VP Administration

Annual Report (2018/2019)

Welcome to the OAWA Annual General Meeting, it has been a busy year. I have outlined below a few key areas of focus for my position over the course of the past year to update you on what has been happening behind the scenes.

# 2018/2019 Developments:

We are working on reviewing and updating some our policies to ensure we are within legislation and supporting a safe sporting environment for the membership. The two policies currently under review are:

### Screening Policy

The Screening Policy is being broadened with respect to who requires a police screening, which is based on recommendations from a committee as well as best practices in the sporting community.

### Harassment Policy (Respect in the workplace)

The review of this policy revealed that we did not provide training on respectful behaviour. It is legislated that all employees must receive Respect in the Workplace training, including board members. We have been working with Respect Inc. to provide this online training. Upon speaking with Respect Inc. they also offer a Respect in Coaching course, which we think would be beneficial to our sport. The OAWA Executive has recommended to cover the cost for the Respect in Coaching training for OAWA registered Coaches who complete the course by the end of this calendar year. More details will be made available soon.

Wrestling Canada has also partnered with Respect Inc. so Ontario Wrestling is going to have a page under their cover. The training is pre-approved by the Coaches Association of Ontario to count towards your hours for NCCP recertification. Please take advantage of this opportunity and help to create a safe and respectful environment for our sport.

### Safe Sport Task Force

Canada Wrestling Lutte (WCL) has created a Safe Sport Task Force to look into the recommendations from the Bennett Report, which includes seven members from Ontario Wrestling. Thank you to the Ontario members that stepped up to help with this initiative and show that we are supporting and promoting a safe sporting environment for everyone involved in the sport. Information will be distributed through Canada Wrestling Lutte (WCL) related to the Safe Sport Task Force.

# Staffing

I want to start by thanking our Provincial Director, Executive Members and Board Members for the extensive amount of time commitment and dedication that was shown over the course of the past year. Resilience is a quality that most wrestlers possess and I will say this group has it in spades. The Board of Directors had a larger than normal turn over this past year.

We would like to thank those Board members for their time and service with OAWA and welcome our new board members.

* Marlon Sherland resigned from his Regional Director position in January. Bernard Sanchez was voted in as the new board member for the central east region.
* Steve Suraci resigned from his Treasurer position at the end of January. The position was posted on the OAWA website. Sheldon Francis applied and was selected for the Treasurer position.   
  Note: We chose to leave the VP Communications position vacant since March, because it was up for election at this year’s AGM and the work on the Website had already been completed.
* Jay Jordan resigned from the president position in March. Bill Hogarth was acting president already and it was determined that we would leave it status quo until the AGM as it was a position that was being voted in this year.
* Sarah Stringer resigned from the non-voting VP Women’s Development position. Heather Sweezey was offered the position, since she was the other candidate who ran at the last AGM, to work on Women’s initiatives and planning until this year’s AGM to ensure we had information to share with the Board.

# Legal Matters:

I will admit that legal matters were a big challenge this year.

There was a club complaint investigation that I took over with this position. It was already underway with the Sport and Law Group, but the depth of the complaint was increased due to a judicial review that was filed. In the end a decision/recommendation was provided by the Sport and Law Group, which was supported by the Board of Directors.

There was a second complaint filed at the AGM last year, we hired an outside investigator due to the level and complexity of the investigation. This has since been resolved; the discipline committee provided a recommendation which was supported by the Board of Directors.

There was also a minor confidentiality breach where member information was used to send out information that was not sanctioned by the Board of Directors, this was handled in house.

Finally, Canada Wrestling Lutte (WCL) brought forward a complaint; we used a law firm to challenge their jurisdiction on the matter as it was something that had already been dealt with by the OAWA. This matter is still not officially closed, but I believe it has been resolved.

These matters have cost us a significant amount of money over the past year, which you will see outlined in the Financial Reports. I am hopeful that our legal matters are coming to an end and we can focus on more productive ways to support wrestling in Ontario.

# Still to come:

We will be reviewing the remaining policies that are currently in place with the OAWA and determining if there are any new policies required.

We are hoping to take a look at the strategic direction for Ontario Wrestling in the near future to assist in improving and growing wrestling in Ontario.

Also for 2019-2020: Proceed with OAWA taking the ‘Responsible Coaching Pledge’ as part of the Safe Sport direction for OAWA and our sport. The Responsible Coaching Movement (RCM) is a multi-phase system-wide movement, coordinated by the Coaching Association of Canada and the Canadian Centre for Ethics in Sport. See <https://www.coach.ca/responsible-coaching-movement-p160721> for more details.

Thank you.

Laura Summers

Vice-President, Administration.

Certified Human Resources Leader (CHRL)