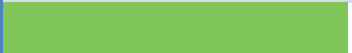



SUMMARY REPORT - SASKATCHEWAN ORGANIZATION

Canadian Sport Policy Renewal 2011



ARE YOU ANSWERING THIS SURVEY ON BEHALF OF:

Response	Chart	Percentage	Count
Yourself (as an individual)		0%	0
Your Organization		100%	38
		Total Responses	38


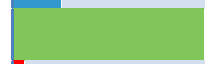





IN WHAT PROVINCE/TERRITORY IS YOUR ORGANIZATION BASED?

Response	Chart	Percentage	Count
Alberta		0%	0
British Columbia		0%	0
Manitoba		0%	0
New Brunswick		0%	0
Newfoundland and Labrador		0%	0
Northwest Territories		0%	0
Nova Scotia		0%	0
Nunavut		0%	0
Ontario		0%	0
Prince Edward Island		0%	0
Québec		0%	0
Saskatchewan		100%	38
Yukon		0%	0
		Total Responses	38

IS YOUR ORGANIZATION INVOLVED WITH SPORT?

Response	Chart	Percentage	Count
Yes		97%	36
No		3%	1
		Total Responses	37





HOW WOULD YOU BEST DESCRIBE YOUR ORGANIZATION?









Response	Chart	Percentage	Count
Publicly Funded (including Municipal, P/T, Federal Government)		13%	5
Not-for-Profit/Voluntary		55%	21
National Sport (NSO/MSO/CSC)		3%	1
Provincial/Territorial Sport		24%	9
Corporate/For Profit		0%	0
Education		11%	4
Other, please specify:		8%	3
		Total Responses	38

HOW WOULD YOU BEST DESCRIBE YOUR ORGANIZATION? (OTHER, PLEASE SPECIFY:)

#	Response
1.	recreation Association
2.	Multi Sport Service Provider
3.	Population Health Promotion

WHAT ARE THE REASONS FOR YOUR ORGANIZATION'S INTEREST IN PROMOTING PARTICIPATION IN SPORT?



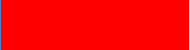


Response	Chart	Percentage	Count
Promote Healthy Lifestyles		89%	32
Reduce sport dropout rates		39%	14
Increase the exposure of children and youth to sport		69%	25
Increase individual and family-		64%	23





based participation			
Increase sport opportunities for under-represented groups		64%	23
Improve athlete performance (national/international level)		42%	15
Foster civic engagement		39%	14
Contribute to community-building		67%	24
Contribute to Social Development (youth-at-risk)		53%	19
Foster participation for coaches, officials, administrators, and/or volunteers		69%	25
Other, please specify:		11%	4
Total Responses			36

WHAT ARE THE REASONS FOR YOUR ORGANIZATION'S INTEREST IN PROMOTING PARTICIPATION IN SPORT? (OTHER, PLEASE SPECIFY:)

#	Response
1.	event tourism
2.	Increase tourism
3.	To promote the Masters swimming program as a best sport for adults
4.	The promotion of physical education and health .

WHAT ARE THE MOST IMPORTANT CHALLENGES AFFECTING YOUR ORGANIZATION'S EFFORTS TO PROMOTE AND INCREASE PARTICIPATION IN SPORT?

Response	Chart	Percentage	Count
Size, Availability, and/or Suitability of Facilities		56%	20
Communication with Stakeholders		25%	9
Human Resource Capacity		56%	20
Governance and Management Issues		11%	4
Funding/Sponsorship		78%	28

Program Development		25%	9
Dependency on Volunteers		61%	22
Growing popularity of non-traditional sports and physical recreation		17%	6
Other, please specify:		3%	1
Total Responses			36

WHAT ARE THE MOST IMPORTANT CHALLENGES AFFECTING YOUR ORGANIZATION'S EFFORTS TO PROMOTE AND INCREASE PARTICIPATION IN SPORT? (OTHER, PLEASE SPECIFY:)

#	Response
1.	child safety - respectful environments













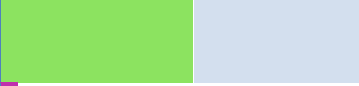

HOW DOES YOUR ORGANIZATION DEFINE A QUALITY SPORT EXPERIENCE?

#	Response
1.	Quality sport experience is defined as an opportunity to learn and participate in sport within a fostering environment that encourages participation and growth. A quality experience will lead to lifelong participation.
2.	Quality sport experience is when those who are engaged feel a part of the community and that they walk away feeling better about their participation, at whatever level they find themselves. A quality sport experience also shows the roadway to an increasingly competitive level, through visual motivation, programming and mentorship.
3.	A quality sport experience is one that facilitates community development, builds community capacity, and enhances access so that all can benefit from sport.
4.	The opportunity to participate in an activity where the athlete feels a valued member of his or her team. To be physically active in a healthy, safe environment. To be coached by a certified, positive coach. To enjoy every minute of the sport.
5.	One where each individual, regardless of background can participate, fully and safely to whatever extent they desire and their competence level dictates in an environment of respect and dignity.
6.	The activity is available to any children and youth who want to participate, regardless of background or economic ability. The activity is guided by trained coaches and facilitators whose goals are to encourage children and youth to be physically active throughout their lives, to increase skill levels and promote activity for all.
7.	An experience that is well organized and enjoyable for all those involved. Experience produces benefits to both health and social/emotional well being. Also - the experience leaves the individuals involved eager to participate again.
8.	self accomplishment resulting from participating in physical activity, working to improve skill

	requirements of the sport, and personal improvement.
9.	A quality experience would be one where firstly the retention rate or interest of the participant to return to the activity in the future is enhanced by the experience. Secondly, that the experience values respect for others, fairness and appropriate levels of competition. Thirdly, the users of the experience can value, if they choose to, the health benefits that exist as part of the experience.
10.	Safe, well organized training session or competition that allows individuals to attain their personal goals, be it participatory or competitive level.
11.	A quality sport experience is a quality recreation and physical activity experience. There are social, economic, personal and health related benefits for the participant.
12.	An organized activity that involves fair competition and has a physical and mental component to it.
13.	Participation in an organized sport whether it be a game, a clinic or a practice
14.	improvement of fitness and sport specific skills offered by quality certified coaches/volunteers that incorporates fun and socialization by improving personal growth
15.	To train in the movement of the sport. To have some drills executed by a coach and then to play the game with improvement.
16.	The ability of young athletes to enjoy themselves while improving their skill and to have success while doing this.
17.	An opportunity that creates growth in skill and increases interest in each athlete.
18.	Positive environment, that is conducive to elite athlete skill development and training.
19.	Overall enjoyment, safe and new facilities
20.	Community engagement in building environments that support children, youth and families to be physically active through participation in sport, where they live, work & play.
21.	Promotes a healthy active lifestyle.
22.	Where personal successes are made regardless of whether they have won or not. To push oneself to reach a standard that has been set above them so that they must push themselves both physically and mentally to attain this target
23.	An activity where all ages can come and play whether it be starting, recreationally, competitively and able to be active for life in a safe racial free environment.
24.	Fun while learning and exercising
25.	One that follows standardized policies and procedures, encourages maximum participation, and utilizes sanctioned officials in conducting the event, and reduces barriers to participation for disadvantaged populations.
26.	Our organization defines a quality experience for our student-athletes as one where they can combine their participation in elite interuniversity sport with their education and hopefully the degree that goes with. Each student-athlete should develop a life-long healthy and active lifestyle and learn and grow in an environment where teammates become friends forever.

27.	For those who compete...a personal best or provincial record. For others it is being able to swim farther and faster, improving a stroke, learning a new technique, learning new drills and a general feeling of well being after a time.
28.	Opportunities for all to participate with an adequate level of skill and fitness.
29.	We are a therapeutic riding program so it is an experience that can would offer facilities and opportunities to encourage those with disabilities to participate
30.	A quality sport experience is one where both the participants and the spectators have an enjoyable experience. Win or lose, the goal is to have fun and be entertained.

WHAT VALUES DOES YOUR ORGANIZATION THINK SHOULD DEFINE SPORT, AS PRACTICED ON THE FIELD OF PLAY, IN CANADA?







Response	Chart	Percentage	Count
Enjoyment		91%	32
Integrity		71%	25
Safety		80%	28
Teamwork		71%	25
Respect		91%	32
Fair play		86%	30
Pursuit of excellence (individual/personal)		60%	21
Pursuit of excellence (objective/measured)		46%	16
Accessibility for all		80%	28
Participant-centred		57%	20
Knowledge-based		40%	14
Ethical conduct		69%	24
Moral education and development		57%	20
Other, please specify:		6%	2
Total Responses			35

WHAT VALUES DOES YOUR ORGANIZATION THINK SHOULD DEFINE SPORT, AS PRACTICED ON THE FIELD OF PLAY, IN CANADA? (OTHER, PLEASE SPECIFY:)

#	Response
---	----------

- | |
|--------------------------------------|
| 1. Skill based learning |
| 2. leadership and life long learning |



WHAT COULD SPORT'S GREATEST CONTRIBUTION BE TO CANADIAN SOCIETY OVER THE NEXT 10 YEARS?

Response	Chart	Percentage	Count
Population Health		69%	24
Nation Building (national pride)		51%	18
Community Building		69%	24
Social Development		54%	19
Civic Engagement (Volunteerism)		43%	15
Other, please specify:		11%	4
		Total Responses	35






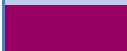






WHAT COULD SPORT'S GREATEST CONTRIBUTION BE TO CANADIAN SOCIETY OVER THE NEXT 10 YEARS? (OTHER, PLEASE SPECIFY:)

#	Response
1.	benefits of committment
2.	sport can be many things to many people and everyone should have the opportunity
3.	a culture that values activity
4.	An increase in the quality component in terms of coaching and leadership.

SHOULD EFFORTS BE MADE TO INCREASE THE PARTICIPATION OF SPECIFIC POPULATION GROUPS IN SPORT?

Response	Chart	Percentage	Count
Yes		91%	32
No		9%	3
		Total Responses	35

IF YES, WHICH GROUPS SHOULD BE TARGETED?

Response	Chart	Percentage	Count
Children and Youth		85%	28
Girls and Young Women		58%	19
Aboriginal Peoples		64%	21
Persons with a Disability		64%	21
Youth at Risk		61%	20
Visible Minorities		36%	12
Economically Disadvantaged Individuals		70%	23
Aging Population		45%	15
Persons at Risk for Obesity and Obesity-related Illness		48%	16
Newcomers to Canada		48%	16
Parents		42%	14
Other, please specify:		9%	3
Total Responses			33

IF YES, WHICH GROUPS SHOULD BE TARGETED? (OTHER, PLEASE SPECIFY:)


#	Response
1.	age of increased sport drop outs
2.	All youth are "at risk" if they are not involved in positive leisure/recreation activities
3.	We all could use an increase.

IF NOT, WHY NOT?

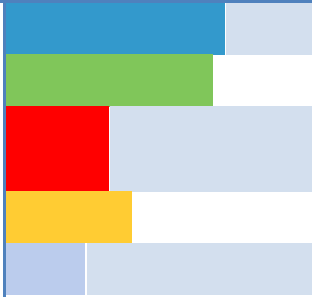
#	Response
1.	Many of those groups are already targeted and receiving much support. Due to this some of the "average" Canadians fall through the cracks.
2.	At a recreational level every person should have a chance at sport and be encouraged with the sport's open arms. At a competitive level individuals should not be pushed through guilt or marketing to compete, it should be of their free choice based on their desire.
3.	I wouldn't say no to any of the targets. Even though I didn't check visible minorities this could be a target as long as the program didn't exclude others participating. All programming should strive for an inclusive attribute.
4.	Sport should be offered and it is up to the individual to choose. The last thing that we wish to have occur in all sports in Canada is to have our provincial or federal associations running

programs that start with the question "Are you female, disabled or of native origin?"

DOES YOUR ORGANIZATION OFFER PROGRAMS AND SERVICES IN BOTH OFFICIAL LANGUAGES?

Response	Chart	Percentage	Count
Yes		11%	4
No		89%	31
		Total Responses	35


WHAT ARE THE CURRENT CHALLENGES IN OFFERING SUCH PROGRAMS AND SERVICES?

Response	Chart	Percentage	Count
Human Resources		63%	19
Funding		60%	18
Resource Support (Tools, Programs, etc)		30%	9
Program Enrollment		37%	11
Other, please specify:		23%	7
		Total Responses	30

WHAT ARE THE CURRENT CHALLENGES IN OFFERING SUCH PROGRAMS AND SERVICES? (OTHER, PLEASE SPECIFY:)

#	Response
1.	We currently have 2 french schools as members, the teachers first language is English for both schools, so this issue has not come up yet.
2.	No interest in our area
3.	Geographical issues (to spread out)
4.	Facility availability
5.	no current demand
6.	authentic partnership and engagement of key stakeholders
7.	There are very few French speaking communities in this province.

HAVE YOU HEARD OF CANADIAN SPORT FOR LIFE (CS4L) OR LONG TERM ATHLETE DEVELOPMENT (LTAD)?

Response	Chart	Percentage	Count
Yes		79%	26
No		21%	7
		Total Responses	33

WHAT IS THE CURRENT IMPACT OF CS4L IMPLEMENTATION?

#	Response
1.	As an organization in a small community we find the shift into LTAD is slow and we are still working on it.
2.	Focus on physical literacy which is the foundation for future sport performance and lifelong physical activity.
3.	It encourages parents to start their children at a young age of sport to foster a healthy lifestyle for the rest of their life.
4.	none
5.	Not enough! Not enough of the sport governing bodies really emphasize it, and do not work with this framework in their dealings with other organizations that are interested in promoting sport.
6.	More inclusion. More thought being put into what activities should be available to children as they progress through the system.
7.	I think it provides clear direction and purpose to athlete sport development.
8.	For our sport, we are in the early phases of adopting LTAD models and understandings.
9.	Minimal
10.	Not too sure
11.	Encouraging all ages to get active. Recognizing that sport is not just for those who are the best and the fastest and the ability to provide funding at all levels not just elite athletes
12.	positive with early stage models such as FUNdenmentals, learn-to-train and train-to-play ages for the participants and the rethinking of Provincial associations mandates and their role in the sport
13.	Assistance to athletes and coaches
14.	There is an inconsistency in some Provincial Sport Organizations in their interpretation and implementation of LTAD.
15.	Many club sports are being asked to reduce performance level and take a grass root approach. Need to be careful that we do not alienate the performance need and become a recreational

	sport country.
16.	It is an excellent approach to building FMS for successful participation in sport and lifelong participation in physical activity. The FMS/physical literacy approach is an excellent link to the Physical Education curriculum and learning outcomes. Education & sport are beginning to speak the same language!
17.	Education, planning/implementation
18.	The current impact is that it has not been totally incorporated into everyday programming in our program. Our NSO has only had the LTAD in place for a short time and has not offered any assistance in initiating the new program nationally and more specifically provincially. At this time the CS4L is only a pipe dream.
19.	This provincial sport is in the planning stages of the CS4L program. Impact is expected to be significant on programming and already is being utilized as we move forward. An excellent concept and one that fits in ideally to strategic plans.
20.	Not sure it can be measured in our organization. I believe the impact has been minimal to date.
21.	Very little for the masters swimming program.
22.	It has made a difference. As a physical education teacher it is part of the curriculum and is part of the foundation of sound pedagogy.
23.	Currently, the LTAD model is helping identify high performance athletes and providing them with the tools to enhance their skills.

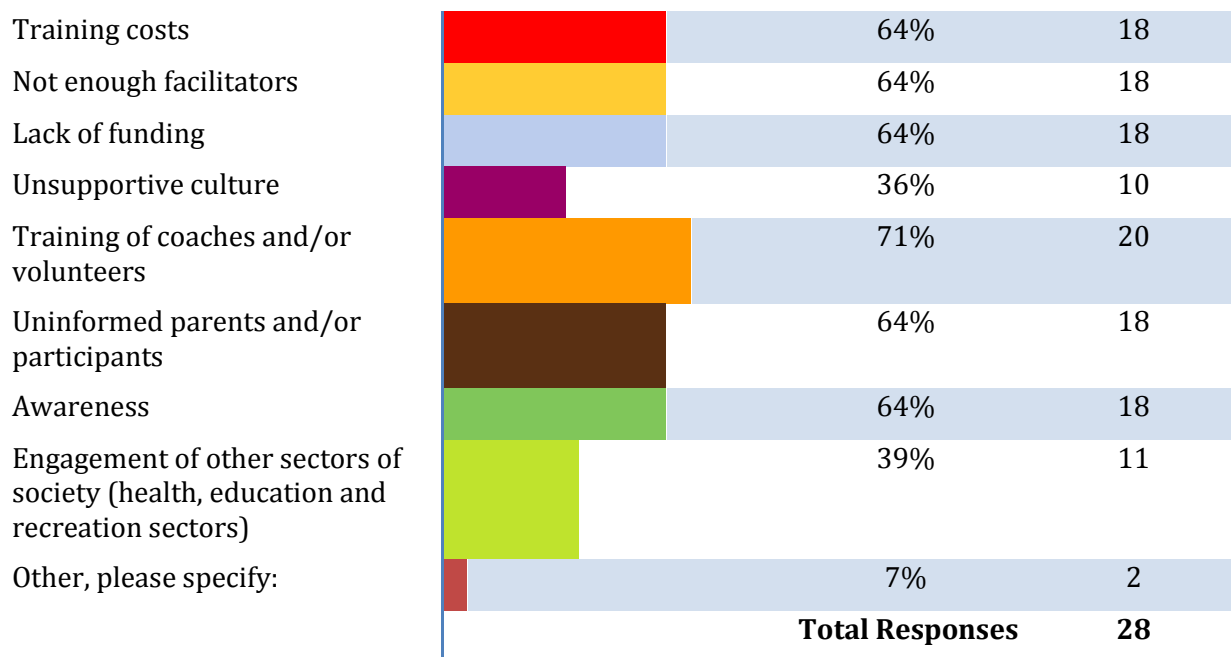
WHAT DO YOU THINK WILL BE THE FUTURE IMPACT OF CS4L IMPLEMENTATION?

#	Response
1.	Positive, once it is fully embraced.
2.	Continued focus on the full spectrum of sport participation.
3.	We will have more skilled athletes and hopefully we will see a decline in obesity.
4.	little
5.	It could be huge, if everyone got on the same page.
6.	Hopefully more athletes with better skill sets. Sport for life, constant participation throughout the life cycle.
7.	I think it will be good the pursuit of excellence. My only concern lies with staying in sport because it is fun and stays a lifelong activity. Need to ensure that those that are not focused on high level participation continue to have an avenue for participation.
8.	Hopefully, a recognition of the differing needs participants require to have a quality sporting experience. Using the implementation to understand that sport can mean different things to different participants and that that is okay and have value. Kids who naturally strive to perform need avenues for that but equally, kids who want their activities to have more of a play focus have avenues as well and that that is valued by the systems in place.

9.	It will be positive. The terminology "Sport" may deter some people (ie. youth that don't want competition or the aging) from buy in with this policy/model. Sport may have an association for some people to be competitive or elite centred participation.
10.	Hopefully it will be a major factor in the development of young athletes.
11.	More youth will be involved at more elite level because they will develop a wider variety of skills
12.	The development of proper fundamental movement skills at the younger ages and recreation for those who don't want to be competitive but want to stay "active for life"
13.	Increase of participants involved with sport over the next 10 years
14.	I would hope to see more consistency across the board, especially in the competition sector.
15.	More participation in general for sport. Healthier lifestyles.
16.	As coaches, parents and community programs begin to learn about and apply the CS4L model it will aid in keeping kids active, learning FMS & FSS and enjoying sport participation.
17.	healthier populations
18.	On paper the CS4L model is a great working paper, but resistance to change will make it a hard sell. The objectives of the model are excellent and are focusing on the development of the person. When and if the implementation starts from the NSO, we think it will be a very positive strategy for sport.
19.	higher involvement in sport and possibly better athletes
20.	We anticipate increased participation in all aspects that will lead to increased levels of excellence for those participating in elite competitive channels of sport. Increased participation will lead also to continued participation in the recreation levels of the sport resulting in improved health and social/emotional well being of individuals involved.
21.	Time will tell. Hopefully, a more well-rounded participation across all demographics in sport activity across the country.
22.	Hopefully will lead to more facilities and ultimately more pool time for clubs.
23.	CS4L, physical literacy, QDPE, DPA, InMotion, the future is looking exciting.
24.	I think as LTAD continues to be fostered at the provincial and national level, our number of high performance athletes will continue to climb, leading to an increased presence at world championships.

WHAT ARE THE BARRIERS TO SUCCESSFUL IMPLEMENTATION OF THE CS4L MODEL?

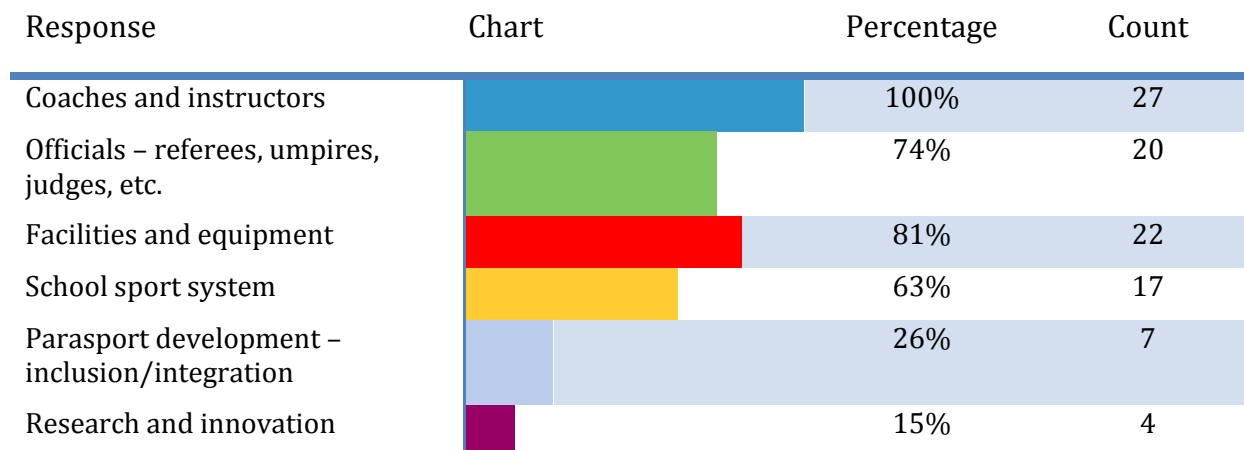
Response	Chart	Percentage	Count
Access to materials		43%	12
Geography (distances)		43%	12








WHAT ARE THE BARRIERS TO SUCCESSFUL IMPLEMENTATION OF THE CS4L MODEL? (OTHER, PLEASE SPECIFY:)




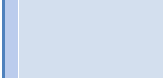







#	Response
1.	Volunteer based sport asks a great deal of its leaders already
2.	Implementation from the NSO

FOLLOWING IS A LIST OF PROGRAM AND SERVICE AREAS THAT HAVE BEEN IDENTIFIED TO ASSESS CANADA'S SPORT DEVELOPMENT DELIVERY SYSTEM. PLEASE IDENTIFY THE TOP FIVE PRIORITIES FOR THE SPORT DEVELOPMENT DELIVERY SYSTEM.












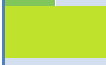
Training and pathways to employment		15%	4
Capitalizing on international events		19%	5
Equity policies		19%	5
Organizational capacity		67%	18
N/A		4%	1
Total Responses			27

FOLLOWING IS A LIST OF PROGRAM AND SERVICE AREAS THAT HAVE BEEN IDENTIFIED TO ASSESS CANADA'S SPORT DEVELOPMENT DELIVERY SYSTEM. PLEASE IDENTIFY THE TOP THREE COMPONENTS IN WHICH PROGRAMMING IS CURRENTLY AT A SUFFICIENT LEVEL.







Response	Chart	Percentage	Count
Coaches and instructors		16%	4
Officials – referees, umpires, judges, etc.		36%	9
Facilities and equipment		8%	2
School sport system		44%	11
Parasport development – inclusion/integration		4%	1
Research and innovation		32%	8
Training and pathways to employment		16%	4
Capitalizing on international events		40%	10
Equity policies		40%	10
Organizational capacity		0%	0
N/A		16%	4
Total Responses			25







FOLLOWING IS A LIST OF PROGRAM AND SERVICE AREAS THAT HAVE BEEN IDENTIFIED TO ASSESS CANADA'S SPORT DEVELOPMENT DELIVERY SYSTEM.

PLEASE IDENTIFY THE TOP THREE COMPONENTS IN WHICH PROGRAMMING IS CURRENTLY INSUFFICIENT AND/OR NEEDS IMPROVEMENT.












Response	Chart	Percentage	Count
Coaches and instructors		56%	15
Officials – referees, umpires, judges, etc.		44%	12
Facilities and equipment		63%	17
School sport system		19%	5
Parasport development – inclusion/integration		22%	6
Research and innovation		11%	3
Training and pathways to employment		26%	7
Capitalizing on international events		11%	3
Equity policies		15%	4
Organizational capacity		30%	8
N/A		0%	0
Total Responses			27

FOLLOWING IS A LIST OF PROGRAM AND SERVICE AREAS THAT HAVE BEEN IDENTIFIED AS IMPORTANT COMPONENTS OF CANADA’S HIGH PERFORMANCE DELIVERY SYSTEM. PLEASE IDENTIFY THE TOP FIVE PRIORITIES FOR THE HIGH PERFORMANCE DELIVERY SYSTEM.












Response	Chart	Percentage	Count
Coaches and technical leadership		85%	22
Training and competition		62%	16
Sport science, sport medicine and technology		50%	13
Athlete talent identification, recruitment and development		81%	21
Research and innovation		8%	2
Integrated athlete development		31%	8

pathways			
Organizational capacity and sustainability		38%	10
Direct athlete support and incentives		58%	15
Facilities and equipment		27%	7
Hosting of international events in Canada		15%	4
N/A		4%	1
Total Responses			26





FOLLOWING IS A LIST OF PROGRAM AND SERVICE AREAS THAT HAVE BEEN IDENTIFIED AS IMPORTANT COMPONENTS OF CANADA'S HIGH PERFORMANCE DELIVERY SYSTEM. PLEASE IDENTIFY THE TOP THREE COMPONENTS IN WHICH PROGRAMMING IS CURRENTLY AT A SUFFICIENT LEVEL.

Response	Chart	Percentage	Count
Coaches and technical leadership		21%	5
Training and competition		25%	6
Sport science, sport medicine and technology		46%	11
Athlete talent identification, recruitment and development		8%	2
Research and innovation		50%	12
Integrated athlete development pathways		21%	5
Organizational capacity and sustainability		12%	3
Direct athlete support and incentives		8%	2
Facilities and equipment		25%	6
Hosting of international events in Canada		29%	7
N/A		17%	4
Total Responses			24

FOLLOWING IS A LIST OF PROGRAM AND SERVICE AREAS THAT HAVE BEEN IDENTIFIED AS IMPORTANT COMPONENTS OF CANADA'S HIGH PERFORMANCE DELIVERY SYSTEM. PLEASE IDENTIFY THE TOP THREE COMPONENTS IN WHICH PROGRAMMING IS CURRENTLY INSUFFICIENT AND/OR NEEDS IMPROVEMENT.

Response	Chart	Percentage	Count
Coaches and technical leadership		62%	16
Training and competition		19%	5
Sport science, sport medicine and technology		12%	3
Athlete talent identification, recruitment and development		50%	13
Research and innovation		4%	1
Integrated athlete development pathways		38%	10
Organizational capacity and sustainability		27%	7
Direct athlete support and incentives		42%	11
Facilities and equipment		31%	8
Hosting of international events in Canada		4%	1
N/A		4%	1
Total Responses			26

PLEASE SELECT THE MOST IMPORTANT RESOURCES THAT YOUR ORGANIZATION NEEDS TO FULLY ACHIEVE ITS POTENTIAL IN DELIVERING SPORT PROGRAMS AND SERVICES.

Response	Chart	Percentage	Count
Human Resources		52%	14
Financial		85%	23
Program (equipment, tools, etc)		37%	10
Governance (templates, training, assistance, etc)		30%	8

Facilities	37%	10
Strategic Plan	30%	8
Clear programming objectives	30%	8
Other, please specify:	0%	0
Total Responses		27

PLEASE SELECT THE MOST IMPORTANT RESOURCES THAT YOUR ORGANIZATION NEEDS TO FULLY ACHIEVE ITS POTENTIAL IN DELIVERING SPORT PROGRAMS AND SERVICES. (OTHER, PLEASE SPECIFY:)

Response



WHAT ARE SOME OF THE CURRENT LIMITATIONS?

#	Response
1.	Our population is small therefore we are last to hear or be involved in many activities or programs often offered to more urban centres. We run on very tight budgets, relying on volunteers and local service clubs. This results in limitations in the way of finances and the ability to create opportunities.
2.	We are a non-profit association our biggest limitation is time. Volunteer time.
3.	A bit of a mish mash in what programs are offered, and who should be doing what.
4.	Lack of enrollment, competition with other sports for the same athletes. Lack of volunteers and champions within the community willing to sacrifice their time.
5.	Lack of funding is a huge obstacle. Limited grants available - hard to find the correct grant for funding, and of the available grants the eligible criteria is very rigid. Small volunteer base (same people who are getting burnt out). Employee base not qualified for positions. Not enough profit to hire professionals for roles.
6.	The amount of human resource to implement initiatives.
7.	Aging infrastructure in communities, especially rural communities in this province (Saskatchewan). The infrastructure is owned by the municipality and revenue primarily comes from the tax base or tax payers to operate and maintain these facilities. The facilities are heavily subsidized by the tax payers of which some may not be users of the facilities. Pressure to renovate or enhance the facilities for multi-purpose use in the community needs to be weighed against the pressure from the tax base at the municipal level. When demands are placed on municipalities or facilities for improvements to be inline with elite or higher levels of competitions additional costs are incurred. In some cases the communities can not maintain what they currently have without the heavy subsidization. What happens when these communities and tax payers can no longer shoulder the burden? Facilities close. Opportunities in rural areas are no longer available. Participants drop out or are forced to relocate to larger centres which may already be pressured by population factors. Human Resources are the volunteer base and they are a limiting factor to sport and recreation







	<p>programs and services in the community. Volunteer burnout due to lack of volunteer appreciation, recruitment and retention efforts at the community level. Need the human resources to run the facilities, programs, services, etc. Without the human aspect the rest of the system will fail. Clear programming objectives and roles/responsibilities in the system from the community to district to provincial to national levels. There is duplication in the system; territorialism over resources; and in most cases a failure at the higher levels (provincial and national) to work together. At the community level the schools, health, recreation and sport groups work together but not at the higher levels. Yes this may be due to their funding agencies and requirements but come on... let's get together on this.</p>
8.	<p>human resources (quality employees and volunteers hard to attract to non-profit organizations due to limited funds for salary/benefits. Unable to pay program consultants an appropriate fee due to funding.</p>
9.	<p>Geographical is huge for us as well as the resources (human and financial) to best serve our communities</p>
10.	<p>geographical barriers for those in northern communities recruiting and retaining volunteers</p>
11.	<p>You need organisation to deliver services. The question is when is the funding for organization exceed the funding for athletes and coaches?</p>
12.	<p>Not enough facilities for training/practices. Funding for equipment.</p>
13.	<p>Travel and location of your community</p>
14.	<p>Trained & competent volunteer coaches (community & School) on the CS4L model - FMS & FSS.</p>
15.	<p>Old School thinking. Finances are definitely a major concern.</p>
16.	<p>financial, always concentrating on fundraising</p>
17.	<p>Current limitations include resources both human and financial as well of a lack of office space for an expanding work force.</p>
18.	<p>Communications Distance</p>
19.	<p>Funding Lack of resources getting to the grassroots level.</p>
20.	<p>Funding and facilities</p>
21.	<p>Currently, our organization is struggling with sport infrastructure and financial assistance to successfully bid for and manage events. Without the necessary infrastructure, it is difficult to convince sport governing bodies that our city is an ideal place to host their sport events.</p>

DOES YOUR ORGANIZATION HAVE THE HUMAN RESOURCE CAPACITY (WITH REGARD TO GOVERNANCE, PROFESSIONAL DEVELOPMENT, RECRUITMENT OF STAFF, RETENTION, ETC.) TO MEET THE DEMANDS OF THE NEXT DECADE (AGING POPULATION, DECLINING VOLUNTEERISM, INCREASING DIVERSITY, ETC.)?

Response	Chart	Percentage	Count
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Yes		12%	3
No		88%	22
		Total Responses	25








WHAT ARE THE MAIN HUMAN RESOURCE MANAGEMENT ISSUES FOR YOUR ORGANIZATION WITH RESPECT TO STAFF AND VOLUNTEERS?


Response	Chart	Percentage	Count
Recruitment		68%	17
Retention		72%	18
Training		36%	9
Skill Set		36%	9
Compensation		76%	19
Language Capacity		12%	3
Other, please specify:		0%	0
		Total Responses	25

WHAT ARE THE MAIN HUMAN RESOURCE MANAGEMENT ISSUES FOR YOUR ORGANIZATION WITH RESPECT TO STAFF AND VOLUNTEERS? (OTHER, PLEASE SPECIFY:)

Response

WHAT ARE THE BENEFITS OF IMPROVING LINKAGES BETWEEN NATIONAL SPORT ORGANIZATIONS AND THEIR PROVINCIAL/TERRITORIAL COUNTERPARTS?







Response	Chart	Percentage	Count
Athlete Development		72%	18
Coach/Leader Development		80%	20
Program Partnerships		68%	17
Relevant Programming		40%	10
Knowledge Transfer		72%	18
Improved Services		68%	17
No benefits		0%	0
N/A		4%	1

Other, please specify:		8%	2
Total Responses			25

WHAT ARE THE BENEFITS OF IMPROVING LINKAGES BETWEEN NATIONAL SPORT ORGANIZATIONS AND THEIR PROVINCIAL/TERRITORIAL COUNTERPARTS? (OTHER, PLEASE SPECIFY:)

#	Response
1.	consistent D.R. and Risk management practices
2.	Shared Marketing Material

WHAT ARE THE CHALLENGES TO IMPROVING THESE LINKAGES?

Response	Chart	Percentage	Count
Communication		72%	18
Human Resources		60%	15
Culture Conflicts		12%	3
Governance Structure		52%	13
Personalities		48%	12
N/A		0%	0
Other, please specify:		8%	2
Total Responses			25

WHAT ARE THE CHALLENGES TO IMPROVING THESE LINKAGES? (OTHER, PLEASE SPECIFY:)

#	Response
1.	Communication strategy with comon outcomes
2.	At times a disconnect between grassroots coaching and provincial/national directives.

WHAT ARE THE BENEFITS OF IMPROVING LINKAGES BETWEEN PROVINCIAL/TERRITORIAL SPORT ORGANIZATIONS AND MUNICIPAL-LEVEL SPORT CLUBS AND RECREATION DEPARTMENTS/ORGANIZATIONS AND/OR SCHOOLS?

Response	Chart	Percentage	Count
Relevant Programming		81%	21
Targeted Uptake		38%	10

Shared Expertise		85%	22
Partnerships		65%	17
Knowledge Transfer		77%	20
Improved Services		73%	19
Wider audience		50%	13
No benefits		0%	0
N/A		0%	0
Other, please specify:		8%	2
Total Responses			26

WHAT ARE THE BENEFITS OF IMPROVING LINKAGES BETWEEN PROVINCIAL/TERRITORIAL SPORT ORGANIZATIONS AND MUNICIPAL-LEVEL SPORT CLUBS AND RECREATION DEPARTMENTS/ORGANIZATIONS AND/OR SCHOOLS? (OTHER, PLEASE SPECIFY:)

#	Response
1.	sharing dispute resolution and risk management policies and practices
2.	improved coaching competencies

WHAT ARE THE CHALLENGES TO IMPROVING THESE LINKAGES?



Response	Chart	Percentage	Count
Differing Objectives		73%	19
Communication		62%	16
Developing Contacts		54%	14
Differing Cultures		15%	4
Human Resources		58%	15
Personalities		38%	10
N/A		0%	0
Other, please specify:		8%	2
Total Responses			26

WHAT ARE THE CHALLENGES TO IMPROVING THESE LINKAGES? (OTHER, PLEASE SPECIFY:)






#	Response
1.	territoriality

2. linking strategies and outcomes

DOES YOUR ORGANIZATION PROMOTE SPORT PARTICIPATION INTENTIONALLY FOR COMMUNITY-BUILDING PURPOSES?

Response	Chart	Percentage	Count
Yes		68%	17
No		32%	8
		Total Responses	25







IF YES, WHICH OF THE FOLLOWING SHOULD BE PROGRAM FOCUSES?

Response	Chart	Percentage	Count
Youth Development		94%	17
Health Promotion		89%	16
Gender Equity		39%	7
Social Inclusion		61%	11
Conflict Resolution		17%	3
Other, please specify:		0%	0
		Total Responses	18

IF YES, WHICH OF THE FOLLOWING SHOULD BE PROGRAM FOCUSES? (OTHER, PLEASE SPECIFY:)

Response

WHAT ARE THE BARRIERS FOR PROMOTING COMMUNITY-BUILDING PROGRAMS?

Response	Chart	Percentage	Count
Not a policy or organizational mandate/objective		18%	4
Lack of funding		77%	17
Human Resources		68%	15
Programming		32%	7
Partnerships		36%	8
Lack of Communications		36%	8

Strategies		
Other, please specify:	5%	1
	Total Responses	22

WHAT ARE THE BARRIERS FOR PROMOTING COMMUNITY-BUILDING PROGRAMS? (OTHER, PLEASE SPECIFY:)

#	Response
1.	Lack of volunteers

CANADIANS ARE INVOLVED IN A WIDE RANGE OF INTERNATIONAL ACTIVITIES RELATED TO SPORT. IN WHICH AREAS SHOULD CANADA CONTINUE TO FOCUS?

	Increase	Continue	Decrease	Discontinue	Total
Participating in international competitions and events	6 (25%)	18 (75%)	0 (0%)	0 (0%)	24
Contributing to the governance of international sport bodies	4 (17%)	18 (78%)	1 (4%)	0 (0%)	23
Hosting international sporting events	7 (30%)	16 (70%)	0 (0%)	0 (0%)	23
Fighting doping in sport	5 (22%)	18 (78%)	0 (0%)	0 (0%)	23
Promoting quality sport for disadvantaged or underrepresented groups	9 (39%)	14 (61%)	0 (0%)	0 (0%)	23
Advancing sport for social development abroad	6 (26%)	14 (61%)	3 (13%)	0 (0%)	23

OTHER, PLEASE SPECIFY:

There are no responses to this question.

WE WELCOME ADDITIONAL COMMENTS AND FEEDBACK.

#	Response
1.	Found myself checking off most boxes in regards to the benefits as there are no real negatives listed. Same as in the target groups, the country as a whole needs to get more active to I would

	not exclude anyone.
2.	A federal (sectioned off into regions ie provincial) inclusive online resource centre for sport and recreation would be great - a kind of one-stop shop for tools, resources, information, best practices, related business listing, networking opportunities etc.
3.	My biggest concern is we need to further enhance a culture that values activity in Canada among all our communities and populations. A culture that recognizes our high performance successes and provides opportunities for those individuals but also fully supports others to be active through all stages of life.
4.	We all support sport, sport is important. There is a huge benefit to all individuals that participate in sport at whatever their levels along the continuum. Any sport policy should have a focus on the roles of the communities/municipalities as the keepers of the facilities. There is a limitation of municipalities to meet some of the elite standards (ie. facilities) due to financial constraints (ie. tax base). We need a clear definition of roles and responsibilities in the system. There is a greater need for collaboration. The CS4L is a continuum which is good because it provides a visual and covers the different life stages. Has the reason for participating in sport shifted from elite/competitive focus to a participation for a purely quality of life, active living and health benefits reason? If so how can we use this shift in our promotion of reasons for participation? Focus on participation vs. elite/winning/medals. Having people from other sectors at the varying levels of government and bureaucracy are important to this process. A seamless sport system in Canada that includes the Aboriginal component instead of a seperate system. A seamless sport system in Canada that includes high performance and grass roots sport as you do not have one with out the other.
5.	Something that I am sure everyone is aware of is that the rural sports are declining due to the competitive nature now (kids have to be playing with the best to get anywhere).
6.	The base in many sports in Canada is narrow as far as numbers and experience within that sport. If you think of a triangle. The broader the base the more people are included and more advance to the upper level of competition which is the point. There are many limiting factors which could be improved. I would look forward to drawing some of these to the attention of those whom it would concern.
7.	Thanks for the opportunity to provide some input. Hope to see the renewed Policy build on the CS4L model of success!
8.	This is a wonderful policy that needs to have continuous renewal and updating. Continued emphasis on the development/participatory levels of sport will ensure the High Performance levels will continue to flourish.
9.	From our perspective we need to work with elite amateur athletics in our country like the CIS to encourage more of our best and brightest student athletes to stay in Canada to persue their athletics and their post secondary education. This is crucial to the future development of sport in Canada.
10.	Canadians are getting older. As the stats show the older people get the less physical activity they do. Health issues increase. The best sport for the aging population is swimming and specifically the Masters program. This is a specialized structured program that not only encourages competition at all ages but also has a very important social aspect to it. Over the next few years availability of pool time will become critical in some communities. The cost of swimming pools

and/or multi-sport complexes which include pools should far outweigh the increased cost of healthcare for an aging population.

11. We are on the right track in Canada. I am always in favor of more funding to increase the human resources working with our youth and athletes.