

Agenda

Annual General Meeting of the Canadian Powerlifting Union (Virtual)

May 16, 2021

1. Roll Call:
Angelina van Ryswyk (AB), Dennis Leong (BC), Brian Rock (BC), Mathew Bowen (MB), Thea Olalia (MB), Vicky Taylor-Hood (NL), Larry Walsh (NL), RJ Forbes (NB), Kaitlin Armour (NB), Natasha Ching (NS), Barry Antoniow (ON), Sandro D'Angelo (ON), John MacDonald (PE), Justin Smith (PE), Nicholas Dery (QC), Gabriel Aube (QC), Ryan Fowler (SK), Carolyn Tran (SK), Mike Knott (Reg), Rhaea Stinn (Comp C), Brock Haywood (Officiating), Shane Martin (Pres), Gabe Festing (VPSD), Jeff Butt (VPP), Renae Witzaney (TREAS), Linda McFeeters (Sec)
2. Determination of a Quorum - "A majority of Association Members and a majority of Executive Members will constitute a quorum."
- All 10 provinces present
3. Appointment of Scrutineers – Angelina van Ryswyk
4. Approval of the Agenda – sent via Internet – adopted without comments
5. Declaration of any conflicts of interest to any agenda item- none
6. Adoption of minutes of the previous Annual General Meeting – adopted without comments
7. Board, Committee, Officer Reports (Board reports only will be read out loud)

Board –

Presidents Message – Read by Shane Martin

Treasurer's Report – Financial Review and next year's budget
Discussion to follow immediately

- Read by Renae Witzaney followed by discussion and comments
- Agreed not to pass a budget due to pandemic uncertainty

VP Program Director – Read by Jeff Butt

VP Sport Development – Read by Gabe Festing

Secretary's Report – Read by Linda McFeeters

Committees –

Disabilities Integration Committee

Doping Control Committee

Coaching Committee

Medical Committee

Ethics Committee

Competition Committee

CPU Officers –

Officiating Chairperson

Registration Chairperson

Public Relations Chairperson

Championship Secretary Chairperson

8. **Reports from Affiliated Provinces (Members)** – [attached below](#)
9. **Annual Awards** – Bill Jamieson Award – [None](#)
 - CPU Hall of Fame Award – [Glyn Moore](#)
 - Female Athlete of the Year – [Jessica Buettner](#)
 - Female Bench Athlete of the Year – [Rhaea Stinn](#)
 - Male Athlete of the Year – [Benjamin Langley](#)
 - Male Bench Athlete of the Year – [Shane Martin](#)
10. **Old Business** –
 - [None](#)
11. **Affiliation of new Member Provinces** –
 - [None](#)
12. **Delinquent Provinces** –
 - [None](#)
13. **Future Championship Bids** – [no new bids, see page 35](#)
14. **CCES – 2021/22 CADP Agreements** –
 - Provincial Contributions and other CCES issues
15. **New Business Action on Proposed Amendments** – [see page 36](#)
16. **Election** - [Linda McFeeters](#) voted in as CPU Secretary by acclamation
17. **Items for Discussion** – [see page 47](#)
18. **Any Other Business** - [None](#)
19. **Adjournment**



Presidents Message

Canadian Powerlifting Union President Report Official Statement, 2021

Esteemed Board Members, Provincial Executives, Officers and Committee Chairs,

Welcome to the 2021 Canadian Powerlifting Union Annual General Meeting.

As the first year of my term has passed, I can safely say the CPU board has made a tremendous amount of progress improving the CPU. The CPU board did not stay idle during this year of empty platforms due to the ongoing pandemic. We completed over 60 separate tasked items as a collective and have 30 more on our to-do list. These efforts display our commitment to our members, our values, and the positive, actionable direction the CPU is taking. Like I spoke during the election, I am here to do my best to improve the CPU through action. Through tangible improvements. And we are doing just that. I appreciate that there may be some shock to the collective system with our speed of completion when projects and policy was completed at a slower rate in the past, but we should see our efforts to combat unethical behaviour, provide clear and positive change, and follow through with action as an exciting new chapter in CPU history. This report is not an exhaustive list of what we accomplished but highlights key actions this last year.

My term started with cleaning up loose ends and re-establishing connections. First, we were able to change all the banking information to reflect updated locations and cancel old credit cards. Then, we were able to complete the back log of hall of fame awards that were never awarded or acknowledged to the previous winners. Then, we had to solidify the first insurance deal, before having to separate due to provinces missing the deadline and our Insurance company not providing us with complete information. However, the provinces did very well in acquiring their own in the short timeline we were forced into. There was also the SBD Team Canada contract to renegotiate and we were close to finalizing it, but that was put on pause due to the pandemic. Continuing, I was in constant negotiation and renegotiation with CCES to continue to get the best possible contract for the CPU. Specifically, I renegotiated our contract twice in our first deal, reducing the invoice by over 50% to reduce everyone's costs. Then during our newest contract negotiations, I was able to reduce the initial offering by 40% to maintain a safe position for the CPU. I want to thank Renae for assisting in both these matters providing me with accurate and timely numbers to solidify the necessary information to make these reductions possible. Finally, I was able to sign our new contract with Esports to maintain our good standing with our membership software. I want to thank the entire CPU board in assisting with these contractual actions.

One specific contract and new partnership to highlight was with the Canadian Paralympic Committee. This partnership was something the CPU Para Committee worked towards for several years and I take great pride in completing this partnership in my first year. Meeting Karen O'Neil, CEO of CPC was a very positive interaction and both of us are excited for our organizations mutual futures. This official agreement will assist in further recognizing, promoting and building the Para program and make sure our elite Para athletes continue to strive for high performance on the international stage. I was able to appoint Tracy Rice and Carol Brady to the Para Committee early on and both have excelled beyond expectation. We now have working copy for the website for Para, and those ladies continue to build on their hard work. Moving forward, the Para Committee will be rebranded into the Disabilities Integration

Committee umbrella as the CPU continues to branch out to work with the Visually Impaired and Special Olympic population in the coming years. The rebranding will not interfere with any of the previous good work or future efforts of the Para Committee. The CPU is very excited to begin further expansion and development in these previously underdeveloped areas. We are hopeful in filling the ranks of these new committees very soon for the next year's goals.

The CPU welcomed new members to our committees and roles. We welcome Tracey Rice and Carol Brady to the Para Committee, and Jeannie Jamison and Christine Castro to our Competition Committees. Jeannie Jamison was appointed to replace to the previous National Records Chair who recently stepped down. The CPU also had a few members step down like Mike Armstrong from the Secretary role. We were excited to appoint Linda McFeeters into the interim role of Secretary and she has done an excellent job bringing her comprehensive knowledge about the CPU and her passionate work ethic. A special thank you to Mike Armstrong for his always timely consultations and fielding any questions we have. Mike is still a valuable CPU asset and we wish him all the best in his future pursuits. The committees have all been tasked with what the CPU's goals are and there has already been project completion in several areas. I am also excited to see new faces begin to step into more CPU roles.

There were several extremely difficult decisions the CPU board had to make at the beginning of this pandemic. After several meetings, and communication with Dr. Rieber, the CPU Board made the decision to cancel our World Teams, make several concessions surrounding Nationals and Regionals, and the final decision to cancel Nationals. These decisions came as a collaborative effort pulling consultations from medical professionals, legal advisors, province executives, and data from our government. The CPU board is hopeful we have seen the worst of this pandemic and look forward to a productive summer and fall.

One project I wanted to create and complete was the Certified Training Center affiliation program. This was a tool to get CPU branding in as many gyms across Canada and give our members a list of gyms they can rely on for good equipment and training. The initiative was a success with 15 gyms already signed up and generating over \$2000 in revenue for the CPU during this tough year. This lead me to improving our sponsorship packages by creating two tiers and increasing the CPUs value through new promotional services. This lead to several sponsors already resigning or signing up for the first time.

Internally, I created the CPU board Travel Guidelines document to clarify and provide concise imbursements and limits moving forward. This was a way to reduce the high costs of travel the previous board incurred and make sure future travel can be budgeted accordingly.

The CPU also took on the large task of improving and reimagining our website. I want to thank Tyler Ramsay for his years of hard work managing and improving the old website and we now welcome RJ Forbes as our new webmaster. Both RJ and Gabe, have done extensive improvements and we are in the final stages of the new website and can't wait to release it. Also, I want to give a special thank you to Jennifer Thomas, our new Public Relation Officer. She has done a tremendous job generating a large digital footprint for the CPU. Her efforts go noticed and the CPU greatly appreciates her efforts.

One big concern the CPU board had to deal with this year is the current discipline and complaints policy and how our procedures are completed. As we went through a file, which lead to no discipline action, we were able to see first hand the issues and blind spots with our current process, which lead to difficulties. The CPU board will be consulting further with legal entities and other sports groups, along with the Ethics Committee to further improve fair and clear procedures surrounding formal complaints. I am a strong supporter of due process and I am very committed to improving these measures to make sure legitimate formal complaints are able to be completed and our membership is safeguarded.

One of the files that was processed this year did end up in a multi year suspension. The athlete in question acted extremely inappropriately and with timely conclusive proof, the CPU was able to suspend the athlete accordingly.

Finally, one of our flagship projects was completed. The CPU was able to completely update our policy document. Here, the CPU was able to reduce redundancies, remove outdated or no longer active material, correct terminology, streamline outdated policy, and present a policy document that is much clearer so all provinces, the CPU, and our membership can be provided with transparent procedures. Highlights were:

- “Registrant” substituted as the proper term when speaking about CPU members
- Introduced Disability Integration Committee
- Updated deadlines for submission of meet sanctions, reports, and results
- Inputted fines to reflect time sensitive deadlines
- Reduced lifter amount from 20 to 10 for National classes eligible for best lifter awards (master categories)
- Cleaned up the wording for medal approval for Regional and National events
- Refined penalties as there was contradictor and confusing language
- Deleted the International B team segment since it is no longer applicable when selecting teams and wilks is no longer used. Class winners always get first choice on the team.

All provinces have made these deadlines in the past. The fines and penalties are merely to solidify an efficient working agreement when dealing with time sensitive tasks such as the covid meet waivers, national team eligibility, and meet sanction invoicing. This maintains a fair and accurate environment for our membership and makes it easier for all of us to do our collective job. For example, now there is an online process for meet result submission making it easier and less burdensome.

I understand that some may see the speed of our efforts as a surprise compared to previous years, but these are all steps in the right direction. There is a lot of unseen work that goes into making the CPU operational and I feel we as a board have navigated the waters well. I want to thank Gabe, Renae, Jeff, and Linda for all their efforts and help as we continue our term.

Please have a safe, strong, healthy and prosperous 2021.

With Respect,

Shane Martin

CPU President



Treasurer's Report

2020 CPU Treasurer Report

I wanted to provide a much different report than has been done in the past. I don't feel like I need to outline in my report the change in revenues or profits, that can be seen in the statements. Rather I would like to provide some commentary on the CPU's finances, how things are being accounted for now and what you can expect in the future.

When I took over, Linda had just moved the CPU books to Quickbooks Online. This was a very smart and much needed move. Everything is now automated. I can send invoices directly from Quickbooks to all provinces and even lifters when they are paying for international meet fees etc. Quickbooks also allows for payment by credit card which is an added bonus that I think will be utilized a lot once meets are up and running again.

I think me being a newb in this position and on the board puts me in a unique position. I don't have the past drama and political knowledge that others may have in regard to how the CPU has been run or how they have done things. My feeling when I took over the position was that, for whatever reason, there were often questions around the CPU's finances. I can't tell you why, but it was certainly a vibe I got when I stepped into the role. My intention is to ensure that there are never any questions regarding our finances. I want to be open and transparent, this is how it should be.

Because of this, I have sought out an independent CPA to prepare a Notice to Reader report on our 2020 financial statements. In the past, internal financial statements have been presented. This means that there have been no outside eyes on them, checking to make sure they pass a sniff test even. This was a huge no no for me. As a CPA myself, I would expect, at a minimum, that an NTR engagement be done on our financials. While this type of engagement provides no assurance, meaning, the CPA preparing them can't say they are perfect, we at least will have an outside independent set of eyes on them. The cost of the NTR Engagement was \$735.

In seeking out a CPA to prepare this engagement, I also enquired with another CPA as to the cost of a review engagement. I was provided with an estimate of \$6,300 for a review engagement. It states in our policies that audited statements are required. This is a far cry from internally prepared financial statements. We have proposed a change to that policy to ensure that a minimum of a Compilation Engagement (the new wording for an NTR Engagement starting in 2021) is prepared annually by an independent CPA.

With Mike stepping down at the end of last year, we had to get the CPU a new credit card as the old one was in Mike's personal name. Our bank that we have our account with wasn't able to provide one for us so I sought out different options. I was able to get a secured Visa account from another bank which is in the CPU name, rather than have it under one of the board members' name which would require having to redo this process every time there was a change.

I believe one of the most contested things in our finances has been around board travel. One of the things we as a board did was to come up with guidelines for board travel that includes daily meal limits etc. We too believe this should be kept to a minimum as much as possible and as such wanted to create a policy to be followed so that there was no question about those types of costs.

Another area of contention this year was the drug testing amounts that were paid to the CPU. Unfortunately, as a board we walked into a situation where the previous group had not actually mandated what this would be in 2020. Add to that the fact that COVID happened, well, it was just a bad situation all around. Given we had nothing else to go on, we relied on what Chris Robb had proposed in his presentation at the AGM. This wasn't the perfect solution but was the best thing we had to move ahead on. It also resulted, at least in 2020, in us being able to come close to covering the cost of CCES in 2020.

I am not sure if the previous board was made privy to Chris's presentation prior to the AGM last year, however if they had I am sure they would have discovered that the amounts he was proposing would have put the CPU in a position where only half of the CCES fees were covered. After running the numbers, we came up with the \$15/lifter/meet amount. We determined this to be the least invasive way to collect the money required to cover the CCES fees going forward. Since most of the provinces were already collecting a drug testing fee as part of their meet entry fees, it was an easy switch to have that money come directly to the CPU rather than the provinces retain it; they no longer paid the CCES directly and therefore no longer needed a drug testing fund to supplement. This money along with the \$20/member fee should get us close to the CCES fees. If it turns out that this per lifter amount is too high, then of course we will revisit it and adjust as needed.

As we all know, 2020 was a tough year. It was scary to come into a new position and have to deal with everything that we have. I watched as our bank balance continued going down and there wasn't much that could be done about it. We negotiated with CCES twice to get our costs down and while we didn't have much in terms of expenses given there was nothing going on, we also didn't have any money coming in, or very minimal. My biggest concern was looking ahead to 2021. I knew it was going to be a struggle to pay our CCES amounts. If asked to pay the same amount we paid in 2020, we would be broke. It took a lot of negotiating again in March to work with CCES to be able to stay onside with our requirements and yet allow us to survive financially. So, while it may show we have a big profit in 2020, that does not really give an idea as to where we are at financially.

There are a few things I do want to go into more detail about regarding the financial statements:

BALANCE SHEET

- Accounts receivable – this includes the clothing contract amounts that are paid over 3 years
- Prepaid expenses – includes prepaid CCES fees, insurance, affiliation fees, legal fees and coaching stipends for 2020 Master Worlds that had been paid but then did not happen **

- Computer equipment – laptops purchased for Nationals in 2020
- Accounts payable – stipends that hadn't been paid at year end and CCES amounts owing at year end

INCOME STATEMENT

- Keep in mind that what you see reported in the income statement is based on what should be recognized during the year. So, the amount for memberships isn't the total money received during the year and the CCES expense isn't the 2020 invoice amount.
- International meet revenues – going forward, I think it will be more useful to show these as a net item rather than income and expenses, that way we can easily see if we made a little money or lost money
- Drug testing revenue – I will be changing how this is shown on the statements. Again, I want to be as transparent as possible and I want our financial statements to be able to really tell you what is going on. I will be allocating the \$20/membership that we currently receive to this account. For 2020, I have only included the money collected from Nationals for drug testing as well as the amounts that the provinces were invoiced for the year based on \$13/lifter less 25%.
- CCES expense – this is the amount that was actually paid in 2020, as you can see, the expense was more than twice what we collected in 2020 for drug testing. However, if you take into account the \$20/member, it works out that we collected approximately \$63,000, a shortfall closer to \$10k.
- Nationals expense – small increase here, the AV cost was \$8500 and AGM meals were \$3500 in 2020, keep in mind that the live stream for 2019 Nationals is shown on a different line so total for 2019 was actually \$11,066.35
- Insurance expense – a new directors and officers insurance policy was put into place for the first time by the previous board in January 2020, this was just under \$3k. Also, an abuse policy was put into place by the previous board that cost about \$2400. The abuse policy was not renewed this year as the insurer stated we would require police background checks for all coaches and the deductible would likely be around \$50k.
- Legal fees – these were for guidance around the coaching program JV agreement as well as an ethics file that was being dealt with in 2020. We retained a lawyer when the other party retained one.

Our bank balance as of today's date, April 10, 2021 is \$82,989.52 which doesn't seem too bad, however once we account for the CCES invoice instalments and stipends that are outstanding, our bank balance will be down to \$37,111.52. When I came into this position our bank balance was closer to \$150,000. If we don't have meets and memberships coming back soon, the outlook for 2022 does not look good.

In closing I just want to say that I hope everyone understands the work that we as a board have been putting in despite it seeming like everything is against us. We work together well as a team, we collaborate on everything and none of us go rogue and do something without having discussed it together. We have hit some bumps in the road during our first year, but I think overall, we have done our best to navigate the CPU through this weird and stressful time. Please know, that we have the CPU's best interest at heart when we do what we do. We are trying to simplify things, make things clearer, keep everyone accountable and communicate openly and honestly with all of you and our members.

I would like to say that I feel like being in this position has helped me to better contribute to the CPU, but I don't feel like I am there yet. It feels like it has been a year of putting out fires and obtaining way too many grey hairs. However, I am hoping as things normalize, that we will be able to have a positive impact on the CPU and leave it better than we found it.

Rena Witzaney, CPA, CA



*** additional information added since first draft*

Vice President – Program Director

Hi Everyone

Let me first thank everyone for their commitment to our sport over the last year. It has been a difficult time and your dedication doesn't go unnoticed. As someone who was slated to run a Regionals and Nationals over the last while, I am aware of how difficult it is trying to secure venues, plan, reschedule not knowing if the event would go or not and having to do this using a new set of rules was a huge challenge.

Also, as a coach, I realized very early on how much people's mental health can be affected when their lives are turned upside down. I also realized the value of our sport to many for the personal interactions and friendships and how events allow people to set goals and make plans to achieve those goals.

When I started at this position, I had a number of goals I wanted to accomplish and I am striving toward those ends. This is an update:

1: To push the sport to be recognized as a Canadian Sports Organization (CSO) and working toward meeting the criteria where we fall short.

We feel partnering with existing organizations can be a link to this and will look at applying for the Canada Games in the future. This should help in the developing of our grassroots and providing leadership for our youth.

2: CAPD drug testing protocol.

As we have seen recently with USAPL the drug testing issue is one that can be divisive but WADA testing is the standard for a sport to be recognised and allows the only opportunity to have a fair playing field.

3: Better development of teams, officials and the coaching programs and professionalism of the same.

We are working on coaching and athlete expectations at International events and updating any issues that might be outdated in this process. We want to create professionalism and provide both athletes and coaches with the tools they need to be successful. We are also developing a systematic change in the Coaching program with timelines which I feel is fair and gives direction to any aspiring coaches and how to develop their skills and the correct steps to follow.

4: Focusing on our youth development and getting even closer to a 50/50 female-male ratio.

As mentioned above, the youth development is the backbone to our sports future and we are making strides in increasing youth involvement. This will be largely successful with a successful coaching program. Our sport will also strive to ensure young women and females in general feel comfortable. We also had the Competition Committee develop the new changes in female weight classes with qualification standards and record standards. This creates the same number of classes for men and women which again is moving in the right direction of equity.

6: Working with Special Olympics, Blind Sport and Para-Powerlifting and seek other disability avenues that may also help with becoming a CSO.

My goal is to have all 3 groups actively competing at Nationals for the foreseeable future. We also want all 3 groups to grow and flourish. We now have a partnership with Special Olympics Canada (SOC), we are a member of the Canadian Paralympic Committee (CPC) and we are in discussions with the Canadian Blind Sport Association (CBSA) to increase their participation as well.

In closing, this has been a difficult year and this Executive have a common goal and that is to do what we feel is best to grow the sport. We are working hard to ensure we all get back to play as soon but as safely as possible. We look forward to working in the new normal and hope our next time we meet will be in person.

Sincerely



**2020 Vice-President of Sport Development Report
Gabriel Festing**

One of the goals for all the new Board members this term was to regain the momentum of membership growth and correct the course of the CPU for the benefit of all the member provinces and its registrants. With the world being hit by the COVID-19 pandemic our organization has taken a massive hit to registration numbers and to our finances. However, despite this we did our best to regularly communicate with the provinces and update them as best as we could on the fluid state that the sport has been this year.

Transparency and communication with the provinces have been at the center of the Board's attention and intends to keep it as an ongoing goal. We did our best to loop in the provinces when necessary but because of the unusual circumstance of this past year there were some decisions that needed to be made on the fly. Despite that, all those decisions were made with the best intentions for everyone involved.

One of my first initiatives, and a CPU first, was to collect information via a provincial and registrant survey. The surveys created and sent out were incredibly helpful in confirming what we already knew. To sum it up, the member provinces wanted transparency and communication from the Board and the registrants wanted easier access to information and an increased social media presence.

A new structure for the CPU committees was created to improve communication and streamline workloads. Each Board member was assigned committees and/or chairpersons to oversee their respective roles. Those individual board members would then provide a monthly update to the entire Board. This, in my opinion, has been greatly beneficial towards overall productivity in assignments. The committees under my umbrella are Social Media Chairperson, Webmaster, Coaching Program Committee and Records Chair.

While the CPU website was functional, one of my goals was to give it a much-needed facelift. This project was taken on by RJ Forbes, our new Webmaster. One new addition to the site will be a page dedicated to Bill Jamison to celebrate his legacy and serve as a reminder to all our registrants of our roots. Thank you to Jessica Antony for creating that content. The new website will be on a much more user-friendly platform and therefore easier to update in the future. From his ideas and the previews I have seen, RJ has put together a great product. The site should be completed soon, and I am sure it will be the envy of other federations. Thank you, RJ for all your hard work.

There is no doubt that the powerlifting community is driven by social media and the CPU has been severely lacking in that department for years. I am sure that you have all noticed the incredible work from our new Social Media Director, Jenn Luther-Thomas. To give credit where it is due, in a year with virtually no competitions and very little available content, she

still managed to increase our social media following and keep our registrants engaged. She has given the CPU a professional yet down to earth online presence that our registrants have been looking for.

By utilizing the potential of our social media platform, we have been tremendously successful in receiving feedback from our registrants and finally becoming a consistent source of information for them. It has also been a great tool for finding qualified and eager individuals to fill the available spots amongst our committees. In fact, it was a surprise to all of us by the number of applicants for each request made.

The creation of the CPU Championships' Instagram and Facebook pages, and domain names have been set up for the use for all the future meet directors hosting regional and national competitions. This will be key in the communication and promotion of our major events and if used properly, can help strengthen the powerlifting community.

Another project that I am wanting to get off the ground is to start creating promotional videos for the CPU to be used on our social media platforms. We have reached out to our registrants to request videos and/or pictures to be used for this purpose. Unfortunately, so far we have not received a lot of usable content but we hope to still be able to release something this year. Once competitions start up again, we will be looking into creating a CPU media database to correct this.

At the start of this term, the Board took the necessary steps to familiarize themselves with the inner workings of the CPU Coaching program, starting from its inception to where it stands now. This required the Board to review the Joint Venture Agreement ("Agreement") between the CPU and Peak Power. After this review, we found many issues with it. One of the most notable was that the Agreement had no end date.

As we are all aware, the CPU has endeavoured to become a National Sporting Organization ("NSO"). One of the stipulations of becoming a NSO is that the CPU would need to own the intellectual property of the coaching program. After some discussion, it was decided to approach Peak Power about purchasing the intellectual property of the program for this reason. With this purchase it would essentially dissolve any involvement Peak Power had with the CPU. As I was the only individual involved in this discussion that was not a facilitator, it was agreed that I was best suited to begin negotiations with Peak Power to avoid any conflict of interest.

Over the course of several months there were several offers made to Peak Power, each of which were structured differently to provide Peak Power a variety of different options, but the end result would be that the CPU would eventually own the intellectual property of the program. The offers ranged from a lump sum buyout, royalties, and combinations of both, and were based on what we felt the program was worth given the revenue that it had brought in over the last 3 years.

Unfortunately, negotiations broke down and the difficult decision was made to terminate the Agreement with Peak Power pursuant to the termination clause in the Agreement. The hardest part of this was knowing how much work was put into the program by the Coach Committee and others, but we still feel that this is in the best interest of our registrants.

Currently the Coaching Committee is working on developing a new framework and timeline for a new CPU Coaching Program. This program will be online and in the form of an e-learning platform making it more accessible to our registrants. The roll out of this program will have a clear and concise path for our members and registrants.

I was grateful to take the lead on the creation of the Referee Membership. This free membership will only be offered to referees that have retired from competing or only wish to officiate at our competitions. This membership will have all the rights of a paid membership with the exception of not being allowed to compete. This is a small gesture for their service to the CPU. I would like to thank Michael Knott for his help in the development of this membership.

One major task that the Board took on was a thorough review and reorganization of the CPU policies. The main reason for this was to clarify and remove any obsolete or redundant information. When we looked at the previous version as a complete document, it was inconsistent and confusing to anyone looking at it with fresh eyes. Our registrants and provincial members need clear and easily accessible information and that is what I believe the Board has done.

Among our review of the CPU policies, one of the most troubling was the Discipline and Complaints Policy. The policy had many inconsistencies and contradicted parts of the CPU Constitution, Bylaws and other policies. As well, there were several sections that could be argued, if needed. It will be a priority of this Board in the coming months to seek out legal advice to completely rewrite the policy. We want our registrants to know that there is an expectation of reasonable behaviour within the CPU and any attempt to exploit the policy will not be tolerated. Any person that is subject to a complaint will be made aware of their indiscretions and an appropriate discipline would be implemented. With the volume

of our membership, and in this day and age, the CPU cannot be intimidated by legal action or just sweep wrongdoings under the rug.

In the coming year the Board will be taking a look at the CPU's ability to become an NSO and form a strategic plan to do so. I know this has been a long time promise but, we all need to be realistic of the actual ability of the CPU to become one. In its current state, the CPU still has quite a number of hurdles to clear before achieving this status and it will not be an easy task to accomplish.

Through various conversations with each provincial leader, there were several comments about the lack of trust and confidence that they had for the CPU Board. We stepped into these positions on the Board with naiveté of the CPU's condition. We hope that the provinces understand that as a result of the situation that we were faced with, the current Board had to take some drastic measures to protect the CPU. I know the Board is working towards steering the CPU in the right direction and with a mindset to gain the provinces' faith in our leadership.

In our attempts to fill various positions within the CPU, we reached out to the members and registrants. It was incredible to see how many talented and knowledgeable people that we had within our membership that were willing to help and grow the CPU. Now that those positions are filled with qualified people, we are now able to delegate work to the appropriate groups or individuals. This will give the Board and myself an opportunity to clean up any loose ends. One of my responsibilities in my position is to reach out to other organizations to develop relationships with them. However, we need some time to clean our house before we start opening our doors to welcome other organizations to collaborate with them.

In this unprecedented year, I can say with complete certainty that this Board has worked together as a cohesive group. With Shane's leadership and the extraordinary amount of work that each Board member has taken on, we intend to take the CPU to a higher level of powerlifting in Canada and regain the trust of the members and registrants.

Thank you.



Secretary's Report

Fellow Board Members, Provincial Executives, Officers and Committee Chairs,

I came into the roll of CPU Secretary in early December after Mike Armstrong stepped down from the role that we have known him in for so many years. When I read that Mike had resigned, I immediately (and illegally while driving) began writing an email to the current Executive asking to be considered for this position. I was honoured to have been appointed as interim Secretary shortly thereafter.

To tell you the truth, I had thought I was burnt out and had nothing left to offer after a busy previous year as both Treasurer and Championship Secretary – likely two of the busiest positions within the CPU at that time. But time and Covid isolation had me missing being involved in this community that has become such a part of me.

I can tell you that this Board is connected, strong in spirit and committed to being incredibly involved in making the CPU a better place to compete and have better systems in place to support our athletes, coaches, referees, and our member Provinces.

We have monthly Board meetings, where we discuss various topics that have come up during the month that require deep discussions, opinions and review. We each have been tasked with communicating monthly with various committees and officers to ensure that no one is left without assistance and support. I can say that we pretty much communicate on a near daily basis – and this is in a year when the assumption is that “nothing is happening” in powerlifting!

I am quite sure, when we all left the AGM in Winnipeg last year as the term “coronavirus” was just beginning to be heard, that we certainly did not foresee how our sport, our membership, and our growth would come to a dead stop. No other Board has ever had to deal with such challenges that arose literally overnight – as have you, the Executive Members. We have all been behind the proverbial 8 ball and all of us are doing the best we can to navigate this past year and still the year, or more, that we have in front of us.

I am confident that going forward this year none of us can say that yes, meets will happen, provincials will happen, regionals will happen, International meets will happen or that gym spaces will even open up with enough time to give us all a training space besides what we may have been able to create at home – but I am also confident that working together to create ideas, being open to trying new ways to engage our membership and to support each other – national level to provincial level, province to province, interprovincially amongst teams – that we are going to come out of this with valuable lessons and tools to be a stronger sport.

In strength,
Linda McFeeters
CPU Secretary

CPU Para Powerlifting Report

CANADA PARA POWERLIFTING

The committee came out of the 2020 year with high expectations and worked on several initiatives including:

1. Mission and Vision statement
2. A long Term Athletic Development plan
3. Create Nationals MQS standards,
 - i. Develop competition qualifying pathways to the Commonwealth Para Games, Para PanAm and Paralympic 2024 (Paris)
4. National Carding Criteria, submission to be listed, Connect and network with "own the podium"
5. Create a Para powerlifting "CPU" logo,
6. Start a strategic plan for Para powerlifting
7. Create a strategic plan to follow and implement.
8. Getting an official page of the CPU website

The Committee was not involved with the Canadian Paralympic Committee official designation but was extremely excited to hear that this was something that the CPU Board of directors accomplished on behalf of Parapowerlifting.

The start of this committee was to work towards an NSO status and now has been dissolved for the same reason. It is sad to say that the Committee has been dissolved and the identity of the individual athletes will be absorbed into a Disabled Athlete committee. After having an active committee for over 10 years with committee members involved in

the sport and motivated to grow the sports at a grassroots level. I wish the next generation of parapowerlifters all the best.

Sincerely,

Barry Antoniow,

CPU Committee Chair Para powerlifting

Doping Control Committee Report

2020 Anti-Doping Committee Report

Members of the CPU Executive - May 16, 2021

2020 was another year of testing under the fully-adopted Canadian Anti-Doping Program (CADP), as administered on our behalf by the CCES. Under our full-adoption, all aspects of the CADP and WADA Code were in effect for our members with the CCES acting as our Testing Authority, Collection Authority and Results Management Authority.

Due to the reduction in competitions in the year of Covid, the overall number of tests conducted in 2020 decreased noticeably from the previous year. However, the CCES was still able to perform 57 tests, as broken down below. There were no suspensions assigned in 2020.

As is typically done each calendar year, both the RTP and the NAP underwent a full review. Both athlete lists were updated by CCES in consultation with the Anti-Doping Committee early this year (2021). The number of members in the NAP increased slightly from the previous review. The RTP size remained the same.

2020 Testing Statistics

1. Tests Conducted

Urine

- In-Competition 24

- Out-Of-Competition (successful attempts) 19

Totals 43

Blood

- In-Competition 0

- Out-Of-Competition (successful attempts) 14

Totals 14

Total Tests 57

2. Sanctions

Analytic 0

Non-Analytic (refusal) 0

Total 0

Respectfully Submitted,

CPU Anti-Doping Committee

Chris Robb, Chairperson

Shane Martin, Member

Harnek Singh Rai, Member

Coaching Committee Report

January 20, 2021

To: CPU Executive

Please find below the reports of the Coaching Committee and the Funding Committee for the 2021 AGM.

Coaching Committee (Members: Ryan Fowler, Brock Haywood, Jeff Butt, Ryan Stinn)

2020 was a non-existent year for sending coaches with international teams. Work began on revamping the application and process for Team Canada coaches. As well, work began on revamping the CPU Coaching Course which will take some time to finish.

I would like to thank the coaching committee for their work this year and look forward to further work next year.

Yours in Lifting,

Ryan Fowler

Coaching Committee Chair

Medical Committee Report

- No report submitted

Ethics Committee Report

Ethics & Discipline Committee Report 2020

Prepared by Shantelle Szuch, MSc., R.Psych. Co-chair

While we are not prepared to share details of the issues in the past year, rest assured the ethics and discipline committee have assisted the Board in navigating some very challenging events and allegations. While this has not resulted in any discipline orders or sanctions at this time, it has resulted in the Board being aware of the need to revise certain aspects of policy and procedure in order that incidents such as this do not occur in the future without the Board being able to implement the required consequences. Of particular note, we would like to thank Randy Schiller from Saskatchewan for his endless work over the year. He provided significant contribution and helped many of us stay at “arms length” due to awareness over the perception of bias. On that, we would like to put another call out to the provinces to help us generate more names for support. Several years ago we had representatives from each province that would assist in gathering information in an unbiased manner and presenting the results to Carol Brady, the Board, and me for a decision. While there were some events that rendered our committee less active, resulting in those volunteers becoming less active or moving into positions on provincial executives, we would like to have additional help in the coming years. We are continuing to grow and as the Board is able to rectify and revise policies and procedures, we anticipate a greater need for support from volunteers “on the ground”.

Shantelle Szuch, MSc., R.Psych.
Co-Chair Ethics & Discipline Committee
Canadian Powerlifting Union

Carol Brady, MEd
Co-Chair Ethics and Discipline Committee
Canadian Powerlifting Union

Competitions Committee Report

Competition Committee Report March 29, 2021

In 2020, the competitions committee had a vast change of committee members. I am now serving as chairwoman of the committee, with members Jeannie Jamison and Christine Castro being appointed in November.

Our first task was to create new qualifying totals for the 69kg and 76kg female weight classes in all divisions and age groups that have now been publicized. These qualifying totals were based on the average wilks of the current qualifying totals for the other weight classes as that is what they were based off of.

We then were asked to create records standards for the 69kg and 76kg weight classes. We analyzed a lot of data to do this and ended up taking the top three performances for each lift and total for each weight class/age division from the last five years (63kg data for the 69kg class, and 72kg data for the 76kg class), and took the average of those numbers to determine the suggested standard for the classic divisions. Due to a lack of data for the equipped standards, we suggested those be 5% higher than the classic standards. Sub Junior and Master 4 divisions were left as ‘no minimum’ as there are other weight classes that are still set to no minimum from the weight class change in 2011. These standards have now been publicized. Based on performances over the last five years, we anticipate most of these standards will be hit within the first year of regular competitions resuming.

We were also asked to come up with recommendations and national record standards for a potential youth division, however, we did not feel we could find enough data to provide appropriate recommendations. Our suggestion was if the CPU would like to implement a youth division, begin it at the provincial level only to determine the demand for it and gather more data before creating performance standards.

If there is anything you feel the competition committee should focus on in the coming year, please let us know.

Rhaea Stinn
CPU Competition Committee Chair

CPU Officiating Chairperson Report

2020 CPU OFFICIATING CHAIR REPORT

As we are all aware 2020 was one heck of a year! The World shut down right after the 2020 CPU Nationals in Winnipeg and all Referee plans were put on hold from that point on.

At the 2020 Nationals there were five Provincial Referees who challenged for their CPU National Referee status. Please Congratulate once again the following individuals:

Natasha Ching, NS

Sandra Drake, AB

Gabe Festing, BC

Thea Olalia, MB

Sandro D'Angelo, ON

Three of our National Referees had request to sit for their International Cat II Exam and had been approved. These individuals are:

Mathew Bowne, MB

Angelina Van Ryswyck, AB

John Beres, ON

Due to the Pandemic this did not happen. At this point in time, John Beres has been approved to sit for his IPF Cat II at the NAPF Championships this August in Miami IF the contest is not postponed or cancelled. We will proceed with promoting Mathew and Angelina as their schedule and the IPF schedule dictates. Also, *Justin Smith, PE IPF Cat II* is looking to challenge for the IPF Cat I Referee. This will be coordinated with the IPF and Justin.

We lost a great promoter and champion of our sport and a recently minted (2019) IPF Cat I Referee with the passing of Glyn Moore. This was a sad day for Glyn's family and the OPA and CPU as well. Glyn will be missed.

A new CPU National Referee's Exam is now on Classmarker. The refining of questions is an ongoing process. I am inputting questions for a standardized CPU Provincial Referee Exam that can be taken online as my schedule will allow. Thank you to Linda McFeeters and Renae Witzaney for their assistance in setting up a CPU regulated Classmarker site. Also, thank you to Mike Knott for all his past, present and ongoing efforts with the CPU National Exam.

This year is still an exceptionally large question mark. We will plan and adapt as the situation changes and help to promote and support the CPU Officials across the country.

Respectfully,



Registration Chairperson Report

2021 Annual Report

Michael Knott, CPU Registrar

2020 saw a slight drop in membership numbers.

As has been expected with the current situation, membership is down across the board with some minor differences. With vaccinations well on the way, we may look forward to lifting starting back up next year.

I have been working on eSport to clean up how memberships are purchased, and I do believe that I am starting to understand the program much better.

I have looked at the Referee memberships and in working with eSport we believe the best way would be to have it as part of the normal membership separate from the lifter memberships, and that it can be set to only be purchased by invitation or set up at the provincial level that would then be connected to the CPU level. We can also set up the Coaching membership the same way. The event links that are used would need to be set up at the provincial level for these and the membership can only be purchased by the registration event for each using an invite registration for the events.

Numbers based on purchase between 1 Jan to 31 Dec of the year.

COUNTS	2019	2020	% Diff
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Alberta	330	211	63.94%
British Columbia	484	255	52.69%
Manitoba	116	100	86.21%
New Brunswick	26	39	150.00%
Newfoundland & Labrador	155	76	49.03%
Nova Scotia	76	77	101.32%
Ontario	871	364	41.79%
Prince Edward Island	17	7	41.18%
Quebec	194	169	87.11%
Saskatchewan	145	61	42.07%
CPU	2424	1363	56.23%

Female	2019	2020	% Diff
Alberta	122	85	69.67%
British Columbia	164	76	46.34%
Manitoba	39	44	112.82%
New Brunswick	12	10	83.33%
Newfoundland & Labrador	62	38	61.29%
Nova Scotia	20	29	145.00%
Ontario	290	138	47.59%
Prince Edward Island	10	4	40.00%
Quebec	46	47	102.17%
Saskatchewan	51	25	49.02%
CPU	819	499	60.93%

Male	2019	2020	% Diff
Alberta	208	126	60.58%
British Columbia	319	179	56.11%
Manitoba	78	56	71.79%
New Brunswick	14	29	207.14%
Newfoundland & Labrador	93	38	40.86%
Nova Scotia	56	47	83.93%
Ontario	581	226	38.90%
Prince Edward Island	7	3	42.86%
Quebec	148	122	82.43%
Saskatchewan	94	36	38.30%
CPU	1606	864	53.80%

Social Media for the CPU has seen a big increase in followers and engagement in the last year.

Facebook page likes: 6244 > 6393 (+149 since June 1)

Facebook page follows: 6564

Instagram Followers: 1661 to 2609 (+948 since May 4th)

Top cities for Instagram followers is Toronto, Calgary, Edmonton, Ottawa, Winnipeg. I have no idea if that's proportional to membership numbers across Canada.

CPU updates on social media get a wide reach and high engagement (likes and comments), and in my opinion has been a really good way of communicating updates with the membership.

Posts that highlight individual members, for example, CPU positions, scholarship recipients, 72kg lifters don't get as high engagement (seems to correlate with how well-known lifters are) but I believe that they're still important to highlight the achievements of our members.

This year was my first year in this position and have strived to create consistency with the CPU branding so that we will have a recognizable presence on social media, using the brand colours from the logo.

Championship Secretary Report

As everyone is aware all international competitions were cancelled in 2020. Going into 2021, with invitations beginning to go out from the IPF and the NAPF, and in light of the expected small teams, if any teams at all participating, it was decided to put the newly formed 2 person position of Championship Secretaries on hold and I have assumed the duty going forward this year. The cost to the CPU for this work in relation to the relative expected amount of work did not warrant the stipend amount for 2 people in an already tight budget.

The CPU has agreed at this time, that we will send teams, should there be lifters that apply, should meets actually happen and as long as Canada still has travel policy in place, including exit and entry requirements as well as the same for foreign countries - barring a complete ban on international travel, as opposed to 'advisory'.

All of this is obviously a situation-in-motion as we go forward this year and everything will be assessed on a meet by meet, month by month and likely a day-by-day situation.

Sincerely,
Linda McFeeters

Alberta Powerlifting Union Report



President's Report

April 20, 2021

To: CPU and Provincial Executives

The Alberta Powerlifting Union (APU) has continued to pivot and adapt to meet the demanding conditions of running an athletic organization in this global pandemic. The APU is continuing to closely monitor all public health measures and

once we are able to do so, the Executive is ready and willing to help meet directors in Alberta get competitions up and running again. However, 2020 was still a positive for the APU. Below is a brief summary of the past year:

2020 Nationals

Alberta sent a strong team of 65 athletes to Manitoba and our members were very successful with many medals, PRs, National Records. Alberta placed 2nd in the Team Championships in 2020 and our members earned some very prestigious awards at the banquet:

Best Men's Classic Bench (Junior) – Jordan Hoang (157.5kg @ 74kg)

Best Men's Classic Bench (Open) – Shane Martin (243kg @ 120kg) – National Record

Best Men's Equipped Bench (Open) – Shane Martin (340.5kg @ 120+kg) – National Record

Best Women's Equipped Bench (Open) – Maria Frank (120.5kg @ 57kg) – National Record

Best Men's Classic Powerlifting (Master) – Keto Allen (720kg @ 93kg)

Over Best Male Bench Press – Shane Martin

In addition, the following APU members received the following Athlete of the Year awards:

Men's Powerlifting – Kojo Gyennin

Men's Bench Press – Shane Martin

Referee Status

The APU welcomed a new National referee, Sandra Drake, to our roster bringing our compliment to 6 National Referees, 16 Provincial Referees, one IPF Cat II and one IPF Cat I referee. The APU has a dedicated group that consistently goes above and beyond to ensure meets happen for our membership.

Provincial Competitions

The APU was able to successfully run our Provincial Championships in 2020 during a window when public health measures allowed for competition. We were able to implement the Return to Play guidelines successfully and meet director, Avi Silverberg, created meet conditions that were safe for our members. We hope to resume competitions in the province once government restrictions allow us to do so. The meet saw some National records fall, countless PRs, and many of our members were grateful

to be able to meet as a community once again. This meet was a huge success and I cannot impart how important it was for us to have this Championship for our membership.

Student Scholarship

The APU continued its student scholarship by providing one \$500 award. The scholarship was based on an athlete's involvement within the sport, including: volunteerism, athletic accomplishments, and commitment to growing the sport in Alberta.

The recipient for 2020 was Danielle Reid-Clavelle.

Elections

As 2020 was an election year for the APU, we saw a new executive take over the running of the organization. The transition has been smooth and the new executive has shown resilience and excellent teamwork navigating the past year amidst uncertainty.

Although 2020 has been a trying year for the APU, I am optimistic and hopeful for 2021 to see meets up and running again. I am very proud of all our members and their commitment to the sport. The APU is ready and standing by to start running competitions again once public health measures are eased in Alberta.

Respectfully,

Angelina Van Ryswyk

President, Alberta Powerlifting Union



2020 was a trying year for the BCPA. There were two sanctioned competitions in BC in 2020 before the pandemic shut everything down, with one of the two competitions held for Special Olympics athletes only. We cancelled our Winter Open only a few days before the event as the first provincial health order was put into place limiting public gatherings to no more than 50 people. A club-sanctioned competition in November was close to being held in accordance with provincial health orders and BCPA's Return to Play plan, but that was cancelled when a new health order preventing cross-region travel for the purposes of sport was introduced days before the competition. In short, we attempted to hold competitions but were prevented from doing so due to the high rate of coronavirus transmission in our province.

The BCPA awarded Athlete of the Year to Jenna Sabino and Matthew Lewis Vena. Our new

Robert O. Smith Awards for Benchner of the Year were given to Gordon Sjodin and Magdalena Kijak. Our Volunteer of the Year awards went to Wendy Yamazaki and Amy Moore. And finally, our inaugural Christopher Robb Award, presented to a BCPA referee who best demonstrates professionalism, dedication, and knowledge of rules and policies governing the sport of powerlifting within the BCPA, was presented to its namesake, Chris Robb. There was no student bursary prize given out in 2020.

Throughout 2020 the BCPA continued to engage its membership through social media. We also had a successful clothing partnership with Inner Strength. We will continue to engage our members throughout 2021 as best as we can while we work to bring competitions back to the province.

Dennis Leong
BCPA President



April 04, 2021 To

whom it may concern,

Manitoba Powerlifting Association had the honour of hosting the 2020 CPU National Powerlifting and Bench Press Championships. Nationals was a special event not only for the MPA and CPU, but to the world, as our event would be the last major powerlifting event to take place internationally before the world would lock down in the wake of COVID-19. Susan and I were proud (to say the least) of the calibre of athletes, referees and volunteers on display in Winnipeg.

Speaking of Susan, after serving for decades behind the scenes, Susan opted to step down as MPA Vice President. We thank her for her service. In her place, Thea Olalia was elected Vice President, and Regine Tolentino was elected as MPA secretary.

MPA was excited to be the first province to host an event after the international lockdown. The Movement Powerlifting Classic 3.0 was the first CPU event to be held in Canada in five months. We were able to host two events before being forced to join the indefinite hiatus we find ourselves on now. In October, we were able to hold a Masters, Subjunior and Junior Provincial Championships in which a solid bundle of National Records were set. Unfortunately, we were unable to run our scheduled Open Provincial Championships due to the pandemic.

FEMALE ATHLETE OF THE YEAR: **Paige Kernot**

MALE ATHLETE OF THE YEAR: **David Hrynkow**

VOLUNTEER OF THE YEAR: **Mikal Thrones**

MPA JUNIOR SCHOLARSHIP AWARD: **Nanxi Huang**

MPA HALL OF FAME CLASS OF 2020: **Susan Haywood, Bruce Markham**

MPA looks forward to returning the fall if health regulations allow it. Until then, we hope all of our memberships and their families stay safe and strong.

Respectfully,

Mathew Bowen

MPA President



New Brunswick Powerlifting Association

VIA EMAIL

Dear CPU Executive,

RE: 2021 CPU AGM Report

2020 was a challenging year for our organization and many others, but we have been continuing to push ahead. With competitions now starting to pop up again we are looking forward to providing opportunities for our members to compete again. Here are a few key items outlining the past year:

- 2020 Nationals:

We had a smaller but very strong team for the 2020 Nationals in Winnipeg. In particular the women really shined and set new Sub-Junior and Open national records.

Karine St-Coeur

Sub Junior - 47kg - Unequipped

Squat @ 97.5kg (214.95lbs) - National Record

Deadlift @ 122.5kg (270.06lbs) - National Record

Danielle Philibert

Open - 84kg - Unequipped

Squat @ 208kg (458.562lbs) - National Record Bench @ 117.5kg (259.04lbs) - National Record

- Local Competition:

We were fortunate enough in New Brunswick to have a window of low COVID case numbers at the end of the summer and were able to host our previously cancelled provincials. This was the first meet in Eastern Canada since the lockdowns. It was a very challenging meet to organize with extra effort required to sanitize and manage interactions.

We were successful in maintaining a safe environment for our lifters to compete in and I'm very proud of the team that came together to make this happen. One of our objectives for the new year is to expand meets across the province. We are happy to announce that our next meet will be in Saint John with the potential for another meet in Fredericton and Moncton later this year.

- NBPL Executive Update

2020 was also an election year for NBPL. We decided to have an online AGM separate from provincials so that we could have more active participation from our membership in a safe manner. The newly elected executive members are:

RJ Forbes - President

Kaitlin Armour - Vice President

Kara Au - Secretary

This new team is unique in that each individual is representing different parts of the province and were selected based on the passion and support they have shown NBPL over the recent years. The executive is working together to continue to establish powerlifting within the province by providing our members meets to compete in, online communication, and pursuing government recognition and support.

- Special Olympics Athletes:

In early 2021 NBPL members including myself began supporting and assisting training with Special Olympics athletes in our province. This is quite new but is already starting to provide an incredible experience for all involved. We hope to continue helping develop these athletes and prepare them for future competition.

All the best,

RJ Forbes

President, NBPL



Newfoundland Powerlifting Association

May 1, 2021

To: CPU Executive

I've tried to write this three times and three times I've had to check how long ago January 17, 2020 was and try to figure out what powerlifting has happened for Newfoundland since then. It feels like three years ago, but it's not much more than a year, which I think sums up both how little happened in 2020 and how much the world changed.

In 2020, on January 17, it snowed. And it snowed some more. And then it kept snowing. A state of emergency was declared. Eastern Newfoundland shut down. Gyms closed. And the meet that was due to happen that weekend was postponed. A week later, on January 25, the first of two meets in Newfoundland in 2020 was held, with 43 competitors rerouting their peaks and water cuts to show up and lift after a rather crazy week of shovelling. On March 14, a local meet of 10 people was held on the west coast. Nestled in-between there, 20 competitors from Newfoundland made the trip to Winnipeg for CPU Nationals and took home 15 gold, 7 silver and 2 bronze; not a bad haul for such a small group.

And.... that was it. The world then proceeded to go a little haywire. The NLPA Exec took the opportunity to work through some policy documents that were much-needed and continues to flesh these out. We now have a Code of Conduct, A Social Media Policy, a Conflict of Interest Policy and are in the process of finishing off an Appeals Policy. We revamped (and continue to work on) the website and we now have twice worked through the process of drafting, submitting and revising and resubmitting Return to Play documents, a process with promises to continue to demand revision as we grip tightly to the handle of our rollercoaster cart on this seemingly endless ride.

The Newfoundland and Labrador Government has had arguably the most complex and restrictive rules, regulations, and guidelines in the country and the executive has been able to put together plans that fit these as well as to procure general and directors' liability insurance covering off eventualities unforeseen with regards to covid. We further were able to avail of funding through the Provincial Government to procure additional competition equipment such that when we are finally given the go-ahead and circumstances seem safe, we will be able to put together a meet that fits all the criteria of a safe meet and then some.

The world has changed, but for now at least, our gyms are open and our lifters, many of whom are blessed with exceptional coaches, teams and friends, continue to lift and to get stronger. They have found ways to get stronger even when gyms have been closed during the assorted lockdowns and I think it's safe to say that we are very much looking forward to the time when we can all come together around a platform to celebrate each others' strengths and to push each other to become more.

Regards,

Vicky Taylor-Hood
President, NLPA

Nova Scotia Powerlifting Association



Nova Scotia Power Lifting Association

2020 Review

Meet Summary

Two (2) meets were held

- Mike Laroche Memorial Meet (Feb)
- NSPL Provincial Championships (Nov)

Summary Points

- NSPL was able to hold our usual spring meet ahead of Nationals and Covid lockdowns.
- While the NSPL sent a small team to Nationals in Winnipeg in 2020 (only approximately 12 members) we managed to have a NSPL referee or volunteer on the platform for every single session of the competition. The NSPL continues to be proud of the sportsmanship and dedication to the sport our members show.
- The NSPL successfully navigated the Return to Play process with Sport Nova Scotia and was able to hold our provincial championships while meeting the government guidelines.
- Navigating this process allowed us to support other federations operating in the province in hosting powerlifting and strongman competitions in the province throughout the summer and fall, continuing to build the sport in the province.
- NS went from having 1 powerlifting/strongman centered gym in the province to having 3, giving more members access to higher level training environments.

Ontario Powerlifting Association Report



CPU AGM 2021 OPA Report

Our due diligence began in January 2020, with an organizational risk management plan. We met as a full executive team and learned that several administrative issues were ignored and/or neglected. Our first task was to give notice to refund lifters beginning with organizers of the Toronto Super Show among other meets which had to be canceled due to the pandemic. As a result of our findings, we began updating many areas of the OPA Policies.

The OPA looked at the core of what a membership driven association does. Membership organizations offer products, programs, and services. We did not just look at sanctioning meets, but started off with a small plan to give a “service” and the first year that the OPA has hired Provincial Coaches to help athletes at Nationals. Next, we looked at a “program” of having training camps before Nationals. Finally, a “product” which the OPA coordinated team tshirts that were free to all athletes that competed at Nationals and recently OPA gym banners. The gym banners proved to be a successful item of sale which focused on membership motivation and pride.

In mid-March 2020, the global pandemic COVID-19 changed everyone’s world as we knew it. From the outset, it was necessary that springtime 2020 contests be cancelled or postponed. It became clear throughout the IPF and CPU that the 2020 powerlifting contest schedules should be cancelled as well. The Ontario Government mandates were very stringent and the OPA followed suit. The OPA Policy outlined that all lifters be refunded and done so respectfully. To date, over 300 lifters have been refunded by individual Meet Directors, except for lifters registered in one contest where the OPA took it upon themselves to refund many of the registered lifters, as the Meet Director could not do financially.

From March onto the rest of the year, the OPA Executives had to tread in new waters with a considerable increased focus and development regarding competition cancellations, over 20 formal complaints, and a suspension. The OPA Executives retained legal counsel to protect the rights of athletes, the association and all parties involved. It was truly an enlightening year with a lot of legal education and support from the SDRCC structures.

Our sole objective is to act in the best interests of our membership at large. During the year, the board had monthly meetings to work on outdated policies and to make sure the safety of the athletes and the organization is put at the forefront.

Financially, the OPA dug deep into their reserves to refund athletes, pay the CPU an unexpected fee for over \$9,000 as well as our Directors and Officers insurance which was pulled with no notice or solution from the CPU.

The OPA is in the process of submitting their “Official” Provincial Sports Organization status to the Ontario Ministry. This is an extremely exciting time for the OPA, as we have taken a hit with membership down but the organization itself has been uplifted to a higher level.

Most recently the OPA Executives have voted unanimously to move forward with a 50th Anniversary Celebration in 2022 and a combined Provincial Championship. The OPA was established in April of 1972, 6 months before the CPU.

PEI Powerlifting Association report

- **No report**

Quebec Powerlifting report



Fédération québécoise de dynamophilie
Quebec Powerlifting Federation fqd-quebec.com

In april 2020, the assembly voted for a brand new administration. Joel and Louis left as president and vice-president after several years of involvement on the administration side. They are still helping the new administrators. As the first few steps, we worked on a new logo and redesigned our website. We also increased our presence on social networks by creating a YouTube channel and an Instagram profile.

We managed to hold three competitions this year, including two in the fall. No covid-19 cases were found following our competitions. We had to cancel the provincial championships due to the different measures imposed. Our membership has cut in half going from roughly 300 to less than 200 members.

Over the next few months and years, the board of directors will work to promote not only its activities, but also powerlifting to the people of Quebec. One of the objectives that have been set is to establish sport-study programs focused on powerlifting in Quebec. We are also working to improve our communication with our members, in particular through an increased presence of the Federation on social networks (Facebook, Instagram, YouTube, etc.). Finally, we will work to improve the quality of our competitions so that they are among the best in the country. Nicolas Déry

President

Saskatchewan Powerlifting Association Report



Ph: (306) 842-4299 Fax: (306) 842-2682 saskpowerlifting@gmail.com
www.saskpowerlifting.ca

Saskatchewan Powerlifting Association Corp.
Box 42, North Weyburn, SK S0C 1X0

April 8, 2021

To: CPU Executive

Saskatchewan hosted 1 contest in 2020, prior to the Covid-19 shut down happening. As well, two provincial team training camps were held, providing opportunities for team building for the provincial team going to Nationals.

Saskatchewan currently has 7 National referees and 10 Provincial Referees. We have seen a need for more referees this year for the first time in a long time. Continued work in this area is expected.

The SPA executive worked towards engaging our membership during the Covid-19 pandemic, planning some virtual competitions for those interested. While no one took part in the 2020 virtual competition, in 2021 we have seen interest in the virtual competitions and continue to make plans for engagement in those.

Saskatchewan Powerlifting has plans to continue to engage our athletes in the sport and will make plans to run in-person competitions as soon as the government of Saskatchewan allows us.

Yours in Lifting,

Ryan Fowler

SPA President

AWARDS

Bill Jamison Award – None

CPU Hall of Fame – **Glyn Moore** (ON) yes

See attachment submitted by Barry Antoniow

Male Powerlifter – Ryan Stinn (SPA) - tied for highest total ever in the CPU, biggest bench in the CPU until the bench only competition

Ben Langley

Male Bencher – **Shane Martin** (APU) The APU would like to formally nominate Shane Martin as Male Bench Presser of the Year. We feel that Shane is more than a qualified candidate for the award due to his achievements at the 2020 National Championships. Below is a highlight of his performances.

At the 2020 National Championships, Shane achieved several accomplishments in the Bench Press, making him the best bencher in Canada not only in 2020 but of all time:

- 2020 120+kg National Record Equipped Bench Press of 340.5kg (750lbs)
- 2020 120kg National Record Classic Bench Press of 243kg (534lbs)
- Best Equipped Bench of 2020 with 745.12 points
- Best Classic Bench Only at 2020 Nationals
- Best Equipped Bench Only at 2020 Nationals
- Heaviest Equipped Bench Press in CPU History

All of the above accomplishments occurred at the 2020 National Championships, an incredible feat that is not accomplished easily and by many people. In addition to being an Elite World-Class Bencher, Shane is also an ambassador for the sport and sets a positive example for the athletes within the CPU. Shane's abilities and talents are truly World Class and his work ethic speaks for itself.

The APU is proud to nominate Shane Martin for this year's Best Male Bencher Award. It has both been well earned and well deserved.

Sincerely,

Angelina Van Ryswyk
President, Alberta Powerlifting Union

Female Powerlifter – **Jessica Buettner** (SPA) - Best lifter at Nationals in Open Female Classic

Female Bencher – **Rhaea Stinn** (SPA) - biggest bench in the CPU by a female, and we believe second highest in the IPF for a female

Future Championship Bids

– shifted 1 year forward as no Championships held in 2020

- Nationals** - 2021 – NLPA, Jeff Butt – date/location TBC - 2022 dates are flexible for March / first few weeks of April.
2022 – APU, Shane Martin – date/location TBC - 2023
- Westerns** - 2021 – BC – date/location TBC / TBD – for 2022 3rd weekend of Nov tentative
2022 – APU – date/location TBC / TBD – 2023
- Centrals** - 2021 – OPA, Courtice – date/location TBC / TBD
2022 – OPA, Ottawa – date/location TBC / TBD – 50th anniversary of the OPA.
2023 – FDQ – date/location TBC / TBD
- Easterns** - 2021 – NSPL – date/location TBC / TBD – Sidney NS – mid to late September

CCES 2021/2022 CADP Agreement –

Provincial Member Contributions and Other CCES Issues

- To be reviewed and discussed at AGM

Discussed CCES adding 6 new tests for setting up the new Covid testing

Barry – asked about the difference in the costing from 2019 to 2020 and going forward to 2021

120k for 2020; 2021/22 amended to \$45800 re: smaller testing pool . CCES wanted 50 athlete minimum mandatory.

Caveat being if and when meets pick up then we have to renegotiate.

New Business

Submitted by Renae Witzaney

Philosophy for Youth Lifting

The focus for Canadian Powerlifting Union (CPU) Youth Lifting will be to introduce young lifters to the life-long sport of Powerlifting. Exposing kids to a fun and safe environment would not only allow the sport to grow, but it will only benefit these kids in their daily lives and other athletic endeavours they may choose throughout their school years. Powerlifting is a great option for those kids who may not excel at other more traditional sports. It allows for individual focused training and competing while at the same time, creating a strong community of support around them in a fun and positive environment. The main concern for these lifters is to learn and perform proper technique and training methods, through experience on the competition platform.

Personal Apparel/Lifter Gear

Youth lifting will only be contested raw/unequipped.

Raw/Unequipped lifting is defined as using only the following gear and accessories as defined in the CPU rule book

Non-supportive singlet

T-shirt

Briefs

Socks

Belt

Shoes

Wrist wraps

Single-ply neoprene knee sleeves without attaching and/or tightening mechanisms like Velcro, drawstrings or straps

Supportive equipment (BP shirts, SQ suits or DL suits, and knee wraps) is strictly prohibited for youth lifting.

Divisions

Youth 1 – from the day the lifter turns 8 years old throughout the full calendar year they turn 9 years old (up to Provincial competition level only)

Youth 2 – from January 1st of the calendar year the lifter turns 10 years old (up to Regional competition level only)

Youth 3 – from January 1st of the calendar year the lifter turns 12 years old until the day the lifter turns 14 years old (up to National competition level)

Weight classes

Girls: 30kg, 35kg, 40kg, and then the already set weight classes.

Boys: 30kg, 35kg, 40kg, 44kg, 48kg and then the set classes.

Weigh-ins

Youth lifters must wear a singlet and t-shirt during weigh-ins.

Youth lifters must be accompanied by a parent, guardian. A coach may be present during weigh-ins as well. Rule of 2 applies – 2 adults per 1 child.

Proper Identification

Any lifter registering with a youth membership must provide a copy of their birth certificate or government-issued ID (i.e. Passport or Provincial ID) to verify their age. Membership card and birth certificate should also be available upon registration at any competition.

All minors must have a parent sign a waiver (per our insurance provider). There are no restrictions, warranty of exclusion regarding age of participants (also per our insurance provider). See attached waiver for use suggested by insurance provider.

Scoring

Lifters will follow CPU guidelines for scoring, adding their one best lift from each category to their final total. The focus should continue to be on proper technique and lifting within their ability.

Any lifter who does not complete any lift in a category will be allowed to complete the lifting event to gain experience on the platform. No final total shall be awarded to that lifter.

Lifting Equipment

Youth lifters may need access to a lighter lifting bar.

It is recommended that “bumper plates” be provided for the youth lifters at the Provincial level for the deadlift so that they are pulling the weight from the same height as all other lifters (it is also a safety concern). Bumper plates are recommended at Regional and National level meets.

Lifting Equipment at Regionals and Nationals

Y1 & Y2 a 15kg bar shall be used

Y3 a standard 20kg bar shall be used.

Full diameter (45cm) “bumper plates” may be used for deadlifts when necessary to ensure the bar height from the floor is the same for all lifters.

Qualifying Standards

There will be no set qualifying total for a Regional or National competition, however the youth lifter must have participated in a CPU sanctioned meet and must meet any other Provincial requirements to attend Nationals.

Any 13-year-old lifter that will turn 14 during the calendar year will have their total from the youth division considered for a spot on the Sub-Junior team.

Records

Each Province should add records for these age divisions.

National records will be established for youth 3 - beginning at the first National competition.

The competition committee has determined there will not be any record standards established for this division as there is not enough data

Drug Testing

All members of the CPU are captured within the scope of the CCES testing however the focus of the CCES is on the National Athlete Pool (NAP). This does not mean that someone outside of the NAP can't be tested, they are just not the focus.

All lifters in the youth division must complete the True Sport online education module with their parent or guardian who will be signing off on behalf of the youth lifter.

Motion – Brock

Second – Ryan Fowler

Passed

Proposals – in alphabetical order by submitting party; in numerical order

Submitted by: ALBERTA POWERLIFTING UNION

CPU POLICIES AND PROCEDURES

6.12

Current wording:

Registration cards must be checked during the weigh-in at all contests.

Proposed wording:

Registration cards must be checked during the weigh-in at all contests **for validity**.

Reason:

The wording isn't clear as to what is expected to be checked on the registration cards. This could easily be misinterpreted if a dispute were to ever arise over checking the registration cards during a competition. This makes it clearer that the registration cards need to have valid information (such as a valid date and matching the lifter's identity).

Proposal – Angelina

2nd – Barry

Passes

6.16

Current wording:

The entry closing dates for all National Championships must be stated as 42 days (six weeks) prior to the date of the Championship. Two weeks following the stated closing date, the meet director must send out the lifting schedule to all provincial associations. The meet director must also send a list of the competitors to the CPU President, showing the name, full mailing address, telephone number(s), date of birth, and intended category of competition, for verification that all competitors are eligible to compete.

Proposed wording:

The entry closing dates for all National Championships must be stated as **56 days (8 weeks)** prior to the date of the Championship. Two weeks following the stated closing date, the meet director must send out the lifting schedule to all provincial associations. The meet director must also send a list of the competitors to the CPU President, showing the name, full mailing address, telephone number(s), date of birth, and intended category of competition, for verification that all competitors are eligible to compete.

Reason:

Six weeks is a short turnaround time for a meet director to have all of the finalized entry numbers in. As well, from a lifter's perspective, it is a short time to fully know what the lifting schedule is and to be able to have enough time to book flights and accommodations if needed. Giving the extra few weeks gives more preparation time for all participants and meet directors to sort out the sometimes very complex logistics of Regional and National competitions.

Proposal – Angelina

2nd – Gabe

Passes

6.23

Current wording:

For all competitions in Canada that are sanctioned by the CPU or any provincial affiliate, only full CPU Competitor Membership cards will be accepted. Provincial level membership card holders may not compete in any competitions.

Proposed wording:

For all competitions in Canada that are sanctioned by the CPU or any provincial affiliate, only full CPU Competitor Membership cards will be accepted.

Reason:

Provincial level membership cards may not exist in all the provinces as all lifters use their CPU Membership cards at Regional and National meets.

Proposal - Angelina

2nd Dennis

Passes

Submitted by: Linda McFeeters, ON

Eligibility of Directors

Current:

4.2 Eligibility – Any individual, who is eighteen (18) years of age or older, who is a resident of Canada as defined in the Income Tax Act, who has the power under law to contract, who has not been declared incapable by a court in Canada or in another country, who is not serving as President or Vice President for an Association Member, and who does not have the status of bankrupt, may be nominated for election or appointment as a Director.

Proposed Change:

4.2 Eligibility – Any individual, who is eighteen (18) years of age or older, who is a resident of Canada as defined in the Income Tax Act, who has the power under law to contract, who has not been declared incapable by a court in Canada or in another country, who is not serving as ~~President or Vice President board member~~ for an Association Member, and who does not have the status of bankrupt, may be nominated for election or appointment as a Director.

Rational:

Same rationale as to why we do not allow provincial Presidents and Vice Presidents on the CPU board. Board members must be impartial and unbiased to their home province's individual needs.

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Proposal - Linda
2nd Barry
Passes

Submitted by: ONTARIO POWERIFTING ASSOCIATION

Proposal:

Amend BYLAW: 2.5 Change of Terms/Conditions of Membership

– Pursuant to the sections of the Act applicable to Fundamental Changes, a Special Resolution of the Members is required to make any amendments if those amendments affect the following membership rights and/or conditions:

a) Change a condition required for being a Member **including the Affiliation Requirements (per 4.0 of the Policies);**

Rationale: The term Membership and Affiliation legally are 2 different things but are used interchangeable within the CPU. The addition of the wording combines any misunderstanding of the 2 terms.

Proposal – Barry

2nd – Nicolas

Fails

Proposal:

Current Wording: BYLAW 2.8 Dues – Membership dues for all categories of membership will be determined annually by the Board

Amendment Wording: 2.8 Dues – Membership dues for all categories of membership will be determined on the election year of the President and will be voted on by the entire Membership.

Rationale: The CPU is a membership organization, and such the membership will determine the dues as the dues are a fundamental component of the memberships and as such must be voted on.

Proposal - Barry
2nd
Motion Fails

Proposal: The Removal of:

Policy 4.12 All provincial affiliates must pay, in full, their respective provincial annual Anti-Doping contribution to the CPU for the purpose of maintaining our CCES/WADA contractual agreement. The amounts will be determined by the CPU Executive Board, and with consultation with CCES members and the CPU Anti-Doping Chairperson. Deadline to pay will be no later than 4 weeks from CPU invoice.

Rationale: All financial impacts to Provincial associations are considered fundamental changes to membership and must be voted on. See chart for the voted on increase to meet drug testing requirements.

Year	Fee	CPU #s	Fee increase	Funds going towards Drug testing	OPA Membership Contribution	Additional \$	
2013	25	1309					
2014	35	1997	10	\$ 19,970.00	\$ 24,525.00		
2015		2236		\$ 22,360.00	\$ 31,480.00		
2016	45	2662	10	\$ 53,240.00	\$ 48,905.00		
2017		3019		\$ 60,380.00	\$ 55,620.00	\$ 13,447.00	
2018	60	3125	15	\$ 78,125.00	\$ 76,800.00	\$ 21,558.93	
2019	70	3066	10	\$ 91,980.00	\$ 78,104.00	\$ 18,197.00	
2020	80	920	10	\$ 27,600.00	\$ 22,400.00	\$ 9,600.00	

Proposal - Barry

2nd

Motion Fails

Proposal to Amend paragraph 4.28(e) of the CPU By-laws

Current:

4.28 Empowered – The Board is empowered to:

.....

e) Determine registration procedures and membership fees, dues, assessments, charges, and other registration requirements;”

Amended

4.28 Empowered – The Board is empowered to:

.....

e) Determine registration procedures and other registration requirements;

Rationale:

Changes to membership dues, membership fees, additional drug testing fees or any other additional fee that is imposed on the Association Member are considered fundamental changes to membership and should be a voting item. This leaves the member Provinces vulnerable to having to pay for any additional or unexpected fees that may be imposed on them by virtue of paragraph 4.28(e) of the CPU by-laws.

Proposal - Barry

2nd

Motion Fails

Proposal to Amend paragraph 10.1 to add a new paragraph 10.1(o) as follows

Amended

ARTICLE X: FUNDAMENTAL CHANGES 10.1 Fundamental Changes – In accordance with the sections of the Act applicable to Fundamental Changes, a Special Resolution of all Members may be required in order to make the following fundamental changes to the By-laws or Articles of the Corporation. Fundamental Changes are defined as follows:

(o) Increase or amend membership fees, dues, assessments, charges or any other additional fees to members”

Rationale:

Changes to membership dues, membership fees, additional drug testing fees or any other additional fee that is imposed on the Association Member should be considered a fundamental change to membership and should be a voting item.

Proposal - Barry

2nd

Motion Fails

Proposal: Amend: POLICY 13.0 FINANCE

Changed Wording to: 13.1 The Executive Council shall present an review engagement or audited statement, closing the book, on the date of the Annual General Meeting.

13.2 CPU Subscription Fees:

a) Provincial Affiliation Fee \$2.00 per Provincial Registrant on record for December 31. **To a Maximum of \$600.**

c) Sanction Fees for National Powerlifting and Bench Press Championships ~~\$500~~ **\$1000.00**

e) Individual **Registrant** Fee ~~\$80~~ **\$60.00 (Decreased January 1, 2022)**

g) CPU sanctioned Championship Drug Testing Fee ~~\$20.00~~ **\$25.00**

Rationale: The Provincial Membership / Affiliation fee change, was an increase of over 300% to some Provinces when the policy was changed per member amount. It was initially changed to be fair to smaller Provinces, but now it is unfair to larger Provinces and there needs to be a balance and a cap.

- Each year the CPU spends more money on the CPU Nationals (see line item on CPU Financials) and the registration fees for Nationals also has risen, the CPU Nationals should be a profitable event for the CPU and not drain the finances.
- The change of wording from member to registrant as well the decrease in Fee to \$60 is to reflect the fact the CPU is no longer paying for or supplying Provincial Membership Directors and Officers Insurance, and unilaterally implement a fees at a Provincial (local) level to charge athletes to compete. The continuous CPU registrant fee does not reflect an increase of products, services, or benefits to general registrants or the Provincial Membership. The decrease in CPU registrant fees will allow the Provincial Membership the flexibility to increase their respect membership (registrant) dues up to cover the cost of the Insurance and unexpected fees that may be placed on them in the future. By giving the Provinces this flexibility, it will allow for an increase in services and value at a Provincial level. With a National wide retain rate well under the industry norm, this will allow for Provincial Membership to control their attrition rates. Now with the drastic decline in membership it is imperative that the Provincial organizations have the financial flexibility to market and recruit.
- The Championship Drug Testing fee should be reflected in those athletes that are directly affected. It is the Provincial, Regional and National level athletes that are the individuals in the pool and it is the top ranked athletes that need to fund this financial stream.

Proposal - Barry

2nd

Motion Fails

Proposal to Amend – Voting at Meetings of Members

Voting at meeting of members is discussed at paragraph 3.13 of the CPU Bylaws. Currently paragraph 3.13 of the CPU bylaws entitles each Association Member with an equal number of votes.

Current Wording

3.13 Voting Privileges – Members will have the following voting rights at all meetings of Members:

- Association Members will each be entitled to appoint two (2) Delegates who may attend meetings of Members and exercise two (2) votes on behalf of the Member, one (1) vote per Delegate.
- Executive Members will be entitled to attend meetings of Members and will have one (1) vote each.

Amended Wording

3.13 Voting Privileges – Members will have the following voting rights at all meetings of Members:

- Association Members will each be entitled to appoint two (2) Delegates who may attend meetings of Members and exercise a minimum of two (2) votes on behalf of the Member, one (1) vote per Delegate.

In addition each Association Member will receive one additional vote for every 250 Association Member’s registrants with the number of Association Member’s registrants to be determined in accordance with paragraph 13.2(a) of the CPU Policies and Procedures. No one Association Member may carry more than 40% of the total votes (total votes includes both Association Member and Executive Member votes)

Additional Association Members votes are not rounded up. For example an Association Member with 450 registered provincial registrants would receive one additional vote.

- Executive Members will be entitled to attend meetings of Members and will have one (1) vote each.

Rationale: Currently per paragraph 3.13 of the CPU by-laws each Association Member is assigned an equal number of votes regardless of their annual Provincial Affiliation fee contribution to the CPU. Provincial Affiliation fees are discussed in paragraph 13.2(a) of the CPU Policies and Procedures which states:

“CPU Subscription Fees:

- Provincial Affiliation Fee \$2.00 per Provincial Registrant on record for December 31.”*

Annual Provincial Affiliation fees are charged annually on a proportionate basis to each Association Member. As such Association Members with more Provincial Registrants pay a larger Provincial Affiliation Fee. In some cases the amounts that are contributed by each Association Member to the CPU can vary significantly

We propose that voting privileges to each Association Member be assigned using a similar weighted proportional system. Each Association Member would receive a minimal two votes (regardless of provincial registrants) with one additional vote for every 250 Association Member registrants. The number of additional votes that can be granted to

any one Association Member would be capped at not more than 40% of the total votes (total votes equal the sum of Association Member and Executive Member votes). For example applying this proportional voting system model would result in the following:

Example:

Nova Scotia members 200 – will receive the minimal 2 votes with no additional votes

Ontario members 750 – will receive the minimal 2 votes plus an additional three votes

BC – 400 members – will receive the minimal 2 vote plus one additional vote

Quebec 550 members – will receive the minimal 2 votes plus two additional votes

Since annual membership association fees and the amount of money that is contributed to the CPU is determined proportionally based on the number of Association Member's registrants we propose that a similar system be adopted for voting. A proportional voting system would be more equitable and align with the current system that is used to determine the annual Provincial Affiliation fee.

The current voting system does not factor in each Association Member's contribution to the CPU and does not allow for additional votes for those Association Members that contribute more money.

By analogy and comparison the following [Snapshot of Voting Structures of National Sport Organizations \(sportlaw.ca\)](#) link describes various other proportional voting systems that are used by other sports organizations. For instance:

"..., Alpine Canada Alpine permits one vote for each P/TSO but also allows additional votes for every 100 Alpine Competitor Cards issued and additional votes for every 500 general members registered. There is no limit to the number of votes a P/TSO can hold – so it would be in their best interests to recruit more members so they can have more votes at the AGM. Similarly, the Canadian Amateur Boxing Association permits one vote for each P/TSO but allows additional votes for every fifty members registered – but in this case there is a vote cap of four votes for each P/TSO. Speed Skating Canada assigns from one to 13 votes based on registered members, with only one province (Québec) maxing out at the top level (13 votes for having more than 5,000 registered members). Assigning a number of votes based on a percentage of fees paid is a proportional system used by the Canadian Orienteering Federation, Squash Canada, and Water Polo Canada. The Canadian Freestyle Skiing Association uses a proportional voting system whereby additional votes are assigned to a P/TSO based on the number of licensed athletes and youth participants. However, this NSO has included a clause stating that one P/TSO may not carry more than 40% of the total votes. A similar clause also exists for Canadian Soccer Association and for Judo Canada (which prevents one or two P/TSOs from having a majority of votes)."

Proposal - Sandro

2nd

Motion Fails

Proposal to Amend:

Current Wording: 13.3 Insurance – The Corporation will, at all times, maintain in force such directors and officers liability insurance as may be approved by the Board.

Amended Wording: 13.3 Insurance – The Corporation will, at all times, maintain in force such directors and officers liability insurance as may be approved by the **Association Members**.

Rationale: The Insurance policy affects everyone and not just the board.

Proposal - Sandro

2nd

Motion Fails

Proposal: Action: The CPU will reimburse all Provincial Members the cost of their individual Director and Officer insurance Policy Costs, for the 2021 year.

Rationale: In 2014 the registrant fees increased to cover the cost of Director and Officer insurance for the Provincial Association Directors and Officers. Since 2014 the CPU has maintained a National policy. Based on the December 13th, 2020 interim financials the CPU had a profit of \$51, 341.71, the CPU is more than financially secure to refund Provinces that were not prepared to take on this extra expense. With less than 30 days notice the CPU notified the Provincial Membership the CPU would no longer be paying for OR maintaining the Provincial Membership D&O insurance. This is a membership benefit that has been removed with no communication and has not been rectified.

Proposal - Sandro

2nd

Motion Fails

Proposal: Policy

Canadian Powerlifting Union

Athlete of the Year

Criteria

The nomination is based on the participation, achievement, and accomplishments of the nominees for a single calendar year. Aspects that are considered include but are not necessarily limited to:

1. **Level of Competition**- the highest possible level of competition, World Championships or International Competition. It may have the highest level of competition at a National, Provincial level, or Regional level.
2. **Level of Performance** - refers to results in relation to competitors at the various levels of competition, including qualifying events en route to the highest level of competition in which the nominees have participated.
3. **Standard of Achievement** - refers to the rankings, records, awards, quality, and quantity of accomplishments that the nominees have achieved.
4. **Community Involvement and Leadership** – *when practical*, the award also considers demonstrated involvement and leadership within powerlifting as well as volunteer activities within the nominees' powerlifting community.

Voting Procedure: A confidential ballot vote will be taken to provide an unbiased result. The names of the nominees will be put on the ballot along with the 4 levels of criteria with a ranking system. Ex. three athletes will have a ranking from 1-3 with a total at the bottom.

Nomination Process: Each year the Vice President, Director of Programs, will initiate the call for nominations with an email to all Provincial Members, once after each respected Provincial AGM and then again 90 days out from the CPU Annual General Meeting. Provincial Members may choose not to nominate and may choose to nominate someone outside their Province if they feel they meet the criteria. The Vice President is responsible for making the ballots and managing the Vote at the AGM.

Rationale: The CPU has never had a formal structure to voting for an Athlete of the Year, it may look to the general registrants of the CPU that it is an old School club and a popularity contest, instead of a prestigious award with integrity and objective criteria. By having criteria will prevent the votes from being a popularity contest, but to ensure to be a well-rounded athlete of the year within the sport. The CPU Athlete of the year must include a broader spectrum of accomplishments then performance alone. Having the VP in charge of the process will initiate the call to action and remind each Provincial Member that this is a "National" award in a timely manner.

Proposal - Barry - withdrawn

Proposal: Bylaw IV: Governance; Powers of the Board

Amend paragraph 4.28 (a) and include a “CPU Policy Development Structure”.

Current Wording: Empowered – The Board is empowered to: a) Make policies and procedures or manage the affairs of the Corporation in accordance with the Act and these By-laws;

Proposed Wording: 4.28 (a) Make policies and procedures that follow the “CPU Policy Development Structure”. Manage the affairs of the Corporation in accordance with the Act and these By-laws;

Rationale: Policies and Procedures that affect or changes to membership/registrants must be transparent, and involve registrants, membership and be a voting item. In not-for-profit membership associations, Policy Development always includes stakeholders. Transparency, clear comprehension, and communication is paramount to prevent misunderstandings. This leaves the members/registrants vulnerable to having to comply with unexpected expectations and consequences, without being given a chance to discuss and vote on the issue. This is the heart and soul of governance in a membership driven organization.

Proposal - Barry – withdrawn

CPU Policy Development Structure:

The following documented steps summarise the mandatory stages involved in how the CPU develops policies:

1. Identify need

Policies can be developed:

- *In anticipation of need* (e.g. youth protection policies should be in place once an organisation starts to work with children or young people); and
- *In response to need* (e.g. a policy position on a government strategy may be developed in response to a consultation paper).

The CPU Board of Directors constantly assess its activities, responsibilities, and the external environment to identify the need for policies and procedures.

2. Identify who will take lead responsibility

Delegate responsibility to an individual, working group, sub-committee or members, according to the expertise required.

3. Gather information

Do you have any legal responsibilities in this area? Is your understanding accurate and up to date? Have other organisations tackled the same issue? Are there existing templates or examples that you could draw on? Where will you go for guidance?

4. Draft policy

Ensure that the wording and length or complexity of the policy are appropriate to those who will be expected to implement it.

5. Consult with appropriate stakeholders

Policies are most effective if those affected are consulted are supportive and have the opportunity to consider and discuss the potential implications of the policy. Depending on whether a policy is developed to govern the internal working of the organisation or external policy positions, the CPU must consult all Members and may include:

- Teams
- Athletes
- Committee Chairs
- Volunteers
- Board Members
- Referees
- Other Sports Organizations

6. Finalise / approve policy

The CPU full Board of Directors, including all Provincial members with a majority of votes as per Bylaw 3.22.

7. Consider whether procedures are required

Procedures are required to support internal and external policies. Procedures will be implemented by the Executive Board or the directors involved or affected. Procedures will follow the policy development stages.

8. Implement

All new policies will be communicated to the registrants to as well as posed to the website "Policy" tab and membership through direct email

9. Monitor, review, revise

Each AGM there will be a Policy report with a monitoring and reporting systems in place to ensure that the policy is implemented and to assess usage and responses. Each policy will have the date of inception, required review date and creator or the Policy.

Date of inception: June 1st, 2021

Review Date: January 2024

Creator: OPA submission at 2021 CPU AGM

Proposal - Barry withdrawn

Proposal Policy 3.11: All members of the Executive Board and Ethics committee must participate and attend a Sports Dispute Resolution Centre of Canada (SDRCC) workshop. The Chairperson of the Ethics Committee, along with the President will organize semi annually web-based education sessions and will include:

- Athletes Rights and Responsibilities
- Disciplinary Procedures
- Conflicts of Interest
- Internal Appeal Procedures
- Main Causes of Disputes and Prevention Strategies
- Roberts Rules of Order

Rationale: Currently the Executive Board and Ethics committee are given carte blanche in terms of formal complaints with little knowledge or training in this area. This liability is potentially dangerous and high in risk management. Board training and education should be embraced and valued high in the CPUs strategic planning.

Proposal - Barry

2nd – Angelina

Motion Fails

Proposal: APPENDIX C: Policy on Appeals

13. If the appeals process of the CPU fails to resolve the issue, final arbitration ~~can be~~ **will be** passed on and be conducted through the Sports Dispute Resolution Centre of Canada (SDRCC). Any decision made by the SDRCC on the matter shall be final and not open to appeals or intervention by the CPU.

Rationale: Currently the Executive Board and Ethics committee are given carte blanche in terms Appeals with little knowledge or training in this area. This liability is potentially dangerous and high in risk management. Removing the potential authority to be judge, jury and executioner and passing the final decision to a National Organization that is specialized in this process.

Proposal - Barry

2nd

Motion Fails

Election – CPU Secretary

- Linda McFeeters
Acclamation

Items for Discussion –

Submitted by: Gabe Festing

- Interprovincial equipment sales and purchases

Some provinces looking for equipment to sell, some to buy, let us know so we can assist in facilitating matching up sellers and buyers

RJ Forbes (NB) – needs equipment

Submitted by: Shane Martin

- New Policy & Procedures document – [discussion followed](#)
- Barry – Why do provinces need to provide financial statements.
 - o Renae – members should have access to pertinent financial information
 - o Gabe - CPU will remove that clause in the policies – [December comparatives requirement will be removed. All else stays the same.](#)
- Barry -
- [6.4 - \\$15 for all sanctioned competitions.](#)
 - o [Amend to 15 days for drug testing payments being submitted](#)

Passing of a Budget – 3 versions

- [Agreed not to pass a budget due to pandemic](#)
-

Call to Adjournment

[Proposal - Shane](#)

[2nd – Linda](#)

[Motion passes](#)

ADJOURNMENT