



## **Shooting Federation of Canada Operational Plan 2020-2021**

The Shooting Federation of Canada (SFC) has a rich history and, like all National Sport Governing bodies, has transformed its focus over the years. The organization is made up of dedicated volunteers, members and staff.

We partner and support many organizations across Canada and work synergistically with them to multiply efforts to develop tools and promote the growth of the target shooting sports. To these ends, the SFC delivers programs for officials, coaches, volunteers, and high performance athletes.

We endeavour to work in harmony with like-minded organizations to contribute to a healthy base of athletes who may choose to enter the Olympic and Major Games' athlete pool or opt for "Sport for Life" opportunities. We also lead the development of the High Performance Program to support personal excellence in our target shooters that, in turn, stimulates visibility, inspiration and the growth of target shooting communities in Canada.

It is our intent to strive to improve our engagement with our members, as well as our support for athletes, coaches, and officials and create an enjoyable and valuable organization. We will continuously clarify our responsibilities, and endeavor to communicate clearly with our stakeholders and members so that they may find value in being a member of the SFC.

Key outcomes for the 2020-21 year are:

### **ADMINISTRATION**

The SFC has developed a manual of standard operating procedures that will be continuously updated as the financial and data controls of the Federation are improved. Updated job descriptions and the competency development of our staff and volunteers will be the focus of 2020. Board members, volunteers and National Team athletes will receive 'Respect in Sport' training and adequate mental health training courses will be sought for our key volunteers. A new Gender Equity and Safe Sport suite of policies including screening and concussion protocols has been developed and approved by the Board of Directors for guidance, implementation and dissemination to our membership.

Also planned is further website development and the activation of more capabilities to ensure bilingualism, improve the efficiency of web communications and the delivery of SFC programming.

### **HIGH PERFORMANCE PLANNING & GOLD MEDAL PROFILE**

The focus of attention in 2020 for the High Performance Program will be on training and preparation for the Olympic Games and on securing quota spots at the final Paralympic qualifying match in Lima Peru in May.

The SFC is actively engaged in the improvements suggested by the Own The Podium (OTP) 'Enhancement Program for non-targeted sports', and, with OTP guidance and support, will continue to work on the further development of the SFC High Performance Plan and "Gold Medal Profiles" for the Olympic and Paralympic shooting sports.

A final agreement to support High Performance athlete training at the 2015 Pan American Games legacy facility in Cookstown Ontario is in draft stages with anticipated completion this spring.

With one Women's Air Pistol athlete qualified for Tokyo and two more hopefuls for the Paralympic Games, the focus of the High Performance program will be on further raising the bar for training and world class performances of our identified and high performance athletes.

### **COACHING CONTEXT DEVELOPMENT**

The SFC is in the last stages of final approval for NCCP Competition-Development Advanced Gradation (CDAG) and Competition-High Performance (CHP) contexts.

Canada's very large geographical area has presented challenges to the administration and dissemination of coaching programs for three, separate and distinct shooting disciplines using rifles, pistols and shotguns. Six events are conducted indoors at 10m and nine require outdoor venues; rifle and pistol events with athletes under partial cover and shotgun events with shooters completely exposed to the elements.

In 2020, the SFC is considering innovative ideas to split courses between webinars and geographic locations. The SFC has contracted resources to improve the delivery and promotion of NCCP Instructor-Beginner and Comp-Dev contexts in conjunction with an established network of Provincial/Territorial Coaching Coordinators. A community based, recreational coaching program has been requested by member Clubs and a pathway and context will be developed and underway this year.

The SFC Coaching Committee has been tasked with finding ways to motivate coaches to complete certification and is considering options including financial rewards and cost coverage for courses and evaluations. A shift in website content will be designed to provide better awareness to potential coaches.

### **OFFICIATING PROGRAMS DEVELOPMENT**

The SFC recognizes that the training and certification of Officials is integral to all levels of sport in Canada and, with the completion and consistent delivery of SFC coaching contexts and courses, will gradually shift focus to the development of programs for shooting officials. A 2019-20 audit of SFC officials revealed poorly kept and out of date records. In 2020, the SFC plans to act on the findings of a gap analysis, update the Canadian shooting officials' registry and develop pathways documents that will lead to not only better officiating and quality matches in Canada but also a better understanding of needs for future program development.

### **LONG TERM ATHLETE DEVELOPMENT & SPORT FOR LIFE**

The SFC has completed draft Competition Review, Athlete Development Matrix and Stage-by-Stage Skills Assessment documents that have been reviewed by Sport for Life Society (CS4L) consultants. The SFC has been invited to commence an Activation Plan with CS4L mentorship

and support designed to advance, align and reinforce all SFC programs with sound LTAD concepts that will grow and sustain target shooting populations in Canada.

#### **ATHLETE DEVELOPMENT PROGRAMS**

Resources have been contracted to create a program alignment framework that will support the Provinces, Territories and Clubs with programs for the development of target shooters. A quarterly newsletter, improved web page design, new classification database and progressive badge program are amongst the improved member services planned for 2020.