



**COACHES  
ASSOCIATION**  
*of Saskatchewan*

**2023-24**



# Executive Director's Report

2023-24 marks another successful fiscal year for the Coaches Association of Saskatchewan!

In November 2023, it was announced that we were successful in our bid to host the 2024 Petro-Canada Sport Leadership Sportif Conference in Regina, taking place Nov. 14-15. We are very excited to welcome delegates from across Canada to our province, and to share our passion for sport.

We began the 2024 calendar year by recognizing and celebrating all of the coaches nominated for the Saskatchewan Sport Awards. CAS would like to congratulate the finalists and recipients in all categories, including Coach of the Year Ryan Jones (swim), as well as Maureen Johnson (baton twirling), Don Larson (box lacrosse), Hazem Hussein (swim), Pat Barry (football), Jason Cawkwell (swim) and Rob Sleeth (canoe/kayak) who were all recognized for their devoted time and effort as coaches with Coach Dedication Awards.

Through our ongoing partnership with the Indigenous Coaches and Officials Program (ICOP) we have continued working to develop and grow the community of Indigenous coaches in Saskatchewan. Together, this year we supported a number of Indigenous coach developers through their learning facilitator training, resulting in us returning to in-person delivery of NCCP workshops for First Nation communities. The return to in-person delivery was supported by the 'Mental Health is Our Sport Project', which was made available to us through our partnership with the Coaching Association of Canada, and funding they received through the Public Health Agency of Canada. The 2023-24 year is the third year of the CAS 2022-2025 Strategic Plan with strategic objectives in our four success pillars: Education, Innovation, Teamwork and Inclusion. The progression of the plan to this point can be seen later in this report.

We would also like to thank Sask Lotteries for the continued support of CAS, Saskatchewan coaches and the provincial sport system.

**Nicholas Baker**, MSc.

Executive Director, Coaches Association of Saskatchewan

## MISSION

To strengthen the knowledge and skill development of all Saskatchewan coaches through superior service in programming.

## VISION

To be a Canadian leader in coach development through collaboration, innovation and quality education opportunities.



### EDUCATION

We provide quality education and professional development opportunities to Saskatchewan coaches.



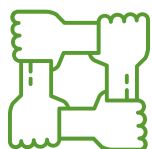
### INNOVATION

We leverage research and technology to provide coaches throughout Saskatchewan with tools to enhance their coaching abilities.



### TEAMWORK

We collaborate with provincial and national partners to support the growth of all Saskatchewan coaches.



### INCLUSION

We value and engage all coaches, reflecting the strength and diversity of Saskatchewan.

# Coaches Association of Saskatchewan INC.

## Statement of Financial Position

March 31, 2024 with comparative figures for 2023

	2024	2023
Assets		
Current assets		
Cash	\$273,259	\$253,608
Investments (Note 3)	182,943	-
Accounts receivable	10,308	6,949
Goods and services tax rebate receivable	1,652	2,055
Prepaid expenses	913	868
Inventory	4,763	2,326
	<u>473,838</u>	<u>265,806</u>
Tangible capital assets (Note 4)	-	-
Investments (Note 3)	296,754	473,150
	<u>\$770,592</u>	<u>\$738,956</u>
Liabilities and Net Assets		
Current liabilities		
Accounts payable and accrued liabilities	\$67,657	\$9,421
Grant return payable (Note 5)	-	44,253
Deferred revenue (Note 6)	480	8,226
	<u>68,137</u>	<u>61,900</u>
Net assets		
Unrestricted surplus	702,455	677,056
	<u>\$770,592</u>	<u>\$738,956</u>
Revenue		
Saskatchewan Lotteries Trust Fund - annual funding	\$240,400	\$233,265
Indigenous Coaches & Officials Program (Schedule 6)	-	143,001
	<u>240,400</u>	<u>376,266</u>
Self Help - Internal (Schedule 1)	44,876	30,164
Self Help - External (Schedule 2)	44,908	7,775
Total revenue	<u>\$330,184</u>	<u>\$414,205</u>
Expenses		
Administration (Schedule 3)	\$173,008	\$164,368
Capacity / Interaction (Schedule 4)	24,316	24,650
Indigenous Coaches and Officials Program (Schedule 6)	-	143,001
Programs and services (Schedule 5)	107,461	51,661
Total expenses	<u>304,785</u>	<u>383,680</u>
Excess of revenue over expenses	<u>\$25,399</u>	<u>\$30,525</u>

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## BOARD OF DIRECTORS

**Andrea Wolf**, Wapella  
Chair  
Women in Coaching Representative

**Hazem Hussein**, Saskatoon  
Vice-Chair  
Member at Large

**Brett Walchuk**, Moose Jaw  
Member at Large

**Doug Hillis**, Saskatoon  
Multi-Sport Learning Facilitator Representative

**Rob Tomy**, Prince Albert  
Physical Education Representative

**Joel Dyck**, Saskatoon  
Provincial Sport Organization Representative

**Dave Taylor**, Regina  
University Representative

**Brian Champion**, Rosetown  
Advanced Coaching Diploma Representative

## STAFF

**Nicholas Baker**  
Executive Director

**Diane Wappel**  
Sport Assistant  
(CAS Support)

**Lisa Stewart**  
Sport Assistant  
(NCCP Support)

**Jaime Lammerding**  
Communications

# Strategic Plan Tracking

Year 0 - 2021-22  
Year 1 - 2022-23  
Year 2 - 2023-24



## Success Pillar 1: Education

	What is Measured	Target	Year 2 2023-24		
Saskatchewan coaches from every district participate in NCCP coach training, with 1,500 coaches trained each year.	<b>Total number of coaches attending</b>	<b>1500</b>	1223		
	<b>Unique participants to modules</b>	<b>750</b>	752		
CAS delivers 100 Competition-Introduction workshops, and 75 Competition-Development workshops annually, including two cohorts of the Saskatchewan Coaching Academy.	<b>Comp-Intro workshops delivered</b>	<b>100</b>	118		
	<b>Comp-Dev workshops delivered</b>	<b>75</b>	26		
	<b>Sask Coach Academy cohorts</b>	<b>2</b>	0		
CAS Master Coach Developers have trained, updated, and evaluated Learning Facilitators to deliver all NCCP modules, both in person and online.	<b>% LFs trained for in-person and online</b>	<b>20</b>	24		
	<b>% LFs updated for in-person and online</b>	<b>20</b>	2		
	<b>% LFs evaluated for in-person and online</b>	<b>20</b>	3		
NCCP content is delivered at University of Saskatchewan, University of Regina, Saskatchewan Polytechnic and at colleges in five districts.	<b>Post-secondary institute delivery at UofR, UofS, and SaskPoly</b>	<b>3</b>	3		
	<b>Post-secondary institute delivery at colleges in districts</b>	<b>5</b>	4		
Professional development workshops for coaches are delivered monthly, and CAS hosts well attended conferences bi-annually to support ongoing coach enhancement.	<b>Professional Development workshops delivered</b>	<b>12</b>	10		
Coaches across the province access \$25,000 in Coach Development grants to engage in individualized coach enhancement.	<b>Grants awarded</b>	<b>\$25,000</b>	\$18,209. <sup>25</sup>		

# Strategic Plan Tracking



## Success Pillar 2: Innovation

	What is Measured	Target	Year 2 2023-24		
Saskatchewan Coach Developers are effectively using technology to deliver NCCP content with high levels of interaction, and participant satisfaction, with over 90% positive responses in post-workshop surveys.	<b>Participant satisfaction (Pulse)</b>	<b>90%</b>	94%		
The CAS website is up-to-date and interactive. Coaches and PSOs can easily navigate the site to find content that they find interested and engaging. Our site receives thousands of unique visitors annually.	<b>Website content updates (yearly)</b>	<b>12</b>	12		
	<b>Website Users</b>	<b>12,000</b>	10,955		
	<b>Unique page views</b>	<b>30,000</b>	35,764		
Our social channels are posting content multiple times per week that our coaching community interacts with, to an average yearly engagement rate of 3.5%.	<b>Social Media Posts (annual count, all three channels)</b>	<b>750</b>	361		
	<b>Yearly engagement rate (across all three channels)</b>	<b>3.5%</b>	2.85%		

# Strategic Plan Tracking



## Success Pillar 3: Teamwork

	What is Measured	Target	Year 2 2023-24		
<p>CAS staff, board members, or Master Coach Developers are part of 50% of Coaching Association of Canada NCCP content revision committees, contributing to the ongoing enhancement of Canadian coach education.</p>	<b>CAS representation on content review committees</b>	<b>50%</b>	10%		
	<b>Number of content revisions annually</b>	<b>8</b>	5		
<p>CAS staff or board members are selected to national committees for Indigenous coaching, Safe Sport, Women in Coaching initiatives, and other relevant initiatives.</p>	<b>CAS representation on national committees</b>	<b>3</b>	1		
<p>Saskatchewan coaches, sport clubs, PSOs, districts and tribal councils recognize the benefit of joining the CAS community, and our free subscription sees annual growth, reaching over 1,000 coaches each year.</p>	<b>CAS subscribers</b>	<b>1000</b>	1055		
<p>CAS attends all national PTCR meetings and events and shares information relevant to provincial sport partners in coach education through quarterly PSO Coach Lead meetings. PSO coach development needs are assessed annually, and programs and services are adapted to meet those needs.</p>	<b>PTCR meeting attendance</b>	<b>12</b>	12		
<p>Outstanding coaches at all levels are recognized and appreciated, with monthly website profiles, coach recognition for significant athlete and team performance, and National Coaches Week activities to say, "Thanks Coach!".</p>	<b>Coaches profiled on website annually</b>	<b>12</b>	13		
	<b>Coach Recognition certificates awarded</b>	<b>N/A</b>	137		

# Strategic Plan Tracking



## Success Pillar 4: Inclusion

	What is Measured	Target	Year 2 2023-24		
The interest in CAS membership and subscription continues to grow, with over 1,000 coaches joining the community through our subscription option.	<b>CAS subscribers</b>	<b>1000</b>	1155		
The Indigenous Coaches and Officials Program reaches 400 coaches annually in over 20 communities, developing strong community sport leaders who create positive sport experiences for participants all over Saskatchewan.	<b>Coaches accessing ICOP</b>	<b>400</b>	469		
	<b>Communities represented</b>	<b>20</b>	47		
Women coaches are supported throughout the development pathway, with 25 coaches participating in mentorship opportunities annually.	<b>Sask women participating in Coach Mentorship</b>	<b>25</b>	2		