

---

**Minutes - Annual General Meeting of the Canadian Powerlifting Union  
Monday February 15, 2016, Regina SK, 8:00 am**

---

- 1) Roll Call
 

Bill You	John MacDonald	Justin Smith	Avi Silverberg
Shane Martin	Louis Levesque	Ryan Fowler	Marc Morris
Ryan Kells	Rob Snow	Brock Haywood	Chris Robb
Gabe Festing	Elizabeth Anderson	Glyn Moore	Bill Jamison
Jeff Butt	Jason Fancey	Sandro D'Angelo	Mike Armstrong
Mark Giffin	Lisa Nigh		
  
- 2) President's Message
  - Read by Mark Giffin
- 3) Minutes of the last Annual General Meeting
  - Accepted as posted NS – MB – accepted
- 3) Treasurer's Report
  - Read by Sandro D'Angelo
  - Budget reviewed
  - QU – NL – Accepted
- 4) Secretary's Report
  - Read by Mike Armstrong
  - AB – MB - Accepted
- 5) Reports from CPU Officers
  - a) Referee Chairman
    - Read by Bill Jamison
  - b) Registration Chairman
  - c) Public Relations Chairman
    - Read as part of Secretaries report
- 6) Reports of Standing and Special Committees
  - d) Disabilities Integration Committee
    - None
  - e) Doping Control Committee
    - Read by Chris Robb
  - f) Coaching committee
    - Read by Ryan Fowler
    - QU – SK Accepted (all in 5 and 6)
- 7) Reports from Affiliated Provinces\*\*
  - Motion to accept all as distributed -
  - PEI - NB
- 9) Old business
  - None

10) Election – Treasurer

Nominations to date: Linda McFeeters, Phil Plato

Glyn Moore spoke in support of Phil Plato who was not in attendance

Linda McFeeters spoke

Vote – Phil Plato – 14, Linda McFeeters – 9

Agenda interrupted to allow a presentation from Mike Souster from Peak Power regarding Coaching Certification program

11) New Business- Action on Proposed Amendments – see page 22

12) Items for Discussion - See page 37

13) Affiliation of new Member Provinces

None

14) Delinquent Provinces

None

15) Future Championships Bids

Nationals 2017 - Quebec accepted for 2017 for Saguenay (Joel Boulianne MD)

Nationals 2018 – Calgary, Avi Silverberg, Feb 28 – March 4

Western Canadians, Aug 19-21, Kelowna BC, Gabe Festing

Eastern Canadians, Sept 16-17, St. John’s NL, Jeff Butt

16) Any other business

none

17) Annual Awards (nominee’s)

Bill Jamison Award: Heather Ayles

Male Powerlifter: Kelly Branton

Male Bencher: Mark Giffin

Female Powerlifter: Maria Htee

Female Bencher: Jessica Benedetto

Athlete Hall of Fame -

Female – Joy Burt

Male – Jim Moir

18) Adjournment



## Vice President – Sport Development - Report 2016 Annual General Meeting

### Items Slated From 2014

1. Completion of CPU Promotional Video
  - Jacob Lucs and Angus McLellan completed the promotional video titled “Beyond the Bar”
  - Aim was to promote and encourage the sport of powerlifting by showcasing athletes from all ages and classes.
  - Publically reaffirm the CPU’s stance on doping control to inform new lifters that we are a tested organization
2. Further Development with Parapowerlifting
  - CPU officials, with IPC credentials, served as Technical Officials for the 2015 Parapan Am Games held in August in Toronto
  - CPU was awarded the Toronto 2015 Parapan Am Legacy. Fourteen complete parapowerlifting sets including IPC certified benchpress, bar, plates, platform, and accessories
  - Three sets each have been distributed in Alberta, British Columbia, and Ontario
  - Four sets remain available for distribution
  - One set to remain with CPU for future event use as may be required.

### Projects for 2016

1. Further Parapowerlifting Development
  - Certifying officials on provincial level. Currently all IPC referees must be trained by the IPC by means of referee clinics. Through discussions with the IPC, we are able to begin licensing provincial level IPC officials. National or international certification must still come on behalf of the IPC at this time
  - Continued communication with bodies that have been granted the 2015 Parapan Am Legacy on recruitment of Paralympic athletes.
2. Upgrades to CPU website
  - Modernize CPU website to be visually appealing and interactive
3. CPU Business to Business Opportunities
  - Explore corporate World Team sponsorship



2015 Annual Report

Vice President Director of Programs

With the ever increasing number of members I can certainly say that the CPU Board was extremely busy in 2015, not only dealing with the day to day operations of the CPU but also working on and completing several initiatives. Some of the initiatives that I took the lead on and am pleased to announce that we accomplished during 2015 are as follows:

- We have implemented the first ever CPU Student Scholarship Program in 2015. The first year of this new initiative has been a success. The CPU received 19 applications and awarded five \$250 student scholarships. It is anticipated that we will receive a larger number of applications in 2016.
- We have signed an agreement with Peak Power Sport Development Ltd. (PPSD) whereby PPSD will plan, develop and implement a Canadian Powerlifting Coaching Certification Program (Program) for and with the CPU and the CPU will provide its designation for certification of the successful participants of the Program and will regulate its competitions and coaches in order to ensure that the rationale and objectives of the Program are maintained and enforced.

Some other initiative that we will be working on in the upcoming year is looking for ways to help fund our CPU National Teams. Specifically, the CPU is looking for interested parties to work with the CPU in promoting and selling various CPU branded products such as gym bags etc.

The CPU will also be looking to help universities and colleges throughout Canada develop powerlifting teams in anticipation of becoming a varsity recognized sport.

Sandro D'Angelo

Canadian Powerlifting Union

Vice President Director of Programs



## 2015 CPU Treasurer's Report

The Canadian Powerlifting Union is in a strong financial position. The cash on hand at the beginning of 2015 was \$87,657 which included \$14,838 in the operating bank account and \$72,819 invested in short term GICs. The CPU cash on hand as at December 31, 2015 was \$71,579 which included \$50,050 in the operating bank account plus \$21,258 invested in a short term GIC. Thus, for the year ended December 31, 2015 the CPU used \$16,078 in its operating activities.

For the year ended December 31, 2015 the CPU experienced an operating loss (see the statement of Income and Operations) and while the 2015 CPU memberships have increased, a significant amount of 2015 membership revenue (approximately \$27,794) is deferred (CPU memberships now expire after 12 months rather than on December 31) and will be recorded as membership revenue in 2016.

The CPU's current assets are comprised of cash or cash equivalents (short term investment in GICs) with a small amount of account receivables and prepaid insurance. All CPU liabilities are current liabilities with a significant part of these liabilities made up of deferred revenues (membership, provincial and sponsorship revenues). The 2015 net assets of the CPU are approximately \$30,000.

Looking forward to 2016, we are anticipating an increase in memberships and an increase in membership revenues however with a significantly larger amount budgeted towards our anti-doping efforts it is anticipated that the CPU will experience a small operating loss for the 2016 year.

Sandro D'Angelo, CPA, CMA

CPU Interim Treasurer

**CPU****Proposed 2016 budget**

			<u>2016</u>
<b><u>Revenues</u></b>			
Estimated Memberships amount			2400
membership revenue			45
			<u>\$108,000</u>
		\$	
Provincial affiliation fee	10	500	5000
National sanctions	1	500	500
Drug testing nationals	320	20	6400
Website advertising	5	250	1250
IPF Classic Worlds	80	150	12000
Other IPF Events	25	150	3750
Drug testing fee Easterns	100	20	2000
Drug testing revenue westerns	100	20	2000
CPU apparrell Licence			1200
Interest revenue			<u>300</u>
Total revenues			\$142,400
<b><u>Budgeted Expenses</u></b>			
Insurance			7000
Referee			13000
Coaching			13000
CPU Board stipend			9000
travel CPU board and president			14500
IPF affiliation fee			400
Commonwealth Affiliation fee			400
NAPF alliliation fee			110
CPU student Scholarship			1250
Promotions			3500
Website and office expenses			2500
Bank Charges			450
Legal and accounting			2500
Miscellaneous items			1000
CCES anti-doping	2.50%		48000
	60	800	
membership processing fee		11%	\$11,880
IPF classic worlds entry fees		\$135	10800
Other IPF world events		\$135	3375
Total budgeted expenses			<u>142665</u>
Surplus (deficit)			<u><u>-\$265</u></u>
Opening cash balance January 1, 2016			<u>\$71,579</u>
Budgeted ending cash December 31, 2016			<u><u>\$71,314</u></u>



Mike Armstrong, Secretary  
4709 Fordham Cres. SE  
Calgary AB, Canada T2A 2A5  
403-402-4142 - mike@powerlifting.ca

### Secretary's Report, 2015

Without a doubt this has been the busiest year ever for myself. Trips to Newfoundland for Nationals, Denver for Master Bench Worlds, Moose Jaw for NAPF Regionals, Finland for Classic Worlds, Georgia for a non-IPF meet, Scranton for USA Raw Nationals, Luxembourg for Open Worlds, Vancouver for Commonwealth Championship and finally Moose Jaw again for Westerns. The arrangements for our international teams, probably 250 total, took a huge amount of time and a couple of thousand emails to respond to. The number of records as at a high point also, and taking on some of the treasurer duties added to the workload. Not to mention a business that did triple the sales volume of the previous year.

### Memberships

It should surprise no one that this was a fantastic year for membership, almost every province was up, and we ended up with 2237 members as of Dec 31, 2165 as of January 15. The male to female ratio is 69% to 31%.

Below are the numbers for the past years. 2014 numbers are a bit of an anomaly, as it included the changeover period when some members had both the old style paper card, and the new electronic membership. Probably about 50 high.

	2010	2011	2012	2013	2014	2015	% increase
BC	89	114	137	237	357	327	-8.4
AB	85	93	138	174	260	314	20.8
SK	39	64	88	108	184	178	-3.3
MB	19	29	47	52	88	68	-22.7
ON	247	266	330	395	619	840	35.7
QU	75	66	89	137	173	184	6.4
NS	30	64	43	88	98	98	0.0
PEI	58	60	47	47	55	44	-20.0
NL	46	47	29	70	154	163	5.8
NB			2		7	20	185.7
IN	2		1	1	2	1	-50.0
Ttl	690	803	951	1309	1997	2237	12.0

### Records

650 new national records were set in 2015, up about 240 from the previous year. No doubt due to increased participation and the elimination of the record fee. The only year that was higher was 2011, when Classic was added and the classes had no existing records.

### Website/Facebook

As in previous years, the site has again been very busy, with the forum accounting for the bulk of the traffic. Results have all been coming in within the one week deadline, and notifications of new contests have also come in within the 6 week prior deadline.

Increasingly the Facebook page is showing to be a better communication tool. Posts to the website forum will get a few dozen views in a week, a Facebook post will get two thousand views in one day, with many being shared out to an unknown number of secondary views.

### World Teams

This year I took back the task of arranging the world teams. The workload of this was enormous, with the teams for Classic Worlds, NAPF and Commonwealth Championships and IPF Masters totaling around 250 or more. Our previous high was about 100, and 40 or 50 being common a few years ago. Combine this with a treasurer that defaulted on his duties and it was challenging to say the least.

I was also proud to serve as assistant coach at the Classic Worlds in Finland, where we had 50 of the 750 lifters present. It is a huge task to coach at an event like this, and much thanks should go to all of the coaching staff, Avi Silverberg in particular.



## 2015 Anti-Doping Committee Report

Members of the CPU Executive - January 25, 2016

2015 was another year of successful expansion of CPU Anti-Doping Programs, with CCES continuing to act as the 3rd party Collection Authority. Relative to 2014, numbers of tests for both In-Competition and Out-Of-Competition Programs were increased significantly.

2015 was also the first year of the establishment of a Registered Testing Pool and implementation of a Whereabouts Program with CCES. This was another major step in expansion of the Programs and as a result, attempts made on athletes in the RTP had a much higher success rate than previously. In addition, during the past year the very first blood collection and test ever done in Canadian powerlifting, was carried out successfully. This was certainly another major milestone for the CPU and reconfirmed their commitment to Anti-Doping and protection of the rights of clean athletes.

### 2015 Testing Statistics

#### 1. Tests Conducted

- In-Competition	Male	Female	Total
Urine	33	20	53
- Out-Of-Competition			
Urine	14	5	19
Blood	1	0	1
<b>Totals</b>	<b>48</b>	<b>25</b>	<b>73</b>

#### 2. Sanctions (as of January 4, 2016 - six test results still pending)

Analytic	6
<u>Non-Analytic (refusal)</u>	<u>1</u>
<b>Total</b>	<b>7</b>

With a significantly increased Budget for 2016, plans have been made to increase the number of tests across both Programs, and for blood and urine and a new 2016 Contract with CCES has been developed for approval.

**Important** - Please see the attached Proposal received from CCES regarding full adoption of the Canadian Anti-Doping Program (CADP), which we submit for discussion.

Many may know that in addition to IPF Anti-Doping Rules, the CPU currently follows the guidelines of the CADP (which has not been fully adopted). Full adoption would be a huge step for the CPU, and would bring the CPU into the realm of major Sport Organizations in Canada.

The significance of this opportunity for the future of the CPU cannot be understated. The Proposal outlines in good detail, the many advantages that would be provided to the CPU. We respectfully request the Executive give all due consideration to this important Proposal. Adoption of the CADP would give the CPU the most comprehensive Testing Programs available in the country. The CPU would be at the forefront of Anti-Doping.

Should you have any questions please let us know. Thank you for your time and consideration,

Sincerely,  
 CPU Anti-Doping Committee  
 Chris Robb, Chairman  
 Mark Giffin, Member  
 Harnek Singh Rai, Member

### **Referee Chairman's Report for 2015**

At last year's Canadian Championships, three provincial referees passed their National exam and practical. These were: Justin Smith PEI, Tyler Ramsey PEI and Barry Antoniow BC.

In October 2015, at the World Masters Championships, Glyn Moore passed his International Category II exam and practical. In December 2015, at the Commonwealth Powerlifting Championships, Chris Robb moved up from International Category II to International Category I. Congratulations to all these referees on their achievements.

Last year our international referees from Canada took part in six international competitions. Our funding for travel was kept within budget. In 2016 we will be sending our referees to possibly eight international contests. This is due to the addition of The University World Cup and our commitment to be more involved in our North American region.

We now have the technology to administer and mark our National Referee's test on line. This test must be administered at the Canadian Championships.

We have gained referees last year but we have also lost a few due to retirement or inactivity.

At this time I would like to recognize Joe Stockinger from Alberta and Lynton Lam from Ontario for their dedication and service both to the CPU and the IPF. Their performance as referees will be truly missed. Good luck gentlemen and thank you.

In conclusion, our list of International and National referees is growing. We need this to continue across the country, as well as promoting high quality refereeing. With an adequate number of excellent referees we can ensure that each session at the Canadians will have a full jury and technical controller.

### **Recommended Budget for Refereeing 2016**

In 2016 we have the potential to send referees to eight International contests. Our ideal situation would be to fund two referees per competition.

Funding is for accommodation and travel. The monies will be used to offset the full amounts for these two expenses. The maximum amount that will be given out is one thousand dollars. Receipts will be required.

To help with our budget, referees are encouraged to room together where feasible.

We have three competitions in Europe this year and that alone would be 6000 dollars.

Things to keep in mind are the Classic World Championships held in Killeen, Texas USA, as we will be required to send extra referees (6?) as last year. Also there is the addition of The University World Cup.

If we send two referees to all eight international competitions, the total would be less than ( 2 x 8 x 1000 ) \$16000.

#### **Canadian Championships**

In 2015 there was a potential for 72 spots for the Canadian Powerlifting Championships. Only 58 spots were filled during the session @ \$35 each for a total of \$2030. Spots are based on 3 referees, 2 jurors and one technical controller.

In 2016 there will be 90 spots. If all spots are filled we would need 90 x \$35 for a total of \$3150.

Respectfully submitted,

William T. Jamison

CPU Referees' Chairman



Saskatchewan Powerlifting Association Corp.  
 Box 42, North Weyburn, SK S0C 1X0  
 Ph: (306) 842-4299 Fax: (306) 842-2682  
 saskpowerlifting@gmail.com  
 www.saskpowerlifting.ca

February 15, 2016

To: CPU Executive

Please find below the reports of the Coaching Committee and the Funding Committee for the 2016 AGM.

**Coaching Committee** (Members: Ryan Fowler, Brock Haywood, Jon Stewart)

2015 was a record year for the CPU in many ways. For the Coaching Committee, it meant finding and securing coaches for 9 possible International events. The coaches are listed below:

**Arnold Sports Festival** – Head Coach-Elizabeth Anderson, Assistant Coach-Linda McFeeters

**World Master Bench Press** – Head Coach Mike Souster

**World Open, Junior, Sub-Junior Bench Press** – no lifters attended so no coach was sent

**World Classic** – Head Coach-Avi Silverberg, Assistant Head Coach Sub-Jr & Master-Mike Armstrong, Assistant Head Coach Junior & Open-Ryan Stinn, Assistant Coaches-Jill Nash, Phil Bjerring, Harnek Singh Rai, Carla Ramsay

**North Americans** – Head Coach-Jeff Butt, Assistant Coaches-Shane Martin & Marc Morris

**World Masters** – Head Coach Glyn Moore

**World Open** – no lifters attended so no coach was sent

**Commonwealths** – Head Coach-Avi Silverberg, Assistant Coaches-Marc Morris & Carla Ramsay, Intern Assistant Coach-Ashley Bird

The Coaching Committee was also asked to provide feedback to the CPU Executive in regards to a possible coaching certification program. This program is needed for the CPU to continue to move itself forward in the services we are able to offer our athletes and coaches.

This year, the Coaching Committee will be looking at how we compensate our coaches using a criteria based formula to provide appropriate remuneration for our coaching staffs.

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

**Funding Committee:**

The funding committee continues to be on a holding pattern due to the need for Sport Canada approval in order to proceed with NCCP development and vice versa. It is hoped that within the next 3-5 years, with the continued work towards both coaching development and parapowerlifting recognition, we will be able to proceed forward with funding.

Yours in Lifting,

Ryan Fowler  
 Coaching Committee and Funding Committee Chair

## **BCPA President's Report**

### **Year Ended December 31, 2015**

- 2015 was a record year for the Sport of Powerlifting in BC. The BCPA Executive hosted 5 Contests in 2015 consisting of the Winter Open, Centaur Powerlifting Championships, B.C Provincial Championships, Fall Classic and 2015 Commonwealth Powerlifting Championships. The Commonwealth Powerlifting Championships was a particularly challenging event for the Executive and BC membership. Despite the difficulties the event was an overall success and feedback was primarily positive. In addition to the contests hosted by the BCPA Executive, the BLM Barbell Club hosted the BLM Spring Showdown, Pronick Memorial contests and Zack Currie of NXL Athletics hosted the 2015 Bent Iron Blitz for a total of 8 Contests in BC for 2015. The end result being another record year for annual CPU memberships in BC with 395 active members.
- The CCES conducted six in contest and 1 out of contest doping control tests in 2015 resulting in 1 positive test for schedule 1 anabolic agent and schedule 5 masking agent. Moving forward the BCPA will continue to intensify doping control testing within Province in the form of increased in meet testing with the overall goal of eradicating the use of performance enhancing drugs at BC contests.
- The 2016 season is starting strong with 9 Contests slated. BCPA Vice-President, Gabriel Festing in partnership with NXL Athletics Club will be submitting a bid to the CPU Executive to host the 2016 CPU Western Powerlifting & Bench Press Championships. As in 2015 the primary challenges facing the Executive are the increased need to meet membership demand in terms of number of quality contests and furthering Club Development within Province. It is anticipated that with a stronger emphasis placed on Club Development that the Clubs will with time host additional contests in Province.
- Lastly, I extend thanks to my fellow executive members, BCPA membership and sponsorship groups for their efforts in producing a very successful 2015 for the Sport of Powerlifting in BC.

In Sport,

Joe Oliveira

BCPA President



January 13, 2016

To: CPU Executive

As mentioned in the 2015 report, the Alberta Powerlifting union (APU) went through some major transitions related to its legal identity and organizational structure. By the end of this past year, however, the APU drafted and ratified new bylaws that were in accordance with the Alberta Societies act. The bylaw revision process involved members of the CPU board, an APU Bylaw Sub-Committee, and third party legal counsel. At the Annual General Meeting, the bylaws were read through line-by-line, discussed amongst the membership, revised if needed, and voted on. Our current bylaws in their current form uphold the APU's culture and practices, as well as position the organization for future growth, opportunity and new leadership when the time comes.

In 2015, we added two new Executives to our board, Mike Macdonald as the Treasurer and Breann Thiessen as the Athlete Representative.

Mike comes to us with a range of experiences and credentials that will add value to our Executive, including: being a Chartered Accountant; working as a Financial Analyst for Husky Energy and previously working as a Senior Accountant for Grant Thornton; and, acting as the Treasurer for Euro Condominium Corporation and St. Leonard's Parish Gym Committee. Mike has also been involved in powerlifting for the past 10 years, previously competing at the World level. Since Mike took the Executive position, he has worked hard to professionalize our finances, including drafting budgets, creating financial projections, analyzing membership growth numbers, keeping a detailed bookkeeping log, and ensuring all expenses are paid on-time.

Breann stepped onto the board in a newly created role called "Athlete Representative". The Executive has yet to create a formal job description for this role; however, Breann has taken on many projects this year already, including: writing monthly newsletters, showcasing and celebrating athlete success, and working with a club in Northern Alberta to increase awareness of powerlifting in that region. With Breann on the Executive we also add our first female voice to our board discussions since Raelene Marion in 2011. Breann started powerlifting in 2013 and has since seen a lot of success on the competition platform, recently competing in the 2015 North American Powerlifting Championships and 2015 Commonwealth Powerlifting Championships. She also broke the 57k Junior World Record in Squat and Total at these events.

Additional changes to our Executive include Mike Armstrong stepping down as Referee Chairman, passing off responsibility to our Vice-President, Shane Martin. Shane is extremely passionate in upholding officiating standards. Shane has provided a number of resources to our referees to ensure best practices and new rule changes are followed, in addition to communicating his expectations for referees in Alberta. Shane is also working closely with Meet Directors to guarantee there are always an adequate number of referees in attendance for our events, including organizing a formal referee schedule and providing stipends when necessary.

In thinking about the current state of the APU, there have been some shining moments that should be recognized:

### **Membership Numbers**

We ended 2015 with 340 members, up from 262 in 2014 and 237 in 2013.

**Marketing Strategy**

Midway through 2015 we started monthly newsletters that showcase athletes within our organization. These newsletters get shared amongst our community broadly and create more awareness of our sport, and the various members who are involved. Our Facebook page has almost 1000 followers, due in large part, from the additional content of these newsletters.

**Doping Control**

We have worked with meet directors at local competition to contribute to our doping control budget, charging an additional fee per lifter to secure CCES at our events. In 2015, the APU funded 13 tests, in comparison with nine tests in 2014, and three tests in 2013. The APU saw no positive tests in 2015.

**Student Scholarship**

In 2014 we started an APU Student Scholarship fund where we provided one athlete with a \$500 award. In 2015, with the help of an anonymous donor, we were able to provide two \$500 awards. The scholarships were based on an athlete's involvement within the sport, including: volunteerism, athletic accomplishments, and commitment to growing the sport in Alberta.

**Meet Directors and Competitions**

We have a number of qualified meet directors in Alberta now that are capable of hosting large, multi-day events. In 2015, we held eight competitions in three cities: Calgary, Edmonton, and Cold Lake. One major feedback we received from Meet Directors was sometimes not having enough equipment for warm-up room configurations. By the end of 2015, the APU was starting to acquire competition-grade equipment, including an ER rack for the purposes of allowing meet directors to access this equipment. Moving forward, we hope to acquire more bars, plates, and racks, available to meet directors for a low rental fee, similar to a model that was implemented in Ontario for Meet Directors. This initiative will serve to reduce stress on meet directors, provide consistency with quality of equipment across all meets, and act as a revenue stream for the APU. Importantly, as it relates to competitions, Mike Armstrong was awarded the successful bid for the 2018 Classic World Championships to be held in Calgary --an event the APU is excited to endorse. This year, the APU will also put forward a bid to host the 2018 Nationals, at the same venue that will be scheduled to host the World Championships.

**Coaching Program**

We set-up the structure and finances for a "Provincial Team Coach" to assist APU members competing at the National Championships. In 2015, we had Brody Laybolt act in this position. The feedback from this initiative was positive, and we hope to continue sending coaches to Nationals in the future. Furthermore, in order to continue to develop coaches in Alberta, we are hosting a Coaching Summit in Edmonton at the end of January where we have approximately ten guest speakers in a variety of different fields scheduled to present. We anticipate this event will be annual in nature, and serve to enhance coaching effectiveness and best practices among our Alberta coaches.

**World Team Athletes**

At the 2015 IPF Classic Championships we had three athletes compete on Team Canada: Brody Laybolt, Jean Derek McNeil, and Jason Luo. Brody placed 12<sup>th</sup> in the 120k open class, and JD placed 9<sup>th</sup> in the 120k M1 class. Jason was not able to make his squat opening attempt and did not register a total. We also had myself, Avi Silverberg, as the Head Coach for this team, along with Mike Armstrong as the Assistant Coach.

Alberta has 65 athletes competing at the 2016 National Championships; a record amount. Best of luck to everyone competing in Regina!

With respect,  
Avi Silverberg  
Alberta Powerlifting Union President



Saskatchewan Powerlifting Association Corp.  
Box 42, North Weyburn, SK S0C 1X0  
Ph: (306) 842-4299 Fax: (306) 842-2682  
saskpowerlifting@gmail.com  
www.saskpowerlifting.ca

February 15, 2016

To: CPU Executive

Saskatchewan hosted 9 contests in 2015, listed below:

- Canadian Strength Symposium – Saskatoon – January 24
- 306 Open – Saskatoon – February 21
- Adrenaline Open – Regina – May 16
- Unparalleled Open – Moose Jaw – June 20
- North American Powerlifting Championships – Moose Jaw – July 8-11
- SPA Provincial Championship – Weyburn – September 5
- Canadian Strength Symposium – Saskatoon – October 31
- Western Canadian Championships – Moose Jaw – December 19
- Last Chance – Moose Jaw – December 19

Saskatchewan currently has 3 National referees, Ryan Stinn and Ryan Fowler and Rhaea Stinn. The SPA also has 12 Provincial Referees. We continue to recruit 2-3 Provincial referees each year to help with the workload at the various competitions in Saskatchewan.

The SPA hosted our second New Member Workshop on May 2 in Regina. Turn out was excellent with the focus of the day being to provide some of our new members with some coaching from our most experienced lifters and coaches in the province. As well, we hosted an Equipped Lifter Workshop on August 1 in Moose Jaw. This was not as well attended, however our focus continues to be on engaging all of our members in both classic and equipped lifting and promote both aspects of our great sport.

Saskatchewan Powerlifting continues to grow in numbers and caliber of lifting, with 2015 being our biggest membership year ever. The future looks good for the SPA.

Yours in Lifting,

Ryan Fowler  
SPA President



## YEARLY REPORT

### **SPECIAL OLYMPICS**

The MPA's relationship with Special Olympics Powerlifters has ended. There was no contact with the Special Olympians or their Coach throughout the past lifting year.

### **Drug Testing**

There were no drug tests conducted within Manitoba during the last competitive year.

### **Membership**

The MPA has maintained the levels of participation from last year. As of December 2015 the MPA had 63 members which although small in relation to other provinces is an all time high for the MPA. The Online Registration system is working well.

### **Competitions**

The MPA hosted three competitions over 2015. The Provincials were held in February with a summer and a fall meet spaced between the International Meets that were held in Canada this year. MPA lifters began to make their presence felt at the Nationals and Westerns this past year. It bodes well that our local lifters are increasing their strength and competitiveness as they progress through the levels of competition.

A plan has been implemented to now focus on increasing the infrastructure of the MPA. A recent call was made for Meet Directors and those interested in Officiating which has met with a positive response.

### **Highlights**

- Susan Haywood – Gold Women's M3 84+ class Common Wealth Powerlifting Championship
- Dan Lamoureux – Gold Men's Open 93kg CPU Nationals (National Record Total)
- 2015 CPU Westerns – 6 gold, 2 Silver, 1 Bronze for MPA lifters
  - Hailey Kostyniuk – Gold Westerns and sets 84+ Junior National Records and unofficially breaks IPF World Record Squat.
  - Andrew Langelaar – Gold Westerns and breaks all Sub Junior 120kg Men's National Records
- MPA Membership hits an all time high

*Prepared by,  
Brock Haywood  
MPA President, IPF Category I Referee*

## OPA President's Report

Report by Julie Watkin, OPA President until quite recently

2015 has finished off with another all time high in membership, meets and positive drug tests. With the good comes the bad.

As of the end of December we had over 850 members. This is a 58% increase over last year's membership of 536. In the past two years we have over doubled in size.

With the increase in membership was an increase in meets. In 2015 we held:

- Three championship meets
- One college and university meet
- Six high school meets including the championship (two new regions added; North Bay, and London)
- Seventeen open meets

Total of 26 meets.

The level of participation at the meets by both volunteers and officials continues to be tremendous. While our infrastructure continues to catch up to our membership, we are seeing more and more of our new members pitch in and become an important part of our Association. Our culture of participation and involvement is being communicated very well to our new membership.

The historically high number of meets during the year would not have happened without the cheerful participation of both our old guard clubs and a number of new ones. We had five new clubs host meets this year: Seneca Strength Athletics, Ultimate Fitness, Victory Barbell, Power Plant and StrengthWOD. We'd like to thank all of our clubs who put the work into creating competition opportunities for all of our members. Now that we have a competition set available for rent, we hope to see even more young clubs hosting meets of their own.

With an average of one meet every two weeks, our officials have also been run off their feet and stretched a bit thin. Without all of these people none of this would happen.

As mentioned above, with the good comes the bad. We had three positive drug tests in 2015. Eyes in the rest of Canada are on us to see how we handle this going forward. To that end, there is a proposal that was tabled in January with respect to increasing our drug testing funds.

I would like to thank our executive and everyone that volunteered their time and good attitudes over the past couple of years as we have hung on to the tiger tail of our growth. The challenges will continue but if we continue to adapt and evolve to meet them, we will be better than ever.



**Fédération québécoise de dynamophilie**

**Québec Powerlifting Federation**

fqd-quebec.com

Regina, February 2016

**CPU BOARD OF DIRECTORS  
CPU PROVINCIAL PRESIDENTS**

The QPF recruited 180 members and ran 9 competitions in 2015. Our numbers are slowly growing and more clubs and regions are added each year. Which means more regional competitions were added. Seven of our members were drug tested, four in competition and three out of competition with negative results. One of them being tested twice out of competition.

We had good representation at Classic Worlds and the Commonwealth Championship, one of them, young Jake Navarra getting a Sub Junior gold medal and a world record at Classic Worlds.

Once again, we were granted \$5,000 from the Quebec government in 2015. Doesn't look like any increase will come any time soon, with government budget cuts. We initiated a QPF fundraiser in September. Our Provincial championship was also part of it. We raised close to \$5,000 altogether. With the Sport Quebec Placements Sports program funding that added 300% of what we raised, the fundraiser will have brought in close to \$20,000. This funding, including past donations, will be used to help our drug testing program, our youth development and adding competition platform equipment.

Quebec will be hosting the 2017 Nationals, to be held in the City of Saguenay. Joël Boulianne will be meet director.

So another challenging year is still ahead of us and we will be working on breaking the 200 members in 2015. We will also be working hard on bringing more youth in the sport. Thanks to our great team of coaches who are putting in a lot of time. The results are paying off.

After 20 years as QPF President, I will be leaving the presidency at our next AGM to be held in March. We will be electing a whole new Board of Directors. The younger generation will be taking over. We have good talent just waiting to take us into new challenges.

Long live the QPF and the CPU.

Louis Levesque  
President

## PEIPLA Presidents Report

### John MacDonald

2015 has been another solid successful year with the growth and promotion of the sport and for its members of the PEIPLA. To keep powerlifting growing it takes a lot of hard work from a select few and I'm very proud to be a part of a strong executive team with the PEIPLA.

#### **New lifters:**

This year has been another great year bringing new lifters to our organization. Two different powerlifting clubs within my own home have encourage 15 new lifters to hit the platform and provide a place to train in 2015 which is a third of our membership this year and that is not including 6 long time members who train there on a regular basis. Another 4-5 lifters are also training to compete sometime in 2016 with those stats I'm motivated to continue to grow and increase those numbers more and more each year.

In addition to our powerlifting clubs bringing in more members we have also had 6 other first time members compete within the 4 meets we hosted throughout the year.

#### **Competitions hosted:**

In February, Justin Smith and I took on the task of hosting the 2015 PEIPLA Provincials, Which had 20 different competitors.

In June, Justin Smith hosted his first solo competition Prince County Open 2, which had 18 different competitors.

In October, Jillian Sproul and I hosted the 2<sup>nd</sup> annual Domina Classic which had 3 special Olympians and 12 women competitors.

In December, Jeri Traer and the Kings County Powerlifting Team hosted their first competition the Kings County Open, which was a great turn out and I was very impressed in how smooth it ran. They had 19 different competitors.

#### **International performances:**

2015 was a successful year for those who travelled and competed on the International stage.

Starting in March, I competed at the Arnold Sports Festival and took home the Silver medal in the 120kg Open Classic Division.

In June, Tom Nicholls attended the 2015 Classic Worlds and won his 3<sup>rd</sup> World Championships, Also breaking a couple of world records.

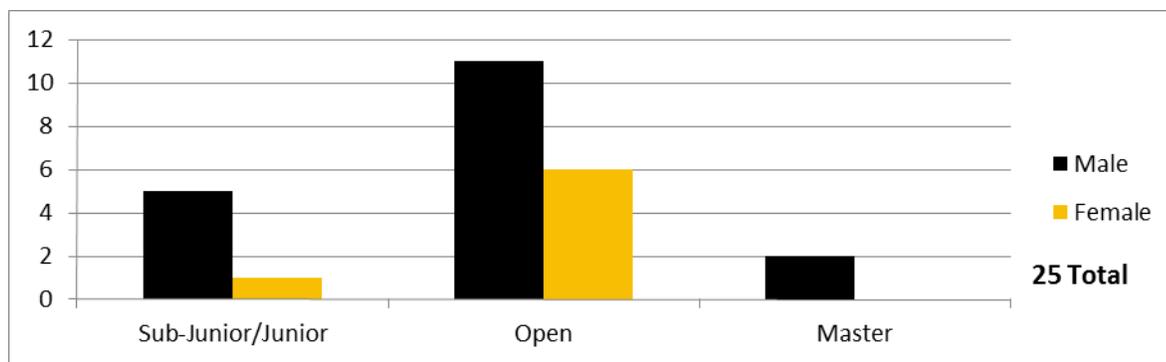
In July, Jill MacFarlane attended the 2015 North American Championships and took home the Silver medal.

In December at the 2015 Commonwealth Championships, Natasha Dunn won Silver, Tilman Gallant and Tom Nicholls both won gold medals.



CPU Executive:

In 2015, the New Brunswick Powerlifting Association (NBPL) has made some substantial progress in the formation and expansion of the affiliation. To close the year we have been able to attract 25 full members and have received our not-for-profit designation from the province.



The 11<sup>th</sup> of July 2015 marked the first ever NB Powerlifting Provincials. The accumulation of many hours of work on part of the executive, made this event a success and also resulted in the province receiving the first provincial referee qualification. Although having some difficulty getting national level referees to get involved, the meet was a success. In total approx. 40 lifters from a total of 6 provinces competed at this event. Judges and support from NSPL and PEIPL were crucial in this inaugural competition.

Looking forward, New Brunswick Powerlifting has some substantial hurdles to overcome in 2016 but the executive is looking forward to taking on these tasks and growing the association.

NBPL is planning to host 2 meets in 2016, the first being an Open on the 16th of April and then a Provincial Championships again in July. In these competitions, NBPL will be testing 1-2 members for their provincial referee test with the assistance of PEIPL/NSPL. NBPL sees gaining its first national level referee as its greatest hurdle. Gaining a national level referee will aid in qualifying new provincial level referees in the future.

Mark Wasson  
NBPL President

---

## **Nova Scotia Power Lifting Association 2015 Review**

### **Meet Summary**

Three meets were held

- Mike Laroche Memorial Meet (Feb)
- Provincials (May)
- ATP Summer Open (Aug)

### **Summary Points**

- The executive was reduced to one member (Ryan Kells) due to a variety of work and family commitments by others. The 2015 AGM resulted in a five (5) person executive now.
- Powerlifting meets were under attended so no additional meets were added and members were encouraged to attend Easterns.
- Upcoming meets now have a back log of demand and registration is improving.
- 2015 saw an increase in co-ordination between the Atlantic Provinces to utilize and synergies available.
- NSPL has committed more funding for out-of-pocket drug testing.



Newfoundland and Labrador Powerlifting Association Corp.  
 101 Branscombe St. St. John's, NL A1A 5R2  
 Ph: (709) 579-1623  
 powerliftingnl@gmail.com  
 www.nlpowerlifting.ca

January 11, 2016

To: CPU Executive

Newfoundland and Labrador Powerlifting Association (NLPA) had its biggest year to date. In 2015 we hosted Provincial, Regional and National level championships. 2016 won't be a busy but will be just as exciting. All meets this past last year were well run and attended by both lifters, referees, volunteers and spectators.

NLPA has grown in numbers to its largest total to date (over a 60% increase). The caliber of men and women lifting here has been great. I am looking forward to see what 2016 has in store for the NLPA. The number of lifters, referees, volunteers and spectators are on the rise, thus this sport is on the rise.

### Contests

2015 was another record-breaking year for NL. In 2015 we hosted

- 2 open meets
- 1 Provincial championships
- Eastern Canadian Championships
- National Championships

For 2016 we have also decided to split our provincial championships into 2 separate contests and we are hoping to add another invitational meet.

### Membership Numbers

We ended 2015 with 207 members, up from 127 in 2014. Our growth continues across all age groups with the junior/sub-junior category remaining strong with 34% of our membership and with 44% of our membership belonging to women, this sport is growing in the right direction.

### Doping Control

This year was a great for doping control with the NLPA. We performed 6 tests at our Provincial Championships and several OMTs have been done on Newfoundland Lifters. We are now collecting funds for doping control from every meet directors to help fund more drug tests at local competitions. This number of tests is an increase from previous years as this is the first time we were able to fund some testing. These tests that were performed at our provincial championships were funded by both the NLPA and the CPU.

### International Contests

NLPA had a strong presence representing Canada on the World stage. A total of 12 lifters made the trip to Finland with 8 lifters making a podium appearances including World Champion (M1 74KG) Tom Kean. We had another 5 competitors attend either the North American or Commonwealth Championships, with all these lifters reaching the podium for at least one medal.

### Referee

Newfoundland welcomed 4 new provincial level referees this year. It is great to see the people taking an interest in the volunteer side of the sport and helping us grow. So with 4 national referees and 15+ provincial level referee, we are looking good in this area, but more are always welcome

Thanks, Jason Fancey, NLPA President

## Proposals

---

**Mike Armstrong - Secretary**

### **#1 - Re: Policy 6.0 Competitions**

#### **Add new policy 6.30:**

At all national level competitions, which includes any national or regional championships, lifters are considered to be representing their province. Their apparel cannot bear logos of local clubs or gyms, only of their province, provincial organization or higher level, CPU or IPF for example. Logos of personal sponsors or any national CPU or IPF approved sponsor or equipment maker are also allowed.

Reason: This is a practice we have always observed at nationals, but there is confusion over it at the regional level. We should strive to elevate the status of the regional events to be more than just larger local meets.

AB - Passed

### **#2 - Re: Policy 15.0 Officiating**

#### **Add new policy 15.6 (g)**

New national referees may be certified at the annual national championships, or at the annual regional championships provided that all of the above conditions are met.

Reason: With our membership levels exploding, our national referee base is just too small, but many are unwilling to travel across the country to take a test. We need to make this process more convenient, while not lowering our high standards.

MB – Passed+6

### **#3- Re: Policy 17.7 National Team Selection**

#### **Change wording of 17.7 (b)**

##### **Current wording:**

A participation fee of \$150 in the form of a certified cheque shall be submitted to the CPU President along with notification of intent by any lifter wishing to be considered for selection to a World team. This money will cover the participation fee and the drug testing costs for the World Contest. This money is to be paid 60 days prior to the Championships, or as indicated by the CPU President, and is the only means of securing a place on the team. If a lifter who pays the fee is not able to attend, they forfeit the fee. A lifter who is not selected to the team, will have their fee returned to them.

##### **Change to:**

Once final team selections are made, all lifters selected for the regular teams (meaning not including reserves) are required to pay a participation fee of \$150 to the CPU. This money will cover the participation and drug testing fees paid to the IPF or other for the contest. If a selected lifter is unable to attend and a reserve lifter takes over a spot, that reserve lifter must pay the fee at that time. Any lifter that has paid the fee but is unable to attend, will have the fee returned to them only if the fees have not yet been paid to the IPF.

##### **Reason:**

With the recent increase in participation in world events, the current practice of collecting the fees at the time of team application submission has resulted in a lot of these fees being refunded to lifters that did not make the team. This is unnecessary administrative work. The current wording also somewhat contradictory saying the fee “shall be submitted along with notification” (before 90 days) and “is to be paid 60 days prior”.

NB - passed

**Re: 2.0, Officer Duties and Responsibilities**

The following proposals are a follow up on last year's proposal (tabled) to create stipends for some of the executive and officer position in the CPU, due to the increased workload from having 2200 + members.

It creates one new position, Championship Secretary, and modifies a few lines to reflect current practices. Changes and additions are noted below.

The current practice of paying stipends to some of these positions is not actually mentioned anywhere except under one of the VP's job descriptions. These proposal will correct that.

Each change is listed as a separate proposal for separate voting.

Reasons for the stipend changes were explained at last years meet, but briefly, the administrative workload of many of these "volunteer" positions has become so time consuming that the officers deserve some compensation for their time.

**# 4 - Re: 2.10 Championship Secretary (new)**

Add new Officer position, Championship Secretary

2.10.1 The Championship Secretary shall be responsible for the following:

- a) Publishing of the calendar for all international contests that CPU members are eligible to participate in
- b) Notification of deadlines for entry via internet media
- c) Receiving Team Application forms from prospective team members
- d) Work with the CPU board in the team selection process
- e) Communicate team nominations to the IPF, NAPF or other
- f) Communicate team transport and hotel requirements to meet directors
- g) Ensure participation fees, transportation, hotel fees as required and sent the CPU treasurer.
- h) Communicate with team members and coaches any important details, changes, or other.

2.10.2 Assist the meet directors of the CPU national championships and CPU regional Championships as required.

2.10.2 The CPU Championship Secretary shall receive an annual stipend of \$1000

PEI - passed

**# 5 - Re: 2.1.0 President**

Add new policy 2.1.5

The CPU president shall receive an annual stipend of \$1000

**# 6 - Re: 2.2.0 Executive Vice President, Program Director**

Add new policy 2.2.2

The CPU Executive Vice President, Program Director shall receive an annual stipend of \$1000

**# 7 - Re: 2.3.0 Executive Vice President, Sport Development**

Delete policy 2.3.1, regarding the annual stipend

Reason: Changes above and below will make the wording of all positions consistent, making this policy redundant.

**# 8 - Re: 2.3.0 Executive Vice President, Sport Development**

Add new policy 2.3.4

The CPU Executive Vice President, Sport Development shall receive an annual stipend of \$1000

**# 9 - Re: 2.4.0 Secretary**

Add new policy 2.4.2

The CPU Secretary shall receive an annual stipend of \$1000

**# 10 - Re: 2.5.0 Treasurer**

Add new policy 2.5.2

The CPU Executive Vice President, Sport Development shall receive an annual stipend of \$1000

NB - passed (5 – 10 at once)

**# 11 - Re 2.7.0 Records Chairman**

Delete from line d) the wording “and record fees”

Reason: There are no fees for records now.

**# 12 - Re: 2.7.0 Records Chairman**

Add new policy 2.7.2

The CPU Records Chairman shall receive an annual stipend of \$1000

NL – passed (11 and 12)

**# 13 - Re: 2.8.0 Registration Chairman**

Change 2.8.1 c) to delete the wording “before provinces receive any CPU membership cards”

Reason: Does not reflect current practice of online membership purchase.

NB - passed

**#14 - Re: 2.8.0 Registration Chairman**

Add new 2.8.1 d) The registration chairman shall liaison with the providers of the electronic membership system and the provincial registrars to resolve any registration issues.

AB - passed

**# 15 - Re: 2.8.0 Registration Chairman**

Add new policy 2.8.2

The CPU Registration Chairman shall receive an annual stipend of \$1000

MB - passed

**# 16 - Re: 2.9.0 Director of Public Relations**

Add to 2.9.1 b) ....and social media sites.

Reason: Social media sites like Facebook are becoming increasingly important as communication tools, they must be included as a responsibility.

**# 17 - Re: 2.9.0 Director of Public Relations**

Add new policy 2.9.2

The CPU Director of Public Relations shall receive an annual stipend of \$1000

NL - passed

---

Proposal by Sandro D'Angelo

1. Re Awards and Classifications

Proposal to add new paragraph 8.10 under Awards and Classification to be worded as follows:

The C.P.U. shall award five annual student scholarship awards of \$250 each. The amounts and number of awards may be increased or decreased annually at the discretion of the CPU board. To be eligible, applicants must be CPU members in good standing and must be either entering their first year of post-secondary education, in a full-time post-secondary program at an educational institution which includes Cegeps or enrolled in a full-time post-secondary program at an educational institution which includes Cegeps.

NB - passed

---

2. Re: 13.0 Finance

Replace line h) Powerlifting.ca website advertising fee (annual) 100.00

With: h) Powerlifting.ca website advertising / sponsor fee (annual) 250.00

Reason: Combining the fees for a Website ad and wearable logo creates more incentive to advertisers, and makes for simpler administration of collecting fees.

AB - passed

3. Re: 13.0 Finance

If proposal 3 above passes, add this line to 13.8:

All paid sponsors are entitled to an optional banner advertisement on the CPU website rotational system.

Included in the above proposal, just a wording change.

Note: This combined rate is already in effect, with four paid advertisers.

---

**Proposals – M. Giffin, 2016 AGM**

**# 1 - New clause to 13.0 Finance, CPU Policies and Procedures**

13.10 Each entry for all competitions and all provincial championships held in any province shall be subject to the \$15 C.P.U. Anti-Doping Program fee. This fee will be a surcharge in addition to the contest entry fee set by the Meet Director. Notification of the Anti-Doping Program fee and the surcharge amount will be clearly indicated on all contest entry forms. It is the responsibility of the Meet Director to collect the C.P.U. Anti-

Doping Program fee. It is the responsibility of the Meet Director to forward the collected fees to the C.P.U Treasurer within 14 days of the completion of the competition or provincial championships.

Rationale:

1. Doping in any province affects all CPU members by eroding the integrity of the sport and damages the physical and ethical health of our athletes.
2. Participation in the CADP is a shared benefit and therefore should be a shared cost.
3. The effectiveness and efficiency of the anti-doping programs of the provincial associations will benefit most significantly be directly participating in the CCES administered CADP.

Amendment from NL – that provinces can opt out – passed

NB - Failed

## # 2 - Proposed Amendment to 17.0 National Team Selection

Current Wording

17.4 The first place winners from most recent National Championship in each weight class and age category shall automatically earn a spot on the National Team. (Insert) The remaining team members will be chosen based on placing of all non-class winners from the most recent National Championship with all second place finishers being chosen next going in descending Wilks order, followed by all third place finishers going in descending Wilks order and carrying on until the team is full.

Proposed Change:

17.4 The first place winners from most recent National Championship in each weight class and age category shall automatically earn a spot on the National Team provided they meet the minimum qualifying total for international competition listed in Appendix A. This qualifying total must be recorded at the Nationals immediately preceding the international competition. If the first place winner of a class and age category at Nationals does not meet the minimum qualifying total, the second place finisher at Nationals of another class in the same category who meets the minimum qualifying total for international competition for their class will be selected for the team. Second place lifters will be selected on the basis of their Total score in descending order. If required to fill a team roster for an age category, third place finishers at Nationals who meet the minimum qualifying total for international competition for their class and category will be selected based upon their Total score in descending order.

## # 3 - Proposed Addition to Appendix A, CPU By-laws, Policies and Procedures

<b>Required Totals - Men and Women</b>		
<b>International Level</b>	<b>Equipped</b>	<b>Unequipped</b>
Open	Class I	Class I
Sub-Junior	Class IV	Class V

Junior	Class III	Class III
Master 40-49	Class II	Class III
Master 50-59	Class III	Class IV
Master 60-69	Class IV	Class V - men
		None - women
Master 70+	None	None

Rationale:

1. World and IPF Regional Championships are elitist by definition
2. While the focus of the lifter may be on a PR performance, the focus of the coaching staff and the CPU is on team points and team placing at international events. This requires the selection of the best athletes not simply those that have won their weight class and category and who indicate by their performance they are not yet ready for international competition
3. The establishment of qualifying totals for National Teams ensures that lifters have attained a minimum standard and have met the basic requirement to be competitive at the international level

Withdrawn by Proposer

---

Avi Silverberg, Alberta

## # 1 - ARTICLE VI: COMMITTEES

ADD: 6.8

### Term of Committee Members

The term of each committee member shall be one year, beginning at that year's AGM and ending at the following AGM. Committee Members may remain Committee Members for consecutive terms, but must be held to the electoral processes outlined by 6.1 and any other power the board is granted under the CPU bylaws, policies, and procedures.

REASON:

Some current committee members are not very active in CPU powerlifting. We need to have a more open, accountable, and productive committee structure to better the CPU. Effectively evaluating the members yearly will allow development towards committee goals by focusing on active members (not passive).

While the following policy applies to CPU Executive and Provincial Presidents (*Policy and Procedure 2.11 Any members who are regularly absent from National Meetings, unless for valid reasons, may be suspended by a*

*decision of absolute majority of the Board of Directors and replaced at the next Annual General Meeting) this same commitment toward committee members should be applied.*

Withdrawn by proposer

---

## **POLICY AND PROCEDURES**

### **# 2 - ARTICLE 3: COMMITTEES**

REMOVE 3.2

Selections Committee: The Selections Committee has been disbanded for the present time.

REPLACE 3.2

*Selection Committee: The Selection Committee will decide who competes for Team Canada Powerlifting at any IPF Level competition based on the CPU Team Selection Criteria.*

REASON:

*We need to revive this committee to uphold the policies and procedures around Team Selection. There were incidences at the Commonwealth Powerlifting Championships where athletes who were not qualified under the CPU selection criteria competed at this event, including athletes who were competing equipped for the first-time, an athlete who didn't know there was a start command for bench press, athletes who were only competing for the second or third time without ever competing at Nationals, and athletes who had not competed at nationals for more than two years.*

Withdrawn by proposer

---

### **# 3 - REMOVE 3.8**

Coaching Committee: The coaching committee shall be responsible for the selection of the Head Coach for each of the Open Powerlifting, Master Powerlifting, Junior/Sub-Junior Powerlifting and Open Bench Press World Championships. The coaching committee shall also be responsible for testing on all National coaches.

REPLACE: 3.8

*Coaching Committee: The coaching committee shall be responsible for the selection of the Head Coach for any IPF level event.*

*either Classic or Equipped, including the Open Powerlifting Championship; Master Powerlifting Championship; Junior/Sub-Junior Powerlifting Championship; Open, Master, Junior/Sub-Junior Bench Press Championship, North American Powerlifting Championships, Commonwealth Powerlifting Championships, and Arnold Sports Festival.*

Amendment to remove the above section – passed.

Once the Head Coach is selected, the Coaching Committee and Head Coach are jointly responsible for naming any assistant coaches or additional personal that have a leadership or management role on the team. The coaching committee shall also be responsible for testing on all National coaches.

REASON:

This added wording simply adds more structure and clarity to the role of the coaching committee. Coaches are now traveling to more than just the World Championships, and our policies need to reflect this change. Furthermore, the Head Coach should share responsibility in assigning the assistant coaches, as was the case for some of the 2015 IPF level events that required assistant coaches.

Passed as amended

---

#### # 4 - REMOVE: 3.9

Chairmen of all active committee's shall produce a monthly report, on the first day of each month, to the Executive Council, even if there is nothing to report.

REPLACE 3.9:

Chairmen of all active committees shall produce a quarterly report, available to all CPU Executive and Officers, that summarizes the committee's successes, challenges, current undertakings, and progress related to that time period.

REASON:

It's unclear whether this policy of reporting is actually completed. Committees serve an important function in the CPU and each Executive and Officer should have an understanding of what tasks are being completed, what successes are achieved, and what challenges each committee faces. While monthly reporting can be arduous and time consuming, a quarterly report that is available to both Executive and Officers will be manageable and informative.

NL - passed

---

## ARTICLE 6: COMPETITIONS

### #5 - CHANGE: 6.1

Competitions sanctioned by the CPU shall include:

- National Powerlifting Championships, in all IPF recognized age categories
- National Bench Press Championships, in all IPF recognized age categories
- Eastern Canadian Powerlifting Championships, in age categories determined by the meet director

- Eastern Canadian Bench Press Championships, in age categories determined by the meet director
- Western Canadian Powerlifting Championships, in age categories determined by the meet director
- Western Canadian Bench Press Championships, in age categories determined by the meet director
- Central Canadian Powerlifting Championships, in age categories determined by the meet director
- Central Canadian Bench Press Championships, in age categories determined by the meet director

Eastern, Western, and Central championships may also be referred to as “Regional” events throughout this document

REASON:

With the current qualification rules for Nationals, first-time National athletes from 2016 onward must compete at a “Regional Championship” prior to competing at Nationals. In order to make travel to these Regional Championships more accessible, a new region should be created to cater to the large geographical distance athletes must travel for this event. While Nationals should attract the best, most experienced athletes, which includes competing at the various levels of the sport in a linear progression (local, Provincial, Regional, and National), we ought not to exclude elite and upcoming athletes because of their inability to travel to contests multiple times per year. By adding a new region, first-time National athletes will potentially not need to travel as far to obtain their regional qualifications.

AB - passed

**# 6 - REMOVE: 6.7**

Regional Championships shall not be required to follow the requirements of National Championships in regards to number of national rank referee’s, contest bids, dates, but shall be organized along the lines of a provincial championships, by the provincial organization hosting the event. Division of “Eastern” and “Western” shall be the Ontario/Manitoba border.

**# 7 - REPLACE: 6.7**

Regional Championships shall not be required to follow the requirements of National Championships in regards to number of national rank referee’s, contest bids, dates, but shall be organized along the lines of a provincial championships, by the provincial organization hosting the event. **The divisions of each Regional Championship are as Follows:**

- The “Eastern Championships” shall include: Newfoundland, New Brunswick, Nova Scotia, and Prince Edward Island
- The “Central Championships” shall include Quebec, Ontario, and Manitoba
- The “Western Championships” shall include Saskatchewan, Alberta, and British Columbia

Amendment to change Manitoba to the west – passed.

PE – motion passed as amended

REASON:

If 6.1 passes the regional boundaries will need to change to account for the new region.

---

**# 8 - REMOVE: 6.25**

At all levels of competition, meet directors may include an unequipped division, or host competitions where only unequipped lifters may enter. This division may or may not be separated into its own session or flight, and may or may not receive separate awards, both at the meet director's discretion based on the number of entries.

REASON:

This clause should be removed as it seems it was put into place early when classic first started. This clause is not necessary with the current state of powerlifting in the CPU/IPF because all competitions now have a classic and equipped division, with the majority of lifters being classic.

PE - passed

---

**ARTICLE 11: DOPING CONTROLS**

**# 9 - ADD: 11.23**

When an athlete receives a positive test, their results stay in the historical database, but with a notation of "DV" Doping Violation regarding their positive test.

REASON:

Scrub them from ranking lists, record books, but the lifter database is historical information that may eventually prove useful for future anti-doping efforts or other performance analysis once enough data points are accumulated. If anything, put a "DD" next to the entries from suspended lifters so their results are singled out but don't delete them completely.

NL - passed

---

**ARTICLE 16: QUALIFYING TOTALS**

**# 10 - ADD: 16.1**

Canadian lifters wishing to compete in National Championships must meet qualifying totals. Canadian lifters wishing to compete at their first National Championships must first record a total at either a Western, Eastern, or Central Championships within the previous two years of their respective national championships.

REASON:

If 6.1 passes, athletes can compete at the Central Championships as part of their regional qualifying criteria.

BC - passed

---

**# 11 - ADD: 16.7**

Qualifying for the CPU Western, Eastern, or Central Championships shall be according to scales located in Appendix A, below.

REASON:

If 6.1 passes, athletes can will use the already developed regional qualifying totals to qualify for the Central Championships.

MB - passed

---

**ARTICLE 17: NATIONAL TEAM SELECTION**

**# 12 - REMOVE 17.3:**

A lifter must lift, in either Powerlifting or Bench Press, at the Nationals for that said year, if they wish to compete at the corresponding IPF World Championships, NAPF Championships or Commonwealth Championships. In the event that a full team cannot be filled from those who participated at Nationals for that said year, a lifter who missed Nationals due to unforeseen circumstances may apply to the CPU Executive for consideration for their inclusion on a national team, provided that the lifter lifted at the previous year's Nationals, and had recorded a national qualifying total in the previous twelve months. Should one of the events listed above be held in Canada, the CPU President may accept application from lifters who have not competed at the most recent National Championship to fill the National Team.

**# 13 - REPLACE 17.3:**

A lifter must lift, in either Powerlifting or Bench Press, at the Nationals for that said year, if they wish to compete at the corresponding IPF World Championships, NAPF Championships or Commonwealth Championships. In the event that a full team cannot be filled from those who participated at Nationals for that said year, a lifter who missed Nationals due to unforeseen circumstances may apply to the CPU Executive for consideration for their inclusion on a national team, provided that the lifter lifted at the previous year's Nationals, and had recorded a national qualifying total in the previous twelve months. ~~Should one of the events listed above be held in Canada, the CPU President may accept application from lifters who have not competed at the most recent National Championship to fill the National Team.~~

REASON:

Whether an international event is held within Canada or not, we should still prioritize those athletes who have competed at the most recent National Championships if a full team can already be named from those national results.

MB - passed

---

#### # 14 - **ADD:**

##### 17.11:

For the purpose of qualification on international teams, all Open Men and Women Classic athletes will be subject to a minimum Wilks (see appendix A) in addition to winning their weight class at the most recent National Championships. The minimum Wilks will be classified under two divisions: International A Wilks and International B Wilks. For the Classic World Championships event, athletes must meet the “International A Team” Wilks standard. For any other International team, including the North American Powerlifting Championships, Commonwealth Powerlifting Championships, Arnold Sports Festival, or the like, athletes must meet the “International B” Wilks Standard to be eligible to compete. For any international teams, the priority shall be placed on those athletes who have achieved the “International A Team” Wilks standard, assuming they have met all other qualification standards for international meets as set out in the CPU Policy and Procedures. For clarity, no other age group will be subject to a minimum Wilks for international teams (Sub-Junior, Junior, or Master) or equipped divisions.

##### 17.12:

The class winner at the most recent Nationals who achieves the “International A Team” Wilks standard will be given the priority over any other candidate to compete at all international events. If the class winner forfeits their spot on an international team, the selection criteria will then default to all second place winners based on the highest Wilks as outlined in 17.4. Only the athletes below the class winners who have achieved the “International A Team” Wilks standard or higher will be considered for the Classic World Championships team. Similarly, only the athletes below the class winners who have achieved the International B Team” Wilks standard or higher will be considered for international teams that exclude the Classic World Championship.

##### 17.13:

If an athlete wins their class at Nationals of the most recent year, but does not achieve the “International A” standard, then they are not eligible to compete at the Classic World Championships, and the process of 17.4 shall take effect to select the next suitable candidate who has achieved an “International A” Wilks standard or higher. Similarly, if an athlete wins their class at Nationals of the most recent year and does not achieve the “International B Team” standard then they are not qualified for any international teams within that calendar year and process 17.4 shall take effect to select the next suitable candidate. If, however, the most recent National class winners achieves the “International B Team” standard (and not the International A Team standard) then they will be placed as a priority candidate for all other International Teams outside the Classic World Championships.

##### REASON:

The CPU needs to have the ability to send the best possible team to the Classic World Championships while at the same time allowing rising athletes to gain international experience at other IPF level events before competing at Classic Worlds. This tiered Wilks-based system allows for that. As well, this structure avoids a situation where an athlete who wins an uncontested class at Nationals is qualified for a World team, taking away a spot of another athlete who may place higher at Worlds or another international event.

#### **APPENDIX A: NATIONAL TEAM SELECTION**

##### Minimum Wilks for CPU International Teams

International A Team

Open Female Classic  
390

International A Team  
Open Male Classic  
440

International B Team  
Open Female Classic  
350

International B Team  
Open Male Classic  
400

AB - Passed

---

#### **# 14 - ADD 17.7 E**

All lifters competing at international events are subject to pay the CPU \$50.00, which will go directly to the Coaching Committee to supplement the coaching budget and support the assigned coaches.

REASON:

Coaches are not adequately compensated for their role at International events. Most often, coaches are spending above and beyond the stipend that is assigned, not even covering the basic cost of travel and accommodation. The stipend is a benefit and a necessity to coaches, especially if the CPU wants to attract the best possible coaches for their international teams. In addition, more coaches are now required to staff these massive international teams, and a new funding structure needs to address this current deficiency. For example, staffing an international team of 100 athletes with only four coaches, and reimbursing them less than half of their travel expenses, or nothing at all, is not acceptable. We are not going to support athletes on international teams in the best possible way by undercutting the cost required to send an adequate number of coaches.

PE - passed

---

#### **ARTICLE 18: COACHING**

##### **# 15 - ADD: 18.5**

At all Regional and National Championships athletes may have up to two coaches handling/coaching them during their event. This would include the Provincial Head Coach, or appointed Provincial Coach Representative (if the Provincial Affiliate has a coaching program or nominated Coach), or private coaches approved by the competition organizers.

REASON:

The warm-up areas get very crowded when a lifter has an entourage all standing around the warm-up area making it unsafe and difficult for other athletes to warm-up effectively. This rule will mitigate that issue and allow for accessibility in the staging area, warm-up area and other athlete specific areas for volunteers, meet directors, officials, and other representatives.

AB - passed

---

From Ryan Fowler, SPA

### **1 - Proposal: The development of a procurement policy.**

Current language:

Article 4.28(d) of the Canadian Powerlifting Union's (CPU) constitution, the Board is empowered to "employ or engage under contract such persons as it deems necessary to carry out the work of the Corporation;"

Proposed language:

None at this time; rather the proposal is that the CPU executive or an empowered subcommittee of the Executive develops a Procurement Policy that will provide guidance for the procurement of goods and/or services of the CPU.

Rationale:

To ensure that:

- a. the CPU and it's authorized committees follows a standardized, fair and transparent process when procuring goods and/or services;
- b. the CPU and it's authorized committees remains within authorized budgets;
- c. the CPU and it's authorized committees obtains procured goods and/or services at fair market value.

For your reference, attached is a draft example of what a CPU Procurement Policy may resemble.

Proposal: Date of activation of approved changes to CPU policies.

Current Practice: No specific language currently in the CPU policies and bylaws identifying when a passed policy or changed wording comes into effect but convention has been in alignment with the CPU's fiscal year, January 1 of the following year.

The CPU will establish a committee to create a Procurement Policy

### **2 - Proposal: Re effective date of changes**

## Article III

3.11.1 All new proposals become effective one (1) month following the Annual General Meeting. If the passed proposal requires more time to disseminate, an alternate effective date must be stated as part of the submission.

Rationale: In the current scenario, with the AGM being held between February 15 and March 15, we will have 10 to 11 months of time from when a new/changed policy is passed and when it becomes effective. This amount of time between, I believe, can lead to confusion amongst our members as to what is effective when and the rationale for the changes. Additionally, there would only be 1 to 2 months to evaluate the new/changed policy prior to the next AGM.

An effective date 1 month post AGM should be adequate for any changes to be disseminated to the membership by the provincial organizations.

AB - passed

---

## **Discussion Items**

### **Coaching Certification Discrepancies (from Alberta)**

#### ARTICLE VII: CONFLICT OF INTEREST

In accordance with the Act, a Director, Officer, or member of a Committee who has an interest, or who may be perceived as having an interest, in a proposed contract or transaction with the Corporation will comply with the Act and the Corporation's policies and procedures and will disclose fully and promptly the nature and extent of such interest to the Board or Committee, as the case may be, will refrain from voting or speaking in debate on such contract or transaction, will refrain from influencing the decision on such contract or transaction, and will otherwise comply with the requirements of the Act regarding conflict of interest.

#### ARTICLE 2.14 (POLICY AND PROCEDURE): OFFICER DUTIES AND RESPONSIBILITIES

Any person who operates a business, marketing Powerlifting equipment (apparel) will not be allowed to take part in discussions or vote upon matters concerning equipment at the CPU Annual Meeting.

The CPU's decision to award Peak Power the contract for the Coaching Certification needs to address these bylaws and policies and explain why this process was ignored. There is an independence issue here and this contract should have gone out to tender and voted on by the board. Any director of an organization providing services to that organization in a for profit manner can do so only if it is proven that those services are at market value and full disclosure has been made to the rest of the board and approved. These services do not meet that test and the entire coaching certification as it currently stands should be re-evaluated and made void until the appropriate processes that govern the CPU are followed. Furthermore, we need a valid explanation as to why no other company or individuals were not allowed to bid on the contract.

Previously discussed

When a lifter (CPU member) is found positive (drug test) this changes the medal placements (i.e. gold/silver/bronze). Due to the changes in medal placements the lifter who now qualifies for a medal must be awarded his/her medal immediately. Regardless of whether the lifter, who lost the medal, returns the medal or not.

Reason:

The lifter who waits for his medal is already been punished by not getting his medal at the award ceremony and not standing on the podium. He/she did not get a chance to take pictures or celebrate his/her accomplishment.

The lifter should not have to wait months, sometimes years, to get his/her medal.

---

11.6 CPU Action in the case of a failed drug test:

In the event of an athlete being suspended for a failed drug test, which affects medal placings of other athletes, the CPU will act in a timely fashion to publicly honour the new medal winners.

This will include forwarding the appropriate medal to the correct placement. CPU Secretary or championship secretary to action.

**Chair – Competition Committee**  
**Tom Nicholls**

**Objectives**

1. Re-establish competition at National level – moving towards a more competitive Nationals based on competition not participation. Developing a criteria based system with the emphasis put on Qualifying Standards.
2. Examine the Criteria set forth for Competing at Nationals and provide a recommended path. Examine items such as the following- Provincially, Regionally, Last Chance Qualifiers.
3. International Teams – Analyze the framework in place and recommend a path for the future.
4. (A) Examine looking at using the Wilks points system to determine Team selection positions for International Events. Examine items such as: What Wilks would be required of a lifter to compete at an International Event. Does the CPU wish to continue to fill empty classes and/or team spots with recent lifters or past lifters.  
  
(B) Examine using a Wilks Standard System vs. National Results for Team Canada participants at International Events, Then look at establishing the level of importance of each different International Event, from the highest to lowest, and the required Wilkes points needed to attend.
5. Examine the medals distribution at Nationals vs. a placing determined by Wilks points. Look at the Lightweight, Middleweight, Heavyweight format and the viability of incorporating it into the CPU Nationals.
6. Examine the current National Qualifying Standards.
7. Make recommendations to the CPU Board of Directors.

## Heather Ayles for Bill Jamison Award

The Prince Edward Island Powerlifting Association nominates Heather Ayles as the recipient for the 2015 Bill Jamison Award. Heather has been involved with the CPU since 1995. During these 20+ years, she has taken on several roles to help grow our sport at both the local level and national level. Apart from being a top tier lifter over the years, Heather has served as a referee for over 10 years. She first wrote her provincial test in 2004 and then became a national referee in 2005. She has travelled to several competitions across the Maritimes to ensure 3 referees were in the chairs and records could be set. When the high school powerlifting program was in its infancy on PEI, Heather stepped up as an official for the competitions. She has also helped direct several competitions over the years.

Heather has served as president of the PEIPLA from 2008-2013 and has also held the positions of Vice President, Secretary, Officiating Chairperson, treasurer, and is currently the director at large. In recent years PEIPLA has had a bit of a rebuilding period and we could always depend on her for guidance and her knowledge.

When it was her time to step on the platform an increasingly amount of intensity stormed out every single time from start to finish whether it was her opener to a National record attempt. Her peers would all recognize the mission she was on and would respect her “My way or the highway” attitude and find incredible inspiration from her performances. Heather’s competitive career was something special in the CPU, winning 13 Nationals titles 12 being powerlifting and one bench press, she is currently undefeated in Powerlifting on the National stage and has won 9 Best overall lifter awards along with setting several national records along the way. At the 2011 Master’s Words she added a medal into her list of accomplishments. Not only did Heather travel to Nationals to display the power of women in our sport but the majority of those wins were dominate although sometimes injured and not fit to compete, Heather like a true Champion persevered and still set the standard for woman in the CPU. This Nationals, marks her return to the platform after a year layoff to recover from surgeries. In 2014, PEIPLA established their own Hall of Fame and Heather was the inaugural inductee.

Apart from being a successful athlete, she is a wife, proud mother of two young ladies, a coach and trainer and dedicated to her careers Heather never slows down.

The impact that Heather has had on the PEIPLA and the east coast throughout the last couple of decades speaks volumes. She has excelled in all areas of her involvement in the sport and has inspired countless of lifters – including her daughter, who is also competing at this Nationals. She is truly one of a kind, a legend in the CPU, and for all the right reasons deserves this prestigious award.

---

Canadian Powerlifting Union Procurement Policy November 15, 2015 (sample for consideration)

1. Overview

As described in Article 4.28(d) of the Canadian Powerlifting Union's (CPU) constitution, the Board is empowered to "employ or engage under contract such persons as it deems necessary to carry out the work of the Corporation;"

2. Policy Purpose:

To ensure that:

2.1 the CPU and its authorized committees follows a standardized, fair and transparent process when procuring goods and/or services;

2.2 the CPU and its authorized committees remains within authorized budgets;

2.3 the CPU and its authorized committees obtains procured goods and/or services at fair market value.

3. Definitions:

Competitive Bid: A transparent method of requesting bids or proposals from contractors in an effort to obtain the required goods and/or services through a competitive process.

Contract: An agreement between parties containing specific terms and conditions.

Procurement: The means of acquiring goods and/or services.

Competitive Bid Requests: Refers to utilizing Request for Information (RFI), Request for Quotation (RFQ), Request for Proposal (RFP), obtaining three (3) quotes from vendors/contractors.

4. Procurement

1. All CPU procurement activities valued in greater than or equal to 5% of CPU yearly budget for goods and/or services shall implement a competitive bid process.
2. Goods/services to be procured that are less than 5% of the CPU yearly budget, a process of obtaining 3 quotes from potential vendors will be followed.
3. Goods/services to be procured that have contracts lasting greater than/equal to 2 years or more, will be subject to 4.1 or 4.2 (above).
4. The CPU Board shall not circumvent the established limit by sub-dividing contracts into smaller dollar amounts to be below the established threshold.
5. All competitive bids shall be made publically available through posting on the CPU forum and other public domains as appropriate
6. All competitive bids shall remain open for a minimum of three (3) weeks.
7. All competitive bid requests shall include:
  1. Procurement requirements
  2. Date and time after which the bidding is closed. No late submissions will be accepted
  3. All tenders will include the evaluation criteria vendors/contractors will be evaluated on.

4. Bid submissions may be either hard copy or electronic or as specified within the tender documents

1. Exceptions

1. Where an unforeseen urgency arises and the goods and/or services cannot be obtained via the competitive bid process in a timely fashion.
2. Sole source is only acceptable under the following circumstances
  1. Standardization or compatibility with existing products or equipment
  2. Goods and/or services are known not to be provided by any other contractor or vendor
3. All exceptions shall be approved by the CPU Board of Directors via vote obtaining majority

5. Reception and Review of Bids

1. All bid submissions are received by the President of the CPU or designate.
  1. All hard copy and electronic submissions will remain sealed/unopened with the date and time received written across the envelop flap of hard copy submissions until the evaluation committee meets to begin the review process.
  2. Submissions will be shared with members of the Submission Review Committee confidentially.
2. Bid submissions made after the specified deadline will not be accepted.
3. A committee consisting of a minimum of three (3) and a maximum of five (5) members shall form the Submission Review Committee.
4. If any members of the Submission Review Committee have any relationship with any of the bidders, they shall declare a conflict of interest and excuse themselves from the review process.
  1. If during the evaluation it becomes apparent that a relationship between the bidder and a member of the Submission Review Committee exists, the Committee will request that member to excuse themselves from the evaluation process.
5. All bids received prior to closure of the tender will be screened for completeness prior to evaluation by the Submission Review Committee.
  1. Incomplete bid submissions will not be accepted.
6. The members of the Submission Review Committee will independently score the bids against the scoring tool included within the bid documents.
  1. Factors to be included in the scoring tool includes but is not limited to the following:
    1. Total cost of the bid
    2. The proven ability of the proponent to deliver the goods and/or services within the specified time period.
    3. The proven ability of the proponent to deliver the quality of the goods and/or services requested.
    4. A number of references (minimum 3) from the proponent indicating their ability to deliver on a project of similar scope.
    5. Other criteria as appropriate.
    6. Each criterion will be weighted in relative importance.
7. The Submission Review Committee reserves the option to interview shortlisted contractors/vendors.
8. Any conflict of interest for those involved in the review and selection process shall be declared. That individual will be excused from the evaluation and decision making process.

5. Award of Contract

1. Members of the Submission Review Committee shall not negotiate with more than one (1) proponent simultaneously.
  1. The Submission Review Committee will only move to negotiate with the next proponent if negotiations with the first proponent fail.
  - 2.
2. All contract awards shall be made public via the CPU website.
3. Once the contract has been awarded to the successful proponent, all hardcopies of the submitted bids shall be returned to the President of the CPU or designate.
4. One hardcopy of the winning bid shall be retained by the President of the CPU or designate.
5. All other hardcopies of the winning bid and all copies received from other proponents shall be returned to the CPU President or designate and confidentially destroyed.
6. Only one (1) electronic copy of the winning bid shall be retained by the CPU President or designate.
7. All other electronic copies of the winning bid and bids from all other proponents shall be deleted.



350-955 rue Green Valley Cr  
Ottawa ON Canada K2C 3V4  
Tel/Tel + 1 613 521 3340  
+ 1 800 672 7775  
Fax/Fax + 1 613 521 3134  
info@cces.ca www.cces.ca

23 December 2015

Chris Robb  
Chairman, Anti-Doping Committee  
Canadian Powerlifting Union  
460 Fraser View Place  
Delta, B.C.  
V3M 6H4

BY EMAIL: [a1a53620@telus.net](mailto:a1a53620@telus.net)

RE: Proposal –CPU’s Adoption of the Canadian Anti-Doping Program

Dear Chris,

Thank you for your willingness to entertain the idea of adopting the Canadian Anti-Doping Program (CADP). We believe the CADP will not only provide the CPU with a meaningful and effective anti-doping program, it will also clearly demonstrate the CPU’s commitment to the fight against doping and to protecting the integrity of the sport of powerlifting while safeguarding the health of its athletes.

As previously outlined to you, we believe there to be a number of advantages for CPU to adopt the CADP such as:

- Providing education resources to all nationally ranked CPU athletes and support personnel;
- Positioning CPU as having a zero-tolerance to doping by using the name and logo in your promotional efforts;
- Allowing CPU to become a fully Code-compliant and thus, allowing CPU to reach their analysis targets sooner;
- Increasing CPU’s chance of receiving government funding

Based on the number of adverse analytical findings that were returned in 2015 within powerlifting, doping is identified as a problematic issue and one that threatens to damage the fundamental values of the sport and the ethical and physical well-being of the athletes who participate. Doping seriously undermines the principles of open, fair and safe competition. It devalues these principles of sport in general and puts the athlete under unreasonable pressure. Young athletes participating in amateur sport are no exception.

The CCES believes that implementing a robust anti-doping program, a World Anti-Doping Agency (WADA) Code-compliant anti-doping program that takes into account detection and deterrence,

prevention, as well as health and education dimensions is the best response to the doping problematic. By adopting the CADP, the CPU would be fully compliant with the WADA Code and all mandatory international standards. The CPU's anti-doping program would be robust, meaningful and effective and specifically designed to protect designated athletes within the sport of football from the risk of doping.

The CPU's Code-compliant anti-doping program would incorporate the following six (6) elements: 1) Jurisdiction and Application; 2) Athlete Services and Education; 3) Testing; 4) Science; 5) Results Management and; 6) Intelligence and Investigations. Those six (6) elements are described in further detail below.

### 1. Jurisdiction and Application

In order for an anti-doping program to be effective and to protect the rights of athletes, all relevant standards and procedures must be uniform and managed by an independent authority. By adopting the CADP, the CPU would ensure credibility, transparency, consistency and therefore the highest degree of trust within the sport community and public. Specifically, the CPU would receive the following value proposition (as outlined in the CADP):

*"Every adopting Sport Organization shall have in place a Code-compliant anti-doping program that is meaningful and effective. The anti-doping program shall be administered by the CCES and shall be specifically designed to protect designated Athletes within that sport from the risk of doping. The anti-doping program shall include the delivery of appropriate anti-doping education. Further, Sport Organizations shall be permitted to use the name and logo of the CADP for their promotional and marketing purposes associated with being, in all respects, Code-compliant."*

As such, the CCES would develop an anti-doping program specifically aimed to address the risk of doping within the CPU. All athletes and support personnel would be subject to the jurisdiction of the CCES and bound by the rules of the CADP. The CCES would work with the CPU to develop documentation to appropriately inform athletes and athlete support personnel.

**Cost estimate for management and delivery of this element: \$ 2,450.**

### 2. Education and Athlete Services

Education is one of the most effective preventative tools in the fight against doping in sport. It ensures that athletes understand their responsibilities and do not inadvertently break the anti-doping rules or take unnecessary risks. Starting early with an emphasis on values and the True Sport message has proven very effective.

As such, all athletes within CPU's National Athlete Pool (estimated to be 150 athletes) would receive comprehensive anti-doping education through the completion of the CCES' e-learning course 'True Sport Clean 101'. Completion of the course would be mandatory and would serve as a strong deterrent. In

addition, the CCES would propose that the course be mandatory for a select number of athlete support personnel and/or provincial leaders in order for them to properly support and guide their athletes.

CPU would also benefit from outreach services at CPU's national championship held annually. CCES staff could arrange to organize, plan and deliver outreach services during this event to help educate athletes on the CADP and the resources available to athletes and athlete support personnel including:

- Global Drug Resource Online for verification of the status of medications
- CCES toll free line for substance inquiries
- CCES' Report Doping Hotline, an anonymous tool for reporting doping.
- Medical Exemption Wizard
- Athlete Zone website

CPU athletes would not be subject to WADA's International Standard for Therapeutic Use Exemptions (TUEs). Rather, CPU athletes would undergo a medical review to validate and permit the use of prescribed medications for therapeutic reasons. The CCES' 'Athlete Services' staff would provide athletes with the support and information they need to comply with the rules. This would include administering and managing the Medical Review process.

**Cost estimate for delivery of education and athlete services: \$ 5,660.**

### 3. Doping Control

The CCES would develop an effective, intelligent and proportionate Test Distribution Plan (TDP) based on a risk assessment and in compliance with WADA's International Standard for Testing and Investigations (ISTI) as well as WADA's Technical Document for Sport Specific Analysis (TDSSA).

The TDP would ensure the maximum deterrence by prioritizing appropriately between types of tests (in-competition and out-of-competition), types of samples collected (urine and/or blood) and types of sample analysis (e.g., including additional analysis such as human growth hormone (hGH) and erythropoiesis stimulating agents (ESAs). In finalizing its TDP, best efforts would be made to test athletes representing different provinces, reinforcing the notion that any athlete can be tested at any time or place.

As such, for this first year, and based on a number of risk factors including the size of the athlete population (i.e. members of the CPU), the number of athletes regarded as national-level athletes (i.e. approximately 150), the risk of doping in powerlifting (high), the history of doping in powerlifting (high) and the fact that all athletes would receive anti-doping and values-based education, the CCES would recommend a testing plan that aims to test between 25 and 40% of athletes who are in CPU's National Testing Pool . This would represent approximately 60 doping control tests.

In order to further define its TDP, the CCES would work with the CPU to obtain location information on athletes including home address, training times and locations and competition schedules. The CCES

would also like to work with the CPU to obtain performance data from athletes from year-to-year (if available) for the purpose of identifying and targeting athletes for testing – ensuring the quality of the tests.

Sample collection (urine and blood), would be carried out by CCES Doping Control Officers (DCOs) and/or Blood Collection Officers (BCOs). These individuals are highly experienced and certified in accordance with the WADA International Standard for Testing and Investigations (ISTI). In addition, all CCES sample collection personnel adhere to health and safety requirements.

**Cost estimate for sample collection: \$ 25,650.**

#### **4. Science**

All samples would be analyzed in accordance with the WADA Prohibited List in effect at the time of testing at the WADA-accredited laboratory in Montréal, Québec (INRS – Institut Armand-Frappier). As identified above, the CCES would also follow the TDSSA which establishes, by means of a risk assessment, which Prohibited Substances and/or Prohibited Methods are most likely to be abused in particular sports. For powerlifting, in addition to the standard in-competition and out-of-competition urine screens, some samples would be analyzed for GH and ESAs.

**Cost estimate for sample analysis: \$ 18,750.**

#### **5. Results Management**

Results management refers to managing adverse analytical findings, determining anti-doping rule violations, proposing appropriate consequences as defined by the CADP and offering hearing/appeal systems (in place to protect athletes' rights and provide due process). The results management process would be administered and managed by the CCES and arbitration services would be provided by the Sport Dispute Resolution Centre of Canada (SDRCC).

Regardless of the sport, the risk of doping is always present. Based on history, the potential of athletes testing positive in powerlifting is very high. For an athlete who tests positive and chooses to exercise his right to a hearing, the costs to the CCES can be upwards of \$30,000. Moreover, because the financial incentives to compete in powerlifting are relatively low compared with sports such as athletics or swimming, where US scholarship opportunities for top-level athletes exist, it is believed that athletes in powerlifting are less likely to challenge a decision made by the CCES.

For this first year, the CCES proposes an account of \$15,000 be held "in-trust" by CCES to be used for the sole purpose of handling results management issues. The account would have to be replenished once it would dip below a certain amount (i.e. \$8,000). Should costs exceed the contribution made by CPU, the CCES would request that CPU cover any additional costs before further work is done.



Canadian Powerlifting Union  
Comparative Financial Statements  
December 31, 2015  
(unaudited)

**NOTICE TO READER**

I have compiled the comparative Balance Sheet as at December 31, 2015 and the Statement of Income and Operations and the statement of Cash flows for the year ended December 31, 2015 for the Canadian Powerlifting Union in accordance with Generally Accepted Accounting Principles (GAAP) from information provided by management. I have not audited, reviewed or otherwise attempted to verify the accuracy or completeness of such information.

Sandro D'Angelo, CPA, CMA

Canadian Powerlifting Union  
Comparative Statement of Income and Operations  
For the years ended December 31, 2015 and 2014

	2015	
<u>2014</u>		
<u>Revenues</u>		
Membership Dues (Note 2)	\$69,701	\$50,856
World Team Revenue	20,605	20,517
CPU drug testing Fees	8,940	7,200
Record Fees	-----	7,196
Provincial Affiliation Fees	4,500	3,500
Website Advertising	750	200
Interest Income (GIC)	800	3,870
CPU Nationals Sanction Fee	500	-----
CPU Clothing Licence Fee	1,200	-----
ESDC Government Intern Grant	6,386	-----
Competition Revenue	-----	1,988
Banquet Fees and Medals	-----	665
Total Revenues	\$113,382	\$95,992
<u>Operating Expenses</u>		
CCES Drug Testing Expense	\$34,138	\$15,151
IPF World Championship Fees	25,923	20,651
CPU Board Stipend Expense	7,000	4,665
Travel Expense	16,893	2,946
Legal and Accounting Expense	6,003	2,478
Shipping and Storage Expenses	3,124	
International Coaching Expense	10,996	8,117
International Referee Expense	8,899	5,935
Insurance Expense	5,814	6,500
Advertising and Promotion Expense	9,741	523
Electronic Membership Processing Expense	11,229	-----
Office Supplies and Internet Expense	3,867	(17,836)
CPU Student Scholarship Expense	1,250	-----
Intern Expense	4,632	-----
Bank Charges Expense	514	-----
Travel Members	-----	9,706
Total Operating Expenses	\$150,024	\$58,834
Income (loss) From Operations	(36,642)	\$37,158
Add Net Assets Beginning -January 1, 2015	86,496	\$49,338
Less: Prior period expenses (Note 3)	(16,822)	-----
Net Assets Ending – December 31, 2015	\$33,032	\$86,496

Canadian Powerlifting Union  
Balance Sheet  
December 31, 2015

	2015	2014
<u>ASSETS</u>		
<u>Current Assets</u>		
Cash - CIBC	\$50,050	\$14,838
Short Term Investments (GIC – Note 4)	21,528	72,819
Accounts Receivable	670	-----
Prepaid Insurance (Note 5)	4,901	-----
Total Current Assets	\$77,149	\$87,657
Total Assets	\$77,149	\$87,657
<u>LIABILITIES AND NET ASSETS</u>		
<u>Current Liabilities</u>		
Accounts Payable	\$11,073	\$1,161
Deferred Revenue (Note 6)	33,044	-----
Total Liabilities	\$44,117	\$1,161
<u>NET ASSETS</u>		
Net Assets	\$33,032	86,496
Total Liabilities and Net Assets	\$77,149	\$87,657

Canadian Powerlifting Union  
Statement of Cash Flows  
For the year ended December 31, 2015

Cash from Operations

Net Income (Loss)	(\$36,642)
Adjustments from accrual to cash:	
Add: Unearned Revenue received in 2015	33,044
Increase in accounts payable	9,912
Less: Cash used to prepay insurance	(4,901)
Year-end Accounts Receivable	(670)
Cash used to pay prior period expenses	<u>(16,822)</u>
Decrease in cash from operations	(16,078)
Opening Cash and Cash Equivalents – January 1, 2015	<u>\$87,657</u>
Ending Cash and Cash Equivalents – December 31, 2015	<u><u>\$71,579</u></u>

Canadian Powerlifting Union  
Notes to the Financial Statements  
For the year ended December 31, 2015

#### 1. PURPOSE OF CANADIAN POWERLIFTING UNION

The Canadian Powerlifting Union (“CPU”) was incorporated on October 12, 1982 under the Canada Corporations Act as a Sports Organization. The CPU has transitioned to the Canada Not-for-profit Corporations Act (NFP Act) and obtained a Certificate of Continuance on September 9, 2014.

The CPU is the official governing body and provides the organizational structure for the sport of Powerlifting in Canada. The CPU is a Non-Profit Organization and is exempt from income tax under paragraph 149(1)(l) of the Canadian Federal Income Tax Act.

#### 2. REVENUE RECOGNITION

Membership revenue is recorded on an accrual basis when it is earned. CPU members pay annual membership fees up front and memberships run for the duration of 12 months from the date of purchase. For the December 31, 2015 year end \$27,794 of membership revenues have been deferred to 2016 (i.e., this amount will be earned in 2016).

#### 3. PRIOR PERIOD ADJUSTMENT

Operating expenses are recorded on an accrual basis when they are incurred. The 2015 net assets have been reduced by prior period expenses of \$16,822.

#### 4. SHORT TERM INVESTMENTS

During 2015 a short term investment in a money market mutual fund of \$52,090 was redeemed. As at December 31, 2015, the CPU holds one GIC investment of \$21,528.

#### 5. PREPAID INSURANCE

The 2015/2016 annual insurance amount of \$6,634 was prepaid in October 2015. The CPU insurance policy expires on September 30, 2016. Nine months of insurance (\$4,901), has been prepaid as at December 31, 2015. This amount will be expensed in 2016.

#### 6. DEFERRED MEMBERSHIP, AFFILIATION and SPONSORSHIP REVENUES

As at December 31, 2015 the following amounts have been paid and are deferred until 2016.

Deferred Membership Revenue	\$27,794
Deferred Provincial Affiliation Fees	4,500
Deferred Sponsorship/Website advertising fees	<u>750</u>
Total Deferred Revenue	\$ 33,044