

Annual General Meeting of the Canadian Powerlifting Union (Virtual) February 25, 2024

1. Call to Order and Roll Call

Jeff Butt - VP Programs, interim acting President

Gabe Festing - VP Sport Development

Renae Witzaney - Treasurer

Linda McFeeters -Secretary

British Columbia - Jen Luther Thomas, President BCPA

Shadie Bourget, VP BCPA

Alberta - Pam Hodder, President APU

Brian Kravtsov, Interim VP APU

Saskatchewan - Carolyn Tran, President SPA

Rhaea Stinn, VP SPA

Manitoba - Amanda Burg, President MPA

Dino Camire, VP MPA

Ontario - Garrett Bentley, President OPA

Brittany Schlater, VP OPA

Quebec - Nicolas Déry, directeur général FDQ

Marianne Groleau, FDQ

Newfoundland - Larry Walsh, VP NLPA

Jay McGrath, Treasurer NLPA

New Brunswick - Kaitlin Armour, President NBPL

Drew Carleton, VP NBPL

Prince Edward Island - John MacDonald, PEIPL (representing two votes)

Nova Scotia - Thierry Charron, President NSPL (representing two votes)

Committees

Jeannie Jamison - Records, Competitions

Jen Wilkinson - Ethics

Vicky Taylor-Hood - Ethics

Justin Smith - Technical Committee

Brock Haywood - Technical Committee

2. Determination of a Quorum - "A majority of Association Members and a majority of Executive Members will constitute a quorum."

Quorum is present.

3. Appointment of Scrutineers - Jen Wikinson (Ethics)

4. Approval of the Agenda – sent via Internet

Motion to forego the appointment of auditors (note there was confusion over the word of scrutineer vs auditor initially): Gabe Festing

Second Nicolas Déry

Motion to approve agenda: Linda McFeeters

Second - Renae Witzaney

Motion Passes

5. Declaration of any conflicts of interest to any agenda item

Jeff Butt - Nationals 2026, election of officers, Awards for which he is nominated

Rhaea - Award for which she is nominated (female powerlifter Award) and for which her husband is nominated (Bill Jamison Award)

Garrett - Award for which he is nominated (male BP of the year award)

Brit - Award for which she is nominated (female powerlifter of the year)

Pam - Award for which she is nominated (female BP of the year award)

6. Adoption of Minutes of the previous Annual Meeting

Motion to adopt: Linda McFeeters

Second Amanda Burg

Motion Passes

7. Board, Committee, Officer Reports (President's report is only report to be read in person)

Presidents Message

In lieu of the President's Report there will be a message from the CPU Board – read by Acting Interim President Jeff Butt

Hi Everyone

I write to you in the role of Vice President of Programs but also for the past several months have been in the acting role of President. I would like to take the opportunity to personally thank Shane Martin for his contributions to the sport and to our Board as President. I am sure this was a decision that Shane didn't take lightly and knowing his character, I am certain he will be contributing to the sport in many ways as he has for a very long time. I also want to take a moment to thank our current board for sticking through this very difficult year.

I would like to thank everyone that gives freely of their time to help our sport move forward. We have numerous committee members, provincial representatives, referees, coaches and various other volunteers that helps our sport exist and are the backbone of our organization. I also know everything you do can be scrutinized and because of this people can become reluctant to put their names forward. I ask before you are quick to judge remember there is a human being on the other side and you have no idea what might be happening in their lives. I don't believe anyone takes on these roles to hurt the sport, but quite the contrary.

A few things I would like to point out are the membership numbers from 2022 to 2023 and it increased by ~ 27% and that places us at pre Covid levels and it would be nice to see us above the 4000 in the near future. I feel with a strong look into some grassroots programming and youth development, this will go a long way in helping us grow and develop our teams of the future. There had been some progress made with our recognition for National Sport funding while Shane was at the helm but that seems to be on hold by the current Federal government.

With the Disabilities Integration Committee, we recently had Matt Bowen step down as chair of that committee and we would like to thank him for his work. I feel there have been some progress, but it has been difficult to navigate without specific funding to that program. I would like to acknowledge Tracey

Rice for all her work with Para Powerlifting, her knowledge of that system is second to none. I have been in consultation with Special Olympics Canada and there is a proposal submitted to ensure all SO Chapters work with the CPU and its provinces only for events in the future.

The Competition Committee has also had a busy year sorting out the parameters around international team selection for 2024. They have also done a tremendous amount of work around qualification totals. They have also considered the pitfalls of changing our National dates and the difficulty selecting International teams when a single event is not used for selection purposes. For years we have tried to find a solution to this age-old problem of where/how to change National dates. I feel going back to the traditional Nationals dates might be in the best interest of our sport. The Competition Committee has advised on this as well and will be looking for other improvements over the next few years to strengthen our international team's selection.

I have also been part of the Coaches Committee and I would like to thank all our coaches that have applied for positions for our International teams and thank the Committee for it's work to ensure coaches are seeking educational credentials. As we see from the reports there have been increases to funding, but we still have coaches paying out of pocket. We are starting to see an increase in interest with coaches and we are certainly getting some great candidates applying and having to go through a selection process.

The current Executive has endured a lot especially over the last year and I think it is reflective in people stepping down and feeling frustration in their roles. We have had to work through some very difficult changes, and we may feel we are in a no-win situation in our endeavours. We often have two sides of a debate calling us out on integrity, not only as executives but as people in general. Often, our policies are our guiding source when faced with these difficult decisions and personal positions are secondary.

In closing, this has been an extremely busy year and I feel being caught in the middle of a few firestorms stagnated the organization from our most important role and that's to make our sport better. We are all working hard to ensure we keep moving forward to improve our sport. I look forward to seeing everyone at Nationals in person and working with everyone in the future.

Sincerely

Jeff Butt - VP Program Development

Treasurer's Report

2023 CPU Treasurer Report

What a year that was. When you agree to be in a position like this, you certainly do not expect to be facing the things that we faced over the last 12 months. I guess the same could have been said in many of our annual reports from this board, having also gone through a pandemic. These roles are becoming increasingly complex and as our sport grows, I believe our governance of it needs to grow and adapt as well.

Given the threats and issues our sport faced this year, a lot of my time in the last year was spent seeking out an independent complaint management company. It became clear that what we were facing and dealing with was beyond what any volunteer should have to endure. This was true not only from a procedural point of view but also from a mental and physical health perspective. I sought out ITP after researching and finding they worked with CCES as well as many other Canadian sports organizations. I started talks with them in April. In June, three of the other executive board members joined me in a meeting with them to discuss a partnership moving forward. After that meeting, we started working with them to get our policies updated to align us with current standards including updated wording to include the Universal Code of Conduct for Maltreatment in Sport. This process took much of the summer and into the fall with us launching the new policies and partnership with ITP November 1, 2023. This program currently is estimated to cost \$6,300 per year to handle the complaints. Anything that comes in that is determined to be a major infraction will be dealt with by ITP and the cost of that will be approved ahead of time by the CPU. Any minor infractions will be directed back to the ethics committee to be dealt with by them.

Moving on to other aspects of our sport, we wanted to continue to increase the support we provide to our Team Canada coaches; therefore, we have increased our coaching budget from \$40,000 last year to \$50,000 this year. While this is less than the coaching committee requested, we are happy to be able to continue to increase the amounts available for our coaches. We also had to increase our referee budget to more closely reflect the amounts that were paid in 2023, so it has been also increased to \$50,000.

The sponsorship committee is still plugging away and producing ideas to try to support our National team athletes. Now that the CPU is providing the media team for our 4 meets during the year, this offers another avenue for the sponsorship committee to use to try to get some sponsors who may want to provide some ad spots or other presence on the livestreams.

The 2023 increase in membership fees to help fund our drug testing costs is proving to be effective thus far, our drug testing revenues increased in 2023 to \$196,234.19, up from \$115,087.28 in 2022. This will enable us to continue to increase the amount of testing being done within the CPU via our upcoming negotiations with CCES.

One of the biggest roadblocks I have faced in this position is the ability to pay out our coaches and referees in a timely fashion. In the last part of the year, I worked with the bank to produce a solution to this problem. While things are not yet perfect, we are making headway, and the payments should be able to be processed much more quickly going forward. I will also be able to send wire transfers for all our world teams right from home which will also speed that process up significantly.

Turning to the financials, we used the same CPA as last year to prepare Compiled Financial Information for the CPU. The Compiled Financial Information will be provided prior to the AGM. It is a tight turnaround again from the year end, but I will do my best to work with Michelle to get them done.

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

BALANCE SHEET

- Undeposited funds – these are memberships bought at the end of December that were not deposited into the bank until January
- Prepaid expenses – our insurance premiums increased this year, in part because of inflation and in part because of our increase in membership numbers. This amount also includes the retainer to ITP of \$6,300.
- Accounts receivable – sponsorship package invoices unpaid at year end for 2024.
- Accounts payable – an invoice for our QBO subscription for the year paid in January.
- Unearned revenue – sponsorship packages for 2024

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 is not the total money received during the year.
- International meet revenues – these amounts represent the amount collected less the costs, so we are showing the net here.

- CPU sponsorship revenue includes the CPU sponsors listed on our website which continue to increase in number year over year
- CCES expense – this is the amount that was actually paid in 2023. There is another payment that is dated for January 1, 2024 for \$36,881.25 which covers the remainder of the contract to March 31, 2024.
- Nationals expense – athlete of the year and hall of fame awards for 2022, para scale rental, portion of ref hotel room cost as well as 60% of the livestream cost as outlined in our policies
- Regionals expense – partial coverage of the livestream cost at Regionals per our policy
- CPU board travel – travel for myself, Shane, and Jeff to go to 2023 Nationals, hotel cost in Vancouver was high, we expect the cost per person to decrease in 2024.
- Insurance expense – the liability insurance policy went up this year, our policy expires in October so this increase will be reflected more in the 2024 statements next year
- Legal fees - \$8,814.00 of this amount was from Sports Law Inc regarding assistance with the Transgender Policy. The other amounts were from CCES and SDRCC re doping cases.

Our bank balance as of today's date, January 2, 2024, is \$269,561.20, once the CCES cheque mentioned above clears, our bank balance will be down to \$232,679.95.

As for the budget, I have adjusted the following:

- estimated 3200 members in 2024 with 1.5 times competing per member, this is a conservative number but an increase from last year
- CCES fees estimated based on revenue collected for drug testing
- increase to coaching budget by \$10,000, now \$50,000 total
- increase to referee budget based on 2023 amounts, now \$50,000
- increase international ref budget to include Commonwealths in 2024
- addition of CPU media team expense
- addition of estimated ITP expense based on known complaints in progress
- increase to insurance based on 2024 premiums
- increase in legal fees based on 2023 amounts
- estimate of board travel based on per board member amount

This budget will result in a small deficit for the year while also providing a cash cushion to satisfy the reserve required which is 50% of the expenditures for the year.

The CPU is becoming more financially secure and we are slowly able to increase our payments to those in our community who keep our sport alive. We hope to keep this trend going into 2024 and beyond.

Renae Witzaney, CPA, CA
CPU Treasurer

Two other executive reports submitted and attached.

Motion to accept executive reports: Renae Witzaney

Second: Garrett Bentley

Motion rising from the floor

Motion to waive the appointment of an auditor

Second: Renae Witzaney

Passes

Committees –

Coaching Committee
Competition Committee
Disabilities Integration Committee
Doping Control Committee
Ethics Committee
Medical Committee
Technical Committee

CPU Officers –

Championship Secretary Chairperson
Officiating Chairperson
Records Chairperson
Registration Chairperson
Social Media Chairperson
Webmaster

Motion to Accept Committee Reports: Carolyn

Second: Garrett Bentley

Motion Passes

8. Report from Auditors – Financial Review and next year's budget in lieu of Auditors' report

Motion to discuss foregoing the appointment of auditors

Second: Nicolas Déry

Motion Passes

Discussion and questions:

Renaë has does not recall an audit. Our current situation is a compilation. To get a review engagement, step 1 is more money and an audit is even more costly - likely in the 10k area.

Brock - the audit uses a lot of money.

Motion to forgo the appointment of auditors

Second: Rhaea Stinn

Motion Passes

Discussion of budget:

Rhaea raised concerns about ref expenses annually exceed annually by 67% each year

Renaë responded by suggesting technical committee be involved in solutions

Jen Luther Thomas suggested that ref availability be part of bid information

Rhaea - inquiry re International team fees numbers appear to show a surplus

Response: it reflects this because the number isn't broken to show IPF invoice vs coaching fee - CPU is not profiting - it's money in, money out

Caroline - where are legal fees? They appear to be lower than they are expected to show

Response: Renae - doping violations last year jacked the amounts up distorting the estimate for this year by making it look small

Response: ITP fees question - retainer vs expenditures - 6300 should cover a year - reality of this year was more like 20k so the estimate is based on what is going on - includes ITP legal fees

Vote on budget:

Motion to accept: Jeff Butt

Second: Garrett Bentley

Motion Passes

9. **Appointment of Auditors** - N/A as per motion above

10. **Annual Awards** (nominees listed - results redacted until after Awards presentation at Nationals) -

Discussion:

Rhaea policy refers to Jamison as being singular and HOF as potential multiple

Gabe - agrees with Rhaea

Bill Jamison Award:

- Susan Haywood
- Ryan Stinn

CPU Hall of Fame

- Susan Haywood
- Jeff Butt

Male Powerlifter

- Tuan Tran Hien
- Nick Manders
- Kerry Dennison

Male Bencher

- Shane Martin
- Garrett Bentley

Female Powerlifter

- Brittany Schlater
- Rhaea Stinn

Female Bencher

- Pamela Hodder
- Kayla Casey
- Emmannuelle Archambault

11. Future Championship Bids –

Nationals - 2026 – Newfoundland – Jeff Butt

Westerns - 2025 - Manitoba tentative bid

2026

Centrals - 2026 - Ontario – Make Your Mark Fitness

Easterns - 2025

2026

Nationals – 2026 – Newfoundland Feb 28th 2026 - [link to official bid](#)

Discussion - dates - based on a potential change of dates for nats.

Jen Luther Thomas - asking to defer decision until an SGM once dates are solidified

Gabe: Motion to table discussion to end of the meeting

Second: Amanda

Motion to have an SGM regarding Nationals dates and the bids for Regionals and Nationals after the adjournment.

Jen LT/ Garrett: friendly amendment for national dates to have an SGM within the next 60 days and provinces to reach out to meet directors to decide on dates.

Second Amanda

Motion passes

12. Old Business/New Business/Action on Amendments

Bylaw Proposals – In numerical order of their occurrence in the bylaws

Jeff outlined that bylaw proposals will not be considered final until they have been examined by the CPU lawyer to ensure they are accurate, lawful, and say what is intended.

Proposal 1

Quebec Bylaw Proposal:

On behalf of the QPF, we have the following proposal to make for the AGM.
Bylaws

Section 1.8 becomes 1.8 a) The Corporation shall recognize Canada's two official languages, namely French and English, equally.

b) These By-laws have been drafted in English and the official French text is a translation. In the case of conflicting interpretations, the English version will prevail.

Rationale: The CPU has already begun to make publications in both languages. In order to become an NSO, the CPU will be required to make all its publications in both languages. Corporations doing business in Québec are required to make publications in french. French and English are the official languages in Canada.

Second: Shadie
Motion Passes

Proposal 2

Gabe Festing

ARTICLE II: MEMBERSHIP

Addition:

2.7 General Rights of the Members

- a) **Right to Participate:** Every Member has the right to attend any event or competition organized or sanctioned by the Corporation.
- b) **Right to Information:** Members have the right to access information related to the governance and financial status of the

Corporation, including but not limited to minutes of all meetings, financial reports, and strategic plans.

- c) **Right to Vote:** Each Member shall have the right to vote at the Annual General Meeting and any Special Meetings, as outlined in the “Voting at Meetings of Member” section of these bylaws.
- d) **Right to Nominate:** Members have the right to nominate individuals for positions on the Board of Directors, in accordance with the nomination procedures outlined in these bylaws.
- e) **Right to be Heard:** Members have the right to voice their opinions, suggestions, or grievances to the Board of Directors through the appropriate channels as defined by the Corporation.
- f) **Right to Petition:** Members have the right to petition the Board for changes in policy, rules, or conduct of the Corporation.
- g) **Right to Question:** Members have the right to question the Board of Directors on their actions and decisions.
- h) **Right to Audit:** Members have the right to request an independent audit of the Corporation’s financials, subject to approval by a majority vote.
- i) **Right to Due Process:** Members subject to disciplinary action have the right to a fair and impartial hearing.
- j) **Right to Appeal:** Members have the right to appeal any decision affecting their membership status, including disciplinary actions and termination.

Rationale:

Incorporating these rights into the bylaws strengthens the CPU's governance and makes the organization more responsive to its members. Adding these to the bylaws is essentially about making the CPU more transparent, fair, and accountable.

- **Right to Participate** - ensures that every member has an equal chance to be involved in events and meetings, promoting a sense of inclusivity.
- **Right to Information** - builds trust by letting members see important documents about how the CPU is managed and its financial health.
- **Right to Vote and Right to Nominate** - members are empowered to have a direct say in the organization's leadership, essentially giving them a seat at the decision-making table.

- **Right to be Heard and Right to Petition** - offer open channels for members to voice their opinions and suggest changes, fostering a culture where everyone's voice matters.
- **Right to Question" and Right to Audit** - add layers of accountability, ensuring that the CPU is transparent about its actions and financial status.
- **Right to Due Process and Right to Appeal** - ensure that any member facing disciplinary action gets a fair hearing. Overall, incorporating these rights into the bylaws strengthens the CPU's governance and makes the organization more responsive to its Members.

Second: Thierry

Carolyn wants the term Member to include “executive member and association member” Discussion regarding definition.

Jen Thomas - point of order - send vote to Jen then raise of hands

Motion passes

Proposal 3

Gabe

Festing

Current:

Duration

2.7 Duration of Membership – Association Membership is accorded on an annual basis as determined by the Board of Directors, and all Members, will re-apply for membership each year.

Executive Membership is accorded for the length of the Director’s term.

Proposed:

2.7 Duration of Membership – Association Membership is accorded ~~on an annual basis as determined by the Board of Directors, and all Members, will re-apply for membership each year.~~ for an indefinite period, subject to ongoing compliance with membership criteria as determined by these bylaws and the CPU policies and procedures. ((Remove) Members will be subject to periodic review rather than annual re-application. Executive Membership is accorded for the length of the Director’s term.

Rationale:

In practice, the annual re-application process for CPU Membership has not been enforced. By changing the language to allow for an indefinite membership period, subject to periodic review, would aim to align the written bylaw with actual practice. This change will streamline administrative tasks and provide a more accurate representation of the membership process.

Second: Nicolas

Motion Passes

Proposal 4

**Gabe
Festing**

ARTICLE III: MEETINGS OF MEMBERS

Current:

3.2 Special Meeting – The agenda of a Special Meeting will be limited to the subject matter for which the meeting was duly called. A Special Meeting of the Members may be called at any time by: a) the President,
b) the Board, or
c) Members, upon written requisition, who hold five percent (5%) of the votes of the Corporation.

Proposed:

3.2 Special Meeting – The agenda of a Special Meeting will be limited to the subject matter for which the meeting was duly called. A Special Meeting of the Members may be called at any time by: a) the President,
b) ~~the Board, or Members, upon written requisition, who hold five percent (5%)~~ any two members of the Board of Directors, or
c) (0% percent) 2 or more of the Association Members.

Rationale:

With a low 5% threshold, just one out of ten Associate Members can call a SGM. This can lead to unnecessary SGMs, causing operational disruptions and potential fragmentation within the organization.

The proposed changes aim to balance organizational efficiency with democratic governance, decentralizing power and encouraging collaborative decision-making among members.

Second: Rhea

Motion Passes

Proposal 5

BCPA

Bylaw amendments

Filling a Vacancy on the Board

4.16 Vacancy – Where the position of a Director becomes vacant and there is still a quorum of Directors, the Board may appoint a qualified individual to fill the vacancy until the next Annual Meeting of Members.

4.16 Vacancy – Where the position of a Director becomes vacant 60 days or more before the AGM and there is still a quorum of Directors, the Board (must) may, as an alternative to bylaws set forth in Article IV Election of Directors, appoint a qualified individual to fill the vacancy until the next Annual Meeting of Members.

Friendly amendment from Rhaea and accepted by Gabe:

Where the position of a Director becomes vacant and there is still a quorum of Directors, the Board must fill that position if there are more than 60 days until the Annual Meeting of Members. They may, as an alternative to bylaws set forth in Article IV Election of Directors, appoint a qualified individual to fill the vacancy until the next Annual Meeting of Members.

Rationale: 4.16 has been misinterpreted to mean that the Board can leave a vacant Director position open without filling it, violating bylaw 4.1. The purpose of 4.16 is to give the Board the means to appoint a qualified individual to the vacancy as an alternative to observing bylaws in Article IV Election of Directors. The purpose of 4.16 is not intended for the Board to ignore 4.1 and operate without a full complement of Directors.

Second: Nicolas
Motion passes

Proposal 6

Gabe Festing

Current:

ARTICLE IV: GOVERNANCE

Filling a Vacancy on the Board

4.16 Vacancy – Where the position of a Director becomes vacant and there is still a quorum of Directors, the Board may appoint a qualified individual to fill the vacancy until the next Annual Meeting of Members.

Proposed:

4.16 Vacancy – In the event of a vacancy in the position of a Director due to any reason, provided that a quorum of Directors remains intact, the Board may opt to bypass the standard nomination process. Instead, the Board is authorized to appoint a qualified individual through an ordinary resolution to fill the vacancy. This action maintains uninterrupted and efficient governance, in accordance with section 4.1 of these bylaws. The tenure of the appointed individual shall extend only up to the subsequent AGM, at which point standard election procedures shall resume.

Rationale:

The proposed amendment seeks to clarify the current section by explicitly granting the Board the authority to bypass the nomination process and directly appoint a qualified individual when a vacancy arises. This clarification dispels any misunderstanding that filling a vacancy is optional, ensuring adherence to the requirement of maintaining a minimum of five board members as outlined in sections 4.1. Consequently, this amendment not only enables the swift filling of vacancies but also provides a clear and efficient process, ensuring compliance with the organizational framework and maintaining the Board's effectiveness.

Withdrawn by Gabe

Proposal 7

Gabe

Festing

Addition:

4.17 Immediate Action on Vacancies – In the event of a vacancy, the Board is obligated to initiate the process of filling the vacancy immediately upon the position becoming vacant. The process of filling the vacancy should commence no later than the next scheduled Board meeting following the vacancy, or within 15 days of the vacancy, whichever is sooner.

Rationale:

This addition mandates the Board to initiate the vacancy filling process immediately, with a clear and strict timeline. This immediate action is essential for maintaining uninterrupted governance and operational continuity. It ensures that the Board's capacity for effective decision-making and strategic leadership is not compromised by prolonged vacancies. Furthermore, the stipulated timeline promotes operational efficiency, preventing delays and indecision that could adversely affect the organization's strategic goals and day-to-day management. Overall, this addition is designed to uphold the Board's responsiveness and effectiveness and adhering to 4.1 and 5.1 of our bylaws relating to the number of officers/ directors.

Withdrawn by Gabe

Proposal 8

Gabe Festing

ARTICLE IV: GOVERNANCE

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 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.

Proposed:

4.2 Eligibility

- **Age and Residency:** Must be eighteen (18) years of age or older and a resident of Canada as defined in the Income Tax Act.
- **Legal Capacity:** Must have the power under law to contract.
- **Mental Capacity:** Must not have been declared incapable by a court in Canada or in another country.
- **Non-Association with Other Boards:** Must not be serving as a board member for an Association Member, the International Powerlifting Federation or any other governing body whose interests may not align with that of Corporation.
- **Good Standing:** Must be a registrant in good standing with an Association Member.
- **Financial Status:** Must not have the status of bankrupt.

Rationale:

The inclusion of specific eligibility criteria for Directors, such as the exclusion from serving on the board of the International Powerlifting Federation and the requirement to be a registrant in good standing with a CPU affiliated association member, is crucial for maintaining the integrity and effectiveness of the CPU's governance.

The exclusion from parent boards (IPF) ensures that Directors are free from potential conflicts of interest and can focus solely on the CPU's objectives, fostering independent and unbiased decision-making. Requiring Directors to

be in good standing with a CPU association member ensures they are actively engaged in the sport, understand its grassroots challenges, and uphold the ethical standards and compliance requirements essential for maintaining stakeholder trust.

Second Rhaea

Friendly amendment suggested to use letters rather than bullet points.
Amendment rejected.

Motion passes as written.

Proposal 9

Gabe

Festing

Current:

Powers of the Board

4.28

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;
- b. Make policies and procedures relating to the discipline of Members and Registrants, and have the authority to discipline Members and Registrants in accordance with such policies and procedures.
- c. Make policies and procedures relating to the management of disputes within the Corporation and deal with disputes in accordance with such policies and procedures;
- d. Employ or engage under contract such persons as it deems necessary to carry out the work of the Corporation;
- e. Determine registration procedures and membership fees, dues, assessments, charges, and other registration requirements;
- f. Borrow money upon the credit of the Corporation as it deems necessary in accordance with these By-laws; and
- g. Perform any other duties from time to time as may be in the best interests of the Corporation.

4.29 Whenever CPU bylaws, policies and procedures are updated by the Board, the Association Members will promptly be alerted of those specific changes.

Proposed:

Empowered – The Board is empowered to:

- a) ~~Make Propose~~MAKE policies and procedures changes or additions, in consultation with the Association Members ~~or to~~ manage the affairs of the Corporation in accordance with the Act and these By-laws;
- b) ~~Make Propose~~ Make policies and procedures changes or additions ~~to the Association Members~~ in consultation with the Association Members relating to the discipline of Members and Registrants. ~~, and have the authority to discipline Members and Registrants in accordance with such policies and procedures.~~
- c) Has the authority to discipline Members and Registrants in accordance with the policies and procedures.
- d) ~~Make Propose~~ Make policies and procedures changes or additions ~~to the Association Members~~ in consultation with the Association Members relating to the management of disputes within the Corporation and deal with disputes in accordance with such policies and procedures;
- e) Employ or engage under contract such persons as it deems necessary to carry out the work of the Corporation;
- f) Determine registration procedures and membership fees, dues, assessments, charges, and other registration requirements;
- g) Borrow money upon the credit of the Corporation as it deems necessary in accordance with these By-laws; and
- h) Perform any other duties from time to time as may be in the best interests of the Corporation.

~~4.29 Whenever CPU bylaws, policies and procedures are updated by the Board, the Association Members will promptly be alerted of these specific changes.~~

~~4.29 Proposed changes or additions to Policies and Procedures of the Canadian Powerlifting Union:~~

~~a) Any proposed changes or additions to the Policies and Procedures of the Canadian Powerlifting Union must be presented to the Associate Members for review and approval.~~

~~b) For the validity of any policy or procedure change, it is mandatory that at least 80% of Associate Members participate in a resolution vote. The adoption of changes or additions requires a resolution vote with a minimum of two-thirds (2/3) approval by the Associate Members. (gabe agrees to remove)~~

Rationale:

This proposed amendment is designed to enhance the governance structure by fostering greater transparency, member involvement, collective decision-making and more closely aligns with current practice. By requiring proposed changes to policies and procedures to be presented to association members and necessitating a 2/3 resolution vote for adoption, these changes ensure that decisions reflect a consensus by the association members. The stipulation that at least 80% of association members participate in the voting process further underscores the commitment to inclusive and representative governance. This approach balances the Board's authority with the autonomy of association members, ensuring that the CPU remains adaptable, responsive, and aligned with the collective interests of its members.

Second Jen :)

Motion to table for further consideration.

Motion Tabled

Proposal 10

**Gabe
Festing**

Current:
Election of Directors

4.4 Nomination – Any nomination of an individual for election as a Director will:

- a) Include the written consent of the nominee by signed or electronic signature;
- b) Comply with the procedures established by the Nominations Committee; and
- c) Be submitted to the Registered Office of the Corporation seven (7) days prior to the Annual Meeting. This timeline may be extended by Ordinary Resolution of the Board.

Proposed:

4.4 Nomination Process – The process for nominating an individual for election as a Director shall adhere to the following criteria:

- a) **Nominations must be made by a party other than the nominee. Self-nominations are not permitted.**
- b) Include the written consent of the nominee by signed or electronic signature;
- c) Comply with the procedures established by the Nominations Committee; and
- d) Be submitted to the Registered Office of the Corporation seven (7) days prior to the Annual Meeting. This timeline may be extended by Ordinary Resolution of the Board.

Rationale:

The prohibition of self-nominations in the election of Directors is primarily aimed at ensuring objectivity and integrity in the selection process. It also helps in avoiding potential conflicts of interest, ensuring that individuals are nominated for their merit and alignment with the organization's needs, rather than personal ambitions. This method strengthens the credibility and effectiveness of the governance structure, aligning it with the best interests of the organization.

Second: Thierry

Motion passed

Proposal 11

Gabe

Festing

Current:

4.4 Nomination – Any nomination of an individual for election as a Director will:

- a) Include the written consent of the nominee by signed or electronic signature;
- b) Comply with the procedures established by the Nominations Committee; and
- c) Be submitted to the Registered Office of the Corporation seven (7) days prior to the Annual Meeting. This timeline may be extended by Ordinary Resolution of the Board.

Addition:

4.4 Nomination – **The process for nominating an individual for election as a Director shall adhere to the following criteria:**

- a) Include the written consent of the nominee by signed or electronic signature;
- b) Comply with the procedures established by the Nominations Committee;
- c) **Submit in writing any past or current disciplinary actions taken against them by the Corporation. Disciplinary actions include, but are not limited to, suspensions, fines, reprimands, letters or any other form of disciplinary measure imposed by the Corporation and**
- d) Be submitted to the Registered Office of the Corporation seven (7) days prior to the Annual Meeting. This timeline may be extended by Ordinary Resolution of the Board.

Rationale:

This addition is centered on fostering a culture of transparency and accountability within our organization. This bylaw requires all candidates seeking election or reelection to disclose any past or current disciplinary actions taken against them. The necessity of this disclosure stems from our

commitment to ensuring that all members are fully informed about the candidates' histories and conduct. This knowledge is crucial for making informed decisions during elections and further emphasizing our dedication to maintaining high ethical standards in our governance.

Second: No second
Motion fails

Proposal 12

Gabe

Festing

Current:

4.4 Nomination – Any nomination of an individual for election as a Director will:

- a) Include the written consent of the nominee by signed or electronic signature;
- b) Comply with the procedures established by the Nominations Committee; and
- c) Be submitted to the Registered Office of the Corporation seven (7) days prior to the Annual Meeting. This timeline may be extended by Ordinary Resolution of the Board.

Proposed:

4.4 Nomination – **The process for nominating an individual for election as a Director shall adhere to the following criteria:**

- a) Include the written consent of the nominee by signed or electronic signature;
- b) Comply with the procedures established by the Nominations Committee;
- c) **Nominations can only be made by an Executive Member or an Association Member,**
- d) Be submitted to the Registered Office of the Corporation seven (7) days prior to the Annual Meeting. This timeline may be extended by Ordinary Resolution of the Board;

Rationale:

Limiting board member nominations to existing board members and association members, brings multiple benefits to the CPU. These insiders should have a deep understanding of the CPU's unique challenges and opportunities, allowing them to identify and nominate candidates who can address specific expertise gaps and align with the corporation's strategic vision. Their commitment to the CPU's success ensures a focus on long-term goals rather than short-term gains. Additionally, this approach enhances governance by ensuring nominees are familiar with the CPU's bylaws, policies, and procedures, fostering accountability, reducing conflicts of interest, and promoting a transparent nomination process.

It's worth noting that the CPU already employs a similar approach when accepting bids for our sanctioned events. This level of diligence aims to ensure the quality of our events. If such a rigorous process is applied to event selection, it stands to reason that the same level of care should be applied to the selection of Board members who will represent the CPU.

Second: Rhaea

Motion Fails

Proposal 13

Gabe Festing

Removal:

4.5 Nominations from the Floor – Nominations for elections of a Director will only be accepted from the floor if there is not a candidate meeting the requirements defined in Section 4.4.

Rationale

The Nominations Committee's role is to ensure compliance by thoroughly vetting all candidates, a process that mitigates the risks associated with floor nominations. Allowing nominations from the floor could lead to hasty, less-informed decisions, detracting from the time needed for essential discussions and comprehensive candidate evaluation. This approach effectively renders the section on floor nominations obsolete, as it ensures a more deliberate and informed selection process.

Take into consideration that a provision for filling vacancies as outlined in Section 4.16 of our bylaws. This section allows the Board to appoint a qualified

individual to fill any vacant Director position until the next Annual Meeting, provided there is still a quorum of Directors to ensure the number of Board members does not drop below 5. This provision offers a structured and efficient way to handle vacancies, eliminating the need for nominations from the floor.

Second: No Second

Motion fails.

Proposal 14

Gabe

Festing

Addition:

4.7 Single Nomination (Rule) - Directors who wish to seek election to a different position on the Board are subject to the eligibility and nominations process outlined in these bylaws, and concurrently relinquish their existing position at the conclusion of the election process.

(a) Should the member be elected to the new position, they will assume the responsibilities and duties of the new role following the election meeting.

(b) In the event the member is not elected to the new role, the position they relinquished will be treated as vacant and subject to the procedures outlined in section 4.16 of these bylaws regarding board vacancies.

Rationale:

The Single Nomination Rule is designed to keep our board's election process clear and straightforward. When a board member decides to run for another position, this rule ensures there's no confusion members can't attempt to juggle two roles, avoiding any potential issues. By choosing to run for a new position, members must be confident about their choice, knowing they'll leave their current role behind.

This serves as notice to any potential nominees which offers a chance for fresh faces and ideas to join the board, which is always beneficial. And if a member isn't successful in their bid for the new role, we have clear guidelines (as mentioned in section 4.16) on how to manage the now-empty position. In essence, this rule ensures clarity, and promotes genuine commitment.

Second: Carolyn
Motion passes

Proposal 16

Saskatchewan

CPU BYLAWS #1

Article IV: GOVERNANCE

Current Wording:

4.8 Election and Term - The election of directors will take place at an Annual Meeting of Members. The following positions will be elected every four years (beginning at the 2020 CPU AGM and then every three years after 2024 election year, the alignment will be then offset: President, Executive Vice-President Sport Development, Secretary. The following directors will continue for re-election or challenged on the three-year cycle -Executive Vice-President Program Director, Treasurer.

Proposed Wording:

4.8 Election - The election of directors will take place at an Annual Meeting of Members. **The next three election years are stated for each position below and will continue on this cycle after these dates.**

a) Executive Vice-President Program Director and Treasurer (2025, 2028, 2031)

b) Executive Vice-President Sport Development and Secretary (2026, 2029, 2032)

c) President (2027, 2030, 2033)

Rationale:

- 'Term' was removed is covered under 4.10 so should not be covered under this bylaw as well.
- We have revised this for clarity of election years/cycle as the current wording was confusing. Additionally, we reframed it to have an election every year, so no more than 40% of the board is changing annually

which should help to limit information loss within the organization if 60% of the board was to change in one year as it currently is.

Second: Jen Thomas

Motion passes

Proposal 17

Gabe

Festing

Addition:

4.8 Term of Directors Elected by Acclamation or Appointed by the Board - Any Director elected by acclamation or appointed by the Board will serve only until the next Annual Meeting, where their position will be open for nominations and election as per the Corporation's procedures. If a previously uncontested Director is later elected in a contested election, they will serve for the full term of that position as defined in 4.10 from the date of the contested election, regardless of their prior uncontested tenure.

Rationale:

The implementation of this bylaw is a crucial step towards ensuring the most suitable leadership. While uncontested candidates may meet the minimum requirements for nomination, their automatic assumption of roles without contest does not necessarily reflect their optimal suitability for the positions. This bylaw, by limiting their term to only until the next AGM, mandates a regular review and contest of positions. This process is vital in preventing the potential weakening of the CPU that could result from positions being filled unopposed. It encourages a competitive environment where the best candidates are continually challenged to step forward, thereby fostering a stronger, more capable leadership aligned with the CPU's goals and the interests of its members.

Second: Shadie

Motion fails

Proposal 18

**Gabe
Festing**

ARTICLE V: OFFICERS

Current:

5.5 Vacancy – Where the position of an Officer becomes vacant for whatever reason and there is still a quorum of Directors, the Board may, by Ordinary Resolution, appoint a qualified individual to fill the vacancy for the remainder of the vacant position’s term of office.

Proposed:

5.5 Vacancy – In the event of a vacancy in the position of an Officer due to any reason, provided that a quorum of Directors remains intact, the Board may opt to bypass the standard nomination process. Instead, the Board is authorized to appoint a qualified individual through an ordinary resolution to fill the vacancy. This action maintains uninterrupted and efficient governance, in accordance with section 5.1 of these bylaws. The tenure of the appointed individual shall extend only up to the subsequent Annual Meeting, at which point standard election procedures shall resume.

Rationale:

The proposed amendment seeks to clarify the current section by explicitly granting the Board the authority to bypass the nomination process and directly appoint a qualified individual when a vacancy arises. This clarification dispels any misunderstanding that filling a vacancy is optional, ensuring adherence to the requirement of maintaining a minimum of five board members as outlined in sections 5.1. Consequently, this amendment not only enables the swift filling of vacancies but also provides a clear and efficient process, ensuring compliance with the organizational framework and maintaining the Board's effectiveness.

Withdrawn by Gabe

Proposal 19

Gabe

Festing

Addition:

5.6 Immediate Action on Vacancies – In the event of a vacancy, the Board is obligated to initiate the process of filling the vacancy immediately upon the position becoming vacant. The process of filling the vacancy should commence no later than the next scheduled Board meeting following the vacancy, or within 15 days of the vacancy, whichever is sooner.

Rationale:

This addition mandates the Board to initiate the vacancy filling process immediately, with a clear and strict timeline. This immediate action is essential for maintaining uninterrupted governance and operational continuity. It ensures that the Board's capacity for effective decision-making and strategic leadership is not compromised by prolonged vacancies. Furthermore, the stipulated timeline promotes operational efficiency, preventing delays and indecision that could adversely affect the organization's strategic goals and day-to-day management. Overall, this addition is designed to uphold the Board's responsiveness and effectiveness and adhering to 5.1 of our bylaws relating to the number of officers/ directors.

Withdrawn by Gabe

Proposal 20

Saskatchewan

CPU BYLAWS #2

Article VIII: FINANCE AND MANAGEMENT

Current Wording:

8.9 Remuneration - Directors will receive specified amounts of annual remuneration as written in the CPU Bylaws. All other Officers (with the exception of any staff of the Corporation who are appointed as Officers) and

members of Committees will serve as such without remuneration and will not directly or indirectly receive any profit from their positions. Directors, Officers, and members of Committees may be paid reasonable expenses incurred by them in the performance of their duties. Nothing herein contained will be construed to preclude any Director, Officer or member of a Committee from serving the Corporation in any other capacity and receiving compensation therefor.

Proposed Wording:

8.9 Remuneration - Directors will receive specified amounts of annual **remuneration** as written in the **CPU Policies**. All other Officers (with the exception of any staff of the Corporation who are appointed as Officers) and members of Committees will serve as such without remuneration and will not directly or indirectly receive any profit from their positions. Directors, Officers, and members of Committees may be paid reasonable expenses incurred by them in the performance of their duties. Nothing herein contained will be construed to preclude any Director, Officer or member of a Committee from serving the Corporation in any other capacity and receiving compensation therefor.

Rationale:

- Renumeration should be remuneration as that is the correct terminology and renumeration is a spelling mistake.
- The compensation that directors receive is written in the CPU policies, not the CPU Bylaws, so the Bylaws should correctly reference our documents.

Second: Gabe
Motion passes

13. Elections –

- President - Gary Lacoursier (nominee) **withdrew**
 - Jeff Butt (nominee) - **elected by acclamation**
- Vice President, Sports Development
 - Gabe Festing (incumbent) **withdrew**
 - Justin Smith (nominee) - **elected by acclamation**
- Secretary – Vicky Taylor-Hood (nominee) - **elected by acclamation**

14. Adjournment

Second: Caroyn Tran

Motion Passes

Items for Discussion

Discussion Items

CCES – 2023/24 CADP – is there interest in a future meeting with CCES ?

- **General indications were that we should explore a meeting with cces and gather information about how cces can set up a booth at regional and provincial meets**

2024 CPU AGM – Discussion Items

Submitted by: Pamela Hodder, APU President

Date: 12/24/2023

Discussion Item #1:

Dumping the Bar

Concerns:

At an APU local meet in October, there were 6 instances of athletes dumping the bar. One was unintentional, but the others were lifters failing a lift and relying 100% on the spotters to take the load of the bar. They were letting go and walking away. Seeing a spotter's thigh massively bruised black and blue post from a lifer dumping is unacceptable. We immediately started to take action to communicate to our members, that this is unacceptable and continuing to drive home the message with upcoming events and repeated posts and email communications.

At all levels of competition in recent years, there are more occurrences of this happening. The APU is pushing for a zero tolerance as it is happening too often, and lifters are not seeing the consequences of this. We've seen lifters laugh and smirk when this happens and this lack of care for the volunteers needs to stop. When spoken to we have had the same reaction and they have been told "oh, it's habit". Our response "break it, now!".

We want our members to continue to volunteer on the platform but when a bar is dumped, there is a high risk for injury to the spotters and athlete. No volunteer wants to be injured where it could affect their professional life, athletic career, and/or life. Athletes are going to stray away from volunteering.

We would like to see the CPU and member provinces push for a zero tolerance. If the failed attempt/dump is determined to be intentional the lifter would be automatically removed from the competition. No more warnings. If the attempt is deemed to be accidental (uncontrollable), the lifter will not be penalized.

Suggestion would be to add this into the CPU Policy and/or Code of Conduct.

There was general agreement with this concept. Thoughts included an incident report form, jury/referee making the decisions at a meet and possibly a register of incidents that provinces could access. The idea of a warning before a disqualification was examined. The issues surrounding injury to volunteers were discussed as well as insurance ramification. There was no opposition to this idea.

BCPA

Discussion Items

CPU Calendar

The BCPA would like to hear from the CPU about the change of the traditional CPU Calendar, specifically:

- Was the trial a success? What metrics determine the success or failure of this trial period?
- What is the CPU's plan moving forwards with regards to the calendar?
- Why was the qualification process for Worlds changed last minute including date changes for 2024 Regionals permitted after provinces and athletes had made plans.
 - Athletes spent money to travel to a competition that was essentially worthless
 - The BCPA booked venues for our Provincial Championship based on the calendar we had available to us, and received no direct communication from the CPU about a potential change of dates or international team qualification criteria.

The lack of communication and last minute changes from the CPU not only undermines the provinces ability to have predictable, standardised qualification pathways for athletes, but it erodes member provinces and athletes' trust and faith in the CPU to make good decisions and communicate them effectively.

This was deferred as it will largely be covered in the SGM surrounding nationals dates.

Trans Inclusion Policy

- How is the CPU or other provinces tracking which athletes register for competitions?
- *“Elite” Members 14 years and older will be required to select and certify the gender category in which they are eligible to compete. Failure*

to do so, or provision of a false certification, will render the athlete ineligible.

- How is gender being certified?
- Is the records chair verifying membership status if National Records are broken at a Provincial Championship?
- How are other Provinces implementing this policy to Provincial Championships and Provincial Records?

Needs to be more clearly stated in policies which include what each membership allows you to lift in and get records or not.

This was discussed and various provinces take various tacks. It was widely agreed that the wording in esportsdesk is creating registration headaches. Vicky, Jeannie and Jen of Ethics to review wording.

Youth Division

The BCPA is looking for other Provinces to discuss and collaborate on a policy proposal for the Youth Division based on feedback from our members.

The BCPA's concerns mainly reside around:

- Weight categories and weigh ins
 - Youth should be focused on eating well and growing, and not potentially putting pressure to weigh in a certain category.
 - The BCPA would propose to remove weight categories for youth or discuss alternatives that don't have the potential to induce disordered eating in an influential time of their life.
- Equipment:
 - No restriction on a 10kg bar being available for Y3 athletes, particular for the bench press, if required.
- Records and CPU Regional/National Competitions
 - Should Youth be focused on setting records and getting to high level competitions?

- Should the focus be more on learning the sport at a local/Provincial level, increasing skill and competency for when they reach Sub-Juniors?
 - At the moment there's not the depth of youth in that division and it feels from some parents that they're pushing their child to achieve these things and foregoing knowledge/experience in the sport.
- Youth athletes should not be subject to drug testing. If Youth isn't a real category (in IPF terms) why are we subjecting them to potentially being drug tested? Are parents aware of this when they sign up for a competition? We are barely getting enough tests for athletes who have potential to be 'unclean' - why should we be paying for youth to potentially be tested.
 - If there is no interest in changing this standpoint, the parents should be responsible for completing CCES True Sport and present that certificate. The reasons for this are:
 - It educates them about the drug testing procedure their child may be subject to.
 - Increases awareness for the parents of substances their child may be exposed to, or take, in the future to improve gym performance. In my experience in BC, a concerning amount of younger teenagers are purchasing and using performance enhancing drugs for whatever reason and I would be surprised if the parents were aware of the signs or the risk to long-term development.
 - This gives the parents the opportunity to do further research and educate the youth athlete in an age appropriate way.

There was discussion of the need for a committee to review youth lifting. Concerns were raised that the younger categories are being overly driven by records and less by athlete development.

Saskatchewan Discussion Items

Items for Discussion at CPU AGM

1. Date of Nationals/National Team Qualifications

National Team Selection. Interim Team Selection 2024 was listed and former Team Selection Requirements were struck out - are the struck out requirements no longer in effect after 2024?

The change to the date of Nationals for 2024 and 2025, from the previous January 1 - March 6 to the summer months has made qualifying for National teams confusing for members, and no longer allows athletes to compete head to head to earn the spot. Instead, the athletes that can afford to go to the latest regional championship or qualifying event have the advantage, instead of meeting on the same competition platform to compete under the same conditions. It has also made the qualifying process for the National teams more confusing for everyone involved.

Additionally, it could mean that athletes who will never compete at a National championship will be representing us at World Championships and potentially the World Games. We should be wanting to showcase our best competitors at our National Championships, instead of allowing them to bypass this event and still compete internationally.

The timing of this new date also makes it very challenging for anyone competing at many international championships to attend due to being so close. According to the current calendars that are posted:

- Nationals 2024 will start 6 days after the IPF Sub-Junior & Junior World Championship finishes
- Nationals 2024 will finish 20 days before the Commonwealth Championships starts
- Nationals 2024 will finish 29 days before the IPF Masters World Championships starts
- Nationals 2025 will start 7 days after IPF Open Classic Worlds finishes
- Nationals 2025 will finish 7 days before North American Powerlifting Championships starts

If we want to keep the emphasis on having our best athletes compete at the National Championship, the only option for a combined Nationals is to move the timeframe back to something similar to the previous January 1-March 6 timeframe.

Deferred to the SGM regarding Nationals dates.

2. Juries at Regional Championships

The availability of a jury at each of the regional championships this year was different at each event. At Westerns, the majority of the sessions did not have enough members sitting on the jury to be able to actively make any decisions, while at Centrals and Regionals, the jury was full the majority of the sessions. As these are all the same level of championship, the officiating at each championship (and availability of a jury) should be the same, especially given that they are being used as qualifying events for national teams, and having or not having a jury could make a difference on who is selected for a team.

3. Youth 3 National Records

Youth lifters are allowed to use unapproved bars and bumper plates, so we are not ensuring these attempts are done on calibrated equipment. As the focus in the youth division should be on skill development and participation and not competition, we'd like the board to consider removing national records for youth lifters.

There was discussion of the need for a committee to review youth lifting. Concerns were raised that the younger categories are being overly driven by records and less by athlete development.

4. Elite & Performance Memberships Esportsdesk

Additionally elite memberships are meant for higher level competition so there will need to be numerous subsequent policy changes to clarify records and competition eligibility as the term "Registrant" would encompass both elite and performance CPU members.

At this time, there is no clear description on esportsdesk to distinguish what policy I should purchase.

Can we make this more clear to state that performance members are not eligible to compete at CPU Regionals and Nationals so athletes know what membership they are purchasing and the implications it may have without forcing them to read through bylaws and policies?

Vicky, Jeannie and Jen to work on this.

5. Insurance for Coaches

At the present time, coaches are not covered under our insurance policy. If we were to create a coach membership class (similar to our referee membership, even if it was \$5-10), would they be able to be covered under the CPU insurance policy?

Discussion that this can potentially be rolled into the coaching course benefits.

6. CPU Award Nomination Form

Should this be public on the website if nominations are required to be submitted by a board member or member province? It is easy for public nominations to be sent out without vetting of board member or member province as demonstrated last year. If it remains public on the website, then it must clearly state that nominations not made by a provincial board or board member will be reviewed and there should be a process for CPU to send these nominations to member provinces for review.

Discussion affirmed the nominations should be sent to the provincial associations for review.

7. CPU Approved Equipment List

Not on the website to refer to. It is listed in policy 16.1 (page 32) that is listed on the CPU website. Is there a way for member provinces to obtain an updated list?

Will be clarified and provided.

8. Process for Provincial Members to be supported by CPU regarding policies (Code of Conduct, Discipline & Complaints, and Transgender).

At what point does the CPU become involved and who would be involved (Ethics Committee, CPU Board, etc?)

Determined that the decision tree or flow chart for the complaints process should be reviewed and the roles of the provinces made clearer. Also reminder that provinces need to have their own ethics process in place by June 1. Renae to gather information about options for them to buy into ITP.

Executive Members' Reports

Vice President of Sport Development - Year-End Report 2023

Gabriel Festing

To the Associate Members of the CPU,

As we enter a new year, it is both an opportune moment to reflect on the challenging 2023 year and to look to the future of the CPU.

Firstly, I would like to begin by extending my deepest appreciation to our former president, Shane Martin. During his tenure, Shane navigated the CPU through an era of unprecedented challenges with exceptional devotion. We owe a great deal of gratitude to his leadership, which played a pivotal role in guiding our organization through these turbulent times. Shane's exemplary leadership and significant contributions have profoundly impacted the CPU, leaving a lasting legacy. He was, without a doubt, a unifying force during our most challenging moments and his absence these past months has been felt.

I wish to extend my sincere appreciation to our member provinces for their efforts in advancing our sport. The notable increase in registration figures, quality of competitions, coupled with the enhanced visibility of your social media platforms, clearly reflects your hard work and passion. This progress demonstrates that your efforts extend far beyond merely getting by from competition to competition; it is evident that there is a concerted effort to elevate your presence and impact within the sport.

During my time on the CPU Board, I have worked to strengthen our policies and procedures, ensuring they adapt to the dynamic growth of our sports. We have undertaken significant efforts to refine and strengthen these policies, aiming to serve the interests of all associate members and registrants effectively. Admittedly, enhancing these policies required multiple revisions, but this is powerlifting after all, and we do get nine attempts, don't we?

In an effort to streamline our operations, I initiated the development of a committee tree structure. This structure was designed to assign specific CPU committees to individual Board members, providing each committee with a dedicated, albeit unofficial, chair for guidance and direction. This approach also ensures that Board members are held accountable for the progress of their respective committees. However, it's important to acknowledge that there have been instances of overlapping of the responsibility to direct these

committees. This has occasionally led to miscommunications and, in some cases, the neglect of certain aspects of CPU responsibilities, resulting in the diminished effectiveness of some committees.

I am particularly pleased to have founded the Technical Committee and Equipment Committee. Their contributions have been instrumental in elevating the CPU's standards and have brought considerable benefits to our associate members. I extend my heartfelt thanks to Justin Smith, Louis Leveque, Angelina Van Ryswyk, Bette Festing and Garrett Bentley for their contributions in these initiatives.

Special recognition is due to Ryan Stinn and Cody Weeks for their exceptional work in enhancing the security of the CPU website. Prior to their intervention, the site was vulnerable to significant security breaches, posing a substantial risk to privacy and sensitive information. The dedication and expertise of these two individuals have been crucial in addressing and resolving these security concerns.

I would also like to extend my gratitude to Shadie Bourget for her dedication to the translation of our policies and bylaws. This task, though monumental, is not just about translating words; it's about ensuring that every member, regardless of their primary language, has equal access to the information and resources they need to fully participate in our sport.

My initiative to establish dedicated social media platforms and websites for CPU-sanctioned events has significantly enhanced our communication strategy, providing a reliable and consistent source of information for our athletes regarding championships. This effort, combined with the comprehensive guidelines issued to championship directors, has set a clear standard for the utilization of these platforms. It is important to note, however, that the effectiveness of these platforms hinges on their consistent use by the championships' director throughout the promotion of our events, ensuring that our community remains well-informed and engaged.

2023 has presented the CPU with a series of unprecedented and ongoing challenges. At times it seemed as though there was not a week that went by where there wasn't another problem to be solved. Throughout this period, I have been labelled as transphobic, a woman hater, have had my life threatened and much more. This Board has navigated complexities that are unparalleled in our history. Our inclusion policy has garnered global attention, igniting heated debates, and even leading to an unprecedented protest at our

2023 National Championships. This situation has not only heightened tensions within our organization but has also drawn scrutiny from the IPF. Their response has been to closely monitor and openly criticize the CPU, which unfortunately casts our association in a less favorable light internationally and challenges our autonomy in governance. Such an extent of overreach by the IPF is extraordinary and I fully condemn these actions. Unfortunately, I do not foresee these external interferences diminishing in the coming year coupled by the potential of legal action from outside parties.

I would like to extend my deepest gratitude to Vicky Taylor-Hood and Jen Wilkinson of the Ethics Committee, as well as Britta Budden, our Social Media Director. Their roles have placed them at the forefront of sensitive issues, and they have shown remarkable resilience and dedication in the face of intense scrutiny and ongoing challenges.

The CPU continues to struggle in the procurement of third-party entities, prompting me to revitalise and update the CPU Procurement Policy and rewrite a number of contract templates. These revisions ensure adherence to proper procedures, addresses potential conflicts of interest and safeguard the CPU from any third-party. To enhance our procurement processes, I have proposed the CPU establish a Procurement Committee. This step would further guarantee transparency and impartiality in our dealings with external service providers.

I believe it is time for significant change within the CPU. We stand at a juncture, where reflecting on our past achievements and missteps is essential to shaping our future direction. The CPU must adopt a learning mindset, recognizing and rectifying past mistakes to avoid repetition. Achieving recognition and respect for the CPU requires us to go beyond the mindset of a small organization and accept a vision that matches our aspirations for growth and stability.

A clear, strategic direction is imperative for the CPU's continued success. This involves a deep understanding of our collective needs and the development of a strategic plan that guides us through the complexities of our evolving sport. The Board's focus should shift from operational management to governance, ensuring a strategic oversight that enhances our capacity to make informed, objective decisions.

To this end, establishing guiding principles for the CPU is of paramount importance. These principles should be thoughtfully designed to create a cohesive framework that mirrors our core values and strategic objectives. Serving as a moral and strategic compass, these guiding principles would

align our decisions and actions with our collective vision, move the CPU towards a future marked by inclusivity, excellence, and sustained growth.

“Our mission is to sanction the highest quality competitions and to develop, promote and educate drug free powerlifting in Canada. “

Sincerely,

Gabe Festing

Vice President of Sport Development

Report from Secretary

Linda McFeeters

Dear Esteemed Members, Board and Committee Chairs,

Thank you. Thank you all for your hard work, patience, resilience and commitment to always forging forward, putting the good of the organization as your cornerstone of guidance during times that have been fraught with challenges that have often dug their way into all areas of your conscience.

It could be said that this has been a “passionate” year, however the last several years have been a journey of passion for the sport. Whether it be navigating the era of Covid or living and lifting within the tumultuous transgender issues of the past year, your leadership has proven that you are able to put your personal beliefs in a place that allows for vision and understanding that the best way forward is to keep our sport alive, when I know that many times you have all wanted to throw your hands up and walk away. I have felt your tenacity and I commend you for your strength of character.

We would all be remiss not to thank Shane for all that he did and all that he gave in his position as President. As I have been fortunate to be an executive member during two different boards, I can attest to how things “used to be” and how this board functioned and Shane’s leadership was strong, yet with give. I encourage the future board to remember this flexibility in roles and assignments and that communication is always key.

Admittedly throughout the year, our communication was not always what it could have been, however hindsight is 90/90. When communication lacked or

was mis-timed, it was never out of apathy but always because we were all so overwhelmed with 'immediate emergencies' that clear thinking was not clear at all. We all genuinely felt regret when we missed the ball and it was never our intention to make this year even more complicated for everyone than it already was.

During the year, and in light of IOC policy change in regard to the responsibility of sporting organisations and their transgender policies, it was clear that the CPU had to make changes to the policy that had been implemented several years ago versus the current Canadian legislation while staying within the policies our international sporting organization so that our national team athletes may continue to compete. While the CPU had already begun reaching out to our member provinces to discuss rewriting our policy before the IOC announcement, we then knew that a complete overhaul was necessary and in a short period of time. Fortunately, we were not alone. This affected all sporting organisations across the country, and I began reaching out to a handful of NSO's to ask if they would be willing to discuss how they were handling these changes. To my surprise, they were all more than happy to discuss their thoughts, share their challenges and I was able to create a small round table of discussion between the CPU, Cycling Canada and Athletics Canada. From there, between Shane, Vicky Taylor-Hood and myself we created the current CPU Transgender Policy, mimicking the Athletics Canada policy. With any policy document, there will always be room for adaption as frameworks change within Canadian and international laws, and the CPU Board is committed to changing with those times. This document has been accepted by all member provinces and the IPF and continues our ability to have our national teams represented on international platforms.

During the year it also became clear that the burden on both the Board and the Ethics Committee to handle the volume of complaints and the content of the complaints was far beyond what should be asked from volunteers in an organization. The discussion to outsource our discipline and complaints did not come easily. The financial cost to the association versus the burn out of those involved in the complaints, including not only the Board and the Ethics committee but those individuals who stepped up to handle arbitration and appeals was clearly overwhelming. I am confident that our agreement with ITP has been a step in the right direction.

The communication and guidance that both ITP and the lawyers at SportsLaw have provided us throughout the year has been immeasurable.

I know that if you have read this far and read the rest of the Board members reports you are likely breathing a heavy sigh and wondering why we do this. Why YOU do this. But I encourage you, when you need this reminder, to sign up for a local meet. Chances are if you are on a provincial executive or a member of one of our committees, you have 'done the things' and are past the point where you need a local competition to advance to a higher-level meet. Being a lifter at a local meet, among our grassroots lifters, will remind you about your 'why'. You will see the camaraderie and friendships made, you will feel the trepidation and the excitement, you will find that the stress and the decisions and the anguish you may feel at what is happening at higher levels just doesn't exist in those warmup rooms. The lifters have access, equipment, a platform and a format to assess their growth – thanks to YOU and your work – but is irrelevant in that moment. I promise you that you will leave with joy, new friends and a fresh commitment to yourself within the sport and likely a brighter outlook!

The decision to leave this position has not come lightly. Being a member of the CPU Board has been part of my identity for six of the past seven years and I have served proudly. It has been an absolute honour to be involved with all of you and thank you for all that you do. I know that is such a cliché to say, but I know what it takes to fulfill these positions. Despite our growing membership, the functioning of this sport still lies in the handful of people that continue to raise their hand and say "I will do it" when the rest of the room stays silent. When others raise their fists, YOU raise your hand. You do the work, you shoulder the burdens and I hope you always feel the pride and receive the support you so deserve.

It has been my pleasure to serve you as CPU Secretary. Thank you for allowing me to exist amongst your greatness.

In Strength,

Linda

COMMITTEE REPORTS

Coaching Committee

Coaching Committee (Members: Ryan Fowler, Sean Vandenburg, Ryan Stinn)

2023 saw the CPU sending teams to numerous International Championships with the coaching committee naming coaches to the teams. The coaches of each team did a good job representing the CPU as well as working to achieve successful team results.

All levels of International Coach, from Head Coach to Personal Coach were required to complete NCCP courses and have a valid Criminal Record Check on file in order to coach in 2023.

The Coaching Committee will be looking at how we can adjust our processes to accommodate the new IPF rules about number of coaches while also trying to compensate coaches and cover costs as much as we are able moving forward.

I would like to thank the coaching committee for their work this past year.

Yours in Lifting,

Ryan Fowler

Coaching Committee Chair

Competitions Committee

CPU Competition Committee Report 2023

The competition committee is currently made up of myself, Jeannie Jamison, Christine Castro, and Shantelle Szuch.

The major task for this year involved analyzing qualifying totals and number of competitors in divisions at Nationals, and making suggestions for increases in qualifying totals. We went through a lot of data to provide the board with recommendations for adjustments to the qualifying totals for all junior and open powerlifting competitors. The board's decision for the increase in 2025 National Qualifying totals was publicized in 2023. We also provided recommendations regarding Regional Qualifying total increases, but as of yet they haven't been implemented.

Additionally, we provided some recommendations to the board about some qualifying processes for 2024 National teams to try to provide more clarity to athletes.

We also assisted the championship secretary with some questions regarding team selection for a few events to ensure the correct team was named according to policy. As a committee we strongly feel that policy needs to always be followed for team selection to ensure the athletes that are named to teams are indeed eligible.

We also have just begun to look at the possibility of recommending an adjustment of National team selection further to put some sort of minimum standard in place for teams, however, this work is still in its infancy.

We look forward to continuing to work with the board on tasks through 2024.

Rhaea Stinn

CPU Competition Committee Chair

Disabilities Integration Committee

- **Included in VP Programs report**

Anti Doping Committee

Members of the CPU Executive -
January, 2024

2023 continued to be 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. The CCES continued to act as our Testing Authority, Collection Authority and Results Management Authority.

Both the Registered Testing Pool (RTP) and National Athlete Testing Pool (NAP) have undergone their annual full review. Both lists were updated by CCES in consultation with the Anti-Doping Committee.

2023 Testing Statistics

1. Tests Conducted Urine

In-Competition 65

Out-Of-Competition (successful attempts) 48

Totals 113

Blood

In-Competition 21

Out-Of-Competition (successful attempts) 13

Toals 34

Total Tests 147

2. Sanctions/Suspensions

Analytic 1

Non-Analytic (refusal) 1

Total 2

3. Cases Pending

Total 1

Respectfully Submitted,

CPU Anti-Doping Committee

Chris Robb, Chairperson

Jeff Butt, Member

Harnek Singh Rai, Member

Ethics Committee

CPU Ethics Committee

2024: A Year of Growth

Never before has the CPU Ethics Committee had to do so much work in a year. The first quarter began with a change-over in personnel, from Shantelle Szuch to Vicky Taylor-Hood and Jennifer Wilkinson, with Shantelle helping greatly with the transition. If you read and retain no other part of this report, please hold fast to the massive gratitude that we feel for all the work Shantelle has done of the years as well as for the help she gave us in getting our feet under us. Shantelle, thank you. You are one of the unsung heroes of this sport and we are grateful for you and understand the cost to you of your commitment to you and your family over the years.

Growth, both of lifts and sports, is not easy and typically involves some hard work, acute discomfort, perseverance, and vast quantities of time and energy. This year, the CPU has done a lot of growing. Many people have worked hard to help with that growth. I won't say they've worked "tirelessly", because I know they're exhausted, but they have persevered and created significant and practical changes that will see the CPU in good stead for the years to come.

Equity, Diversity & Inclusion

As with sports the world over, powerlifting has wrestled with the balance of diversity and inclusion with equity. At the beginning of 2023, the CPU's transgender athlete policy was based on the model provided by CCES as compliant with Canadian law and best practices in Canadian Sport. This applied to all competitions under the CPU umbrella. The IPF had a Transgender Policy that was more stringent and applied to international IPF events. During the first half of 2023, there were protests and discussions regarding the effectiveness of the CPU's existing policy. The IPF updated their policy and added a requirement that all member countries adhere to their policy at all levels of competition regardless of the laws of their country. The CPU consulted with our legal counsel, the Member Province representatives, and administrative allies in other sports working with similar constraints and

requirements. After much research and discussion, we (the CPU Executive with assistance from the Ethics Committee) were able to develop a policy that bridged the gap as much as was reasonably possible. The new policy allows for the bar to be loaded for everyone at grass roots levels and provides a process for IPF accreditation of transgender athletes wishing to participate at higher level events. The IPF approved this policy and are responsible for implementing the medical aspects of it. It took effect 1 November 2023.

None of this was easy. Much of it was quite challenging. The Ethics Committee would like to extend appreciation and a round of applause for the hard work of Shane Martin and Linda McFeeters. Many hours of August went into finalising this policy and keeping the CPU in good standing with the IPF.

We also want to commend the representatives of the Member Provinces for their fruitful discussions, excellent questions, diligent research, and professionalism during the meetings surrounding this topic. It was very affirming to see everyone working together to find a solution to the dilemma and disagreeing productively, when necessary, to create a path forward.

Code of Conduct & Ethic Process

While the policy development for transgender athletes was underway, the Ethics Committee was inundated with complaints and emails of position statements from all over the world. Filtering out legitimate complaints was not always easy, but all submissions were looked at. Several were handled as legitimate complaints, each of which required panels and committees to investigate and assess.

Throughout this process, the Ethics Committee was tasked with handling cases for which they had no precedent and frankly inadequate resources. We are not lawyers. We are not human rights counsel. We are volunteers who can think clearly, follow a process, and use critical thought, but we are still volunteers. We have survived primarily through teamwork and following this rather decent chocolate chip cookie recipe: Combine 2.25c flour, 1 tsp baking soda and 1 tsp salt in a small bowl. Beat 1c butter, 0.75c granulated sugar, 0.75 brown sugar and 1 tsp vanilla extract in a large mixer bowl until creamy. Add 2 eggs, one at a time, beating well after each addition. Gradually beat in flour mixture. Stir in at minimum 2c chocolate chips. Drop by rounded tablespoon onto parchment-lined baking sheets. Bake at 375F for 9 to 11 minutes or until golden brown.

After several batches of cookies and an increase in weight classes, it became apparent that the vast time requirements and level of sophistication needed to manage major complaints (including those related to the human rights furor surrounding transgender athletes, but also other complaints potentially relating to types of abuse, violations of policy, and violations of the Code of Conduct) required the services of those trained to handle such things. The CPU has grown in number and with that comes an increased responsibility to its membership for handling cases in a timely and fair fashion.

The CPU Executive researched options and discovered ITP (Independent Third Party), an organisation that triages and handles complaints, from submission to appeal. They are currently the complaints resource for most Sport Canada sports and have an excellent reputation.

ITP

In October of 2023, the CPU Executive began working with ITP to align our Ethics Process with that of UCCMS and the best practices of ITP itself. The policy was revised substantially and is now The Code of Conduct and Ethics Process. The Ethics Committee was involved in the discussions surrounding the final versions of policy and on 1 November, 2023 the new policies were put in place. ITP has since assumed intake of complaints and is charged with investigating and processing all major complaints. Minor complaints are handed back to the Ethics Committee for review and decisions.

It cannot be stressed enough that this was a good decision for the CPU.

We are a relatively small organisation. At the higher levels of the sport, most of us know each other, at least tangentially. We often work together in different capacities; sometimes we are teammates at a meet, sometimes one referees the other, occasionally we serve on committees together, and many of us run meets at which others lift, volunteer and officiate. We are interconnected in ways that allow the sport to grow and while this is a strength as a community, it becomes a liability when discipline cases arise.

ITP removes many of the conflicts of interest that must be navigated in situations where everyone knows everyone else and allows us to preserve our working relationships with each other. It also is a third party ensuring that our policies and procedures are followed fairly and without prejudice.

We would like to take the opportunity here to thank Renae Witzaney for her research into the available options and for her work on policy with ITP to ease us into their process. We are grateful for the resource that ITP is to the CPU.

Discipline and Complaints Cases

During the course of the year, prior to 20 October, 2023, when ITP assumed intake and triage of complaints, the Ethics Committee received approximately one hundred emails of complaint or position statement. Of those, seven required further investigation and two were deemed actionable. Appeals resulted from both actionable complaints. One of the appeals was handled by an appeal panel prior to ITP involvement, while the other was appealed via ITP. There were many additional messages and emails, particularly related to the transgender issue, that were simply critical, incomprehensible, or offensive. Those were summarily ignored. The vast majority of communications were from people outside of both the CPU and the sport of powerlifting.

In the course of processing the complaints, we drew upon the time and brainpower of several CPU members to fill appeals and complaints panels. While we will not name them here to preserve their anonymity in the face of potential public persecution, we wish to thank them profusely for giving of their time and talents. They processed complaints intelligently and without flinching; the results were erudite and eloquent. Thank you all - we are grateful for the time and effort that you've given to the CPU and its members.

Current Status

ITP have current carriage of all major complaints cases and the CPU Ethics assume minor complaint cases after triage by ITP. At present, the CPU Ethics Committee has a delightful caseload of zero. Between the onboarding of ITP and the revisions to the process and policy surrounding ethics cases, the CPU is well-equipped to handle issues at all levels in the years ahead. With any luck, this abundance of preparation will mean that the waters are calm for the foreseeable future.

Medical Committee – no report

Technical Committee

2024 CPU AGM Report

[CPU Technical Committee](#)

CPU Board, Provincial Executives, and Committee Members

2023 was a relatively “smooth sailing” year for us. With the initial framework and major tasks completed over 2022 when the Technical Committee was formed, this past year allowed us to focus on the basics of our roles: scheduling Referees for the Nationals & Regionals, keeping our Referee list up-to-date, testing of National Referees, etc.

The biggest project was the development of a new Referee Clinic (English and French) for our CPU Referees.

Creating a document to clarify the 2024 IPF rule changes for Lifters and Referees was also necessary. Thank you to Brock Haywood (CPU Officiating Chairman) and Johan “Hannie” Smith (IPF TC Chairman) for providing us with the information!

We’ve been contacted recently by an individual involved with the formation of Australia’s newest IPF affiliate, “Australian Powerlifting Alliance”, seeking information and guidance on our Referee testing. We’ve been happy to assist.

The CPU had a total of 9 Referees gain National-level status in 2023 after successfully challenging the National exams.

The following were certified at the CPU Nationals in Richmond, BC:

- John “Jay” McGrath - NL

- Steve Doyle - NL
- Allison Shaver - ON

At the Centrals in St-Hyacinthe, QC:

- Mathis Jolicoeur - QC
- Gabriel Aube - QC
- Annabelle Rouleau - QC

At the Westerns in Brandon, MB:

- David Hrynkow - MB

At the Easterns in Summerside, PE:

- Morgan Armour - NB
- Shiek Ali - NS

Congratulations to all of these individuals, and a huge thank you goes out to all the wonderful Referees who put in countless hours to make all of these Championships a success!

The Technical Committee wants to stress that we aren't an avenue for lifters to send videos to after a meet to dispute Referee calls, and a reminder that we aren't directly involved with issues that happen at local meets. Local and Provincial-level matters should first go to the appropriate Member Province's Officiating Chairperson, who then deals directly with their own Referees. Should a Provincial Officiating Chairperson or President need further guidance or assistance, they can then come to us.

A special thank you goes out to Angelina Van Ryswyk and Bette Festing, who both had tenures as Western Technical Controller throughout the year. They both put in lots of work in their times spent in the role, respectively. We look forward to working with the next successful candidate!

Justin Smith

Louis Levesque

Eastern Technical Controller

Central Technical Controller

IPF Category I Referee

IPF Category I Referee

Championship Secretary

During 2023 the CPU had 181 athletes participate in 8 International meets across North America, Europe, Africa, Central America including the beautiful Cayman Islands, which was our biggest team representing Canada with 55 competitors from Sub-Juniors through to Master 4, 3 coaches and 4 referees.

We had 74 Classic Women and 84 Classic Men competitors and 6 Equipped Women, 17 Equipped men.

In addition to the athletes, I arranged for the hotels, transportation and accreditation for 16 Team Canada coaches, 18 personal handlers, 8 referees and a few parents of sub junior and junior lifters. This requires a great deal of communication between myself and the Coaching Committee, the Officiating Chair, the Treasurer and many international meet directors, hotel managers, IPF and NAPF executive members. With many people's original flights being changed mid-air, there were a lot of transportation changes to be made quickly and often in time zones that had already passed by the time I received the information. Overall, there were a few hiccups with folks not getting picked up at the airport when they landed but the meet directors managed to either get the athlete on a different transport or have their funds returned to them.

International banking and internet fraud has been a challenge for sending payments for hotels and transportation this past year. Renae and I managed to work with the meet directors and the IPF to have all payments received, although not always in the time frame required.

As always, this is a position that I thoroughly enjoy and through which I am very privileged to get to know so many of our athletes and major contributors

to the sport both across Canada, around the world and within different federations.

Thank you for entrusting this position to me and I look forward to working with all of you again in 2024.

Respectfully,

Linda McFeeters

Championship Secretary

Officiating Chair Report

Brock Haywood, Officiating Chair

Box 637

Teulon MB, Canada R0C 3B0

204-886-3860 – cpuofficiatingchair17@gmail.com officiating@powerlifting.ca

2023 CPU OFFICIATING CHAIR REPORT

This year was a recertification year for IPF International Referees for the next Olympic cycle 2024 - 2027. It had been communicated by the IPF that officials who had not been able to fulfill the stated requirements in the Rule Book due to COVID would not be penalized. As a result, the CPU has a roster of 24 IPF Cat I & Cat II Referees going forward to the next Olympic Cycle. During the next four years, it is important for all IPF level Referees to understand that they will need to officiate at a minimum of two (2) International and two (2) National Championships during this four year cycle.

Of these 24 IPF level Referees 17 of them either earned their CAT II level or stepped up to a CAT I level IPF Official since this writer assumed the duties of

the CPU Officiating Chair in 2017. This writer had several goals when taking on the duties of the CPU Officiating Chair: to increase the number of

International Referees within the CPU; to have the involvement and participation of women as International Referees (prior to 2018 there were NO female IPF Referees within the CPU. Now we have six (6) two of which are IPF CAT I level) and to lower the average age of our International Referee pool. At this point in time these goals have been addressed however, there is still work to be done. Continued focus and dedication to the high standards of officiating within the CPU is an ongoing task that is shared by all of us.

This year saw the CPU add the following individuals to the ranks of IPF International Referee:

<i>Linda McFeeters - IPF CAT I</i>	<i>Shantelle Szuch - IPF CAT II</i>
<i>Stephen Flemming - IPF CAT II</i>	<i>Angelina Van Ryswyk - IPF CAT II</i>
<i>Ron Kilpatrick - IPF CAT II</i>	

Congratulations to these five individuals who have demonstrated a commitment to officiating here within the CPU and now at the International level.

There were some significant rule changes introduced this competitive year and the CPU Officiating Chair in conjunction with the CPU Technical Committee distributed a communication to help clarify the interpretation and implementation of the new Bench Press rules for officials across the CPU.

There are some rule changes for 2024 as well that we need to pay attention to as officials. The new IPF Rules are available for download along with the IPF Approved List of equipment. CPU Officials should also have a copy of the CPU approved list for January 2024.

At the request of the CPU EC a shared spreadsheet/database was created to monitor and record the participation of CPU Officials at CPU Regional, CPU National and IPF, NAPF and CPF International events. The CPU Officiating Chair along with the CPU Technical Committee is responsible for inputting the information into this database for the future. This will help to track CPU and IPF level Referee participation and facilitate smoother data collection for re-certification purposes.

At this time there are two candidates who are registered to write their IPF CAT I examination at the NAPF Championships in Scottsdale Arizona in August 2024 these are; Adele Couchman and Don Clark.

The upcoming International competitive calendar has eight (8) events this year as it is a Commonwealth year. The CPU is committed to fulfilling our obligation to the IPF and NAPF by having at least one International Referee attend each of these events.

Yours in sport,

Brock

Brock Haywood
IPF Cat I Referee
CPU Officiating Chair

Records Chair Report

CPU Records Chairperson Report

2023 was another busy year for National records being set both domestically and internationally. The records in the two new women's weight classes have slowed considerably over 2023. National record applications in 2023 decreased slightly to 404 from 438 in 2022. I think this speaks volumes to the high standard of lifting we have in Canada and the incredible athletes that we have in our federation. New records are hard to come by!

Here is a summary of these records:

International Competitions

- 2023 IPF World Bench Press Championships – 3 records set by 3 athletes
- 2023 IPF Classic Worlds – 15 records set by 5 athletes
- 2023 IPF World Juniors – 8 records set by 4 athletes
- 2023 IPF World Masters – 11 records set by 6 athletes
- 2023 NAPF Pan-American Championships – 15 records set by 7 athletes

National, Regional and Provincial Competitions

- 352 records by many different athletes

During the upcoming year, I would like to focus on the following items:

- Assist to improve the process to submit record applications on the CPU website
- Assist and improve the process of creating digital records
- work to improve the lifter database and ensure that the information contained on it is thorough and accurate

I'm looking forward to 2024 and I hope that we all can get back to lifting and being kind to one another!

Registrar Chair Report

Annual Registrar's Report 2023

Total Memberships	Referees	Youth	Performance	Site
3691	19	19	101	542
Memberships	2022	2023	% Diff	CPU
Alberta	403	22	29.53	1.14
British Columbia	552	09	9.36	1.50
Manitoba	181	00	9.50	.42
New Brunswick	107	15	6.96	.12
Newfoundland & Labrador	143	53	6.54	.15
Northwest Territories		7		.19
Nova Scotia	89	69	47.34	.58

Manitoba	1			.03
Ontario	637	1024	37.79	17.74
Prince Edward Island	56	13	-5.66	.44
Quebec	409	35	35.59	17.20
Saskatchewan	125	99	37.19	.39
Yukon		4		.11
TOTAL	1679	1391	27.42	

Social Media Chair Report

Webmaster Report

I've only been the webmaster for a short time. That said it is a bit more work than I anticipated. From posting meet results, to adding events, to other random tasks. Part of the issue is my own ignorance with Wix the hosting platform used for the CPU website but as I get more familiar it's getting better.

I've been working with Cody Weeks to help improve some of the administrative things used for the website. Like posting meet results, managing the lifter database, etc. Hopefully we will get a chance to build out a better system for

our records chair to manage the records. We also spent a good amount of time patching some ugly holes that could have let some bad actors do some bad things. Cody actually discovered this vulnerability and brought it up to Gabe. I had recently taken on helping Roald with the site, and tried to quickly patch up the holes but eventually Cody and I decided we needed to go further and deleted a bunch of code that was vulnerable and re-wrote a bunch to make it better.

The website has been a bit of a mess with late results, events not on the calendar, and lifter database not being up to date, or not working properly. I will work to improve all of these deficiencies as well as build out new capabilities, including the better system for international team lists that we used to have.

Ryan Stinn

Canadian Powerlifting Union Webmaster

webmaster@powerlifting.ca

Associate Members' Reports

Alberta

December 31, 2023

To: CPU and Provincial Executives

The Alberta Powerlifting Union (APU) had another busy year in 2023 hosting nine meets in the province, including the largest Provincial Championships in APU history with 262 lifters. The APU has had significant growth this past year with our membership reaching 548 members compared to 405 in 2022. We had five new meet directors come on board to host meets, and our volunteer community shone through as always to help with every single event. The APU volunteer community continues to show its dedication to the sport, and we are

so thankful to have a large group of volunteers always willing to help run meets when needed. Below is a summary of the past year:

Executive Board Changes

The APU had elections this year for the Secretary and President positions. Candidates for each position were uncontested and we welcomed Shantelle Szuch as new Secretary bringing a wealth of knowledge and previous experience on the SPA board. The APU thanks Tim Nadeau for his dedication and the past years on the board.

With the Vice-President position vacant until election year in 2024, the APU thanks Angelina Van Ryswyk for her experience, dedication, and commitment to the APU by staying on the board as the Interim Vice-President to ensure a smooth transition. In October 2023, we said farewell to Angelina and welcomed Brian Kravtsov, as our new Interim Vice-President. Brian brings his knowledge of the rules, qualification processes and experience from all levels of competition, as well a connection with our long term, younger generation, and new members.

Referee Status

This year we welcomed Shantelle Szuch as our new Officiating Chairman. The APU continues to bolster our Provincial referee base as we have had transitions out of the province, or others no longer interested. With our local meets becoming larger and our membership requesting more meets, the APU has started canvassing for more members to become Provincial referees. We have had an overwhelming response from our membership, and we should have 6-8 new Provincial referees by the end of 2024.

The APU has a new IPF Category II as Shantelle Szuch successfully passed her exam at the 2023 IPF World Junior Classic and Equipped Championships in Romania. We would also like to congratulate Angelina Van Ryswyk on passing her IPF Category II at the 2023 NAPF Powerlifting Championships. However, in the fall of this year, Angelina's professional life has taken her on another path outside of Canada. We thank Angelina for always bringing the highest level of refereeing standards to our meets and for her time as our Officiating Chairman ensuring the APU has some of the best referees in the CPU. While we said goodbye to Angelina, the APU did welcome at the end of this year National Referee, Lucas Tétreault, as he moved from Saskatchewan to Alberta.

Financial Position

The APU remains in a strong financial position and has been investing in new equipment. In 2023 the APU purchased bars and bumper plates to have available to our meet directors for our Youth Division. We have also purchased two new DRL referee systems, as well as new scales. The APU plans to continue to invest in new equipment in 2024 by procuring competition platform equipment that will be available for all meet directors.

The APU has ended 2023 on a high note and looks forward to 2024. With 8 meets scheduled for 2024, it will continue to be a busy year for us, and we look forward to seeing many new members over the coming 12 months!

Respectfully,
Pamela Hodder
President, Alberta Powerlifting Union

British Columbia

BCPA Report:

2023 was a good year for the BCPA, with all directors settled into their roles and we felt cohesive as a unit. We succeeded in returning to a regular cadence of competitions with approximately one competition every 1-2 months throughout 2023. In 2024, we increased the number of competitions (approximately one per month) with two new meet directors in two new locations to serve and grow our membership outside of the Lower Mainland. BCPA membership has maintained around ~650 members and many competitions in 2023 sold out in less than 5 minutes. The BCPA and meet directors are building relationships with new venues, which is no small feat in BC. We hosted our first para bench competition as part of provincials last year which was not perfect, but gives us something to build from.

BCPA membership breakdown by percentage:

First time lifters - 41%

General members - 55%

Special Olympics - 2%

Youth - 1%

Referees - 1%

BCPA has been fortunate that our treatment of volunteers has encouraged members to willingly volunteer their time, and many members are repeat volunteers (or the fact that we require volunteering to compete at higher level meets, who knows). Approximately 1/4 of the BCPA membership volunteer at BCPA-run meets at least once per year, and that number would be higher if club-run meets were included (they're expected to provide their own volunteers).

This year is an election year for the BCPA, and though I anticipate some turnover of directors, I am excited about the members who've expressed interest so far and believe 2024 will be another good year for the BCPA. We've found a few things that have worked really well for us:

- All board members are now competent at setup/teardown of meets, alleviating stress and dependence on select few individuals and speeding up operations at competitions.
- One of my first duties as President in 2022 was to establish a Discord with multiple channels grouped by competitions, committees, etc. This has allowed us to rapidly communicate with each other, keep conversations and information in relevant places for posterity and I think the opportunity for casual chat brought us together as a board even more. Meetings are less frequent and more focused because the majority of conversation can be done asynchronously when relevant. I would thoroughly recommend this approach to any other provinces looking to elevate their communication.
- The BCPA runs its own competitions as a way to make profit, and with some members outside of the Lower Mainland (where most competitions are held), the onus was on fewer board members to organize and run these 1-3 day competitions for a small stipend (compared to the potential profit of

running a meet as an individual). This is exhausting for 1-2 individuals, so we got into the rhythm of sharing responsibilities and taking 'shifts' at competitions so no board members were obligated to be on-site from Friday to Sunday night, 6am-11pm.

- We try to foster inclusion as best as possible through our competition entry forms, asking athletes to optionally provide their lived name, pronouns and name pronunciation. This provides a better experience for athletes and makes it easier on volunteers who have to refer to athletes by name, mainly referees and announcers. An additional sheet is provided to announcers so they're prepared, and preferred names/pronunciations are written on weigh in documents when possible.
- Re-designing competition logos has been a massive hit with our athletes and encouraged volunteerism, thanks to our member Kiana Delsouz. Creative, novelty logos combined with frequently working with True North Sportswear (CPU sponsor) has led to higher quality, coveted meet shirts.

In 2024 we plan to improve and re-release our meet directors guide to assist and support new meet directors, as well as making it easier for first-time lifters with more beginner content on social media, banners outlining expectations for weigh-ins and equipment check and a revamped guide on the website.

One thing in 2023 that the BCPA was disappointed in (that has been raised as a discussion item) is the last-minute changing of the CPU calendar. In BC, we use Provincials as a stepping stone to Regionals and Nationals. As such, we had arranged a venue in anticipation of the calendar to meet those timelines only to have the CPU change the calendar, with minimal communication, no warning to the provinces, nor an explanation. Finding a suitable, affordable venue with 3 day availability to host up to 200 athletes is not something we can change easily. Not only does the unpredictability of the calendar mess with our provincial requirements for athletes competing at higher meets, but we received ~50 fewer registrants for BC Provincials, projected to be around an \$8k loss in potential revenue. We strongly urge the CPU to reconsider and learn from this calendar experiment. I'm all for trying something new and testing it out, but it leaves little faith in the CPU to execute the experiment in a way that does not negatively affect their member provinces or provincial members. Hindsight is 20/20, but there should have been a clear timeline from the beginning, with clear metrics including definitions of success for the experiment and a plan to either continue with the new times of regionals or nationals, or a transition plan back to the old calendar. All of this should have been communicated transparently with the members, with no changes without ample warning and clear reasoning. I hope the new CPU board (if there is one

this year) considers this going forward with any existing and new projects.

Jen Luther Thomas
BCPA President

Manitoba

MANITOBA 2023 Provincial Report

The past year the Manitoba Powerlifting Association saw many changes, from new board members to new business adventures, and in ways we learned how we can increase awareness to our sport.

I would first like to say, that I have only been President as of November 4th, 2023, so this report is mainly just a reflection and a highlight of the past year. As of the end of 2023 our membership is at 232.

For meets ran; there was a total of 4 independent sanctioned meets and 2 MPA ran meets, which included out Provincials, which had over 100 athletes, which would make it the largest provincials in the association's history.

The current MPA referee roster:

International referees:

Brock Haywood – Category 1
Sue Haywood – Category 1

National referees

Krista Sanger – National
Matt Bowen – National
Janet Loesel Sitar – National
Thea Olalia – National
Amanda Burg – National
David Hrynkow -National

Provincial referees

Wanda Bosek – Provincial
Andy Allden – Provincial
Jordan Smith – Smith
Riley Bertrand – Provincial
Ashleigh Wiebe – Provincial
Jorrel Marasigan - Provincial

New referees

Euwe Makinano – Provincial

Melodie Sitar – Provincial

Dino Camire – Provincial

Gail-Ann Breese – Provincial

Leah Shore - Provincial

As our sport increases in our province so does the need for multi session meets, which we cannot run without our dedicated referees.

We did see the regionals held in our province this year, which help bring tourism to Brandon, MB and of course by the large event, it helped promote our sport in a positive light.

As we start the year, we look forward to the increase growth to our sport and how we can help shape our sport for the better for our future athletes.

Thank you,

Amanda Burg

President

Manitoba Powerlifting Assosication

Newfoundland

President's Report NLPA for CPU AGM Feb, 2024

President's Report

This is my first year as president, and the NLPA is in great shape, both with memberships and organizationally.

This year we applied for an operating grant through Sport NL. We received a \$3000 grant, which we will use to buy new equipment/laptop to grow our sport. In fact, we have already purchased a full set of Eleiko plates, bar, and collars.

We used last year's grant to buy equipment for our new youth division, including a youth bar and bumper plates.

We have had our first youth lifter who has done 3 competitions thus far, including Provincials, and Easterns in PEI. We hope to grow the youth community this year.

We currently have 132 members, 98 general memberships, 14 Special Olympic memberships, 14 Junior, and sub Junior memberships, 5 referee memberships, and 1 Youth membership.

We had great success this year with athletes going to CPU Nationals 2023 in British Columbia. We had a total of 19 athletes who competed. They collectively brought home 6 first place finishes, 4 second place finishes, and 3 third place finishes.

We also had quite a successful year with IPF World competitions.

In the 2023 World Classic and Equipped Bench Press Championship in South Africa, we had one competitor who brought home a Silver Medal.

At the 2023 NAPF Championships in Cayman Islands, we had 4 lifters from our province with 2 overall gold medalists and 2 overall silver medalists.

We had 2 athletes attend the World Subjunior and Junior Classic and Equipped Championship in Romania in August 2023. Bringing home a 3rd place finishing and World Record Deadlift.

We had 1 athlete attend the World Masters Classic and Equipped Championship in Mongolia October, 2023.

No athletes from our province attended the NAPF Bench Press Championship in Mexico in October, 2023. Similarly, there were no NLPA athletes attending the World Equipped Open Championships in November, Lithuania.

We also had a successful Provincials this year in June 2023 with over 70 competitors.

There were 27 athletes who attended Easterns 2023 in Prince Edward Island.

In 2023-24, we have had a total of 3 local Meets:

Bigland barbell 2023, Goose Bay March 2023

TSI Last Chance Qualifier March 2023

Metro Meltdown January 2024 St.. John's

We have had a change in our board of directors with some members stepping down and others being appointed.

Looking forward, we are currently trying to establish a calendar for 2024 local meets.

Newfoundland will also be hosting Easterns in March, 2024 in St. John's.

We have had quite a successful year, and we hope to grow and continue to nourish this sport in our province. ^[OBJ]

Danielle Hussey

NLPA President

New Brunswick

New Brunswick Powerlifting Association - 2023 CPU AGM Provincial Report

Dear CPU Executive,

The board of the NBPL is pleased to report that we had a very positive year with a growing base of athletes (127), volunteers, and referees (8).

At the start of the year, the NBPL membership elected new board members:

- President: Kaitlin Armour (formerly VP)
- Vice President: Drew Carleton
- Secretary: Sarah Hind
- Treasurer: Mark Totten
- Referee Chair: RJ Forbes (formerly President)
- Registration Chair & Social Media Chair: Cole Hobson (continuing)
- Records Chair: Danielle Philibert

We also created a new position (Website Chair) and are actively reviewing the constitution and bylaws for opportunities for improvement and sustainability of the board.

Some highlights for the organization include:

- Held our largest provincial event in the organization's history, along with 2 other NBPLsanctioned local meets
- Revamped website to add content for new lifters, Special Olympics, and current and potential referees
- Developed a new meet sanctioning processes and template and started competition equipment inventory tracking
- Reviewed and drafted new policies (referee and board member screening) and incorporated CPU policies into the NBPL versions

- Added 2 provincial-level referees (total of 8) and 1 national-level referee (total of 2)

Some of our lifter's highlights include:

- Steve Cormier (Master's Men), in his first time representing Team Canada, won the 83KG Masters 1 class at the NAPF, finishing with an IPF World Record squat of 266.5KG, a best bench press of 165KG, and a best deadlift of 287.5KG, which was an NAPF record.
- Danielle Philibert (Open Women) won her weight class at the Easterns event and won a silver medal at the CPU Nationals in Vancouver.

We are making plans for a very ambitious 2024. These include:

- Host 3 NBPL-sanctioned meets in addition to the Provincial event
- Improve NBPL awareness through merchandise sales
- Add a 2nd Combo Rack to the NBPL inventory
- Increase sponsorship through outreach activities and KPI tracking (# of lifters, # of volunteers, # of spectators, # of stream viewers)
- Increase membership through outreach

Regards,

Kaitlin Armour

President, NBPL

Nova Scotia

Ontario

OPA Presidents report,

With another year behind us I am happy to report that the OPA continues its work to be a leader in the sport within Canada.

Following last years AGM the executive committee established some pretty lofty goals for this year, these goals included :

- Increasing the number of meets
- Increase the number or active members

Increasing the number of events in Ontario remains a priority, our province faces many hurdles other organizations do not. Our sheer membership size creates many scenarios of events selling out within minutes of going live, this compounded by the fact that we have seen an increase in membership and several new clubs affiliating with the OPA but had not initially received much interest from new meet directors in running events.

Going forward the OPA plans to explore additional measures to further support and educate new meet directors as well as look to potentially introduce events hosted by the executive committee.

I am proud to say the executive has done a fantastic job working to build the sport back up in the province, 2023 did see an increase in events from 2022, well we are not yet back to peak numbers (2017/2018) this is definitely a step in the right direction.

2023 saw a strong increase in membership with us almost reaching our historic peak pre covid. Our membership at the end of last year was 603 total members. We are currently up to 999 active members, as of November 19th, 2023

Thank you to our current executive members for all of your hard work and continued efforts, I look forward to working within our executive committee going forward to continue our work in growing and further improving the sport in Ontario.

Garrett Bentley

President, Ontario Powerlifting Association

Quebec

Fédération québécoise de dynamophilie

fqd-quebec.com

Québec, décembre 2023

Dear members,

The year 2023 has been an exceptional period of growth for our federation. We have now surpassed the milestone of 670 members, representing a remarkable increase of over 48.89% compared to the end of 2022.

In 2023, our federation once again stood out as the organizer of the highest number of competitions among the provinces of Canada. The challenge of the previous year's competition count was successfully overcome, significantly enhancing our offerings this year with over 12 local competitions, several of which spanned two days and gathered nearly 100 athletes per event. My sincere thanks to all who answered the call. The Podium club took charge of organizing both the Sub-junior and Junior provincial championships as well as the Open and Masters, allowing 320 athletes to participate. Two competitions with two platforms, a first for the federation! We also introduced the concept of the club cup, awarding titles to Podium Powerlifting (formerly The Bear House) as Sub-junior and Junior champions, and to STH Power Gym, champions in Open and Masters.

Team Quebec won the prestigious award for the best province at the Canadian championship, demonstrating an exceptional level of performance. We congratulate Christopher Acosta-Tapia, who shone by winning the title of the best lifter in Canada with an impressive GL score of 111.25. We witnessed several other remarkable performances at the international level.

The federation also welcomed Amélie Picher-Plante, who joined the organization last November. Her arrival has been beneficial, enabling the completion of several projects, including the redesign of the FQD rulebook. Her role will be essential to ensure the continued growth of the federation in 2024. Several projects are in development, including handling training and a host of other initiatives that will be announced later in 2024.

Among other notable achievements this year, we welcomed three new national referees and nine new provincial referees. Our pride also extends to the growth of our federation, now with over 16 affiliated clubs.

Thank you all, and here's to an even better 2024!

Nicolas Déry

Fédération québécoise de dynamophilie
fqd-quebec.com

Québec, décembre 2023

Chers membres,

L'année 2023 a été une période exceptionnelle de croissance pour notre fédération. Nous avons maintenant dépassé la barre des 670 membres, ce qui représente une augmentation remarquable de plus de 48,89% par rapport à la fin de l'année 2022.

En 2023, notre Fédération a une fois de plus brillé en tant qu'organisatrice du plus grand nombre de compétitions parmi les autres provinces du Canada. Le défi du nombre de compétitions de l'année précédente a été surmonté avec succès, en bonifiant considérablement notre offre cette année avec plus de 12 compétitions locales, dont plusieurs se sont étendues sur deux jours et ont

rassemblé près de 100 athlètes par événement. Mes sincères remerciements à tous ceux qui ont répondu à l'appel. Le club Podium s'est occupé d'organiser les deux championnats provinciaux Sub-junior et Junior ainsi que Open et Masters permettant à 320 athlètes d'y participer. Deux compétitions à deux plateaux, une première pour la fédération! Nous avons également inauguré le concept de la coupe des clubs, décernant les titres au club The Bear House (désormais Podium Powerlifting) en tant que champions Sub-junior et Junior, et à STH Power Gym, champions Open et Masters.

L'équipe Québec a remporté le prestigieux prix de la meilleure province lors du championnat canadien, démontrant un niveau de performance exceptionnel. Nous félicitons Christopher Acosta-Tapia qui a brillé en remportant le titre de meilleur leveur au Canada avec un impressionnant GL de 111,25. Nous avons eu droit à plusieurs autres performances remarquables à l'échelle internationale.

La fédération a également accueilli Amélie Picher-Plante qui a rejoint l'organisation en novembre dernier. Son arrivée a été bénéfique, permettant la réalisation de plusieurs projets dont la refonte du livre des règlements FQD. Son rôle sera essentiel pour assurer la croissance continue de la Fédération en 2024. Plusieurs projets sont en développement dont la formation de handling et une foule d'autres projets qui seront annoncés plus tard en 2024.

Parmi les autres réalisations notables de cette année, nous avons accueilli trois nouveaux arbitres nationaux et neuf nouveaux arbitres provinciaux. Notre fierté s'étend également à la croissance de notre fédération avec désormais plus de 16 clubs affiliés.

Merci à tous et à une année 2024 encore meilleure!

Nicolas Déry
Directeur Général

PEI

2023 was another successful year for the PEIPLA. We hosted 3 meets including the largest CPU meet in the Maritimes history the 2023 Eastern Canadian Championships which had 257 athletes showcasing amazing performances from age 9 to 75.

- President – John MacDonald
- Vice President – Justin Smith
- Secretary – Jill Sproul
- Treasurer – Tyler Ramsay
- Web Master – Kate Ryan
- Public Relations – Vacant

New Lifters

This year PEIPLA has worked hard by bringing new lifters to the sport. This was done by hosting meets, stronger social media presence, information to our highschools on the island and continuing growing the youth division.

Highschool Program

We continue to support the PEI School Athletic Association's Powerlifting program, this year we assisted with four events. We have had a few of these lifters transition into the PEIPLA / CPU. Fellow member Mitchell Caissy is adding some great touches to the program as the Highschool Commissioner and we just recently held a CPU meet in his School the Ice Breaker Classic .

Meets

We held 5 meets on the island this year.

- Iron Bug 4
- 2023 PEI Provincials – Equipped & Classic
- 2023 Eastern Canadian Championships

National Competitors

In 2023 we had 6 competitors compete at Nationals

- Arlene Van Diepen 1st place Powerlifting
- Jillian Sproul 2nd place Powerlifting
- Jeri Munro – 1st Place Powerlifting

- John MacDonald 1st place Powerlifting 1st place Bench Only Best overall Lifter
- Cameron Gordon 1st place powerlifting 2nd place Bench only
- Stephen Flemming 1st place Classic Bench 1st place Equipped Bench

International Competitors

IPF Bench Worlds in South Africa

Stephen Flemming 6th place Classic, 5th place Equipped

North American Championships in Grand Cayman

Jeri Munru 2nd Place

Jillian Sproul 2nd Place

Arlene Van Diepen 1st Place

John MacDonald 1st Place

World Masters in Ulaanbaatar Mongolia

John MacDonald 1st Place

Arlene VanDiepen 3rd place

Judges

Stephen Flemming earned his Category 2 International credentials in Grand Cayman both him and Justin Smith judged at the event.

PEIPLA President

John MacDonald

Saskatchewan

Saskatchewan Powerlifting Association Corp. saskpowerlifting@gmail.com
www.saskpowerlifting.ca

January 9, 2024

Dear CPU Executive and Member Provinces,

The Saskatchewan Powerlifting Association (SPA) has had a busy year with tackling and achieving action items in our strategic plan, building on the previous years' foundational steps to the SPA's future directions and vision for the sport in our province. In the past year, we have been able to: increase general membership and the referee pool; update Competition and Financial Policies; revise our meet director manual and implement a better process to support new meet directors as well as train those interested in holding a meet; assess our equipment procurement plan and acquire new equipment for the association; and, created and released record certificate offerings for provincial record holders. In the upcoming year, we will be working on the following areas: revising our existing

Appeals, Discipline & Complaints, and Harassment and Discrimination Policies; creating a Trans Inclusion Policy; developing a standardized feedback form for athletes and volunteers regarding meets; creating and implementing a youth powerlifting committee; visiting sponsorship opportunities; updating our partnership terms with Special Olympics Saskatchewan; and starting our SK Sport application. I extend immense gratitude to our SPA board members for their time, effort, and support in helping build and grow to align with hopes for powerlifting in this province.

The 2023 competition year was able to bring more consistent in person competitions. The SPA was able to hold three local competitions and a Provincial Championships. We sent 27 athletes from Team Saskatchewan to the 2023 CPU National Championships in Richmond. We are proud of our SPA athletes who were able to be selected for Team Canada were able to represent SPA and CPU at the IPF Classic World Open Championships, IPF

Open World Equipped Championships, IPF Master Classic and Equipped World Championships, and NAPF Classic and Equipped Bench Press Championships. We also send congratulations to our SPA athletes who captured championship titles, placed at these competitions, broke records, and strived for personal bests on the international stage. Currently, our 2024 calendar has been released and we will be holding six competitions in addition to our annual Provincial Championships. We are also excited to host the 2024 CPU Western Championships this year, and we will be supporting these meet directors in anticipation of CPU 2025 National Championships as well.

Expanding our referee pool has been a strategic goal this past year. We have increased our referees from 12 to 20 referees. We currently have 6 National referees and 14 Provincial referees, which is an increase from 8 Provincial referees from last year. There are 9 Provincial referees who are currently eligible to test for National referee status, and we expect 2 of these referees to test at 2024 CPU Western Championships. While we have increased our referee numbers, we continue to recruit both national and provincial referees on an ongoing basis as a part of our strategic plan.

The SPA is also pleased to report that we were able to increase our membership numbers. Last year, we had 147 overall members, and this has increased to 202 total members. Within this total, we have 188 regular memberships, 10 youth memberships and 4 special member memberships.

Lastly, the SPA would acknowledge and congratulate our 2023 Hall of Fame inductee, Jessica Buettner for Athlete.

Stronger Together,

Carolyn Tran

President

Saskatchewan Powerlifting Association