY STATS**

- Followers: 8,126 (up 1,055 from March 31, 2019)
- Average post reach: 4,385 (up 689 from March 31, 2019)
- Average post engagement: 559 (up 99 from March 31, 2019)

#### **TWITTER KEY STATS**

- Followers: 22,418 (down 219 from March 31, 2019)
- Average Tweet impressions: 2,114
- Average Tweet engagement: 86

#### **INSTAGRAM KEY STATS**

- Followers: 5,166 (up 1,746 from March 31, 2018)
- Average post engagement: 549

#### **MAILCHIMP KEY STATS**

- Newsletter subscribers – 892
- Newsletter open rate – 44.9% (Industry average – 17.3%)

#### **WEBCASTING**

Webcasting for all national events is now done in-house on WCL's YouTube page and website with the support of WCL's Performance Analyst and WCL's investment into the required equipment.

- U17 / U19 Canadian Championships – Average viewership per mat – 424 unique viewers
- Canadian Wrestling Trials – Average viewership per mat – 9,599 unique viewers



## **B - MARKETING & SPONSORSHIP**

### SPONSORSHIP

Nike Team continued to be the official supplier of all national team uniforms and apparel, and sold apparel at the U17 / U19 Canadian Championships, the Canadian Wrestling Trials, and the Ottawa Pan Am Championships and Olympic Qualifier. They have also sold WCL apparel online.

The agreement with Nike Team ends at the end of 2020, and we are currently exploring options to continue the agreement or sign with another brand.

Through our partnership with Suples, WCL was able to supply equipment for national team athletes and training centres. The ability to supply key HP athletes with the necessary equipment during COVID has been immensely beneficial.

We are currently working with UWW to provide our national team athletes and training centres with product from Defense Soap to provide mat cleaning and personal cleaning products.

### 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 website. A new singlet design has been created, and will be released for the Tokyo Olympics in 2021.

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

## **C - AWARDS, RECOGNITION & ALUMNI RELATIONS**

Aleah Nickel of the Edmonton Bears Wrestling Club was named the recipient of the Bob McLeod Scholarship.

2019 Athlete of the Year honours were awarded to:

- Senior Male – Darthe Capellan (Burnaby Mountain Wrestling Club)
- Senior Female – Linda Morais (Montreal-YMHA Wrestling Club)
- Junior Male – Hunter Lee (Saskatoon Wrestling Club)
- Junior Female – Ana Godinez (Burnaby Mountain Wrestling Club)
- Cadet Male – Ismail Ayyoub (National Capital Wrestling Club)
- Cadet Female – Serena Di Benedetto (Junior Marauders Wrestling Club)

The WCL Hall of Fame induction, which traditionally takes place in conjunction with the Junior / Senior Canadian Championships, has been postponed due to COVID, and will be relaunched during the 2021 Championships.





### UWW & INTERNATIONAL RELATIONS

Canadian UWW Commission Members include:

- Athletes Commission – Jasmine Mian
- Legal & Ethics Commission – Clive Llewellyn
- Marketing & Sponsoring Commission – Bill Dowbiggin
- Medical, Prevention & Anti-Doping Commission – Dr. Babak Shadgan (Chair)
- Technical Commission – Daniel Igali
- Women & Sport Commission – Tamara Medwidsky

WCL's President Don Ryan continues to serve as the Vice-President of UWW Americas, which is the Pan American Continental Association.

### 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 the Canadian Olympic Committee (COC) and 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 Canada, United World Wrestling, U SPORTS, AthletesCAN, Canada Games, Coaching Association of Canada, and Canadian Women. In the areas of sport science, sport medicine, we have developed key partnerships within the COPSI Network and service providers across the country.





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





## KEY ACTIVITIES 2019-2020

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

Activity	Status	Notes
▪ Establish a major corporate sponsor		Work has been done to put together a valuation of assets and sponsorship packages
▪ Launch Tokyo 2020 communications campaign		
▪ Plan for Olympic qualification celebrations		Team announcement plan being re-evaluated following postponement of World OQ due to COVID
▪ Host alumni recognition event		Will start with activation of Alumni Advisory Committee

## KEY ACTIVITIES 2020-2021

- Continue efforts to find corporate sponsor
- Finalized outfitting sponsorship plans for 2021-2024
- Activate Alumni Advisory Committee
- Launch Olympic team video content





## 2020-2021 SCHEDULE OF EVENTS

Date	Event	Location
<b>2020</b>		
February 21-22	U SPORTS Championships	St. Catharines, ON
March 6-9	2020 Senior Pan Am Championships	Ottawa, ON
March 13-15	2020 Pan Am Olympic Qualifier	Ottawa, ON
November 23-29	U23 World Championships	Tampere, FIN
December 04-10	Junior World Championships	Belgrade, SRB
December 12-20	Senior World Championships	Belgrade, SRB
<b>2021</b>		
March 19-21	Junior / Senior Canadian Championships	London, ON
March 26-28	U17 / U19 Canadian Championships	Edmonton, AB
April TBD	Olympic Qualification Tournament	Sofia, BUL
May 06-09	Senior Pan Am Championships	Guatemala City, GUA
June 19	Canada Cup	Calgary, AB
June 25-27	Cadet Pan Am Championships	Buenos Aires, ARG
July 09-11	Junior Pan Am Championships	TBD
July 26–August 01	Cadet World Championships	Budapest, HUN
August 01-07	Olympic Games	Tokyo, JPN
August 09-13	Canada Summer Games	St. Catharines, ON
August 16-22	Junior World Championships	Ufa, RUS
October 02-10	Senior World Championships	Oslo, NOR
November 01-07	U23 World Championships	Belgrade, SRB



## PARTNERS, SPONSORS & SUPPORTERS

### PARTNERS IN EXCELLENCE



### SPORT PARTNERS



### SUPPLIERS

