

HIGH PERFORMANCE COMMITTEE MEETING / RÉUNION DU COMITÉ DE LA HAUTE
PERFORMANCE Ottawa, ON November 29-30, 2008

In attendance:

Alain Gravel, Vice-President High Performance	Al Wills, representing Regional Coaches
Arthur Nault, FCA AWAD Programme Co-ordinator	Hugh MacDonald, Athlete Representative
Joan McDonald, representing Excellence Review	Shawn Riggs, representing Athlete Services

Guest: Kathleen Millar, FCA Executive Director

1. Opening Remarks and Greetings from Alain Gravel

The meeting started at 09:00. Alain Gravel welcomed the group, now streamlined with the re-organisation. He accepted the Executive Director's assistance to help run the meeting.

2. Reading/approval of the HPC minutes from December 2007

MOTION HPC2008-09:	To accept the minutes from December 2007 as published	
Moved by: Al Wills	Seconded by: Hugh MacDonald	Carried

3. Business Arising from the Minutes

• Team Manager's Handbook

Joan McDonald has been working on this project with Bruce Savage. The draft is not ready to be circulated to the committee. They have been researching other examples of similar kinds of documents relating to job description and skills. This is an on-going project with no set deadline.

ACTION: The Executive Director will send e-file to Joan of archived team manager material not found in the HPC policy manual already.

ACTION: Joan will send e-copies of what is available in the Team Manager handbook to this point to the national office.

• Hosting a Major Event in Canada handbook

Formerly Allen Jenskey's project, this review of the FITA literature was meant to create a minimum standards document for all FCA major domestic events.

ACTION: The Executive Director will scale down the existing national championship hosting contract templates to apply to major event. Al Wills will assist. Pull out material from the national championship hosting manual or refer to it.

• Facilities survey – summary of responses from the provinces

AANB sent in some information; BCAA already sent it in; HPC is waiting for OAA & FTAQ.

If Excellence is disbanded then the survey for new questionnaire that The Executive Director was asked to include in the Excellence 2012 renewal brochure will not get this information. Gathering this information was important in order to find more indoor long-distance training possibilities that may be available to FCA.

ACTION: The Executive Director will work with PSO membership chairpersons to include facilities information in club renewal. She will contact Lynda Savage (OAA) for Ontario's information and Gabriela Cosovan (FTAQ) for Québec's information.

• 3D Team Selection Criteria – input from FCA 3D Committee

HPC reviewed the revised document in Jude Hooey's report from the FCA 3D Committee. It was noted that the team selection deadline must be 6-8 weeks in advance of the event. It means that provincial championships may have to be run earlier than usual in 2009. For future FITA World 3D championships, the current system would have to be revised if the world championships are held in early spring of the year.

ACTION: The Executive Director will work with Jude Hooley to finalise and publish this final 3D team selection process as quickly as possible.

4. Acceptance of the Agenda

The Executive Director noted that Sunday's schedule will have to be flexible depending upon the actual arrival time of the three presenters for the 2009-2012 uniform suppliers.

MOTION HPC2008-10:	To accept the agenda as published		
Moved by:	Hugh MacDonald	Seconded by:	Arthur Nault
			Carried

5. Planning HPC Plan to 2012 and beyond

- HPC Plan to 2012

The Executive Director led the HPC through a two-part process: a) to review the Plan report card to 2008 and assess what the underlying barriers were to completing all Plan goals from 2005 to 2008; and b) to put in place reasonable goals to guide the HPC to 2016. The findings are attached in Appendix A.

ACTION: The Executive Director will send the revised HP Plan to the entire HPC for input.

- FCA Operational Plan 2004-2009

The Executive Director explained the purpose and function of an Operational Plan: a) identifying key projects or changes that FCA needs to plan for in the future; b) to ensure that any budget implications are not missed; and c) to identify the committees and Vice-Presidents responsible to ensure that the projects in the Plan are carried out. This assists the funding application process to Sport Canada and other funding partners.

ACTION: The Executive Director will send the revised HP Plan to the entire Board along with a revised Operational Plan to 2016.

- HPC & FCA Task List

The task list was circulated, but there were no comments. The FCA task list is circulated regularly to all key FCA volunteers.

ACTION: All HPC members should review outstanding tasks on both lists on a regular basis.

ACTION: AI Wills should guide RCC members through the items on the task list that pertain to it.

- LTADM impact on HPC – Competition Review Committee

Paul Jurbala's draft summary of findings from the 3 surveys was circulated in advance of the meeting and discussed during the meeting. Since half of the Competition Review Committee members were sitting members of this committee, comments were made to take back to Paul. The survey sample group was very small and one or two comments were likely skewing the results. For full discussion, see Appendix B.

ACTION: The Executive Director will send a copy of the FCA LTAD booklet to FITA with thanks.

ACTION: The Executive Director will send the e-copy of the FCA LTAD booklet to AI Wills for the website and AI Wills will provide a link to the document to add to Info.E-mail.

- Talent Identification {see attached} & Ssentif Report from Susan Lemke

The HPC agreed with Susan's and Hugh's recommendations and will not pursue Ssentif's offer at this time.

ACTION: The Executive Director will contact Ssentif and advise the company of HPC's decision.

6. Excellence Programme 2012

Joan submitted her report. When there are problems with ERC policies and documents, the ERC should be consulted. The Executive Director has contacted Stan Siatkowski and he would be agreeable to review documents as an outside party and perspective. Excellence was a useful programme before the advent of technology, but it has run its course.

MOTION HPC2008-11:	The Excellence Review Committees moves to discontinue the current Excellence programme effective January 1, 2009
Moved by: Joan McDonald	Seconded by: Arthur Nault
	Carried

The ranking programme will track all archers. All archers interested in participating on international teams must be FCA members. There will be no fee. Archers will pay for their own national team jackets and shirts.

ACTION: TABLED ITEM - Policy review on compulsory official team uniform attire (bought or borrowed).

ACTION: Bob Tataryn to raise funds for uniform fund by selling space on the uniforms to sponsors.

ACTION: The Executive Director will write an article explaining changes in Info.E-mail explaining team uniform costs, etc, in December 5th's bulletin.

ACTION: The Executive Director will edit the HPC budget draft regarding uniform purchases and sales.

ACTION: Al Wills, as FCA webmaster, will locate all references to the Excellence Programme on the website and work with Alain Gravel to determine what changes and/or deletions are required.

ACTION: Joan McDonald will send the total number of archers presently in the ranking programme to the Executive Director in order to estimate the cost of mailing an information package to each archer in the programme currently. Joan will be responsible for mailing the information package to all archers who she enters into the ranking programme in the future. The information package will contain the same information as the Excellence welcome package had.

- Renaming ERC now that Excellence Programme is no longer in existence
There was considerable confusion regarding last year's decision at the HPC meeting to re-configure ERC. The ERC name will be replaced by the "HPC Team/Ranking Review Committee. The T/RRC will investigate new, cheaper communication software through dimdim.com.

MOTION HPC2008-12:	The High Performance Committee will create a sub-committee whose mandate is to:			
1.	Team selection criteria development for all FCA official international teams			
2.	Publication of Team information documents in both official languages simultaneously			
3.	Trials format policy			
4.	Ranking programme creation, revision, and updates			
5.	Interaction with LTAD Competition Review Committee when appropriate			

The High Performance Committee will appoint the chair of this committee. The committee chair will select members with the appropriate expertise to complete the work assigned to it. These committee members could be drawn from the following areas:

Indoor Target	Outdoor Target	Commonwealth Games	FISU events	
Indoor Ranking	Outdoor Ranking	3D as applicable	Field	AWAD
Rules	Systems Analysis	Mathematical competency	Gap Analysis	Translator
Communications Liaison		Other Resource/Specialist as required		

Moved by: Alain Gravel	Seconded by: Joan McDonald	Carried
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What is not in the new mandate?

1. national championships criteria and format – this is an LTAD Competition Review task
2. Canada Winter Games criteria and format – this is an LTAD Competition Review task

ACTION: The Executive Director will update the HPC organigram.

- AWAD Ranking criteria 2008-2009

Arthur explained his changes from the A/B version, because numbers were smaller to work with and there are not as many opportunities to compete in match play. So FITA and 70M are listed without match play. Open Compound and ARW2, but ARW1 is not listed in the present A/B ranking programme. He will review all the criteria values for 8th place.

ACTION: After Arthur has revised this document, it needs to be sent to Joan to add to Greg's programme.

ACTION: Arthur will work on AWAD team selection criteria as a member of T/RRC with Joan.

7. FCA Regional Coaches Council

Al Wills' report is attached.

ACTION: The CCC co-Chairs should lead the RCC through a review of materials used in the coaching certification process and perform a gap analysis to ensure that the materials answer the needs out in the field.

8. Finances

- SFAF IV funding levels from Sport Canada 2009-2012

The Executive Director updated the members on developments with the new funding cycle. Unfortunately, no funding levels will be available until mid-December. Last year's totals and events were used as a basis for the discussion at this meeting. A vote-by-email will be needed after this meeting, but before the Executive Committee meeting at the end of January.

- 2009-2010 budget draft

The Executive Director presented the draft budget. El Salvador was accepted as the logical WRE team event. Antalya was designated as the World Cup event. A vote was taken to rank in priority order the events should be funded. It may be possible that there will not be enough Sport Canada funding and FCA-generated funding to support all of the events. Kathy Millar will re-rank the order of the events in the budget to the Executive Committee as follows:

1. 2009 FITA Senior World Target Championships
2. 2009 FITA/IPC World Target Championships
3. 2009 FITA Youth World Championships
4. Commonwealth Games Quota Event (if necessary)
5. WRE Team to El Salvadorian Olympic Festival
6. FITA World Cup – Antalya, TUR
7. Trials (see below for dates)
8. FITA Indoor World Championships
9. RCC Western regional clinic
10. FISU Games (if necessary)
11. FITA 3D World Championships
12. AWAD Grand Prix – Stoke-Mandeville, GBR

9. Carding Criteria for 2009-2010

- Suggested changes from Sport Canada

The Executive Director led the discussion of Sport Canada's suggested changes regarding the carding year-end date and cycle, the elimination of AWAD development card criteria until such a time as the programme has sufficient depth and quota, the possibility of detailing one A/B development card for a junior, the possibility of limiting the number of years an archer may qualify for a senior card, and format changes.

ACTION: The Executive Director will forward draft #3 to the HPC members and Sport Canada. This document should be published on the FCA website in January and revised contracts will need to be mailed out to the archers presently carded in order to extend the present cycle.

10. 2009-2010 Trials format Discussion

- Writing Criteria for Team Selection – process & review before publishing
Stan Siatkowski has offered to review the documents. FCA has obtained the free services of a lawyer in the sport who has assisted the FCA Member Complaint Tribunal.

ACTION: Alain Gravel will contact Mr. Milton Chambers to see if he would like to assist the process of reviewing team selection criteria before publication. He will contact Stan Siatkowski to see if Stan is still available.

- Process to date – request for stand-alone event only

Policy: One trial event will be held for each international team whenever possible, but specifically in cases where event formats do not match.

- Protecting Top Archers

Bob Tataryn's submission was reviewed.

ACTION: To ask T/RRC to look at very limited protection, e.g. winning the world cup FINAL or the world championship within the last year. This is a time-sensitive issue.

- Further revisions if required – weighting of days 1, 2 and 3 in process

Both Alain Gravel and Kathy Millar had received comments about the trials format.

ACTION: T/RRC will review the accomplishments of the trials process and rationale for continuing/discontinuing the process in the future. Did the current system correctly identify the best archers at the time and why? What are the benefits of Double elimination instead of single elimination rounds. The T/RRC will publish its findings in an upcoming Info.E-mail and on the HPC page of the FCA website.

- Setting date for 2009 trials

Team selection criteria rather than trials will be used to select the following official 2009 FCA teams:

FITA Indoor World Championship

Antalya World Cup

Masters' Games

3D (team selection criteria has been documented)

Team trials format will be used to select the following official 2009 FCA teams:

FITA Youth Target Championships Trial dates: June 13-16

WRE* El Salvador and FITA/IPC World Champs Trial dates: July 04-06

FITA Senior Target Championships Trial dates: July 11-13 (possible Commonwealth Games quota event)

* HPC Policy: WRE teams are not open to any former world champions, Olympians or Paralympians. If there are empty spots on a WRE team, and an experienced archer wanted to go, he/she should be allowed to go. A non-trialed-for self-funded position particularly if there are not enough people go to make a full team and benefit from the team round experience.

This should be formalised in a vote-by-email.

NOTE: All Ranking rounds in 2009 are FITA1440.

ACTION: Alain Gravel will organise the search for HPC technical delegates for each trial who are unaffiliated with archers registered for the event.

ACTION: The Executive Director will create an Host agreement, similar to the championship host agreement for all trials organising committees including FCA-specific requirements to host the event.

- Business arising from the reports

a) Empty spots on a WRE team - see HPC policy above.

b) Athlete oath at trials – “That I will compete fairly and respect the rules and compete to the best of my ability.” This needs to be translated and included on the trials registration form, and must be signed.

c) Knowledge of the selection process – “I have read the team selection process document”. This needs to be translated and included on the trials registration form, and must be signed.

d) With regard to the Member Complaint policy, a clause should be added - “A progress report should be sent out from the Tribunal Chairperson on a regular basis when unexpected delays arise during a member complaint investigation process.” The timeframe listed in the Member Complaint Policy should be extended to reflect the real time that proper investigation takes.

Event Reports:

- 2008 FITA World University Championships (K. Millar)
- 2008 COPARCO Pan American Championships (M. Quattrociocche)
- 2008 FITA Youth World outdoor championships (J-P. Lafleur)
- 2008 IPC Grand Prix, Stoke-Mandeville, UK (A. Nault)
- 2008 FITA World Cup, Boé, FRA (J. McDonald)
- 2008 FITA World Field Championships (K. Millar)
- 2008 Olympic Games (J. McDonald)
- 2008 Paralympic Games (S. Lemke)
- 2008 WRE, La Cuena, ECU (update only if report not available) (K. Millar)
- 2008 Trials (K. Millar)

Event reports do not have a mechanism that captures results. Debrief and follow-up – remedial action is needed but it is not as serious as lodging a complaint. Confidential items need to be discussed, led by the Vice-President of HP.

ACTION: Design a template for team leader reports. Create a procedure to convey this confidential information from one team leader to the next.

13. Other Business

- Nominations for FCA Annual Awards

Male athlete of the year Dietmar Trillus

Female athlete of the year Kateri Vrakking

Junior Female Athlete Camille Bouffard-Demers

Junior Male Athlete Simon Rousseau

ACTION: The Executive Director will forward these nominations to Charlene Parlee. She in turn will strike a nomination committee to solicit further nominations for all FCA awards and prepare biographies for all nominees to submit to the Executive Committee in April 2009. She will work with Alain Gravel to create biographies for the HPC nominations listed above.

- 2009 Canada Cup Bid

ACTION: Now that the trials dates are set, the Executive Director will make another call for 2009 Canada Cup bids.

- Replacement of Anti-doping Education Co-ordinator

Changes are not as great now, but HPC still needs someone to monitor changes to educate archers.

ACTION: The Executive Director will contact Nancy Littke.

14. Setting next meeting date and adjournment

MOTION HPC2008-13: To adjourn the meeting at 15:30 Sunday, November 30th

Moved by: Hugh MacDonald

The meeting was adjourned at 15:30 on Sunday, November 30th. No future face-to-face meeting date was set.

Creating a Talent Identification "System" – Overview

(from December 2007 HPC meeting minutes)

a) Designing an Instrument to develop a Profile

Components should include:

1. Psychological Profile (with parent input). See FCA Level 3 manual for examples.
2. Anthropometrical measurements See FCA Level 3 manual for examples.
3. Hand-eye co-ordination test (simplistic enough to be used in remote locations)
4. Body Awareness a) Kinesthetic; b) Spatial
5. Balance
6. Hamstring to Quadriceps ratio
7. Alpha Waves on release
8. Concentration exercises

All elements of the evaluation profile should be suitable for use in schools, recreation centres and local clubs.

ACTION: Further action is required for all 8 profile components.

ACTION: Carl Georgevski at the University of Toronto Track Club should be contact for a sample of talent identification inventory used to determine runner distance preferences.

b) Designing the System – **Grass Roots Programme** (GRP)

Events such as Canada Games and provincial games can be used only if there is programming available so that these archers can fit into a system after the Games training and competition are over.

Who needs to be involved?

- Parent involvement and commitment with young archers
- FCA Board of Directors
- PSO Boards and committees
- Club network – establish regional clubs to host programmed events (see below)
- FCA's Regional Coach Council

Building the Missing Link – **PROGRAMMING** – Developing the Base using LTAD

Clinics will have the following elements:

- Fun
- Intensive tuning sessions
- Form sessions
- "hands-on"
- Theory

c) Role and Importance of the PSO

The PSO is the key to link the Grass Roots Programme with archers and regional clubs and the RCC and establish a communication network. A feeder system will work only if PSO commitment and action guides the process.

ACTION: The Executive Director and Alain will bring this issue to the Executive Committee for discussion and a future Board of Directors agenda item in March 2008.

ACTION: Joan will provide samples of the NAA's JOAD programme material for the HPC.

Calendar of Official Events

1. 2009 World Indoor Championships - Rzeszow, POL (March 02-08)
Team criteria will include results from Izmir, TUR World Championship
Scores count in FCA Indoor Regional Championships 2009
2. 2009 World 3Di Championships - Giulianello, ITA (September 15-19)
Team criteria as posted from 2007
3. 2009 FITA World Cups – Antalya, TUR (June 02-07)
4. 2009 COPARCO WRE's - Salvadorian Olympic Festival (August 15-23)
Team trials
5. 2009 FITA Youth World Championships – Ogden, UT (July 13-19)
Team trials
6. 2009 IPC World Championships – Nymburk, TCH (August 15-24, 2009)
7. 2009 FITA Senior World Championships – Ulsan, KOR (September 01-10)
Team trials
8. 2009 World Masters Games – Sydney, AUS (October 10-18)
9. 2010 FITA World Cups (see listing)
10. 2010 Commonwealth Games - New Delhi, IND (October 04-09)
11. 2010 8th World University Championships - (TBA)
12. 2010 IFAA WFAC – Dahn, GER (TBA)

REPORT ON SSENTIF PROGRAMME OFFER FOR TALENT IDENTIFICATION

The following is the estimate and review of the on-line tour that I took for the programme that SSentif Sport provides. You may forward these comments to the HP committee

My thoughts:

I have been thru the tour; it has merit, and with cultivating it could become useful in tracking particularly our up and coming youth. It holds history, which would be useful for reports etc.

If we were to look at this, FCA would be purchasing the software for \$3,500 to start. It costs roughly \$1200 per year to maintain. FCA would have 5 users, with approximately 23 individuals on the list for this package.

It is a bit price-restrictive for what we do, but again it does have some value if you look towards tracking the junior athletes towards national team. It also gives the national coach or RCC the opportunity to work with regional coaches.

However, the more you put on the system the more expensive the cost to maintain, as it becomes a per person item.

Respectfully submitted
Susan Lemke
arclslem@axionet.com

Bid follows

Federation of Canadian Archers

Estimate of Costs

What you get!

- Online access to data from anywhere in the world
- Real-time reporting
- Comprehensive analysis - monitors and accurately analyses each athlete, performance indicator, group or team by comparison
- Collates and manages all your data
- Automatic templates for large data collections
- Simple online forms for quick and easy data input
- Unlimited targets/thresholds to motivate athletes
- Multi-user permission based access

SSentif Estimate			
	Data Warehouse	Athlete Access	Amount
Annual Maintenance	\$1,199	\$0	\$1,199
Historical data			\$0
Development			\$0
Bespoke Installation			\$2,398
Training			\$0
	Total 1st Year		\$3,597

Specific Requirements

- Up to 20 individuals per year
- Each individual to be associated with agreed variables
- Up to 5 Full Admin Users
- Online training at \$120 / hour.

Estimate valid for 30 days from Nov 5th 2008
 Estimate exclusive of sales tax

VICE-PRESIDENT HIGH PERFORMANCE REPORT 2008

Allow me to make a two parts report.

First, let me tell you that my work consisted of translating all the info related to the many Trials that took place end of May this year. I always made a point of having all the information available in both languages, English and French, at the same time, and we did exactly that. Even if it was a little time consuming for me, I think it worth it. I also got involved in the preparation of the NCCP Instructor of Intermediate Archers (> 500 pages). I was present at the Olympic and Paralympic Trials in Toronto. I participated in the hearing that decided we needed a second Trial for women. I was present in Peterborough to witness Ms Beaudet winning over Ms Vrakking. I was also in Winnipeg to score the results for the Cadet and Junior Worlds. Presently I am working on the LTAD model that was presented in English in Winnipeg but FCA will need a French version to make sure ALL the Provincial associations are buying into it.

Having to express my feelings on several issues, I felt my hands were tied, because I couldn't use my mother tongue to do so. (Just imagine yourself if you had to do the same ... in French.) Anyway, I'll try to do my best.

Second: We, the HPC had to go through (what a lot of people would call) difficult and wearing times. After all the work the committee members put in preparing the Olympic selection document, after trying to react promptly to what was unforeseen circumstances, someone outside our sport organisation decided that it was not enough; we should have done more.

It's kind of hard on one's motivation level. I saw this coming. I mentioned it in my VP-HP report to the Executive in August, when I had to bring a conclusion on the events: appeal, Tribunal, Second Olympic Trials for Women, etc.

Let's build from this sad experience; let's show ourselves stronger! We now have to move forward, not to forget about it, because we want to avoid it in the future, but we need to put it in the background and keep moving forward. Personally I think the HPC group, is the best I had the privilege to work with in my volunteer life over the years and in my professional one as a high school teacher as well.

Please don't point your fingers at anyone as responsible for the mess that plagued us last summer, and above all, don't identify yourself as the sole culprit. It's certainly human to do so, but don't forget you've shown in the past you're superhuman.

Let's just celebrate, among others, Jay Lyon ranking 10th at the conclusion of the OG, Dietmar Trillus winning the World Cup, the Cadets at the World Championships and our Juniors winning medals, our team's success at the PanAm Championship, and recently MacDonald and Vrakking winning gold medals at the World Ranking event in Ecuador.

I would like to express a special thanks to Allen Jenskey who recently resigned as HPC chairman. I didn't know Allen when I came back to archery 2-3 years ago, but I learned to appreciate him and was surprised by the sum of work he can accomplished, on so many topics at the same time. It's sad his resignation was the backlash of the crisis that touched our world last summer. We'll all have to work even more to fill the huge empty spot he leaves behind.

This present weekend, for the first time, the HPC will have to go over the agenda with not as many people as usual. The group is a little bit reduced in order to reduce the cost of having the meeting.

I strongly believe that even if FCA is athlete centred; one needs not to forget that it runs on dedicated volunteers, like you.

Respectfully submitted
Alain Gravel

ATHLETES REPRESENTATIVE REPORT 2008

2008 has been an excellent year for Canadian archers highlighted by strong performances at the Olympic and World Cup level. In particular Dietmar Trillus' World Cup Final victory, Kevin Tataryn's 2nd place finish in Boé, Kateri Vrakking's 6th place finish in Boé, and Jay Lyon's 10th place at the Olympics. I believe these results are evidence of how hard our athletes are working, often in isolated bubbles, to be competitive at the world level.

Just as important as the marquee results of our top elite shooters, Canada is starting to produce a broad base of up-and-coming shooters who have the potential to push our best to become better, and even surpass their achievements. The results at the World University Championships, the national records and the successes at world ranking events are proof of an improving development pool.

One particular success, in terms of development, was the team sent to Ecuador. The team had a great time and came back with a good medal haul. However, it is the intangibles that will prove to be the biggest return from this event, in my opinion. Several of the archers who were newer to the world ranking level said that the experience of representing Canada in Ecuador has inspired them to work harder than ever to get the opportunity to do so again. I believe it is fundamentally key to allow archers a taste of world competition to spur their drive, and I think that giving preference to a second squad of archers for at least one major event in a calendar year is an excellent step in the development of Canada's shooters.

That being said, 2008 was not a year without controversy and, for lack of a better word, scandal. Many athletes have expressed disapproval of the handling and outcome to date of protests and/or appeals that were lodged through the season. Others have been confused by various interpretations of what constitutes a "B" team and their exclusion from a team that was not full.

While I strongly support giving first selection to a second group of archers for an event during the year, I believe that if the team is not full and archers higher up on the team selection list wish to go, they should be allowed to fill up the teams. By allowing more archers to participate, it opens the door for experience to be passed on and potentially it permits the team to compete in the team round where otherwise it might not have had the opportunity. This may complicate funding allocation and on-site team selection (three archers from four) a little bit, but I do not think that denying qualified archers access to experience that they believe would be useful for their personal development helps us as a federation to reach our goals.

In an attempt to thwart some of the difficulties that have arisen this year, I believe that some form of sportsmanship agreement should be undertaken by archers attending trials. It may be in the form of signing the athlete's oath on the registration form, or a full athlete's agreement before the first arrow of trials is shot, or something else entirely, but I think some sort of accountability on behalf of the athletes with respect to their conduct and performance is required. While this may not eliminate all unforeseen problems, I believe it will help reduce their number.

When problems do arise, I think that there needs to be a higher level of clarity and transparency of the process. Rumours and stories passed on from unverified sources only harm reputations and breed confusion. I understand that the complaint process either is or will be under review in the near future and that is a good thing.

Overall, I believe that archery in Canada is doing well. I believe that by and large our athletes are a strong community of colleagues and friends who share knowledge and experiences freely in order to help all of us become better shooters. In the compound men's category we are already major international contenders and we are on the cusp in the other categories. If we maintain and grow our athlete development programs while simultaneously dusting off and ironing out some of our policies, Canada's archers will be a real force on the international stage.

Respectfully submitted,
Hugh MacDonald

REPORT RCC CHAIRMAN NOVEMBER 2008 HPC MEETING

I have been asked by the HPC Chair to chair this committee for the interim to lead it through a process until it can be assimilated into the HPC as an active, working committee. There is very little in the way of a job description for this committee and it continues to do their work without a proper funded mandate. The members are dedicated, active coaches who must love what they do for the amount of work they do for archery in Canada. They are working toward moving our athletes forward with out much of a mandate from FCA/HPC.

Some of the Regional Coaches are working at a Montréal Coaching Seminar, this weekend. They have brought with them athletes to work with. They hope to come up with some procedures for working with archery athletes to standardise advanced archery coaching techniques.

The RCC needs the leadership of both the HPC and FCA. It needs to fit into all FCA's plans and Coaching Programmes. It has to be more than a concept of a few coaches and the HPC. FCA needs a link between its coaching programme and the athletes that it should be serving. I hope that the steps we are taking to implement the LTADM will lead to a better focus on the importance of coaching in FCA; without qualified coaches our athletes will not move forward as we might wish.

I hope that we can begin this process with this meeting.

Respectfully submitted,
Al Wills, Chairman
Regional Coaches Committee

REGIONAL COACH REPORT - QUEBEC

The Montréal regional center is created officially. I now offer the services that my club was offering already to a wider range of people (Montréal region).

I held a compound clinic with Dietmar Trillus, opened to all on November 24-25th 2007, with the help of Pierre Gremeaux. It was supported by the regional center. Dietmar will be coming back in February 2009. I keep on giving mini seminars for the regional center and invite the coaches from around town.

I attended a planning meeting with Michel Perreault for the provincial Elite team. I have had meetings with the committee of the Parc Pierre Bedard and suggested to hold the youth world trials there in May 2009. They thought it was a good idea and should carry it on. I have attended the 2008 youth trials and the nationals at the same time in Winnipeg.

I have been actively involved with the "Maison de l'Arc", a 5 M\$ project near the Claude Robillard Center, with meetings at the political level (2-3 municipal, 1 provincial). The project is still alive since we re-oriented our impact strategy around our current provincial election and "people who know people".

I am working currently on the **Coaches seminar** to be held on November 28th to 30th in English (as a pilot) and then in French at a latter date. We have at least 12 coaches from Ontario and Maritimes provinces and 3 from Quebec. The cost is \$50 per coach, free for the athletes. The topics revolve around the lower levels of the LTAD graph, page 12. That is form, fitness and generalities from flow and focus. It is practical and theoretical. From then on, the regional coach of each region will have the duty to carry it on, each year or 2 years. There will be another one to complete the pyramid in a year or two. It is supposed to be transferred to the 2 western regions as well.

I am asking the HPC to vote some money to carry it to the 2 western regions

Respectfully submitted
Gaston Bibeau

SELECTION PROPOSAL FOR THE 2009 WORLD TARGET CHAMPIONSHIP KOREA

I have been asked by Allan Jensky to put forward a proposal for the selection process to be used for the Canadian Target Archery Team for the 2009 World Championships.

Objective:

To select a team to represent Canada at the World Championships that will perform at the highest level and have the best chance of success at obtaining a podium finish.

Available criteria for selection:

Past Performance at World Events
2008 FCA Ranking
2008 FITA Ranking
Results from Canadian Championship
Results from local FCA/FITA sanctioned events
2009 Trials

All of the above have pros and cons, the utilization of any one or a combination of criteria should be viewed in conjunction with the quality and numbers of archers in the "pool" available at the time a selection to the team needs to be made.

Canada is fortunate in that we have members that are beginning to be recognized as world class performers, individuals that continue to strive for excellence and have a track record of demonstrating this. The selection of archers for the two archery disciplines in each gender should be evaluated separately. As such, it is not necessary to standardize the selection process to apply to each of the four divisions.

I am proposing the pool of talent in each division be evaluated and then a selection process be established to best select from each division. It is not in the best interest of the archers (limited resource funding) nor the FCA to force archers to prove their performance if they have already exceeded the levels of other members in the pool. Funding is a valuable resource, forcing members to compete unnecessarily is only a burden on archer finances and waste of FCA resources.

I would suggest the following for each division: (please bear in mind I do not have the ranking results for 2008)

Men's Recurve:

During the 2008 Olympics, both Jay Lyon and Crispin Duenas have demonstrated that during the highest level of competition, they were able to achieve a finish in the top 16 of their category (Crispin 16th in Qualification and Jay 10th in elimination). Throughout the 2008 year, both Crispin and Jay were setting new Canadian records. Both have attended World competitions in the past.

The top two archers from the 2007 Trials were Jay and Crispin.

For the selection of the third member and alternates for the team, a selection can be made from a trials process that would be open to Gold and Red Squad levels only.

Women's Recurve:

During the past year, two individuals were leading this category. Both Marie-Pier and Kateri Vrakking have demonstrated their abilities in these categories.

For the selection of the third member and alternates for the team, a selection can be made from a trials process that would be open to Gold and Red Squad levels only.

Men's Compound:

Two men have dominated this category for 2008. 2007 World Champion Dietmar Trillus with a Bronze medal in one of the four World Cups attended and winning the World Cup Final along with numerous Master World Records has demonstrated his commitment to archery and his ability to perform on the world stage. He is currently ranked #2 in the World by FITA. It would be a disgrace not to send Dietmar as reigning world champion to represent Canada. Kevin Tataryn, Canadian Men's Champion and FCA Open winner for the second straight year, attended 3 World Cup Events with a Silver medal obtained in France and holds Canadian records (1414 ties the world record, 350 at 90 meters exceeds the world record of 349 and 356 is under the world record of 357 by one). He is currently ranked #11 in the World by FITA. Both these men have shot over 1400 this year on numerous occasions.

The top two archers from the 2007 trials were Kevin and Dietmar.

For the selection of the third member and alternates for the team, a selection can be made from a trials process that would be open to Gold and Red Squad levels only.

Women's Compound:

I am not familiar with the abilities of archers in this category to provide names of individuals who may be dominating in this category, but the expertise on the committee may be able to. The committee may want to look outside of the Excellence program to select an archer who is not part of the program. This category is on that may be wide open for three spots for the trials.

Conclusion:

Canadian Sport funding looks at results. The FCA must select athletes that will produce results. Is this fair? Yes, it is fair. The elite archers who have proven themselves in past competitions are insulted by having to once again prove that they are the top archers. Achieve, and you will be selected to represent Canada. There is the opportunity for the up and coming archers to compete in the trials for the last open spot or be the alternative. There will be the four world cup events before the worlds next year as well.

Respectfully submitted,
Robert Tataryn

REPORT ON CANADIAN OLYMPIC COMMITTEE BOARD MEETING NOV 1 & 2 '08

The subject meeting was held in Quebec City, who made no bones about their intent on having a winter Olympic Games bid again.

Youth Olympics

There was again a lot of discussion on this issue. Many are concerned about the focus on education rather than competition. While this focus is lofty and probably a well intended, how does this fit within the competitive world of Olympic competition? The COC adopted IF criteria, NSFs (like us) will be contacted by COC when the IOC criteria becomes available (it had been expected by the summer) in early December. COC will establish quotas based on discussions with the sports, the entire team will be supported. The IOC pays for athletes, their travel and accommodation. No one knows about chaperones. It is hoped that it can be fit in the current LTADM. Canada's team will be around 100.

2015 Pan Am Games

There was considerable discussion on the weekend concerning the bid by the Greater Toronto Area (GTA)/Golden horseshoe area. Bogotá, Colombia and Lima, Peru have also expressed interest. The Games foundation is on new facilities for summer sports in the GTA/GH area.

National Code of Conduct

Adopted by congress on recommendations from the Coaching Community, will be promulgated; I have a hard copy.

Future Olympics

The next sports vote for sports in the Olympics is in October 2009 in Copenhagen. This will (again) list the core sports (there are now 26) and will probably go to 25 for 2016 for 2020. There is little doubt that Women's softball will be added and baseball will likely get another chance. Golf, Karate, Rugby, Squash and Roller sports are on the list 'to be considered to be considered.

Rio and Chicago are the front runners for 2016' Tokyo and Madrid are seen as also-rans. This decision will be made next October also.

Summer Sport Meeting

I also attended this meeting, which was most disappointing as the meeting was dominated by candidates for the upcoming election and by COC staff over explaining political issues.

There is much concern amongst sports that there continues to be much duplication of effort in applying for funds and reporting on programs (SFAF/RTE/OTP etc). This is being addressed. However, there is no end in sight. The work is still progressing on the Sport Building idea in Ottawa; a contractor has been engaged. Many are concerned with team preparation and whose job is it (COC vs Sport Canada etc). Sports Institutes and the upcoming Pan Am bid are the top COC priorities now.

Much work is happening on the Road to Excellence/Own the Podium Projects, (they will probably be merged under one name. I have forwarded a document to the office concerning the Post 2010 work on these programs.

There is quite a bit of lobbying to try and get sport into its own ministry, a matter of making it a government priority. We need a sport minister and the concept of a HP agency.

Respectfully submitted

Allan (AI) R. Wills,
FCA Vice-President International

HPC EQUIPMENT COORDINATOR REPORT

HPC faced a few challenges with regards to sponsored equipment this year. Easton USA had contacted me in November stating that they would like the athletes' names for arrows. As it was an Olympic year they were looking to get the arrows out as soon as possible. The names were promptly provided and with much contact and going back and forth on my part I received all arrows and parts in August. This was a disappointment to me and our athletes and clearly an organizational problem on Easton's part. When you are receiving sponsorship however, it is not appropriate to be voicing these types of concerns. The main point is all athletes have received their arrows and we were able to get an extra set for J.D. Burns who ended up making the Olympic Team. I am hoping that in 2009 getting the arrows will be an easier task as it is not an Olympic Year.

Our Win and Win sponsorship went to one athlete this year, Kateri Vrakking. It was our hope that anyone who received Win and Win equipment would be successful internationally this year. Kateri has certainly lived up to this and I think Win and Win will be happy with her results. Win and Win is looking for results from those who are given their equipment. My hope this year is that we could give 2 bows away to two deserving athletes.

Respectfully submitted
Hayley Mott

HPC UNIFORM COORDINATOR 2008

Another year has gone by. We might have thought that there would be very few uniforms sold this year because most every body already had a uniform. However, this was not the case; quite on the contrary. This year was the second largest since 2000 for team uniforms purchases. There were seven different teams representing Canada and many archers did not have uniforms. FCA supplied some archers and support staff with a uniform from the inventory in stock, which came in pretty handy. Archers bought over thirty uniforms this year. Avalanche had advise us that they would not make custom uniforms anymore; but as the year went on and the orders came in, Avalanche managed to make the custom uniforms just the same and repair or alter any thing that could have been wrong with the it; which there very few since I took the measurements myself. We also had close to fifty extra crests.

So this year is the last year of the second four years contract with Avalanche. During the course of those eight year contract with Avalanche more than one hundred and seventy uniforms have been ordered, and over or close to two hundred extra crests were also ordered. We must not forget we received over \$2000.00 (two thousands dollars) worth in sponsorship. We should try to see if we can receive any kind of sponsorship with the new contract.

But there were many complaints regarding the type of material (too warm) and the dislike more specifically for the shorts. I talked to Avalanche regarding the problem and they came up with a new with a design which was quite nice and stylish. I informed them that this design would have to be in lighter material than the previous one, or other lighter clothing; otherwise, it would be pretty difficult to get approval!...

Then Avalanche found some new clothing and made arrangement to present them at the meeting. I also approached a new company, Toxofil (manufacturer), owed by an archer who has been working with archers to make special clothing for archer's comfort. Toxofil will also present their line of clothing at the meeting. This is all I'll say at this point; I must let them show you what they can offer.

No matter who is the new supplier for the uniforms; I still maintain the importance of a special letter or note of emphases should go to the athletes to inform and make them aware that as soon as they intend to make a team they should send in their name. The order form for their uniform and measurement chart must be included.

Respectfully submitted,
Marty (Marthe) Cusson

COACHING COMMITTEE REPORT - HIGH PERFORMANCE COMMITTEE 2008

The Coaching Committee has been fairly inactive since the resignation of Jim Wiebe. Bruce Savage has taken on the interim Chair of the committee.

Plans are to:

- 1) Hold a conference call before the end of the year to re-start the committee
- 2) Complete the Intermediate Instructor material for final CAC context approval
- 3) Complete the Outcome/criteria and matrix for Intro to Comp and Comp Dev.

The new NCCP Data Base fee structure proposals have been released. It appears that the cost for using the Data Base will be increasing. It is unclear what the impact will be on Coach Certification. Higher clinic fees may be needed.

It imperative that the Coaching Committee re-vitalize its efforts to complete the transition of coach instruction material to the standard required under the new NCCP guidelines. Efforts need to be made to re-activate and recruit members to this committee.

Respectfully submitted
Bruce Savage

RAPPORT DU PROGRAMME DES ARCHERS AYANT UN HANDICAP

Voilà une année Olympique et Paralympique qui se termine a mon avis assez bien.

Contrairement a 2004, et heureusement, nous avons trois archers inscrit au paralympique 2008 qui on bien performé pour deux d'entre eux. Nous avons aussi pour la première fois une femme d'inscrite dans la catégorie ARW2. Norbert Murphy termine en 7^e place, Kevin Evans termine en 6^e place, et Lyne Tremblay termine pour sa part en 20^e place.

Lors du dernier championnat Canadien il y a eu pour une première fois la participation de six personnes inscrites dans la catégorie Para-tir-à-l'arc.

Une autre belle réalisation cette année fut la participation de trois archers a des essais afin de trouvé celui qui participerait au Paralympique. C'était une première puisque dans le passé nous n'avions pas assez de compétiteurs.

J'ai aussi le plaisir de confirmer que pour la saison prochaine qu'un plus des trois hommes à poulies il y aura deux autres femmes à poulies qui s'inscrirons au programme de la haute performance. Deux personnes amputées d'une jambe qui ont déjà performé dans d'autres sports paralympique soit en escrime et l'autre en tir a la carabine.

Les deux ont déjà débuté l'entraînement.

Résumé de la participation aux compétitions de l'année 2008

- 1^e - Spring Classic ainsi que les essais :
 - 3 Hommes à poulies : Kevin Evans, Bob Hudson et Rob Cox
 - 1 e Homme Arw1 : Norbert Murphy
 - 1^e Femme ARW 2 : Lyne Tremblay
- 2^e - 4th Européen Grand prix :
 - 1 Homme à poulies - Kevin Evans
 - 1 Homme ARW1 - Norbert Murphy
 - 1 Femme ARW1 - Lyne Tremblay
- 3^e - Championnat Canadien
 - 1^e Femme ARW2 : Lyne Tremblay
 - 1^e Femme a Poulies : Nicole Laderoute
 - 3^e Homme à Poulies : Kevin Evans, Bob Hudson et Rob Cox
 - 1^e Homme ARW1 Norbert Murphy

Compétition à venir pour l'année 2009

Si l'on veut priorisé ces événements je crois que le championnat du monde pour les archers paralympique se tiendras en République Tchèque au mois d'août serait la priorité.

Du 15 au 24 Août

Pour préparer cet événement il y aurait le 5th Européen Grand Prix du 5 au 11 juin

Le championnat Canadien du 15 au 15 août

Pour terminer je voudrais remercier la directrice exécutive pour tous ses travaux.

Respectueusement soumis par
Arthur Nault
Gestionnaire des programmes pour les archers ayant un handicap

EXCELLENCE REVIEW COMMITTEE REPORT

Members of this Committee are:

Joan McDonald Hugh MacDonald Shawn Riggs Greg Durward Al Jenskey

Since the creation of the committee it has:

- Completely re-designed and implemented a new team selection process
- Modified and published the criteria for each individual team for which a formal team selection process is required, including the Olympic Games
- Completely re-designed and implemented a new FCA ranking system
- Is currently making a recommendation regarding the future of the formal Excellence program

Al Jenskey resigned from the committee in September 2008 when it appeared that the requirements of a team selection document would not be adhered to and disparaging comments were made about it even though the commenter was one of the people who had approved the document.

This is a great loss to the committee as Al had diligently, patiently and logically explained the various decisions made by the Committee and subsequently approved in the various FCA approval processes. He also responded quickly to members of the FCA who enquired and complained and who also made many personal attacks on the committee, HPC and the FCA in general. He was also able to ask the difficult questions that this committee and the HPC as a whole often didn't want to hear.

It is a big concern of this committee that despite the intimate knowledge that the Excellence Review Committee has of the team selection documents, which included literally hundreds of hours of discussion and argument over almost every word in them, that on the two occasions when there were issues with these documents, this group was not consulted or used to clarify or understand the process the documents describe.

It is recommended that this sub-committee continue with its work on team selection and the ranking list adding knowledgeable and creative people as appropriate to deal with the issues of the day.

Excellence Programme Recommendation

Throughout the years since this committee was created, there has been discussion on whether the Excellence programme adds value for Canadian archers and whether it should be continued.

The Excellence Programme was developed in the days before e-mail and the Internet. One of its main functions was to distribute information about international competitions, results, training, and team selection. This was usually done with a quarterly newsletter that many of us spent considerable time and money on creating, duplicating and mailing. Therefore, it was necessary to identify the appropriate archers to send this information to and to collect fees to pay for it from those that wanted to receive it.

The advent of email and internet has long since surpassed the need to distribute information

MOTION

The Excellence Review Committee makes a motion to discontinue the current Excellence program effective January 1, 2009.

RATIONALE

Reasons for Renewing Excellence

Money received pays for a portion of **team uniforms**

Excellence entry form supplies **DOB for Ranking List**

- DOB for those <18 could be requested on results reports.

If not supplied, obtained from FCA membership information

Reasons for Not Renewing Excellence

All information for high performance, team selection etc. is posted on the FCA web site. An incredible amount of timely information on the sport, training, shooting techniques, tournament results etc. are available on the internet.

Return on Investment– the programme does not currently provide any programming for the majority of people who join.

Archers will have to pay for **team uniforms**

- Some will still complain
- Most archers buy extra shirts now.

Ranking list would continue as normal and would include all archers who have shot the required scores.

- All scores for all archers shooting the required rounds have been entered for years so there is no extra work.
- It is easier to enter all the scores rather than pick through them wondering who's in Excellence and who is not.

Talent identification would be much better as the ranking list would include all archers, not just Excellence members. Therefore any up and coming archer would be known. Currently, only those that have joined Excellence are known.

Equipment program continues as it does now by selecting the top ranked archers. It's not a benefit of Excellence; it's a benefit of good shooting.

Large administrative load

- Creating separate membership list in Excel.
- Constantly updating it.
- Checking who's in and who isn't close to trials deadlines
- Creating, printing and mailing welcome packages.
- Answering questions from people who don't know what it is or that they had to belong.
- Confusion created for archers and in particular juniors and cadets who don't know they have to join excellence to go on teams. 2008 Youth Worlds was particularly bad in this respect.
- When archers join Excellence at the last minute, lists of those qualified for trials have to be updated in a rush and republished on the internet.
- Save time of coaches having to explain to archers they have to join a program that has no benefits

Trials continue as they do now.

- Criteria for entry into trials are still developed as they are now.
- Trials open to everyone who is qualified, so more might enter.

Distributing money for "extras" like training camps etc. would still use Gold, Red and Blue levels of the ranking list.

Simplifies team selection process by removing another deadline that people have to know about and then comply with. Simplifies and shortens selection documents.

Respectfully submitted
Joan McDonald

FCA EXECUTIVE/TECHNICAL DIRECTOR – HPC REPORT 2008

2008 certainly combined high points and accomplishments along with frustrations and disappointments. On the plus side, there were top performances by compound adults and youth, combined with 3 Olympians and 3 Paralympians – the biggest teams in years. Those accomplishments have been listed by others in these reports. I congratulate all Canadian archers, their coaches and families for these successes and all the hard work leading up to these terrific results. On the negative side, as in 2004, the Olympic team selection process was divisive and I fear that permanent damage has been done to FCA's senior recurve women's programme. The process has affected some coaches and volunteers negatively as well. Certainly, FCA's first experience dealing with Sport Dispute Resolution Centre of Canada was quite difficult and the whole process was an emotional one for all parties concerned. For the Paralympics, the road started out fairly rough when a team selection draft that I had circulated for discussion ended up being printed as a final version. There were hiccups along the way, but the team selection process more closely mirrors that for able-bodied archers, and I believe that this marriage of the two programmes is an important step along the road to total integration and equality.

Throughout the whole process of team preparation for world cup events, Paralympic/Olympic preparation events, Pan American Championships, FISU Archery championships, the Games themselves, FITA Field Championships, FITA Youth Championships and the WRE team to Ecuador, the workload is quite considerable. Most volunteers and archers do not see the level of staff involvement necessary, and it surprises many new team leaders when they are apprised of the work that is involved. This year, FCA had some very helpful and inspired support staff. Many of them were new to these roles and they did a good job. The FCA HPC and the Board will have to commit to fully-funded team leader positions if these people are going to put their names forward in the future.

The analysis of the trials process, and the situations that arose, is submitted as a separate report for the HPC to review and discuss.

This is an extremely pivotal time for future HPC budget decisions and plans. I have been verifying all Sport Canada's point system for SFAF IV documents to ensure that the maximum number of points be allotted to FCA for ranking against all the other sports. Even though FCA's international recurve performances have improved over the past 4 years, if other sports ranked higher than archery under the current system also improve, FCA's ranking will not convert into increased funding, particularly for high performance and AWAD programmes. HPC members will not know FCA's new funding level until mid-December. They will be asked to vote on a refined budget in time for the January 31-February 01 Executive Committee meeting.

Sport Canada and Podium funds were utilised to assist our international teams and archers who qualify for assistance. However, international team members must make significant financial contributions. In terms of upcoming events, those archers who can not access this funding must be prepared to be self-funded. In particular, those archers and support staff interested in the FITA indoor world championships, the FITA 3D world championships, and able-bodied compound archers competing at FITA world senior and youth championships. FCA volunteers and programme leaders need to put more energy into fund-raising activities.

The Regional Coaches Council has new life. The first major coach training clinic is taking place in Montréal the same weekend as this meeting is being held, under the guidance of Gaston Bibeau (Québec) and Bruce Savage (Ontario) to involve coaches from the Atlantic Region to the Ontario-Manitoba border. I strongly advise HPC to set aside funds to replicate this clinic for the western and northern regions in order to ensure that the same information and training is offered nationwide. The RCC is a good structure, and can meet the needs of Canadian archers and coaches, but is desperately under-funded. Also, during the past several years, I have been mentoring level 4/5 candidates and it is hoped that they will work within the system to strengthen it. I will continue to supervise their progress even though I am leaving, as I intend to do for those level 3 coaches who are working through the CBET-based programme now in use.

Continued

Sport Canada's Athlete Assistance Programme (AAP) is limited by an internal quota system that is imposed on all sports. FCA qualified archers for both A/B and AWAD programmes allowing 6 archers to receive assistance to continue their training and competition. As well, during the pre-Games preparation phase, Sport Canada offered again a 4-month stipend to team members who were not carded already. However,

they did not continue to receive assistance after the Games because of their performances. Lyne Tremblay was named a Hudson Bay Company AWAD athlete and two young archers will receive grants through other outside agencies.

IPC Archery has been integrated into FITA Para-Archery and there have been a few growing pains in terms of registering tournaments. These are minor problems and the former IPC-Archery volunteers are working well with the FITA staff to overcome these issues.

FCA's Long-Term Athlete Development Model process has moved forward to the next important phase, that of Competition Review. I have been working with Paul Jurbala in order to present recent survey findings to the HPC to assist in the "fleshing-out" of the HPC Plan to 2012.

I supported all HPC activities in 2008, from CCES, WADA code changes and athlete whereabouts forms, to uniforms to AthletesCan mobile phone programmes. I have not heard any discussion about the new team member agreement I drafted as part of my report to HPC from the FITA world target championships in 2007. I would suggest that it is discussed, and if not implemented as-is, used as a base in order to create a document that can be enforced. I have included it again with the HPC agenda (next page).

I have not seen anything definitive about HPC's plans for Excellence 2012, its fees, and the cost of uniforms. I have prepared the profit/loss report for this meeting in a separate document. The FCA's HPC budget is heavily committed to paying for uniforms and shirts. If ERC suggests that Excellence membership become free-of-charge, all the present services and costs will have to be scrapped. Neither HPC nor FCA can afford to float this level of expense when coaches and managers are expected to pay most of the cost to assist teams and compound archers are expected to pay 99% of their expenses themselves.

The workload will be a challenge for the new Executive Director and the volunteers. I am confident that everyone will be up to the task. I wish all of you the best in the future.

Respectfully submitted,
Kathleen Millar

TEAM MEMBER AGREEMENT DRAFT (originally submitted to HPC on 2007-08-30)
(To be signed at the post-trials meeting, or if no trials were required, before the archer is registered with the tournament organising committee)

I, _____, a member of the _____ team in the year _____, agree to the following duties and responsibilities:

1. To continue to train and compete between the date I was named to the team and the competition's commencement.
2. To pay all FCA invoices for accommodation, clothing or any other fees as required prior to leaving Canada.
3. To have a passport valid for 60 days after my return to Canada.
4. To communicate with the support staff on a regular basis prior to leaving Canada, read and respond to all e-mail and telephone communication as required and send a copy of the confirmed flight itinerary to the team captain as soon as it is available.
5. To fill in and return immediately all organising committee/FITA forms to the designated team support staff member looking after this task. This includes, but is not limited to: Anti-doping agreement, Participant waiver, minor's waiver if required, Athlete biography, FCA medical form and Team member agreement
6. To wear the official FCA team uniform for Opening Ceremonies, medal presentations, media interviews, and any formal as requested by the team captain.
7. To have on-hand in transit and upon arrival in the host country sufficient currency of the country (countries), in case of emergencies.
8. If a minor, to have my parents/guardian sign the chaperone permission form and send it to the team captain before leaving Canada.
9. To bring to the event a complete back-up bow, arrows and accessories, which I will have on the competition site during the event.
10. On-site, will continue to practice and train according to my training plan.
11. On-site, will practice the team round with the other 2 members of my equipment division at least once prior to the team round competition.
12. On-site, will attend team meetings as scheduled by the team captain.
13. On-site, will communicate my whereabouts to at least one of the support staff members should I wish to travel away from the group, or be unable to attend a scheduled team meeting.
14. On-site, adhere to the laws of the country where the competition is taking place, and remain a good ambassador for the sport and Canada until I return to my home airport.
15. To refrain from drunken and/or disorderly conduct throughout the trip.

Signed

Dated

Witness Signed

Dated

REPORT ON TRIALS PROCESS IN 2008

Pan American Championships/Paralympic/"B" Team/Olympic (1) Team Trials

These teams were chosen at one venue in conjunction with a major event. In 2007, the same type of team selection process had been used to pick only one team. In Montréal, there was less confusion; the major event was only one round, and combined well with the trials format. Only one ranking procedure was needed in order to continue the trials. This was not true in 2008.

Confusion was added by the fact that archers were allowed to opt in and out of events depending upon their placement and interest, e.g. Boé, FRA team members were allowed to qualify for Pan American Championships as well. This led to even greater confusion later on when archers had been allowed to check-off on the trials registration sheet multiple events when the technical package did not allow it, e.g. Pan Am Championships and WRE "B" team.

Due to the fact that the Olympic and Paralympic trials process was different from the rounds to be shot at the Pan American Championships and the WRE, archers did not participate in trials that resembled the event. This was noted in the HPC documents. However, it meant that cadet men, shooting as juniors for the Pan American Championships, did not prove their ability to compete at 90M. No problems arose during the Championships because of this, due to archer experience.

The multiple trials event was labour-intensive for the volunteers and tournament organisers.

A draft version of the Paralympic trials process was used in error during the event and caused considerable confusion.

Recommendations:

1. No more than one team should be chosen per trials. A major event could be held in conjunction with the trials so long as its format matched the event for which the trials are being held. Archers would be registering for only one event at a time.
2. Trials rounds should continue, whenever possible, to match the rounds of the tournament itself.
3. Olympic and Paralympic trials should be held together, but always separately from other team trials.

Olympic (2) Team Trials

This event was held due to the appeal of the Olympic team selection process for women. The event was a stand-alone, scaled down version of the first trials format and was held for only three women. This required review and careful consideration in order to ensure that the process ran properly. A neutral installation was found where none of the three archers had competed before.

From a technical viewpoint, it ran well since it was very simple. However, due to the volatility of the situation, it was very volunteer-intensive, and costly.

Recommendation: none

FITA Youth World Championships Team Trials

This event was held in conjunction with the FCA national target championships. This decision was made in order to reduce costs for the archers' families. However, it was run in conjunction with the FCA Open on its final day and this incurred timing challenges after the FCA Open format changed to 4 ends of 3 arrows. Fortunately, the FCA judges and Directors of Shooting were able to solve the problem.

Recommendation:

See points above numbers 1 and 2.

Respectfully submitted,
Kathleen Millar

FCA Executive/Technical Director

COACH REPORT 2008 WORLD UNIVERSITY ARCHERY CHAMPIONSHIPS

The FITA world university championships are held every two years and should not be confused with FISU Games that are held every 4 years as a multi-sport event. This was the 7th WUAC, and the largest one to date. Eligibility and accreditation must be verified by Canadian Interuniversity Sport (CIS) for both events. CIS will not accredit teams without a team leader. Since no volunteer came forward for this position, I submitted my application to FCA's HPC in order that the team could go. Team members were Vanessa Lee, Nathan Cameron and Allan Gunter.

Logistics

FCA has good relations with CIS and the staff was very helpful, particularly in terms of obtaining visas and confirming accommodations. Flights were co-ordinated through FCA's travel agent so that everyone met in Vancouver to fly trans-Pacific. There was difficulty obtaining information and ticketing for the domestic flights within Taiwan and the team ended up taking the high speed train between Taipei and Tainan, running at speeds of 297 km/hr. The team members were given preparatory information for the long travel and there was very little jet-lag impact on performance.

The Taiwanese Archery Association ran the tournament with the full sanctioning and financial support of the major university in Tainan, the county and the city. The tournament was run to world championship standards in every respect. In some areas, they ran the event to Olympic/Paralympic standards. It would be difficult to run a better university archery championship.

Performances

I contacted each archer's personal coach for information and tips, and utilised this information to assist the performance. All 3 archers were very supportive of each other and the atmosphere was one of the most positive I have experienced on any Canadian international team I have had dealings with. Nathan, Allan and Vanessa were excellent team members who trained together often during the event and competed well. Each one of them ranked higher after the elimination round than their placement during the FITA70M qualification round.

Recurve Women:

Vanessa was participating on her first international team. Her form has really improved and she continued to work well throughout the tournament. She shot the same score in both her elimination rounds. She finished 29th out of 45. I thought she did very well considering the extra attention she received from the Korean national team. She thoroughly enjoyed the experience and did not seem to feel pressured in any way, and she got to practice speaking in Korean.

Compound Men:

Allan Gunter has been on an international team before and was well-prepared for the trip. His power off the string is a real positive point in his form and he has good mental control. He won his first match easily and ended up tying for 21st out of 39. He has a lot of potential at the international level and I hope that now that he has finished his education, he will be able to try out for the senior world championships next year.

Nathan Cameron was a great asset to this team. Like Allan, he had previous international team experience. He showed a great deal of poise and determination all the way to 4th spot. A very powerful shooter, I look forward to seeing him at trials for senior world championships, too.

I would like to thank the FCA for the opportunity to serve our archers again at the international level.

Respectfully submitted,
Kathleen Millar

COACH REPORT 2008 PAN AMERICAN CHAMPIONSHIPS

The team was selected at trials held in conjunction with the 2008 Ontario Spring Classic. Up to that point, all team logistics were being handled by the FCA national office as no volunteers had come forward for team coach and team manager. Anna Arsenault and I volunteered after the trials were completed and started preparing for the event. Spencer Perkins assisted us. The turn around time for travel arrangements, team uniforms and shirts was very tight.

Team members were: Felishea Quattrociocche, Kristen Niles, Meaghan Peters, Gregory Wong, Timon Park, Michael Wong, Philippe Arsenault, David Driedger, Christopher Perkins, David Mulligan, Victoria Rogers, Sonia Wilson, Murray Peacock, Andrew Fagan, Brian Arcand, Claude Rousseau, and Guillaume Allard.

Travel

For all those coming in from the east to Caracas, the flight landed on time. Overall the flight went well I had a little problem with my seat from Miami to Caracas but a good laugh came out of it during the week. The other problem was 1 suitcase was missing which unfortunately contained all of my and some of Felishea's personal clothes. All uniforms and team shirts arrived on time.

The personnel at the airport suggested we wait for the next flight coming in from Miami in hopes the suitcase would come in, so we decided to wait. In the meantime, I tried to locate the bus that was supposed to pick us up to travel to Valencia, but there was none. I tried to contact the O/C with my cell and Felishea's but was unable to get thru. At this point I tried to see if I alone could get through Customs and out of the airport to see if our bus ride was out there. I fell upon a gentleman who was a medical officer who worked at the airport and he was kind enough to get me passed Customs and out of the airport where he helped me check if there was a bus there to pick us up, result negative. Rodolfo led me back through customs and I rejoined the team. During my absence I asked Mr. Perkins to keep team together. Rodolfo then asked if I had a contact name we tried with his cell the numbers I had for the O/C which turned out to be only fax numbers. At this point with Rodolfo's cell and help I contacted Anna our team manager at the Stauffer Hotel. I asked Anna if she knew anything concerning the bus that was picking us up. I also advised her that Claude Rousseau's flight was delayed and to make sure with the O/C there would be transportation to pick him up the next morning. Anna said she would take care of everything and would make sure we were going to be picked up. I asked her to please call me back to confirm everything. I provided Rodolfo's cell number. My bag never came in on the next flight. An hour and half went by and still no call from Anna, so I called her back and she said a taxi company was suppose to call me back and tell me that 3 cabs were coming to get us. No cabs showed up. We had arrived in Caracas at 6:35PM. It is now 12:15AM and Al Wills was to travel with the Mexico team. At 1:15AM a bus driver shows up to pick-up the Mexican team; the driver was on the phone speaking with Johnny Hernandez. I asked to speak to him and he told me to take the bus with the Mexican team. We never saw the 3 cabs that were suppose to pick us up. We finally left for our 3 hour drive to Valencia. We got to the hotel at 4:30AM.

Mid-way through the week we were contacted by the cab company. They claimed they showed up but there was nobody there to pick up. They claimed an amount of \$1000 for the fare. I spoke to the organizing committee, as they were partially responsible, so they agreed to pay half the fee. We negotiated the fare to \$600 and we split the cost, the O/C paid \$300 and the other half was split among the group from the east: Maurizio Quattrociocche, Felishea Quattrociocche, Spencer Perkins, Christopher Perkins, Andrew Fagan, David Mulligan, Victoria Rogers and Guillaume Allard. Each of us put in \$38.50 the only one who did not pay me is Victoria Rogers but she said she would pay me at Nationals. We do have an invoice for this which Anna has and she will get it to you. Claude Rousseau was also not picked up and he had to take a cab from Caracas to Valencia which cost \$200. It would be appreciated if the FCA would reimburse everyone for this expense.

Trip Home: We left the last day during the banquet at 1:30AM to be bussed from Valencia to Caracas. Team members from the west their flight left at 8:45AM but for those from the east our flight was at 12:35PM. Our trip back home was long, lasting over 24 hours without sleep. I definitely do feel the bussing could have been scheduled differently in order to accommodate and reduce the fatigue factor for the athletes especially those coming from the east the whole arrival situation (lack of sleep, hunger for in airport

they would not take US dollars) and having to leave at the same time made the traveling a lot more strenuous on everyone.

Organisation

Overall I think everything was good. The shoots took place in the morning so by 1:00/1:30PM everything was done which was a definite plus; so in my opinion climate did not affect performance for the heat became unbearable more towards mid-afternoon. We had an efficient water boy for Canada. It was all bottled water and we even were given water to take back to the hotel. Food was good only problem; it was repetitive. I think most are not eating chicken and rice for a while. Claude Rousseau did arrive in time for the official practice and opening ceremony. Concerning the registrations, the O/C gave me a bill of \$14000 they wanted me to collect all team members for their stay and meals. I arranged that each team Canada member pay their own and get a receipt. The atmosphere amongst all team members and with other countries was phenomenal. The camaraderie and sportsmanship was definitely not an issue.

My Approach

The first day with the whole team, I found the team was divided in 2: the west of Canada or those who Anna accompanied, and the east, the ones I accompanied. I immediately asked to hold my first team meeting that evening after supper and things turned around. I had everyone introduce themselves and the team spirit grew stronger and stronger into the 2nd & 3rd day. All team members encouraged each other. It was as if the bunch had known one another for years!

At the first meeting I told every archer that I was there for each and every one of them and if they needed for me to intervene that they should not hesitate to let me know. If they were working on something and they wanted me to take a look they should let me know. I basically let them all know I was there for any kind of help they needed, even going to get water. I encouraged them all during their shoots. The ones that asked for the most help were Felishea, Victoria, Guillaume and Brian. There were a lot more I could have helped and made their shoot a better one but they did not ask. All I could do is encourage them and make sure things were going like they planned for I feel imposing is not my way. I'd rather ask if everything is going as they expected and let them know if anything they simply need to ask. I have to say the compound men were quite self-reliant. I forgot to mention that I managed to get accreditation for Spencer (Perkins), so he was my eyes on one side of the field when I was on the opposite side and vice-versa. Spencer was definitely a great help.

We had 2 equipment failures. Andrew Fagan - the bolt that holds his sight snapped and his sight moved which caused him to lose a few points on the first day. We fixed it but the bow would not shoot the same way so he changed for his back-up. Guillaume Allard - first day of the shoot while setting up his bow the bolt that holds his v-bar snapped and luckily the same morning Meaghan Peters had advised me if anyone needed to borrow a v-bar she had an extra one so the problem was easily solved. I worked with Guillaume a bit for he had lost some confidence in his equipment.

Performance

Definitely our juniors climbed the podium quite often. The performance was very good with the majority of our archers. As I was going up and down the field encouraging them all and making sure things were running smoothly, I could see the team members encouraging each other and they were all focused and into their game. A majority of our team met their expectations:

Felishea Quattrociocche, Victoria Rogers, Christopher Perkins, Gregory Wong, Michael Wong, Murray Peacock and Claude Rousseau

These are a few that stand out in my mind but you will see from the results that there are others and overall the team did extremely well.

Continued

Team Events

Things went very well. Canada was everywhere. There were matches going on at the same time across the field. The teams also had time to practice together. Things went on smoothly.

Information

I met Sergio Font from Cuba who knew it was my first experience and he made sure I had all the details I needed to know. What a great person! I also met another wonderful person a judge from the USA Mr. Tom Green who answered all my questions no matter how many I asked he was always ready to answer them and help me in any way.

Observations

I did notice that the other countries had a lot more support staff to surround their team. As I ran up and down the field I realized other countries had 2 to 3 coaches all positioned across the field. I was also told that many of these countries national teams have been training together for the past year and with these coaches. I was glad to receive compliments from many coaches from other countries for my work on the field.

Personal Experience

I truly loved my experience. The week I spent in Valencia was the week I felt the most valued as a coach, since I began coaching. The appreciation from my team and also by coaches and archers from other countries was truly a great feeling. I hope to be given the opportunity once again to be team leader.

Once again thanks to all for the co-operation and assistance from Anna and Spencer, and for making this experience a memorable one!

Respectfully submitted,
Maurizio Quattrocioche

FITA WORLD FIELD CHAMPIONSHIP REPORT 2008

Logistics

This event took place in Llwynnpia, Wales, GBR on September 01-06. There were no trials required for this event as there were only 3 compound male archers expressing interest in attending. Eventually, that number dropped to one Canadian participant, Richard Scammell. There was no team leader for the event and the FCA national office co-ordinated preparations.

Though this was a self-funded event, and though the team was small, the standard FITA preparation requirements had to be met. There were difficulties in communication with the company contracted to look after accommodation, registration fees and ground transportation. The fact that Richard was going to arrive earlier than this company expected, made it worse. Richard is still working with this company in order to establish an acceptable price for this extra time.

The Event

FITA field is very popular in Europe and it is no surprise that this event was well attended by Europeans and Scandinavians. The South Pacific region was represented also. The course was challenging, as usual.

Summary

With the decline in interest by Canadian barebow and recurve archers, full teams are not likely in the foreseeable future. The FCA should continue to hold trials at the FCA national championships whenever possible if necessary.

Respectfully submitted

Kathleen Millar

FCA Executive/Technical Director

REPORT ON WORLD CUP EVENTS IN 2008

The rise in significance and popularity in the relatively new FITA World Cup circuit accelerated in 2008. Compound archers in particular are more interested in this type of international competition and their involvement increases the amount of time and preparation needed regardless of whether or not an official team leader has been appointed for a particular event. Recurve archers used these events in 2008 in order to prepare for the Olympics, and one Paralympian used the Boé, FRA event as preparation for Beijing as well.

Though there are standardised FITA procedures in place, there is no standardised approach from the organising committees hosting the events, e.g. Antalya versus Boé. This creates a certain amount of confusion. Further, on non-official FCA teams, significant problems can arise when athletes do not communicate their travel arrangements quickly. Pre-booking accommodation requires pre-payment and invoicing through the national office. There is usually very little turn-around time in order to get this accomplished and an organising committee does not want entries sent in one at a time. Nor do they want archers arriving at more than two different times, even on the same date. O/C's have begun to charge more for extra pick-up requests.

It is obvious that Canadian archer interest in these events will continue to grow. HPC must be prepared for questions regarding team selection, and costs to send team leaders to those World Cups identified as important in and of themselves, or for preparation purposes for other major events. More lead-up time is needed in order to finish all the preparation and details in advance of the deadlines.

Respectfully submitted,

Kathleen Millar

FCA Executive/Technical Director

COACH REPORT FOR ARCHERY AT THE OLYMPICS BEIJING CHINA 2008

Training Team

The top 5 recurve men and recurve women from the 2007 ranking list were selected to for a training team for the Olympic Games. Archers' coaches were also invited to attend. The archers selected were:

Recurve Women
Marie-Pier Beaudet
Kateri Vrakking
Kristen Niles
Angela Cramer
Racheal Savage

Recurve Men
Crispin Duenas
Jay Lyon
Hugh MacDonald
J. D. Burnes
Patrick Rivest-Bunster

The purpose of the training team was to bring expertise and information to the archers to assist them with their training and preparation for the actual games. Participation in the training team was voluntary.

Meetings were held with the group using conference calls combined with GoToMeeting, which allowed everyone to see the presenters computer screen. It worked well. Not all archers/coaches attended all the time as it was almost impossible to co-ordinate all their schedules. Often if the archer could not attend, the coach did.

Sessions were held with:

Joan McDonald – going over details as they were received from the COC, photos of the venue in Beijing and information from archers who were at the test event, travel, dealing with heat, pollution, time changes and my experience from Olympics past.

Gary Watanabe - a sport psychologist who works with Peter Jensen at Performance Coaching Inc. Gary donated his time and Performance Coaching donated a book a CD of excellent sport psychology material developed by Peter Jensen for each archer. I also had several sessions with Gary Watanabe which were helpful for me to prepare for the Games.

Allison Korn (two sessions) - an Olympic gold medalist in rowing, who is now a journalist and who works with athletes to help develop their skills to deal with the media. These sessions were very valuable. Half the cost of these sessions was paid for by the Canadian Sport Centre Ontario.

Several archers mentioned that they thought this method of working was very good and they appreciated the work.

Quite a bit of technical work was done to create live competition over the internet using a web site called ustream.com. Technically this worked but was not implemented because the locations where archers shoot do not have internet connections. However, I will continue working on this as I believe it has potential to create competition between archers even though they are located across the country.

Team Selection

A sub-group of the High Performance Committee wrote the team selection guidelines. It took about 7 months from start to approval by the High Performance Committee and the FCA Board of Directors. This included a number of reviews by the Canadian Olympic Committee including two reviews with the COC lawyer. It was published on the FCA web site in February 2008.

The Olympic Trials were held in conjunction with the Ontario Spring Classic and trials for three other FCA teams. If the Olympic Trials had been the only trials combined with the Spring Classic it would have worked well as combining the Spring Classic with one set of trials did in 2006. However the addition of trials for three other teams added many layers of confusion and should not happen again for something as important as an Olympic Team.

The subsequent dispute over the naming of the team is well known and will not be further commented on here.

Media Coverage

Jane Kierans looked after the media for the Olympic Trials and did a superb job with a tremendous amount of media in Toronto and in the home towns of almost everyone who was qualified for the trials. Good coverage continued after the team was selected and during the competition at the Games. The COC supplied a media attaché who worked with us prior to and during the trials assisting with writing press releases and in particular at the Olympic Games. Carolyn Sharp did an amazing job during the Olympics getting us coverage and helping us manage it.

There was coverage of both Marie-Pier's matches as well as Jay's second and third match by CBC. Granted it was a recap and not coverage of the full match, but much better than we have ever had before. They also did a short recap of Crispin's match on court B for which they had sent a cameraman.

JD's Illness

Two days before the Opening Ceremonies, JD suddenly became ill. The COC doctors suspected that he had appendicitis. He was taken to the polyclinic in the Village (the main medical clinic for the entire village) and then to the hospital. He was started on IV antibiotics immediately. He improved and was released from the hospital the morning of the Opening Ceremonies and the day before the ranking round.

As JD's mother is a doctor, the COC doctor, Connie LeBrun talked with his family.

When JD was taken to the hospital, I told Jay and Crispin not to call to Canada until I could get information from the COC on the substitution process to give to them and to give to Hugh. They ignored that request and phoned a number of people in Winnipeg anyway. I did not find this out until I got text messages from very confused people in Canada, but I had no information to give them. This created considerable unnecessary confusion for the FCA and for Hugh MacDonald (team alternate).

The COC was VERY helpful in figuring out the substitution process. I knew from FITA that the deadline was the start of the technical meeting the morning of Aug 8th, the day of the Opening Ceremonies. However, it took the COC people at least a day to get BOCOG to agree that this was their deadline. Originally BOCOG gave the COC 12 hours to make the substitution.

However, the real issue was the IOC. Their rule is that substitutions cannot be made after July 23rd except for medical reasons and the IOC has to approve medical substitutions. They do not publish any guidelines on what medical events would be approved. The COC felt sure that if JD's appendix was removed, that they would approve a substitution. However, when JD improved and was subsequently released from the hospital, the COC and their chief medical officer felt that they might not approve the substitution and once the substitution is made, it cannot be revoked if the IOC does not approve it. So, if I made the substitution and it was turned down, we would lose the team. I decided not to make the substitution and be sure we had a team.

The Venue

The venue was terrific. The practice field was immediately beside the "courts" where match play would take place. It was also the field used for the ranking round. There were two "courts", court A and court B for match play. All the television was in court A. After the match play grids were published, if a country could show that they would have TV coverage for their archers in their country, they could request that their match be moved to the A court. JD's first match against Brady Ellison of the US was moved from court B to court A.

The competition took place during the first week of the games during EXTREMELY hot and unbelievably humid, but dead calm conditions. The famous smog was definitely present but did not cause us any problems.

Team Competition

Teams are ranked based on the total of their ranking round scores. There were 12 teams in the men's competition, which were fewer teams than normal. Canada was placed 11th out of 12 at the end of the ranking round. Surprisingly this was only 15 points behind the Americans. Canada finished the match play

Continued

competition in 11th place, ahead of Great Britain (12th) and behind the Americans (10th). It is interesting to note that China finished the ranking round in last place, but won the bronze medal. The atmosphere in the A court during all the competitions all week was electric and if the archers could feed off that energy they could go quite a long way.

One member of the team did not want to practice the team round. In my view this is unacceptable and the FCA must have a viable team members agreement that stipulates that the team round medals are as important as the individual medals and that archers are required to attend reasonable practice sessions for the team round. Eventually one team practice was held prior to the competition.

It has been clearly shown in 2007 and 2008 that the easy route to qualify for the Olympics is through the team round and with the smaller number of teams at an Olympic Games; it is also the easy route to an Olympic medal. If we have three or more men shooting well in 2010 and 2011 prior to the London Olympics in 2012, it should be priority to get that team to as many World Cup events as possible to give them the experience they need.

Here are the scores for the Canadian team in their match against Italy.

Canada						Italy				
End #	Jay	JD	Crispin	Total	Cum.	Galiazzo	DiBuo	Nespoli	Total	Cum
1	8	9	10	27		9	9	6	24	
	10	9	9	28	55	10	9	9	28	52
2	8	10	10	28	83	9	8	9	26	78
	8	10	10	28	111	10	10	9	29	107
3	9	7	10	26	137	10	9	10	29	136
	10	10	8	28	165	10	10	10	30	166
4	9	8	9	26	191	9	8	10	27	193
	7	9	10	26	217	8	9	9	26	219
Totals	69	72	76	217		75	72	72	219	

Individual Competition

Ranking Round

The archers' 2008 ranking average:		Their Olympic score
Jay Lyon	666.0	646 (47 th place)
Crispin Duenas	671.4	664 (16 th place)
JD Burnes	647.0	644 (50 th place)
Marie-Pier Beaudet	633.0	628 (34 th place)

Winning Scores

Winning Scores		Final Placing
1. Juan Rene Serrano	679	4 th
2. Mangai Champia	678	25 th
3. Victor Ruben	678	1st
4. Park Kyung-Mo	676	2 nd
31. Bair Badenov	658	3 rd

Three of the four archers shot scores that were quite close to their 2008 ranking round average, which is a good result. Jay struggled and was very unhappy with his performance. Marie-Pier had several ten ring size groups that were to the left, so she actually shot better than her score shows, but she was not able to make adjustments fast enough. JD was only out of the hospital for 24 hours when he shot this round and he struggled with it, but was still able to post a result within 3 points of his average. Marie-Pier volunteered to go the target and score his arrows and this made a big difference in his result.

Match play

The archers' 2008 ranking average:		Their Olympic scores
Jay Lyon	113.0	111, 113, 110 (10 th place)
Crispin Duenas	113.5	108 (39 th place)

JD Burnes	111.5	89	(63 rd place)
Marie-Pier Beaudet	112.5	109, 107	(20 th place)

Men Recurve – Winning Scores

1. Victor Ruban	111, 115, 114, 115, 112, 113
2. Park, Kyung-Mo	116, 111, 113, 108, 115, 112
3. Bair Badenov	114, 109, 115, 109, 112, 115
4. Juan Rene Serrano	116, 112, 110, 113, 112, 110

Women Recurve - Winning Scores (*Finals shot in the pouring rain*)

1. Zhang, Juan Juan	109, 110, 110, 106, 115, 110
2. Park, Sung-Hyun	112, 112, 115, 112, 109, 109
3. Hun, OK-Hee	109, 114, 113, 111, 109, 109
4. Kwon, Un-Sil	106, 106, 105, 105, 106, 106

Jay's match play scores are definitely approaching competitive levels. He lost with a score of 110 when Badenov (bronze medalist) shot a 115. Crispin's match started out very well and he was well ahead at the half way point, but he was not able to "close" the competition. JD was well recovered by match play day and was fine going into the court, but was overwhelmed once the whistle went. Both JD and Crispin were not at all happy with their result. Marie-Pier competed well. Her first match ended in a tie with scores of 109. Banerjee of India shot an 8 and Marie-Pier drilled an X on the spider to win the match. Her second match was against Yun Oh of Korea, the bronze medalist which she lost 114 to 107.

Conclusion

The HPC Plan was for 2 men and 2 women to make the Olympic team and for them to win one match. The men are slightly ahead of the Plan with a full 3 member team, but only one of them won a match, but he won 2 matches.

The prospects for the men for 2012 are excellent with four men in Canada with the potential right now of being competitive internationally. With this increased level of competition amongst the men in Canada, they will steadily improve.

The women are behind the Plan goals with only one woman qualifying for Beijing, but she did win a match which was excellent. It is not obvious now that there are enough up and coming women in Canada to be able to believe we will have a full women's team in 2012.

It is absolutely essential that anyone with aspirations to compete in 2012 in London compete in at least two world cup events each year and they should compete in more.

There needs to be much more emphasis on the team round. Of course, at the world championships the issue for Canada is getting into the team round as only the top 16 teams qualify for match play. (In 2007 there were 50 men's teams and 38 women's teams.) If the current Olympic qualifying system remains the same, at the 2011 world championships a team just has to win one match to qualify a full team for the Olympics. As the men showed in 2007, it's the easy way in.

Both Jay and Crispin felt it was very important to have gone to the test even the year before the Games. JD could have done better in the match play if he had attended as well.

It is also very important that the Olympic Coach is named at the beginning of 2011 so that he/she can travel with the potential archers to World Cup events, and particularly to the test event. Having a good "lay of the land" definitely makes a difference.

Respectfully submitted,
Joan McDonald

COACH REPORT FOR ARCHERY AT THE PARALYMPICS BEIJING CHINA 2008

As this is my first Paralympics I will not be able to summaries many of the new CPC initiatives that had been put in place for this event. I will however attempt to supply as much information regarding the event in order to be useful for future Games.

For Archery we had a good performance, with a 5th and 7th. Our team size was the largest to date to participate in the Paralympics: two wheelchair athletes and one amputee. One of the wheelchair archers was a classified W2, which meant he should have had a support person of his own at these Games. However, CPC did not allow for one more support due to the fact our team size was only 3. I did manage to support the members of this team sufficiently, but only because the amputee was highly self-sufficient and did not need to have his arrows retrieved from the target. As a result I was able to spend as much time as needed with the other athlete that was on the field at the same time to accommodate her shooting.

I. Pre-Games

I found Marylene and Erin very beneficial. Marylene was in constant contact to assist in Zeus and any other concerns I might have had. I found Erin to be very supportive and very well grounded while in Beijing, I appreciated her calming affect.

I found Zeus very good as it enabled me to keep track of the long list of athletes as we moved forward to ensure that documentation was completed as required.

The information package before we left and the CPC orientation in Toronto were all very good.

I had trouble with MKI in the fact that I asked for my team to travel from two different origins to provide some relief from the long travel they had to have added to their time from Vancouver and that was not discussed or even considered. I also was not given my travel plans until well into August even though I had on three separate occasions mentioned to my agent that I did not as of yet have them. I feel that some sort of confirmation system needs to be in place to ensure that each sport and individuals have their travel documents.

I found Darren Stolz very good at his job and well centered when dealing with team members coming and going.

Team members of the athletes / coaches agreements were late. Arriving August 12th, with folks from across the country needing to complete and submit these documents in almost immediate fashion. It is obvious to us all that this was an issue that CPC struggled with, but determining where the problem was could make this process easier next time.

My only concern regarding the clothing was in fact that the sizing was too small. It is very important that the sizing fit. The clothing looked great, the package was great, the suitcase was great, the sizing needs to work.

Some of the valuable information requests were left too much to the last minute to notify me of and as a result some information was not distributed in a timely manner.

II. During Games

• Potential areas of improvement/change

There was much displeasure among the athletes who were unable to gain day passes for family and friends to come into the village and be apart of the environment for a day. They saw other teams, and other members of the Canada contingent gain assess passes, but were told that there were none for their families.

Continued

III. Feedback on New CPC Initiatives

1. Family & Friends program (apartments, website - tickets, hotels, flights, Beijing info, etc)

This program, once up and running, was very beneficial to family members, The Hui Yuan apartments worked well for family that chose that option, but it was not as close to the venues or the Village as some would have liked. The Staff on the ground in China were very helpful in gaining tickets for our members' friends and family, thank you

2. CPC staff/mission staff attending NSO camps to conduct sport-specific information sessions

For this item, Erin Sulpher was very good. I had the media training done at our trials. I found it very effective as it covered the long list of athletes as well to ensure that alternates were included. Due to lack of communication, however, not all of my orientation programs were signed off on, and could have been done at this event if I had the info in time.

3. Performance Centre – recording host broadcast feed, video analysis (Dartfish), etc

For some reason archery was one of three sports that had no feed for video, not sure why. As a result, I was not able to use this particular component.

4. Team travel by sport (instead of one charter flight for whole team)

5. Holding Team Pep Rally reception in Village (instead of off-site)

I liked this. It was good to have the pep rally and the flag raising on one night as it reduced outside distractions for the athletes and they were able to get past the official functions and focus on performance.

6. Funding 2 delegates per sport (Head Coach and Team Leader) to attend Beijing Orientation Seminar (May 2008 in Toronto)

This was very beneficial to me as team leader, allowing me to become familiar with members of the staff before getting to China.

7. Conducting media training sessions at NSO camps

This was very useful as mentioned previously. I would have liked to be included in the other sessions as well.

I have to say that the medical attention that the athletes had available to them was very good, timely and complete. However, on the last day of competition, there was no medical staff available in the Village for any medical attention. If someone needed to see a doctor in an emergency there was no one. From 8:00 am in the morning until nearly 1:00 in the afternoon all members of medical staff were out of office, either at the Marathon or something else. I understand that it is important for members to be available for events like the Marathon, but it is far more important that the medical office be staffed for the remaining members of the team by folks who can treat members during office times.

I have very few worries and felt completely secure during this event. The Mission Staff was great and I would like to thank them for the support we as a team received.

Respectfully submitted,
Susan Lemke

YOUTH ARCHERY WORLD CHAMPIONSHIPS
Antalya – TURKEY, October 6 – 12, 2008
Championnat mondial de tir à l'arc, cadet-junior Antalya, Turquie
Team Captain's report – Rapport du capitaine d'équipe

<p>1 Main objective</p> <p>Give the opportunity to the youth national team to experience an important event with the best possible conditions.</p> <p>2 Secondary objective</p> <ul style="list-style-type: none"> • Inform the participants about the different aspects of going to a world championship as a member of the Canadian National team. ○ Notes from J-P, #1: <ul style="list-style-type: none"> ▪ Why a newsletter? ▪ Team Support ▪ Your contribution to the team ○ Notes from J-P, #2: <ul style="list-style-type: none"> ▪ Things to know to accompany Team to Antalya, Turkey <ul style="list-style-type: none"> ▪ How Do I Earn A Place On This Team ▪ Registration for the Trials ▪ Where is the Competition ▪ What Will This Cost and Funding Is There For This Even <ul style="list-style-type: none"> ▪ Team Uniform ○ Notes from J-P, #3 <ul style="list-style-type: none"> ▪ Reminder concerning your passport ○ Notes from J-P, #4 <ul style="list-style-type: none"> ▪ Preparation re «Jet Lag» ○ Notes from J-P, #5 <ul style="list-style-type: none"> ▪ Uniform and clothing ▪ Hydration ▪ Money ▪ Spotting scopes and tripods ▪ Extras to pack ▪ Cell Phones ▪ Culture ▪ Neet Quivers ▪ Ask questions ▪ Canadian Elections ○ Notes from J-P, #6 <ul style="list-style-type: none"> ▪ Cancelled trips projects ▪ Suggested preparation • Hold the necessary organizational meetings to facilitate the smooth running of the competition • Distribute the tasks for all the team support members (Gaétan Dupuis has been a leader with this). • Be proactive with the logistic aspects of the competition to avoid questions from the 	<p>1 Objectif principal</p> <p>Permettre à l'équipe nationale cadet/junior de vivre un événement important dans les meilleures conditions.</p> <p>2 Objectifs secondaires</p> <ul style="list-style-type: none"> • Informer les candidats et candidates sur les différents aspects d'une participation à un mondial à titre de membres de l'Équipe nationale canadienne. ○ Chronique de Jean-Pierre #1 : <ul style="list-style-type: none"> ▪ Pourquoi une chronique? ▪ Présentation de l'équipe de support ▪ Sondage sur qui sera des nôtres ▪ Quelle contribution un athlète peu donner à son équipe. ○ Chronique de Jean-Pierre #2 : <ul style="list-style-type: none"> ▪ Ce qu'il faut savoir pour accompagner l'équipe à Antalya en Turquie <ul style="list-style-type: none"> ▪ Comment se qualifier sur l'Équipe ▪ Inscription pour les essais. ▪ Lieu de la compétition ▪ Les coûts et l'aide financière possible ▪ L'uniforme de l'Équipe ○ Chronique de Jean-Pierre #3 : <ul style="list-style-type: none"> ▪ Rappel concernant le passeport ○ Chronique de Jean-Pierre #4 : <ul style="list-style-type: none"> ▪ Préparation reliée au « décalage horaire » ○ Chronique de Jean-Pierre #5 : <ul style="list-style-type: none"> ▪ Uniforme et vêtements ▪ Hydratation ▪ Échange de monnaie ▪ Télescope et le trépied ▪ Rappel pour les bagages ▪ Téléphones cellulaires ▪ Us et coutumes du pays ▪ Carquois Neet ▪ Élections canadiennes ○ Chronique de Jean-Pierre #6 <ul style="list-style-type: none"> ▪ Deux circuits touristiques (projet annulé) ▪ Suggestion de préparation physique • Tenir les rencontres d'organisation nécessaires au bon déroulement de la compétition. • Distribuer les tâches aux membres de l'équipe de support (Gaétan Dupuis a été un leader dans ce domaine). • Être proactif sur les aspects logistiques de la compétition pour éviter que chaque athlète se pose des questions sur le déroulement. Dawn Groszko s'est acquittée de cette tâche avec beaucoup de talent.
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athletes about the running of the competition. Dawn Groszko has performed this task brilliantly.

- Ensure the parents' participation for some aspects not directly related to the competition (organize tourist activities for athletes done with their participation).

3 Planning and schedule

3.1 Athletes

An almost complete team participated at the Antalya world championship, with 21 athletes. The Junior teams were complete. One athlete of each following cadet teams was missing: Men and Women Recurve and Women Compound.

- Fortunately, there were enough people in the support team to ensure that each of our athletes' categories had its coach. We were more people than authorized on the field, but it seems that they tolerated us because of our great team...
- Some coaches, me first, weren't fluent enough in both languages to quickly help the athletes when necessary, but fortunately we didn't have any major difficulties to deal with.

3.2 Other trip's participants

The Canadian team had, on top of the support team, an impressive number of parents accompanying the athletes.

- Dawn Groszko and Kathy Millar took care of reservations (Accommodation, Flights) for everyone. Next time accompanying parents will have to manage these details themselves. Thanks to Maurizio's wife who worked very hard on the flight reservations for people leaving from Montréal.
- Some parents tried to change the world championship organization related to the visitors' presence on the field. I had to interfere firmly to avoid problems.

4 Canada participation objectives

Canada could count on the Compound Teams as they were a great hope.

Congratulations to Camille Bouffard-Demers and Simon Rousseau on their bronze medals, and to the Junior Women's compound team for the bronze medal.

Some athletes were less lucky: for example, Christopher Perkins was eliminated from the competition by another athlete who obtained 119, this same athlete, in the end, got the silver medal with scores of 115 and 110.

- S'assurer du support des parents pour des aspects en périphérie de la compétition. (organisation touristique pour les athlètes qui ont terminé leur participation)

3 Planification et horaire

3.1 Athlètes

Le mondial d'Antalya s'adressait à une équipe presque complète, nous comptons 21 athlètes. Les équipes de catégorie junior étaient complètes. Parmi les équipes de catégorie cadette, il manquait un athlète dans chacun des styles suivants : homme recourbé, femme recourbé et femme poulies.

- Heureusement l'équipe de support était en nombre suffisant pour assurer une présence d'entraîneurs pour chaque catégorie et style de nos athlètes. Nous étions plus nombreux sur le champ de tir que ce qu'il est permis, mais il semble que nous ayons été tolérés à cause de notre belle délégation...
- Certain entraîneurs, moi le premier, ne possédaient pas suffisamment les deux langues pour intervenir rapidement auprès des athlètes lorsque nécessaire, mais heureusement nous n'avons pas eu de difficultés majeures à gérer.

3.2 Les autres participants au voyage

La délégation canadienne comptait, en plus de l'équipe de support, un nombre impressionnant de parents accompagnateurs.

- Dawn Groszko et Kathy Millar ont bien voulu gérer les réservations (hôtel et vols) pour tout ce monde. La prochaine fois, il faudrait que les accompagnateurs gèrent eux-mêmes leurs réservations. Un gros merci à l'épouse de Maurizio qui a fait un travail de titan pour les réservations d'avion des personnes qui partaient de l'aéroport de Montréal.
- Certains parents ont tenté d'amener des changements à l'organisation du Mondial concernant la présence des visiteurs sur le terrain de tir, j'ai dû intervenir fermement pour qu'ils ne fassent pas de vagues.

4 Objectifs de participation du Canada

Le Canada pouvait compter sur ses équipes à poulies car elles représentaient un bon espoir.

Félicitation à Camille Bouffard-Demers et Simon Rousseau pour leur médaille de bronze, et bravo pour l'équipe junior femme poulies

Certains athlètes ont joué de malchance : pour ne citer qu'un exemple, Christopher Perkins a été retiré de la course par un concurrent qui a tiré 119, ce même concurrent ira décrocher l'argent avec des scores de 115 et 110.

Pour les équipes à arc recourbé il était permis d'espérer de meilleures positions.

For the Recurve Teams, we were hoping for better scores.

5 Official competition and training schedule

The Antalya world championship organization was great and we had prompt and courteous support. The organization offered us a private session for the official accreditation, and even the accompanying parents received one to facilitate the transportation from the hotel to the field. We had to mention to the parents that this accreditation wasn't an access for them to the shooting field. The transportation system was adequate and comfortable.

The Junior Categories were scheduled in the morning. Staff was able to stay for the afternoon without too many issues. Some accompanying parents were always available to go back to the hotel with the Junior Teams.

6 Available installations and facilities

Fields were located about 15 minutes from the hotel on big soccer fields.

There were some problems with water provisions at the beginning, but that was quickly resolved. During the official competitions, two lunches were offered to coaches who had to stay for the athletes in the afternoon.

Information was easily available about the results and assignments.

7 Team and staff meetings

Team meetings were held at the beginning of the evening the first days to orient everyone.

Staff met in the evening when necessary. Tasks distributed to each coach gave the opportunity to give support to each athlete category and style.

The more specific support (e.g. psychological preparation) was done on the field with small groups of similar categories or style. It's very hard to develop strategies for the entire Canadian team because the athletes are rarely meeting and don't know each other. I tentatively asked the athletes, through the **Notes from J-P**, to help each other, but nobody really did it.

8 Analysis and observation of the opponents

I sat with one of the athletes' father and occasional coach to analyse her opponents, hoping that the father would cease to be too demanding on his daughter. I estimated that the father's attitude was not good for the athlete's performance.

5 Horaire officiel de compétition et d'entraînement

Mentionnons que l'organisation du mondial d'Antalya était de premier ordre et nous avons reçu un support toujours prompt et courtois. L'organisation nous a offert une session privée pour l'accréditation officielle, même les accompagnateurs en ont reçu une pour faciliter le transport en autobus de l'hôtel au terrain de tir. Il a fallu préciser aux parents que cette accréditation ne leur donnait pas accès au terrain de tir. Le système de transport était adéquat et confortable.

Les catégories juniors étaient cédulées en avant-midi. Le staff pouvait demeurer sur place en après-midi sans trop de soucis. Il y avait toujours des parents accompagnateurs qui retournaient à l'hôtel avec les athlètes juniors.

6 Les installations et facilités disponibles

Les terrains de tir étaient situés à 15 minutes de l'hôtel sur de grands terrains de soccer.

L'approvisionnement en eau a été difficile au début mais le problème s'est réglé rapidement. Lors des compétitions officielles deux lunches étaient offerts aux entraîneurs qui restaient sur place pour recevoir les athlètes en après-midi.

L'information circulait bien concernant les résultats et les assignations.

7 Les réunions d'équipe et du staff

Les réunions d'équipe ont été tenues en début de soirée les premières journées pour ajuster la logistique avec tous.

Le staff s'est réuni en soirée chaque fois qu'il était nécessaire. Une distribution de tâches à chaque entraîneur a permis de bien couvrir le support à chacune des catégories et style d'athlètes.

Le support plus pointu (ex. : préparation mentale) s'est fait sur place en petits groupes de même catégorie ou style. Il est très difficile de développer des stratégies d'équipe pour l'ensemble de la délégation canadienne car les athlètes se rencontrent très rarement et ne se connaissent pas. J'ai fait une tentative de rapprochement par les **chroniques de Jean-Pierre** en invitant les athlètes à se rendre service mutuellement, mais personne n'y a adhéré.

8 Analyse et observation des opposants

J'ai fait de l'analyse des opposants avec un père et entraîneur occasionnel pour une athlète en souhaitant que ce père cesse d'exiger trop de sa fille. J'estimais que l'attitude du père était malsaine pour la performance de l'athlète.

9 Stratégie d'acclimatation (décalage horaire et température)

- La délégation a été préparée au décalage horaire et informée sur ce qu'il faut faire en cas de grande

9 Acclimatization strategies (jet-lag and heat wave)

- The team was prepared for the jet-lag and informed about what had to be done in case of high temperature through the **Notes from J-P, #4**.
- The departure for Antalya was 4 days prior to the beginning of the event to give us the time to rest after a more than 10 hours trip for some of us.
- The first day in Antalya was for resting and acclimatizing.
- The **Notes from J-P, #5** was suggesting a training program adapted for our needs, but only two athletes did it.

10 Social activities and recreation

There were a lot of great services at the hotel (pool, water slides, sea). We had to forbid the access to the water slides until the end of the competition. Parents collaborated and suggested tourist activities to do for our last day.

11 Flights

The flights were complicated, because of the numerous departure points and the overall length of the journey.

- I had to wait two days for my luggage in Antalya because of a too short correspondence. Fortunately, the event welcome team gave me an amazing support in retrieving my luggage.
- One transit day in London on our way back, and transportation between two airports. Was this really necessary?
- I'm sure that we could have had a better service for the equivalent of the cost of our day in London.

12 Lodging

The hotel was like a small paradise!!!

13 Conclusion

I have to highlight that I wasn't really ready to assume the role of the Team Captain. I asked some competent people to help, which helped compensate for the lack of experience.

Today, I would be more prepared because I learned a lot from a few people.

Dawn Groszko: Her experience as an athlete

chaleur par la **Chronique de Jean-Pierre #4**.

- Le départ pour Antalya a été planifié 4 jours avant le début de l'événement pour nous permettre de récupérer d'un très long voyage qui, pour certains, représentait plus de 10 heures de voyage.
- La première journée complète à Antalya aura servi à s'acclimater et à récupérer du décalage.
- La **Chronique de Jean-Pierre #5** proposait un programme d'entraînement adapté à nos besoins, mais seulement deux athlètes y ont adhéré.

10 Activités sociales et récréation

Les services périphériques de l'hôtel étaient nombreux et attirants (piscines, glissades d'eau, baignade en mer). Nous avons dû défendre l'utilisation des glissades d'eau jusqu'à la fin des compétitions. Les parents ont été très collaborateurs et nous ont proposé des circuits touristiques pour bien remplir la dernière journée avant notre retour.

11 Transport aérien

Le transport aérien a été pour le moins compliqué à cause des points de départ multiples et de la durée du voyage.

- J'ai dû attendre deux jours l'arrivée de mes bagages à cause d'un transit trop court. Heureusement, j'ai reçu un support remarquable du personnel de l'accueil du comité organisateur pour récupérer mes bagages.
- Une journée de transit à Londres au retour, et le transport entre deux aéroports; est-ce que c'était vraiment la meilleure solution?
- J'imagine que nous aurions pu avoir un meilleur service pour l'équivalent du coût que représentait la journée passée Londres.

12 Hébergement

Nous étions logés aux portes du paradis!!!

13 Conclusion

Je dois souligner que je n'étais pas vraiment prêt à assumer le rôle de « Team Captain ». J'ai eu le réflexe de m'associer à des personnes compétentes, ce qui a compensé mon manque d'expérience.

Aujourd'hui je serais mieux préparé parce que j'ai beaucoup appris de plusieurs personnes.

Dawn Groszko. Avec ses nombreuses expériences comme athlète ayant participé à plusieurs compétitions d'envergure et forte de son expérience avec l'équipe cadet/junior au Mexique, elle a su être à l'avant-garde des besoins des athlètes et elle nous fournissait toujours de l'information pertinente.

J'ai beaucoup appris de Maurizio Quattrocioche par ses compétences d'entraîneur, sa disponibilité et par sa facilité à communiquer avec les athlètes dans les deux langues.

<p>in large competitions, and her experience with the youth team in Mexico, helped her to be proactive with the athletes needs, and she always had relevant information to provide. I learned a lot from Maurizio Quattrocioche from his coach competencies, his availability and the fact that he could easily communicate with the athletes in both languages. I had the pleasure to work with another dynamic person with a coaching style appreciated from the athletes, Gaétan Dupuis. I learned from Jean-Paul Dionne because of his observation skills and his ability to anticipate potential problems. I also want to thank The Executive Director who agreed to join the support team and helped me make the right decisions.</p>	<p>J'ai côtoyé une personne dynamique et pleine d'entrain avec un style de « coaching » très apprécié des athlètes, j'ai nommé Gaétan Dupuis. Et j'ai appris de Jean-Paul Dionne par son sens de l'observation et sa facilité à anticiper les problèmes éventuels. Je remercie également The Executive Director qui a accepté de se joindre à l'équipe de support et aura permis de me sécuriser dans mes décisions.</p>
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COACH REPORT 2008 WRE Ecuador

Event Organization

The organising committee presented a World Class event. The local transportation, accommodation arrangements, scoring procedures, coaches' meetings and off-field activities were absolutely first class. A leader board was not used, but end by end reporting of scores was used.

The OC arranged for a translator specifically for the Canadians. This was greatly appreciated. Three of the Canadian team members were able to speak Spanish and were very valuable to the Team and the Team Leader.

The event was attended by 8 countries primarily from South America and the organisers are planning on making it an annual event. The level of competition was appropriate for the majority Canadian Team member in attendance. Since we did send our 2 Olympic alternates, we probably sent higher calibre athletes than some of the other countries.

The only negative comes from some of the judges' rulings and equipment inspection. We were asked to have our country name on the arrows, and the judges on one occasion instructed an archer to shoot a second set of scoring arrow into a target after the archer had forgotten to pull her arrows from the previous round. Overall however, the judging was well done.

Recommendation – HPC to consider the Ecuador event for future “B” team.

Significance as “B” Team Events

Five of the eight athletes on this team had no – or very little – International experience prior to this event. The event provided significant growth opportunities for these athletes. The event was a WRE and participation was able to provide meaningful competition for our athletes who were not “B” team performers according to the FCA “B” team definition.

Recommendation- The HPC continue to support developing athletes to “B” Team events
Team Selection Process

The process for selecting the team members was unfortunately conflicted. The FCA “B” Team definition conflicted with an HPC team selection document. It was not possible to resolve the wording in the two documents when naming the team. This resulted in the Team being a combination of developing athletes and higher level performing athletes.

Recommendation - Resolve the conflict in definition between FCA policy statement regarding “B” team and future team selection criteria.

Travel Arrangements

Travel for this team was handled in part by the team leader and in part by the athletes. The team leader researched flights and booked flights for the team members leaving from Toronto. This information was communicated with the team members leaving from Vancouver and Montreal. The plan was to meet in Miami and fly as a group to Ecuador. The flights in worked well. The flights home were problematic. The Toronto-based team had flight changes made by the airlines at the last minute. All the athletes were asked to check their return flights. Not all return flight tickets were checked. As a result some flights were missed leaving Ecuador. The situation was resolved (some financial penalties were paid). The entire team was able to fly out as a group from Ecuador to Miami and from there made the necessary connections to Toronto, Montreal and Vancouver.

Recommendation – Team leader book all flights – even if it is a senior aged team.

Team Leader personally checks all tickets if bookings have been done by the athletes.

Respectfully submitted
Bruce Savage

REPORT FCA 3D VP 2008

At the 3D meeting in Dauphin in August, 2008, we ran out of time. Because of this and the fact that we believed that there would be no 2009 FITA World 3D Championship, we deferred the criteria for selection of a team until the end of December 2008. Last month, we learned that there will be a 2009 World 3D Championship in Italy in September of 2009. We published the criteria that were brought forth at the last HPC and BoD meetings.

We are in the process of fast tracking a revised set of criteria for the selection of the team for the 2009 Championship in Italy.

This is what we are discussing:

The policy for Ranking Criteria is set by the FCA's High Performance Committee.

Criteria are calculated using an average of the two most recent world Championships using the following benchmarks.

Gold squad = 16th place, Red squad = 64th place, Blue squad = 93% of Red squad.

Unless:

1. There are fewer than 75 competitors for a specific age/sex/equipment division in both of the past two world championships, then Red squad = 97% of Gold squad and Blue squad = 93% of Red squad.
2. There are fewer than 16 competitors for a specific age/sex/equipment division in both of the past two world championships, then no average will be used and 8th place will be Gold squad and Red squad = 97% of Gold squad and Blue squad = 93% of Red squad.
3. Rule change occur between the last 2 world championships and it is not possible to average the past 2 world championships for a specific age/sex/equipment division, then instead of an average, the actual scores shot in the year with the rule change will be used.

Compound Men

Gold	368
Red	356
Blue	344

Long Bow Men

Gold	256
Red	248
Blue	240

Bare Bow Men

Gold	288
Red	280
Blue	268

Instinctive Men

Gold	276
Red	268
Blue	256

Compound Women

Gold	292
Red	280
Blue	272

Long Bow Women

Gold	236
Red	228
Blue	220

Bare Bow Women

Gold	252
Red	244
Blue	236

Instinctive Women

Gold	108
Red	176
Blue	168

Notes:

1. A list of sanctioned events will need to be produced. This would include provincially sanctioned shoots and international events.
2. The required score would be the average of eight four competitions including a 2009 provincial outdoor championship.
- ~~3. A requirement will be that the 2008 Outdoor 3D Nationals and 2009 Indoor 3D Nationals be attended and that those scores be used.~~
4. Money accumulated from the sanctioning of 3D tournaments would go toward 3Di travel funding.
5. Excellence Program fees would have to be paid prior to the 2008 Outdoor Nationals January 1, 2009. However, scores may be used if shot after April 1, 2008.

6. Commitment to attend the 2009 FITA 3D World Championship in Italy September 15 - 19 must be indicated to the FCA 3D Committee by April 1, 2009.

7. The 2009 FCA Indoor 3D Championship scores may be used toward the average, but only 2 of the four rounds will be used.

The scores for each squad would not change, but the scores collected would be. I will have The Executive Director set up a vote on December 5, 2008, for the committee. Results should be available by the 15th of December.

We will be setting up a fund raising program before the end of the year to help with costs for the World Championship. However, there will not be enough to cover all costs. When the HPC discusses budget matters, we hope that the 2009 FITA 3D World Championship will be included and that there will be some funding available. We would also like to fund a manager for the team.

Thank you for your consideration of the importance of 3D in your deliberations.

Respectfully submitted,
Jude Hoey
FCA 3D VP

APPENDIX A: ASSESSMENT OF ROADBLOCKS TO PLAN 2005-2008

TOPIC: Talent Identification System

Two points to begin the discussion: 1. FCA was unable to obtain any talent identification information or inventories from any FITA member association; 2. There were insufficient human resources.

A proposal for an electronic talent identification system was submitted by "Ssentif" and reviewed by Hugh MacDonald and Susan Lemke (see report and price quote in HPC minutes). What is meant by talent? If that includes those in other sports or events within archery, then HPC should be keeping track of all medallists at 3D championships shooting in FITA 3D equipment categories.

Recommendations:

1. The new ranking system will identify all competitive athletes at all levels.
2. There is a need to identify non-archers with potential talent for archery.
3. Not all FCA-affiliated clubs give instructional lessons.
4. Not all FCA-affiliated clubs have active, certified coaches.
5. LTAD Competition Review Committee needs to look at the structural issues.
6. LTAD outcome must include a plan and a programme for Regional Coaches to implement.
7. Through Competition Review Committee, establish a "Triple-A" type competitive circuit for Blue Squad archers. Create a programme of best practices for clubs to implement.
8. Hire a national programme director to handle talent identification and implementation across Canada.
9. Long-term goal: Use the indoor ranking list to identify talented indoor archers for recruitment to compete outdoors.

ACTION: The Executive Director will re-design the indoor team selection criteria to include a development level and send it for inclusion to Greg Durward and Joan McDonald to consider for inclusion in the new ranking programme.

ACTION: HPC needs another volunteer to manage the indoor scores in the same way that Joan McDonald handles records of outdoor scores.

ACTION: Jude Hoey should start a database of all FITA 3D equipment category medallists at outdoor 3D championships to add to the total database of successful competitors.

TOPIC: Define "Increase archery fitness levels"

This will be taken out of the Plan. It will be replaced with "Promote Healthy Lifestyles".

ACTION: AI Wills will take this topic back to RCC to analysis what was accomplished at the first RCC regional clinic and ensure that all RCC clinics include the promotion of healthy lifestyles to coaches and archers.

ACTION: Bruce Savage/Monai Wanner will lead the CCC through all the coach certification material to include the promotion of healthy lifestyles for archers and coaches in all clinics and manuals.

TOPIC: 1 NCCP-certified level 3/Intro to Competition coach in each region

ACTION: Bruce Savage/Monai Wanner will report on certification presently for each region and how many active coaches there are in each region.

TOPIC: 65% recurve archers at national target championships

The Executive Director reported the totals for 2008. However, these percentages will vary depending upon the championships' location and importance of the event from year-to-year, e.g. 2008 had the youth world team trials as part of the championships.

ACTION: Hugh MacDonald will track the percentage of ranked archers and the percentage of recurve archers to compound archers for 2005, 2006 and 2007 compared with 2008 and report his findings. This information should be published, archived and then updated annually in order to keep LTAD data current.

TOPIC: Start working with parents

This would be part of the new National Programme Director's job description.

ACTION: The Executive Director will research other NSO high performance structures for examples of similar positions and what titles are used to describe this role.

TOPIC: Institute Facilities and Programme Inventory in the Regions.

Revise the wording in the Plan to analyse results produced by the changes implemented below.

ACTION: The Executive Director will revise immediately the PSO membership template for clubs with "tick" boxes to include facilities and programmes. She will incorporate this information into the other information needed by FCA for insurance, etc, in time for the 2009 membership year.

ACTION: HPC will design a telephone survey to capture facilities/programme inventories from the clubs. HPC will assign a volunteer to collect the data for the RCC and LTAD.

TOPIC: Implement strategy to promote recurve archery

Two points to begin the discussion: 1. This topic was included in the original plan to educate the general archery public on the funding that comes from government based solely upon recurve archer and AWAD archer performances at specific events. 2. Promotion of recurve-only archery alienates compound archers. The discussion centered on marketable products to the private sector and strategic promotion of the sport as a whole.

ACTION: The wording will be changed in the plan to "promote archery in general".

ACTION: Bob Tataryn, Vice-President Administration & Marketing, is asked to develop a strategy to promote archery in general.

TOPIC: Promote HOSTED COPARCO world ranking events

ACTION: Move this item to 2014.

TOPIC: Implement talent identification through CanBow and national championships

The CanBow programme is in place so this is now a monitored item for RCCs. RCC members may or may not use the national target championships for talent identification when they take place in their region.

TOPIC: Parent Brochure promoting Excellence Programme in CanBow kits

ACTION: The Executive Director will work on a brochure for the promotion of competitive archery in the CanBow kits in January 2009.

TOPIC: 4 Regional Coach positions filled

ACTION: Alain Gravel will contact Robert McIntyre immediately as follow-up to the work he did to organise the Atlantic Region's participation in the first RCC clinic and ask him to commit to the position.

TOPIC: Establish a Rehabilitation Centre Network in all regions

ACTION: The Executive Director will order another 2 copies of CPC's report on all Rehabilitation Centres and sport structures for Arthur Nault, as AWAD co-ordinator and Al Wills as RCC chair in order to co-ordinate this information and establish contacts in each region.

ACTION: Arthur will contact Bruce Savage for his list of Rehabilitation Centres contact information.

TOPIC: Funding Structure for Recurve Archers and Compound Archers

Two points to begin the discussion: 1. Government funding is recurve/AWAD only. 2. Only non-government funding is available to compound archers.

Recommendation:

Funding Structure for official FCA teams:

1. Government money for high performance will go to recurve and AWAD archers per guidelines.
2. FCA money for high performance will fund compound archers to recurve levels in FCA budget.
3. Distributed funds will be equivalent to the highest level of subsidy given.
4. Any further funds available will be divided equally amount all archers on official teams.

ACTION: This recommendation should be included in the HPC policy manual and reflected in The Executive Director's draft 2009-2010 budget to the Executive Committee in January 2009.

ACTION: Alain Gravel will present this topic as an agenda item to the Executive Committee.

TOPIC: Ranking programme will promote importance of participation in WRE's

This was not a consideration in the new ranking programme.

ACTION: Remove this from the Plan.

TOPIC: RCC uses national championships for interaction with coaches

ACTION: Revise Plan "HPC monitors RCC involvement and activities at national championships". This is now an item in RCC's annual action plans.

TOPIC: Working with National Training Centres

This is not possible since NTCs do not supply the same services at each centre.

ACTION: RCC should continue to work with sport scientists and fill the vacant position on the RCC in the HPC organigram.

TOPIC: Team Co-ordinator

This position should actually be split into two volunteer positions, plus the office, plus the AWAD and 3D programme co-ordinators when they have teams travelling internationally.

ACTION: Re-visit Team Co-ordinator job description. The Executive Director will circulate it to the HPC. Joan will provide draft of team manager handbook to incorporate tasks. The Executive Director will circulate relevant sections of HPC Policy manual.

ACTION: Joan McDonald will ask Anna Arsenault and Peggy Lee to assist as another co-ordinator. Both women have expressed interest in assisting team preparation. Maeng Park-Hong may be interested also. Then have the two co-ordinator list all of the tasks required and divide responsibilities.

ACTION: Joan McDonald and Al Wills will work together to investigate possible communications software "dimdim.com" which is a free, open-source service.

ACTION: Arthur Nault will work with the 2 co-ordinators and the national office on 2009 AWAD team arrangements.

ACTION: Jude Hooey will work with the 2 co-ordinators and the national office on 2009 3D team arrangements.

APPENDIX B: LTAD Competition Review Survey Results 2008

From the PowerPoint presentation sent to HPC by Paul Jurbala, the following comments will be forwarded to him and the other members of the LTAD Competition Review Committee not present at this meeting.

Do Recurve Archers Specialise Too Soon?

- Indoor archery plays a larger role in recruitment and participation because of its availability year-round, but particularly in the winter. If the club they joined happens to host provincial, national and even international championships/events as part of the indoor season, then there is greater opportunity to record participation in these events without spending a lot of years in the sport. There are no qualification levels; the only pre-requisite is membership. This is different from outdoors where archers have limited access to facilities. Outdoor target championships happen only once a year, in a central location.
- Indoors is also a very social form of archery, particularly after the end of the bowhunting season. These people may shoot a higher-level event because there is no other place to shoot on that day.
- The sample is too small for recurve archers in order to draw any conclusions. If the percentages are correct, only approximately 10 recurve archers answered the questionnaire.
Action plan to Paul Jurbala:
 1. Design a standardised, open-ended essay-type questionnaire followed-up with a telephone interview. In the questionnaire ask them how archers would rather have progressed through the system. Tape-record the interviews to be transcribed and analyzed. Conduct the interviews in English and in French using HPC/Competition Review Committee members to ensure that Francophones are included in the survey.
 - Ask the following people: all current level 3 coaches, all team members for the past 5-20 years who participated on Olympic, Paralympic, World Championship and Pan Am Games teams. Also ask for an international perspective on why Canadians do not succeed, or have not succeeded in the past, e.g. FITA's Pascal Colmaire, Easton USA's Don Rabska.
 2. Hold a face-to-face meeting to review the collected data and evaluate it to find the gaps.
- There is duplication in responses since some Excellence members and some coaches were asked to fill out 2 questionnaires.
- The term "specialisation" is not clear. If this is LTAD specialisation, then the survey needs to ask if the archers were involved with other sports in the first 1-6 years that they were involved with archery.
- National outdoor championships are considered to be family events and since there are no qualifications, this will skew the results when young people accompany their parents to the event and end up competing in them with only a few years' worth of experience.
- Define "fun" as in "fun" round. Does this mean non-FITA events? Does this mean CDN 900 rounds?
- Novices need to be integrated into advanced archer events just as much as advanced archers need to be integrated into "fun" events.
- Legislation changes will not necessarily change attitudes. It is more important to educate archers and parents on the benefits of LTAD (see revised HP Plan 2016). Competition Review needs to offer other events to cadets than world championships.
- Criteria should be set for all youth teams which include: number of club, provincial, national and international events competed in already; depth of field for each, number of years in the sport and current score level
- Every FCA document should mention the link to the LTAD booklet and its importance.