

**Ontario Fencing Association AGM  
Sunday, December 1, 2019  
9am – 3 pm  
Marham Pan Am Centre  
16 Main Street, Unionville, Ontario, L3R 2E4**

**Minutes**

**9:18 AM: Call to Order**

**Introduction to Board and Staff**

Lucie Hamelin (President)

Fidelia Ho (Director At Large)

Howard Simmons

Maxime Brinck Croteau

Bogdan Damjanovic

Michael McDonnell

**Member Representatives**

Patricia Howes (PaH) – RMC + ROY Proxies, Chair of Coaching

David Howes (DH) – CUT + QFC

Francesco Sabatini (FS) - Member

Darcy Gates – Veterans Committee

Allan Fein – MAC

Dan Banks – Member

Paul Godin – YRK + UTO

Nader Abdelkader – Chair of Medical and Health Committee

Gaby Weisz – Member

Peter Ho - TFC

**1. Approval of Agenda, and Call for Other Business**

Change of Committee Presentation order

Motion to approve Agenda – moved by Dan Banks, seconded by Paul Godin. Motion Passes unanimously.

**2. Previous Minutes and Business Arising**

**Respect In Sport (RIS)** – This program was initiated about two years ago (originally from Boy Scouts). Both the NSO and PSOs have been warned that funding will be retracted should background checks not be performed on Head Coaches and/or Weapon Coordinators and/or Supervisors working directly with the vulnerable sector. The OFA has the Background Checks have been in place with Sterling BackCheck (SBC) since 2018 for the OFA. Should Respect in Sport also be incorporated?

Universities have their own mandates in place of RIS and SBC – the OFA does recognize these as equivalencies for SBC and RFS. Coaches who wish to be on the floor at North American Cups (NACs) must also go through a rigorous background check and RSP modules, and can be considered equivalencies.

There is concern that background checks are a false sense of security while adding administrative burdens at the club and OFA level. However, there needs to be a starting point to shift the culture from simply doing due diligence to fostering and implementing the tools outlined in RIS. We have asked for Head Coaches to compete SBC or equivalency starting in 2018, the next step now is to require clubs to name Assistant Coaches and ensure those also be cleared by SBC or equivalent.

**Motion that all Head Coaches of OFA clubs as well as any Coaches that work with Official OFA Programs must complete the Respect in Sport Activity Leader module, or equivalent by September 30<sup>th</sup> of the season (good for 3 years).**

Moved by David Howes. Seconded by Bogdan Damjanovic. Motion passed.

**Motion that all Head Coaches and Assistant Coaches who work with fencers must be cleared by Sterling BackCheck or equivalent every three years by September 30 of the season.**

Motioned by Paul Godin. Seconded by Bogdan Damjanovic. One against. Motion passed.

**Further Action:** The Code of Conduct for Coaches, RIS, and the Coaching Modules will be linked to the Coaching Committee page. Other Codes of Conduct will also be more visibly available.

### **3. Committee Presentations (~10min each)**

#### **1. Coaches – Patricia Howes (see Appendix A)**

Commendation to Patricia for developing and creating the structure, program, and seeking out the individuals who have helped with pushing this program and committee in Ontario. However, there are many who don't want to be part of the program, don't know that it's there, or don't see the benefits of the NCCP program because they have practical experience. We must communicate to the Ontario Members that one can be evaluated without going through the program.

#### **Comments on the Coaching Development Proposal**

Several expressed unease that punitive actions for clubs that do not have NCCP-streamed coaches may drive them away from the OFA. The CFF has mandated that the PSOs must deliver the program approved by the Coaches Association of Canada (CAC) – i.e. the NCCP streams – so the OFA must follow that in order to develop coaches and clubs, with realistic (and different) goals set over several seasons. The most basic club requires one Coach in Training, which is not a difficult level to achieve. There is proposal to structure clubs much like the Officials and Competitions – different levels corresponding to the level and number of NCCP-certified coaches at each club.

**2. Finance – Michael McDonnell (Deferred to Afternoon Finance Report Session)**

**3. Youth Development – Darren Marks (Kristina Han) (See Appendix B)**

Positive feed back in having a very successful Youth Development Program (YDP) in place this season already. For the future, there is suggestion for posters and advertising to be more kid-friendly, and to send it to all clubs during August in multiple languages. Suggestion also to designate YDP competitions as #1, 2, 3, and so on in front of the actual competition name: “YDP Competition #1 – Vango Young Dragon” vs the converse.

**4. Competitions – Tim Stang (Kristina Han) (See Appendix C)**

There is consensus that the deadlines and postings are being posted too late – competitive coaches are compiling competition schedules and training schedules in August, so posting events even one month ahead of scheduled dates is too late.

**Motion that the Competitions Committee update the Sanction Request forms to mandate that Host Organizers submit an Intent to Host Event requests by July 31 of the previous season. Host Organizers must submit a completed Sanction Request 6 weeks prior to the competition date.**

**Motioned by Allan Fein. Seconded by Patricia Howes. Motion passes.**

**Further comment:** The Intent to Host form will require the competition name, events, and schedules. The Sanction Request Form will require more detail similar to the current Sanction Request Form. Recurring competitions will also have the option of by-passing EAPs and floor plans should they remain consistent between seasons.

Comment that this may alienate certain crowds who are prone to procrastinating until the last minute – cultural shift is not without growing pains.

Comment that other program coordinators and committees also need to know to ensure no scheduling conflicts occur, so the earlier the schedule is published, the better.

**Question from the floor: why no Canada Cup in Ontario this year?**

The CFF’s current setup bypasses the PSO and asks clubs to submit sanction directly, with the support of the OFA. There is a comment that it should be the role of the Competition Committee to put together proposals toward the CFF with the support of the OFA. Committee members are volunteers, but

should be held accountable as members of a committee, and be asked to resign should that not be the case.

The OFA has bid every year for a Canada Cup – we were told this year (2019-2020) that our venue was too small. The OFA does have the September 2020 Canada Cup, and will continue to do so every year.

**Motion that the Competitions Committee work with OFA staff to compile and bid for at least one Canada Cup every season.**

Moved by Peter Ho. Seconded by David Howes.

### **5. High Performance/Quest – Maxime Brinck-Croteau**

Quest For Gold (Q4G) is always last minute, usually deadlines are between Christmas and New Years, with less than two weeks as the response window. OFA Q4G criteria is always posted and fairly consistent – National Team rankings and High-Performance Program (HPP) participation. The HPDP program is one of the most successful programs in the OFA in the last few years, and has now fostered the creation of a new, successful youth program (YDP). There is interest to develop into the Veterans group from the floor. There is also suggestions of sponsoring the program through Absolute, Blue Gauntlet, Air Alliance, etc.

### **6. Officials – Thomas Nguyen (Kristina Han) (See Powerpoint)**

#### **Summary of last year's Program**

Candidates:

- 6 Regional Level / 6 Provincial Level (9Male, 3Female)
- 2 Continuing Provincial / 4 Upgrades to Provincials (4Male, 2Female)

Certifications:

- 4 Regional (1Foil/2Epee/1Sabre); 8 Provincial (3Foil/2Epee/3Sabre)
- 2 refs (1Male/1Female); 6 refs (4Male/2Female)

The program has had relatively good success with new certifications – 4 Regional and 8 Provincial between 2 new candidates and 6 continuing candidates.

No new certifications for Secretariat or Armourer, although that will be the focus for this coming season.

Current Official Status:

- 61 active referees (E-19/C-50/W-21)

Cert Level	Foil	Epee	Sabre
<b>Regional</b>	8	9	5
<b>Provincial</b>	16	24	12
<b>National</b>	11	10	5
<b>FIE</b>	5	6	4
Total	40	49	26

- 20 Secretariat: 3-N, 10-P, 7-R (E-8/C-6/W-5/N-1)
- 23 Arm/Techs: 1-N, 8-P, 6-R, 4-CT, 4-WT (E-2/C-15/W-6)

#### **Current Year Program 19-20**

- 9 new registered referee candidates this season
- (1W/3C/5E) – 6 M, 3 F
- 5 P-level (3M/2F)
- 4 R-level (3M/1F)
- Continuing/Upgrade candidates – 6 (2M, 4F)
- Follow-up (unable to test previous year) – 1(F)
- 2 candidates in N-stream
- 4 OFA active mentors, 1 new mentor in training
- Side focus: training of new Head Officials
- Continuing to encourage skills upgrade or 2<sup>nd</sup>/3<sup>rd</sup> weapon certifications for existing qualified referees

#### **Continuing Assessment**

- Candidates continue to be invaluable to organizers, thus many will offer appropriate compensation
- Some funding is targeted to support out of area candidates to gain more experience, when travel is not subsidized by organizers
- Video sets are getting older; suggest getting two new sets which would be useful for Provincials and potentially upgrading the two current sets
- Most mentored events are occurring in the fall; competitions are rare between beginning Jan and Provincials in March
- “Train the Trainer”: increasing the number of mentors and Head Officials in the Province,
- Re-focus on new armoury and secretariat training
- Collaboration with other provinces – SKA program
- Collaboration with the CFF to use online examination system

Comment on advertising earlier for clinic dates – set them in July instead of August. Further comment on offering hour-long seminars to invite a referee to talk about rules and behavior – similar to what occurred at the last Ontario Winter Games.

#### **7. Veterans –Darcy Gates**

The 2020 Commonwealth will be held in Markham – July 22-26, 2020.

- Two training camps for the Commonwealth, 3 more training camps and 4 social nights planned in the new year.
- Personal invitations to Recreational fencers have been successful in getting them out to camps.
- Create ambassadors within clubs to generate more interest
- Posters to put up at clubs to generate interest
- Qualification for Commonwealth – Commonwealth is OPEN, but equipment requirement is up to organizer.

### **8. Medical and Health – Nader Abdelkader (See Powerpoint)**

Query from the floor on whether a medical official have the authority to pull an athlete from an event: On strip, during a bout, the medical delegate can pull a fencer during or immediately after the medical break. In the time between bouts the delegate can only advise, and record that the athlete is conducting against medical advice. Moving forward a waiver against medical advice will need to be developed.

#### **Concussions**

Rowan's law is now in effect, but Fencing is not on the list of sports that must adhere to Rowan's law. September 25 is Rowan's Day – let's promote it!

The NCCP Making Headway protocol is a great repository of concussion information. Mobile App [Concussion Ed](#) (through Parachute Canada) to keep track of concussion recovery.

Query from the floor: Who has the final authority to determine medical withdrawal in the event of a concussion and/or if the athlete is not able to do so? Answer unknown.

MHC will be looking at other organizations to develop a method to track on-going medical conditions.

The OFA Insurance covers liability of club activities (including competition) and the OFA, not medical injuries or compensation. Premium would double should we wish to include that.

### **4. Budget and Financial Report (Michael McDonnell)**

#### **Previous 2017-2018 Financial Statements**

We are still working to resolve some lost information from previous years – cancelled cheques and lost stubs. Moving forward we will be using telepay for the majority of transactions. We now have consistent funding and revenue from memberships,

programs, and the ministry, and the shift from Goalline this year for membership will aid in better tracking of revenues.

The Auditors gave an Unqualified Opinion for the 2017-2018 year, and we are aiming to receive the same for the 2018-2019 year.

Funding from the Ministry goes towards admin, travel, and program fees. We do have an excess of funds showing in our banks currently, that will be spent on various programs in the current and next season, as well as some put aside as a reserve fund.

**Motion to appoint Norton McMullen as the auditors for the OFA for the 2019-2020 fiscal year.**

**Moved by Michael McDonnell, seconded by Allan Fein. Motion Passed.**

**5. Presentation of Strategic Plan**

The OFA Strategic Plan finishes in 2021, and has been transformed into an Operations Plan submitted to the province. Going forward it will be the same.

**Membership status** was discussed at the last AGM, and were very ambitious. We have not increased membership to that goal, but we do have some plans going forward.

We now have two major donations from the CFF:

**Equipment:** ~\$100,000 worth of equipment across the country. The OFA has now received all 44 boxes of equipment previously in UPS limbo. These will be “loaned” long-term to new clubs, underserved area clubs, and school programs with the condition of putting them toward grassroot fencing recruitment.

The OFA currently has partnered with On-Site – two recreational fencers who have now reached 300+ students in schools. The next step is to ensure we capture those numbers.

We also have 3 high schools who are interested in starting their own school clubs and compete together.

The City of Vaughan also reached out and Jodi Marr-Anderson is now working with the City to create a new city club.

The CFF is also discussing a \$5 recreational membership fee to capture these school and student numbers, and is waiting on by-laws committee for approval.

Comment (PeH): What about capturing these numbers by purchasing the \$35 Recreational Membership as a PSO?

Comment (MBC): The CFF is discussing a \$5 membership fee to capture these numbers – waiting on by-laws.



There is currently no new goal for growing membership as we do not have the coaching or club expansion to support it.

**Cash Donation:** \$20,000 donation in August 2018.

## **6. CFF Update**

Caroline Sharpe resigned effective September 30<sup>th</sup>. Lucie Hamelin, Dmitry Balashov, and Kelly Grieves now sits on the Board as Ontario representatives. Lucie now sits as part of the Operations Committee to determine the current CFF status. Interim Executive Director has been posted with no operations commitments.

**Canada is hosting a Sabre Grand Prix in January 2020.** FIE, Montreal, FEQ, and CFF President is funding the event as the CFF does not have the funds to allocate for it.

## **7. Election of Officers**

Proxy Change– UTO Proxy changed to Paul Godin (Fidelia Ho)

### **Directors At Large**

Francesco Sabatini  
Fidelia Ho

**Motion to accept both Francesco Sabatini and Fidelia Ho to the positions of Directors at Large on the OFA board.**

**Moved by Patricia Howes, seconded by Paul Godin. Motion passed.**

## **8. Other Business**

### **1. Committee Membership**

Discussion from the floor on whether the current committee structure should be revamped to ensure that committees are functional. There needs to be a review of all committees, and time limits set for committees to perform their duties, or be asked to resign should the need arise.

### **2. Transgender Policy – linked online.**

**Motion to adjourn the meeting.** Moved by Peter Ho, seconded by Dan Banks.



## Appendix A

### **2019 Coaching Development Committee Report** December 1<sup>st</sup>, 2019

**Chair:** Maître Patricia Howes

**Active Members:** Paul Godin, Kamil Karbonowski

Member: to be filled

Member: to be filled

Member: to be filled

## **Coaching Education**

### **CFF Updates**

Currently there is no CFF Coaching Development Coordinator as Ildemaro Sanchez did not renew his CFF contract August 1<sup>st</sup>, 2019. He is however still going to work with the CFF in coaching from now until the Olympic Games.

The CFF has certificates for coaches that complete Community Coach, Instructor Beginner and Comp Int. I have inquired as to how we will have access to them and update you.

For NCCP Fencing courses that we offer in Ontario, we can include participants from other provinces, but we have to advertise through their PSO, not directly to coaches.

### **Community Coach Stream**

NCCP Super Clinic in Oshawa June 2019 – as part of the NCCP annual Super Clinic the OFA ran the new **Community Coach** (CC) course over a Friday evening, Saturday and Sunday. It was run by 3 Ontario Learning Facilitators (LF), who were also working on their Master Coach Developer (MCD) certification. Who we trained

- 4 Community Coach candidates (3 x GTA, 1 x St Catherine's area)
- 2 Learning Facilitators (London, ON)
- 3 Master Coach Developers (1 TO, 2 Kingston)

Future Goal: The 2 LFs will run another **Community Coach** Course in the spring of 2020

### **Instructor Beginner Stream**

In April/May of 2018 we ran the English Pilot of **Instructor Beginner (IB)**. Since then, IB Coach Candidates have had time to work on their Coaching Portfolios and submit them for free evaluations.

NB The window for free evaluations will expire on April 30<sup>th</sup>, 2020.

### **IB Evaluations Completed**

Sabre Coaches x 2 (1 x Belleville, 1 x Kingston) 1 (Peterborough) scheduled for December 2019

Epee Coaches

Foil Coaches

Future Goal: to complete the Evaluations on as many of the 18 candidates as possible by April 2020

### **Introduction to Competition Stream (Comp Int)**

The OFA CD committee received OFA Board approval last week to prepare the **Comp Int** course for delivery in Ontario. The **Comp Int** course will now be prepared for public delivery, and the course will take place in April/May of 2020, hosted at the University of Toronto.

Details for the **Comp Int** course will be posted shortly, with the pre-requisite coaching experience and/or education requirements. It is important that participant Coach Candidates understand that the level of athletes they work with, and the coaching environment they work in, are factors in determining whether or not this is the correct coaching stream. Coach Candidates taking this course need to be working in the appropriate background, or intend to, for this NCCP training stream.

We will also be advertising the **Comp Int** course across Canada, with the hope of attracting coach candidates from other provinces. Since this will likely be the first time this course will be offered in English in Canada, we hope this will generate revenue to offset the cost of running the course with both **Learning Facilitators** and **Master Coach Developers**. We also hope to work with other provinces to share our lessons learned and contribute to developing other Learning Facilitators from other provinces.

*NB NSO - The CFF has informed me that New Brunswick will hopefully be running a Comp Int course in the new year. Manitoba Provincial Coach Ayach Bounachada will be running that course for NB.*

Coach Participant Goal:

10 x Coach Candidates from Ontario

6 x Coach Candidates from across Canada

## Learning Facilitators and Master Coach Developers

**For the OFA to run the new NCCP coaching education course we need to recruit, train and retain individuals committed to the training and development of new coach candidates.**

**OFA Learning Facilitators** - LFs go through NCCP Core Training, sport specific course work and practical experience through co-delivery/evaluation, to be deemed competent in the delivery of fencing specific courses including *Community Coach, Instructor Beginner, Comp Int, Comp Dev* etc. They have attended official training delivered by the CFF, the NCCP through *Coaching Association of Canada*, and have been officially **Evaluated** to the standards set by CAC.

### **OFA Current LF Status (since 2018)**

3 x Fully Trained Learning Facilitators & Evaluators (Qualified to deliver fencing specific coach courses)

2 x Learning Facilitator- in-Training (still need to co-delivery and be evaluated under an MCD)

10 x LF Core Competency trained only (need to do sport specific, need to co-deliver and be to be evaluated under an MCD)

**Future Goal:** to have the remaining 12 LFs complete their training and evaluations by 2021

To continue to recruit experienced fencing coaches, interested in Coaching Education, to become LFs

**OFA Current Master Coach Developers Status (since 2018)** – MCDs go through **CAC Core Training** and sport specific training, as well as co-delivery and evaluation, to be assessed as competent to deliver the training for LFs. **MCD Evaluators** have completed the **CAC Evaluator Training** in order to be competent to complete the Evaluations on LFs.

The OFA currently has 3 MCDs in-training

**Future Goal:** complete MCD Training and MCD Evaluations this 2020 season

## CDC Online Presence & Social Media

Since 2018 the OFA Coach page on the OFA website has been updated and amended as required. News, important coaching info, and professional development opportunities are regularly posted as well there are many links to coaching specific information and important things to know. Much thanks to Kristina for always doing this for our committee in a professional and timely manner.

On social media we have a Facebook page where coach related materials are shared to keep Ontario Fencing Coaches in the loop on NCCP courses, Coaching Association of Canada, Coaches Association of Ontario, and fencing specific info. Coaches are encouraged to check these other websites regularly to keep up to date on upcoming events, changes, and best practices.

**Future Goal:** I would like to see a greater off-line presence of Coaching Information, exchange and social opportunities to share best practices. At many major Games or events I have been to there are locations like “Canada House” or “Coaches Lounges” where coaches can go for a coffee/tea and a snack and have a chance to sit for a few minutes, exchange and re-connect off line. I would like to see something of this nature in place at events such as the Ontario Provincial Championships or major HPDP training camps or other official OFA events. Face to face interaction is always re-energizing for coaches of all levels.

## **Search for Coaching Development Committee Members**

Currently there are only two active members of the current Coaching Development Committee (CDC) and the Chair. Therefore, the CDC will be doing another search for new committee members starting in December. We are looking for individuals involved in teaching and coaching fencing, who are eager to work in the promotion of coaching education, NCCP, and recognition of coaches and clubs that are moving forward in the new NCCP competency based learning streams. We would like to have a good balance in genders as well as a variety of experience and perspectives. The OFA will be advertising this Committee Search on the OFA site, the FB Coaches Corner, as well as an email to the OFA membership.

NB If you know of someone that you believe might be a good fit for the CDC for the next year please let the CDC Chair know. [Patricia.howes@rmc.ca](mailto:Patricia.howes@rmc.ca) or [mobile 613 483-5929](tel:6134835929)

## **The CDC Challenge – Culture Change**

**One of the biggest challenges we face in Ontario Fencing is that of making culture change. We all know that culture change takes real commitment, dedication, allies and champions, who all believe in the changes for the good. We have a culture in fencing of not trusting the coaching education system of NCCP, of not believing that coaching education is necessary, and of not valuing those coaches who do embrace the system. We also need to do a better job of appreciating coaches and acknowledging them for outstanding contributions, at all levels.**

**We also have a culture of not reinforcing the importance of coaching education for the services that we as Ontario fencing coaches provide. We have no consequences for people who actively coach, but refuse to subscribe to the Coaching Association of Canada expectations, requirements and educational pathway. This attitude needs to change if we as an organization are to build a better culture of coaching support, coaching education, and coaching culture within fencing. We, as fencing coaches, are all Service Providers, and we need to be able to provide a vetted, safe, and consistent education based service for our clientele, which are the parents and athletes in Ontario Fencing.**

**Although I took on the role of the Chair of the Coaching Development Committee over two years ago, I have discovered in that time, that in reality there is very little support for the NCCP Coaching Education system in Ontario. I am asking today that if each of you make a decision to contribute to the**

necessary culture change, then perhaps we will actually be able to make real change, moving forward. We all need to champion good coaching and good coaching practices.

We announced the changes a few years ago. We took steps to make the changes, however we still need to each champion this culture shift, to manage and support those changes. All coaching education and practice should be Competency Based. If we are to collectively make the future better for fencing in Ontario, we have to start with coaching. You will not grow your population of fencers, if you do not grow your population of trained, educated and responsible coaches, dedicated to building those future athletes.

Respectfully submitted on December 1<sup>st</sup>, 2019

Maître Patricia Howes Ch.P.C.  
Chair OFA Coaching Development Committee

## **DRAFT - Coaching Development Proposals to the OFA**

*--First draft June 2019—  
Amended November 2019*

### **Proposal #1**

#### **Data Capture upon Registration**

All coaches registering with the OFA will provide the following information when they register annually with the PSO. This information *will then be validated* in the CAC's *The Locker*.

**NCCP Number** \_\_\_\_\_

#### **NCCP Status**

In-Training\_\_ Trained\_\_ Certified & Current\_\_ Certified but Expired\_\_

#### **NCCP Coaching Context**

Community \_\_\_\_\_ Instructor Beginner \_\_\_\_\_

Competition Introduction \_\_\_\_\_ Competition Development \_\_\_\_\_

Other training Prévot d'armes \_\_\_\_\_ Maître d'armes \_\_\_\_\_

Are you a foreign-trained coach? Country \_\_\_\_\_ Program \_\_\_\_\_

#### **Are you a member of Coaches of Canada**

Yes \_\_\_\_\_ No \_\_\_\_\_

Do you have Chartered Professional Coach (Ch.P.D) Status?

Yes \_\_\_\_\_ since \_\_\_\_\_ No \_\_\_\_\_

#### **Additional Coaching Education**

Have you successfully completed CAC's Make Ethical Decisions evaluation?

Yes \_\_\_\_\_ No \_\_\_\_\_

Have you completed your online Criminal Records Check?

Yes \_\_\_\_\_ No \_\_\_\_\_

Have you completed Respect in Sport?

Yes \_\_\_\_\_ No \_\_\_\_\_

Have you signed the NCCP Code of Ethics?

Yes \_\_\_\_\_ No \_\_\_\_\_

Do you have current First Aid Certification?

Yes \_\_\_\_\_ No \_\_\_\_\_

Have you completed Making Headway?

Yes \_\_\_\_\_ No \_\_\_\_\_

Have you read, and are familiar with, the new Rowan's Law materials on Concussion, which became law in Ontario July 1<sup>st</sup>, 2019?

Yes \_\_\_\_\_ No \_\_\_\_\_

Are you committed to delivering annual information sessions on Concussion and Rowan's Law

Yes \_\_\_\_\_ No \_\_\_\_\_

### **Proposal #2**

### **OFA Club Recognition Program (CRP)**

Fencing Clubs in Ontario that are lead by, and/or employ (paid or unpaid volunteers) NCCP qualified coaches (either In-Training or Trained) will receive a designation so that all clients, including parents and participants, will know the qualifications of the coaches they are working with in their programs. Clubs in this category will have coaches on staff (paid and/or volunteer) that have completed the section below, which will be validated by the OFA in The Locker, and have met all other criteria necessary to achieve club recognition on the OFA Website.

#### **Platinum Club**

- Head Coach is NCCP Certified at the Competitive Stream (comp int, comp dev, etc) has completed all OFA/CFF requirements to coach fencing in Ontario or has vetted equivalency
- All Assistant Coaches are NCCP certified, and have completed all OFA/CFF requirements to coach fencing in Ontario
- The Fencing Club supports the NCCP by having all new instructors/coaches register with the NCCP and follow the coaching development pathway towards NCCP certification
- The Fencing Club supports the OFA by hosting approved programs including NCCP Coaching Education workshops/clinics, training camps, competitions, etc.

#### **Gold Club**

- Head Coach is NCCP Certified, (Community Coach, Instructor Beginner) has completed all OFA/CFF requirements to coach fencing in Ontario, or has vetted equivalency
- Club assistant coaches/instructors are enrolled in the NCCP, either “In-Training” or “Trained” and the club is working towards Platinum
- The Fencing Club supports the OFA by having all new instructors/coaches register with the NCCP, follow the NCCP pathway towards certification, and is working towards Platinum

#### **Silver Club**

- Head Coach is registered in the NCCP, is “Trained” in their respective coaching context, is working toward achieving NCCP Certification, as well as having completed all OFA/CFF requirements to coach fencing in Ontario, or has vetted equivalency
- Club assistant coaches/instructors are enrolled in the NCCP, either “In-Training” or “trained” and the club is working toward Gold

#### **Bronze Club**

- Head Coach is registered in the NCCP, is “In-Training” and working towards achieving NCCP Certification, as well as having completed all OFA/CFF requirements to coach fencing in Ontario
- Club assistant coaches/instructors are not certified but are enrolled in the NCCP, as coaches “In-Training” and the club is working towards Silver

#### **Other (non-compliant) Fencing Clubs**

- Head Coach is not NCCP certified and not registered in the NCCP system
- Assistant Coaches are not NCCP certified and are not registered in the NCCP system
- Coaches may or may not meet the OFA/CFF additional requirements to coach fencing in Ontario
- Other Fencing Clubs will not receive OFA sanctioning for competitive events
- Other Fencing Clubs will not receive OFA sanctioning to host any official OFA fencing programs such as Q4G, Canada Games, Ontario Games, workshops, clinics, or training camp events

- Other Fencing Clubs will not be listed on the OFA website as they don't meet the expectations of the OFA that all clubs meet a minimum criteria with regard to coaching certification

### **Foreign-Trained Fencing Coaches**

Please note that any foreign-trained fencing coaches that would like to achieve NCCP Certification can apply to the Canadian Fencing Federation (CFF), with their completed Coaching Portfolio, to receive their NCCP Competency Based Evaluation and Certification. All documentation from accredited foreign institutions for coaching education need to be supplied as supporting documents and must be in either English or French. The process for evaluation is completed through the National Sport Organization (NSO) known as the Canadian Fencing Federation (CFF). This process provides vetted equivalency.

### **Recommendation:**

**All coaches wanting to volunteer and/or be hired, to work in OFA and/or CFF official programs need to be vetted and provide qualifications, and/or proof of evaluations, in line with the NCCP and Coaching Association of Canada.**

## **Proposal #3**

### **OFA Fencing Coach Recognition Program (FCRP)**

On line OFA Coach Profiles- the goal would be to collect Coach Profiles to feature once per month to applaud coaches who are advancing their coaching education and who are successfully working in their sport community. This gives the OFA the opportunity to feature success stories of those coaches who are investing in themselves through the NCCP, who overcome challenges within their sport environment, and who are role models within our sport community.

### **Annual Awards for Coaches (at Provincials)**

To acknowledge and recognise the investment coaches make in athletes, we need to recognise the coaches who are outstanding in their work. Specific criteria has yet to be developed for these awards. I propose that the OFA seek sponsorship for the awards.

**Grassroots or Community Coach of the Year** – awarded to someone working in Learn to Fence programs who is dedicated to introducing people to the sport of fencing.

**Developmental Coach of the Year (IB Stream)** – awarded to someone working diligently in a club program, on a regular basis, advancing the skills of the club participants, but not necessarily coaching fencers in the competitive stream yet. Many coaches work with developing athletes but they themselves are not going to competitions to coach, yet they provide excellent and important foundation work in fencing, in their community. These are the true builder fencing coaches who often get overlooked.

**University Coach of the Year** – already exists as an award through the two OUA Championships, however I would like to propose criteria for this award that coaches would submit info on each season. The OUA Coach of the Year, which is voted upon by the OUA Head Coaches at each Championship, has lost its value over the years, and it needs to re-gain both value and respect, as an important award for the hard work that university coaches perform annually in the OUA. To understand the importance of this we simply need to think about how much the OUA has contributed to Ontario Fencing in the past four decades.

**High Performance Coach of the Year** – awarded to a competition stream coach who is working with athletes that are competing regularly and with goals to be in Provincial or National Team Programs. This



would be a results based as well as education-based award, recognizing advanced coaching skills as well as performance.

**Veterans Coach of the Year** – awarded to a coach working with competitive Veteran Fencers, which are the up-and-coming category in our sport. From LTAD we know that fencing is a lifetime sport, and one of late specialization, which is partly why we are able to pursue the sport as our age advances. Working with Veteran athletes is different from other clientele in that they have a unique set of reasons for training and competing in the sport. Coaches that work with Veteran fencers are contributing to keeping the Veterans circuit strong, and supporting its growth for the future. As we all know, this is a growing population within our sport, and it is important to recognise those coaches who take an interest in supporting these athletes, and contribute to the blossoming circuit of Veteran fencers in Ontario, Canada and Internationally.

### **Other ideas!!!**

The Coaching Development Committee is very open to new ideas and positive energy so please feel free to share any thoughts, suggestions, and potential coaching initiatives with us!!!

## **Appendix B**

### **Youth Development Program**

Dr Darren Marks

#### **Overview**

A new program in 2019-20, with 58 participants (27 women, 31 men; 28 epee, 15 foil, 15 sabre).

Consultant: Ralf Bissdorf (creator of Singapore national program).

Consulting Coaches: Ralf Bissdorf, Maitre Guilio Tomassini, Maitre Michael Marx, Victor Gantsevich, Vincent Brazeau, Maitre Cedric Deloison and Vilmos Szabo.

Coaches (Ontario): Darren Marks, Maxime Brinck-Croteau, Alice Lu, Alecs Tudor, Samuel Harwick-Browne, Vincent Brazeau.

#### **Goals**

1. To create a training cadre of age appropriate experience across clubs
2. To encourage fencing within and outside of Ontario in the context of competition
3. To stimulate clubs, and promote youth fencing

Secondary Goals (in years two and following)

1. To work with coaching development as much as its committee wishes
2. To work with referee development as much as its committee wishes
3. To work with other OFA stakeholders

#### **Means**

1. Delivery of 4 events, two of which are 'in-house' fencing and two of which are traditional events. These are hosted by either member clubs or the OFA (Toronto International Youth Challenge).
2. Delivery of one camp, lead by Ralf Bissdorf, and in which high level athletes are present.
3. Incentives for member clubs to host youth tournament (e.g., membership of YDP already registered by program).
4. Incentives to participate in out of province tournaments and one international camp (funds reimbursed back). Camps are Germany and Italy.

#### **Feedback and Evaluation**

1. The program is a living program and will be evaluated as to its effectiveness at regular intervals by coaching staff.
2. Teamsnap, survey monkey has been used to allow immediate communication with leadership from parents
3. Open listening from member clubs by leadership

#### **Obstacles**

1. Most membership comes from less than 6 clubs
2. GTA-centric despite offering to other clubs.
3. Lack of buy in.

## **Appendix C**

### **Competitions Committee Report**

Committee members: Tim Stang (Interim-Chair), Jon Rennick, Mark Jefferies, Marcy Lau

#### Role:

- Establish standards for competitions at various levels and participant groups.
- Ensure that events are run at a minimum quality standard through a sanction review process
- Advise the OFA staff and board of directors on provincially run events (Ontario Games, Provincial Championships etc)

#### Principles:

- Competitions are critical revenue generation means for clubs. However, their value extends well beyond the financial. Competitions serve a critical development role in fencer development. The experience a fencer has at a competition will either encourage or discourage further participation. These experiences can only come from consistent standards from event to event allowing participants to gain an expectation
- Long Term Athlete Development principles should form the basis of the competition formats as best as possible. Both club level and provincial level competitions.
- Inclusivity of all stakeholders in the competition development and operation plans

#### 2018-2019 Season

- There was a decline in the number of events sanctioned in the 2018 season. This was due to a lack of supportive dates and in some hosts cases a lack of desire to run events when camps are closer aligned to their aims. Single day venue rentals have been reported to be the highest available, however being least profitable the return on investment for the host is low.
- Participation in Ontario events remained consistent with prior seasons, distribution tends to gravitate towards larger events
- Ontario Universities played host to the majority of sanctioned competitions showing the highest participation rates, 2019 season seems on par for similar or greater statistics on this matter

#### Identified issues:

- Competition sanctions being submitted exceptionally late, sometimes days prior to the event taking place.
- Information is incomplete, inaccurate or placeholder. In numerous cases the submitter put their name in multiple roles. This makes the sanctioning process hard to validate as the official designated to a role ultimately is not known prior to the competition. This also points to the process being too cumbersome or perhaps not well understood as to the value of this information
- Medical support at competitions varies from event to event despite the requirement for a named support person. Some competitions have had athletic therapists and medical staff while other competitions have a box of band-aids and individual serving multiple roles with limited first aid training. Emergency action plans are a core component.

#### Recommendations

- Dedicated medical support at competitions is a critical component and should be regarded as such. Sanctions moving forward in the 2020 season will be required to identify dedicated medical support persons, not serving multiple roles and with a minimum amount of training.

- Guidance from the OFA medical committee will be sought
- Minimum medical supplies on site should be mandatory as a component of sanction and emergency action planning.
- Competition head officials will be asked to complete a single page report on the competition, outlining any critical areas where the OFA can provide support or guidance.
- Streamlining of the sanctioning process to garner the critical information needed at the appropriate times, such as asking for the organizing committee at the establishment of the sanction, while requiring the officials list 2-4 weeks prior. This ensures the values are met and support provided when need.
- An increased investment in competition hosting materials beyond the 2015 PanAm legacy materials targeted towards supporting smaller competitions and Ontario focused events. Much of the CFF legacy materials is showing significant wear and is not always available when in conflict with CFF events. CFF rental rates can be cost prohibitive for smaller events.
- Pageantry expressing Ontario Fencing Association sanction and affiliation is required.
- Move the sanction deadline for the 2020 season to May 31, 2020. This will allow the competitions committee to focus on supporting the events and less on sanctioning and scheduling.