



Canadian Cerebral Palsy  
Sports Association



L'Association canadienne de sports  
pour paralytiques cérébraux



# Annual Report 2024-2025



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# Who We Are

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## MISSION

We lead, develop and grow boccia from grassroots to producing World Champions, and we collaborate with partners to increase participation of Canadians with physical disabilities in sport.

## VALUES

**Excellence:** We strive for excellence in our organization, our people, and our performance, both on and off the field of play.

**Resilience:** When things get tough, we hang in there, and adapt to overcome challenges and obstacles.

**Inclusivity:** We create a safe, welcoming, and inclusive space for everyone to participate.

## VISION

Canada is a leading nation in boccia and Canadians with physical disabilities have access to quality sport programming.

**Collaboration:** We work as a collective, towards our shared goals.

**Integrity:** We stand-up for what is right, and act honestly.



# Message from the president and executive director

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## This year was one of challenge and change.

We were proudly represented by four boccia athletes at the Paralympic Games in Paris – Alison Levine, Iulian Ciobanu, Danik Allard and Lance Cryderman. Alison and Iulian kicked off the Paralympic year with Pairs BC4 silver in Montreal and gold in Povo. In Paris, they finished fourth, becoming the first Canadian pair to advance to the medal round since 2012 and demonstrating grit and resilience throughout the event. As Head Coach Cesar Nicolai put it “They did everything they needed to do and left everything on the court”.

The competition year concluded with four medals at the World Youth Championships, which bodes well for the future.

Generally, these are difficult times for all National Sport Organizations (NSOs). A report from Deloitte commissioned by the Canadian Olympic Committee estimated that in five years, NSOs will have a combined deficit of \$125 million. We are extremely fortunate that this is not currently the case for CCPSA. At year end, the results of a Sport Canada review of NSO core funding were still pending, but we were successful in advocating for an increase to the Supplemental Support provided to High Support Needs athletes. It’s a propos considering that fifteen years ago CCPSA was a leader in advocating for the supplement’s creation.

Despite the challenging landscape, we made much progress over the past year.

The board finalized terms of reference for and launched a new committee structure, began work on new Terms of Reference for the Boccia Canada Council and as part of our commitment to inclusivity, diversity, equity and accessibility (IDEA), worked with a third party to ensure our policies are more inclusive.

At a time when resources are so scarce, it was exciting to receive over \$200,000 to support community boccia

development over the next two years through the Government of Canada’s Community Sport for All grant.

As part of our strategic plan focus on growing participation and development, we continued to expand our national network, adding Boccia Nova Scotia as a new provincial partner.

As part of our ongoing commitment to IDEA, we delivered the first Anti-ableism workshop for boccia coaches. Building on the success of our Women Boccia Coach Mentorship Program, we continued to advance gender equity in coaching through the Coaching Association of Canada’s Women and Gender Equity in Coaching initiative (WAGE).

The year finished with the organization in transition, as Executive Director Peter Leyser moved on after nine years of committed service and President Suzanne Winterflood stepped down as President, although she continues as a Board Member. We want to thank Peter and Suzanne for their valued leadership and support.

Thank you for taking the time to read our 2024–25 Annual Report. We continue to be grateful to our funding partners, donors, provincial partners, staff, athletes, coaches, officials, volunteers, committees, and Board of Directors. Your support will continue to be vital as we work together to advance boccia and build on our shared momentum.

2025 is the 40th anniversary of the Canadian Cerebral Palsy Sports Association and we look forward to a year of celebrating our past while building towards our future.

Sincerely,  
Alana Aird, President  
Jennifer Larson, Interim Executive Director



# Strengthen leadership and operational effectiveness

## Annual General Meeting and Board Elections

At the CCPSA Annual General Meeting held on Thursday, September 17, 2024, Steve Dukovich and Sarah Nixon-Suggitt were elected to Director at Large roles for two year terms and Alexandre Ferreira-silva was elected into a two year term as Treasurer. In November 2024, existing board members Alana Aird and Aidan Godin moved into the President's role and Vice-President's role respectively.

## CCPSA Board Related Accomplishments

- Established new board governance committees as recommended under the Canadian Sport Governance Code: Inclusion Diversity, Equity and Accessibility (IDEA), Human Resources + Compensation, Nominations, Audit + Finance, Governance + Ethics, Risk Management and Revenue Development
- Engaged LBB Strategies to complete governance review of the Boccia Canada Council and develop new Terms of Reference for the Council and sub-committees (Athlete's Council, Participation + Development Committee, High Performance Committee)
- Continued commitment to Inclusion, Diversity, Equity and Accessibility (IDEA), including consultant review of CCPSA practices and policies; IDEA Committee developed IDEA strategy and action plan to guide future efforts
- Began transition from the Office of the Sport Integrity Commissioner Abuse Free sport program to new Canadian Safe Sport Program under Canadian Centre for Ethics in Sport
- Completed board self-evaluation and skills matrix
- Completed Request for Proposal for a new Auditor



- Successfully collaborated with advocated for increase to Athlete Assistance Program supplemental funding for athletes with high support needs. Letter was co-signed by CPC, CPC Athletes Council, AthletesCAN, and Wheelchair Rugby Canada.

## Recognition

Boccia athlete Kyle Scott (Hamilton, ON), para-athletics wheelchair racer Maggie Slessor (Edmonton, AB) and wheelchair tennis athlete Lachlan Sandford (Mission, BC) were the annual recipients of the Kabush Para Athlete Fund Bursary. The bursary was established in 2022 by Ken and Debbie Kabush (Surrey, BC) in partnership with the CCPSA and is intended to provide support to up-and coming Canadian athletes or teams in para sport to offset costs related to registration fees, facility rentals, training, equipment, coaching, competition, and travel.

*"It means the world to me to have opportunities like this bursary, to help me achieve my dream of one day representing Team Canada. This bursary will help take the stress out of paying for team fees and purchasing items to help me maintain my racing chair, allowing me to keep focus on my goals"*  
(Maggie Slessor)



# Grow participation and development

## Canadian Boccia Championships 30<sup>th</sup> Anniversary

- Held in Ottawa for the first time at the RA Centre
- 43 athletes along with their performance partners, coaches and team personnel
- Worked with local businesses, including those at the RA Centre, to provide participants with the best possible experience
- The Championships will return to Ottawa in 2025

## Community Sport for All Initiative (CSAI)

- We secured \$200,000+ over two years from the Government of Canada's Community Sport For All Initiative
- These funds will power Take the Shot, a program that supports community and provincial organizations in their initiatives to build boccia locally including:
  - Community Try-It Events
  - School Try-It events
  - Club support for new and existing clubs
- In the first year of funding, we distributed over \$76,000 to sixteen organizations' community projects, including an organization who prioritizes engagement with the Indigenous community.
- The Quinte Leatherbacks Boccia Club was able to purchase enough equipment to run four boccia Try-It sessions, including one with over 100 participants

"Special thanks to Boccia Canada for the grant funding which has enabled the Quinte Leatherbacks Boccia Club to purchase quality equipment for the upcoming Boccia seasons at the Quinte Sports & Wellness Centre," Colleen DeMille, Quinte Leatherbacks.



- The Community Sport for All Initiative (CSAI), key objective is to support community sport initiatives for under-represented groups, in particular, Black, Indigenous, racialized, 2SLGBTQI+, low-income people, persons with a disability, newcomers and seniors to increase participation and retention in sport.

### **Boccia growth + Development Strategy**

- We partnered with collaborative thought partners the greater to begin building a Boccia Growth + Development Strategy
- This strategy will help create the building blocks for our next Strategic Plan by identifying areas that need support and creating a road map to get there.
- The process began with interviews with key sport and boccia leaders and a survey sent to the larger boccia community.
- Key themes that emerged from these included the need for:
  - More competition opportunities
  - More support at both the national and provincial levels
  - A clear direction for all organizations
- The draft strategy will be reviewed and finalized in 2025-26 along with an action plan

### **Provincial Development Grants**

- Through this program up to \$3,000 per province / territory is available to support athlete recruitment and development, coach, officials and volunteer development and competitions. This year \$16,000 was distributed to 5 provincial / territorial boccia partners:
  - Alberta Cerebral Palsy Sports Association (ACPSA)
  - Boccia Newfoundland and Labrador
  - Ontario Cerebral Palsy Sports Association (OCPSA)
  - Rehabilitation Centre for Children/MB
  - SportAbility BC
- PD grants supported a wide variety of boccia initiatives across the country, including 'Give it a Go' day in New Brunswick and Head Referee mentoring in Ontario



### Key Highlights

- Boccia Nova Scotia joined as a new Provincial Boccia Partner
- CCPSA selected for Women and Gender Equality (WAGE) program
  - Funded by GOC/Coaching Association of Canada
  - 21 month program
  - 2 Boccia Coach Mentees and 2 Mentors selected
- 11 new certified Provincial Boccia Referees – 8 ON + 3 BC
- 7 coaches completed NCCP Intro to Boccia Competition training (5 ON + 2 NL)
- 1 coach completed NCCP Intro to Boccia Competition certification



# Reach International performance – Excellence

## 2024 Paralympic Games And Other Results

The road to Paris was certainly challenging and at the end four Canadian athletes qualified for the 2024 Paralympic Games. In the present context of international boccia, making it to the Games is a success in itself. Congratulations to Lance Cryderman, Danik Allard, Alison Levine and Iulian Ciobanu who represented Canada in Paris. The BC4 athletes lead the way. Alison got close to a podium in individual, finishing fifth. Alison and Iulian played for the BC4 pairs bronze on the last day but ultimately finished fourth.

- Silver in BC4 Pairs - 2024 Montreal World Cup
- Gold in BC4 Pairs - 2024 Povia World Cup
- Alison Levine Individual Bronze - 2024 Povia World Cup
- Silver in Team - 2024 Cali Challenger
- Bronze in BC3 Pairs - 2024 Cali Challenger
- Marylou Martineau Individual silver - 2024 Cali Challenger
- Olivier Roy Individual bronze - 2024 Cali Challenger

## Supporting Gender Equity in Coaching

Following the success of the “Women in Boccia Coach Mentorship Program” pilot in 2023, we continued supporting women in high performance coaching, welcoming Tiffany Gaudette and Eileen Bartlett to our coaching staff in March 2025. They are now fully integrated in our HP program and traveling with the team to some international events.



## Critical Elements of High Performance In Place

1. Coach & Technical Leadership
2. Daily Training & Competition Environment
3. Performance Sciences, Research & Innovation
4. High Performance Planning & Governance
5. Safe Sport & Culture

We continued refining the HP program and made sure the important elements were in place. Good coaching and technical leadership is the foundation but overall, we are more data driven and work as a Team with seven specialists in mental performance, physical preparation, physiotherapy, physiology, medicine, biomechanics and neuroscience.

- Despite the challenges from a fire at the INS in March 2024, daily training in Montreal was still efficient in 2024-25
- Athletes training outside Montreal increased their volume and were more in touch with national coaches
- Made improvements to Boccia Track App
- Created pilot version of Boccia Track App for provincial partner use
- Completed a Culture of Excellence project and team surveys and committed to a safe and healthy Culture of excellence
- Started various research and Innovation projects including eye tracking, boccia match analysis platform, video bank, video analysis and research on ball selection
- Physiologist worked with athletes and performance partners to collect more data on training load, training disruption index, stress and recovery markers
- Shared Gold Medal Profile (GMP) with provincial partners and delivered online learning with the Head Coach



# Enhance communication and engagement

## Social Media

Across our Facebook pages, we saw a 6.6% increase in follower count and a 23.5% increase in the number of engagements. We primarily saw engagement from people in Montreal and Ottawa, which makes sense considering the locations of our most recent Canadian Championships and the location of our National Team.

Across our Instagram pages, we saw an 8.4% increase in followers. While our organic engagements went down overall, our organic comments and shares went up by 161.5% and 31.2%, respectively. This is exciting, as it shows that people are sharing the posts within their networks, opening the possibility of more followers. The posts that saw the most engagement were the ones highlighting medal wins at international competitions, showing that people were excited to support our national team athletes.

Across our X profiles, we saw a small growth of 1.5% in our followers and a 10.3% increase in engagements. We also created a BlueSky account to open our organization to another channel.

Finally, on LinkedIn, we saw a 48.9% increase in followers, hopefully building our case for sponsorships in the future, a goal we hope to work on in 2025-26. This came with an increase of 5.6% in impressions.

## Website

All PDFs of policies were made accessible and uploaded to our website. Consistency and accessibility have always been top of mind when working on our website. In that vein, we have also maintained the new, accessible format of the website and continued to ensure that everything posted there was accessible to as many people as possible.



We also created an accessible interview guide to ensure that everyone can communicate their message and stories in a way that works for them. As an organization who represents athletes with a wide range of disabilities, we take pride in communicating with them in a way that works.

## Media

### 2024 Boccia World Cup

The 2024 Montreal World Boccia Cup was hosted at the end of April 2024 and brought excellent media coverage both to the event and the sport of boccia in Canada. It was the first time that the event was live-streamed, thanks to the commitment of CBC to stream the whole event with bilingual commentary. Press releases from the Canadian Paralympic Committee also put the sport in the spotlight.

### 2024 Canadian Championships

<https://paralympic.ca/news/perseverance-pays-off-in-gold-for-joshua-gautier-at-30th-canadian-boccia-championships/>

<https://paralympic.ca/news/happy-feet-newfoundlands-joe-philpott-brings-new-dimension-at-30th-canadian-boccia-championships/>

The 2024 Canadian Championships presented a unique opportunity for media coverage. While there was no live streaming of the event, Boccia Canada partnered with the Canadian Paralympic Committee to provide the communications for the entire competition. The quality of the press releases was impressive, including athlete stories, not just results.

A sincere thank you to Louis Daignault from the Canadian Paralympic Committee, who provided the coverage and penned the stories.

### Paris 2024 Paralympics Coverage

More Canadians than ever were able to witness Paralympic boccia, thanks to the streaming done by CBC. This was the first time that the entire Paralympic Games were streamed by the broadcaster and over 11 million Canadians tuned in to watch



# Develop and Strengthen Sustainable Funding and Partnerships

The CCPSA is grateful for the funding support from our partners including Sport Canada, Own the Podium, Canadian Paralympic Committee and Coaching Association of Canada. In addition, to our Provincial Partners who are delivering grassroots programming in communities across the country.

## Revenue Diversification

In addition to our annual Core Funding, in 2024-25 the CCPSA moved towards increased revenue diversification by receiving multiple additional grants through Sport Canada and other funding partners along with registration fees to offset the cost of hosting the 2024 Canadian Boccia Championships.

### Sport Canada Community Sport for All Initiative

Allowed significant expansion of the Take the Shot grant program to support boccia development in clubs and provinces.

### Sport Canada Gender Equity and Equity, Diversity and Inclusion in Sport

Provided Equity, Diversity, and Inclusion (EDI) education to staff and volunteers and a review of policies and procedures from an EDI lens followed by the development of an EDI strategy and action plan.

### Government of Ontario Sport Hosting Program Grant

Helped deliver 2024 Canadian Boccia Championships in Ottawa.

### Ottawa Tourism Major Event Grant

Helped deliver the 2024 Canadian Boccia Championships in Ottawa.



### Telemarketing

In 2024-2025, the CCPSA had a 1.6% year over year increase in fundraising revenue via telemarketing conducted by Engage Interactive, resulting in approximately 58% of total revenues through charitable donations. Received approximately 13,300 donations with an average donation of \$61.

## Athletes' council report

Over the past year, the Athletes Council has concentrated on several key priorities. In the area of governance, the Council advanced important updates to its Terms of Reference to ensure it continues to meet the evolving needs of the athletes we serve. We also engaged in meaningful discussions on how to make sanctioned tournaments more accessible to a wider range of athletes from across the country. Looking ahead, we are committed to maintaining productive dialogue on these priorities with the Boccia Canada Council and organizational staff. Together, we share the same goal: fostering the growth of this unique and inspiring game across Canada.



# Treasurer's report

## Statement of Operations for the year ending March 31, 2025

| Revenue                                                      | 2025             | 2024         |
|--------------------------------------------------------------|------------------|--------------|
| Sport Canada (note 2)                                        | \$815,535        | \$702,288    |
| Fundraising                                                  | 862,661          | 849,285      |
| Athlete assessments                                          | 80,897           | 86,886       |
| Memberships                                                  | 229              | 544          |
| Other grants                                                 | 184,275          | 48,000       |
| Interest and sundry                                          | 127,254          | 67,375       |
|                                                              | 2,070,851        | 1,754,378    |
| <b>Expenditures</b>                                          |                  |              |
| Strengthen Leadership and Operational Effectiveness (note 6) | 433,685          | 408,760      |
| Enhance Communication and Engagement (note 6)                | 22,423           | 34,178       |
| Grow Participation & Development                             | 301,154          | 150,560      |
| Reach International Performance Excellence (note 6)          | 625,647          | 627,695      |
| Develop and Strengthen Sustainable Funding and Partnerships  | 531,512          | 496,644      |
| Safe Sport                                                   | 30,840           | 36,070       |
|                                                              | 1,945,261        | 1,753,907    |
| <b>EXCESS OF REVENUE OVER EXPENDITURES</b>                   | <b>\$125,590</b> | <b>\$471</b> |

## Additional Financial Support

Complete Audited Financial Statements can be found [here](#).



# Safe sport

As of April 1, 2025, the new Canadian Safe Sport Program (CSSP) replaced the Abuse-Free Sport program. CCPSA has adopted this new program that is committed to advancing a respectful sport culture that delivers quality, inclusive, accessible, welcoming, and safe sport experiences, which we support.

The CSSP Rules set out how the Canadian Centre for Ethics in Sport (CCES) will administer the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) for all identified participants within federally funded, national-level sport organizations. The CCES does this by receiving and responding to reports of prohibited behaviour, and by developing and carrying out education, prevention, and policy activities.

The CCES is committed to providing a safe, timely, reliable, and procedurally fair environment for anyone involved in a report of maltreatment. Everyone connected with the CCES team will be treated with respect, dignity, and compassion.

CCPSA has notified National Team Program Participants who are subject to the CSSP Rules and has provided access information for the mandatory e-learning course. The course includes the Participant Consent Form, which must be signed by all participants.



### How to Report

As of April 1, the CCES will accept reports through an online report form and by phone – both methods allow anonymity if preferred.

#### National Team Program Participants required to complete the CSSP Training

- CCPSA Participants CCPSA Board of Directors and Committee Chairs
- CCPSA Staff + contractors
- National Team Athletes National Team
- Performance Partners
- Integrated Services Team
- National Team Coaches
- National Level Referees
- National Level Classifiers



# List of partners

## International



## National



## Provincial



# List of Committee Members

## Board Of Directors

**Alana Aird**

President

**Aidan Godin**

Vice-President

**Alexandre Ferreira-Silva**

Treasurer

**José Malo**

Director at Large

**Kevin Shaw**

Director at Large

**Megan Muscat**

Director at Large

**Sarah Nixon-Suggitt**

Director at Large

**Steve Dukovich**

Director at Large

**Suzanne Winterflood**

Director at Large

## Boccia Canada Council

**Steve Dukovich**

Chair - IDEA Committee

**Sarah Nixon-Suggitt**

Chair - HR & Compensation

**Megan Muscat**

Chair - Nominations

**Alexandre Ferreira-Silva**

Chair - Audit & Finance

**Aidan Godin**

Chair - Governance & Ethics

**Suzanne Winterflood**

Chair - Risk Management

**Alexandre Ferreira-Silva**

Chair - Revenue Development

## Athletes' Council

**Adam Dukovich**

Chair

**Lance Cryderman**

Vice-Chair

**Doryal Belal**

BC1 Representative

**Nathan Bragg**

BC2 Representative

**Josh Gautier**

BC3 Representative

**Ryan Rondeau**

BC3 Representative

**Alison Levine**

BC4 Representative

**Iulian Ciobanu**

BC4 Representative

**Marc-Antoine Goupil**

BC5 Representative

## Participation and Development Committee

**Eileen Bartlett**

Past Chair

**Adam Dukovich**

Ontario Representative

**Brenda Redmond**

Nova Scotia Representative

**Dayna Penney / Megan Wall**

Newfoundland and Labrador Representative

**Donna Cumming**

British Columbia Representative

**Élizabeth Déziel**

Québec Representative

**Hailey Perchotte**

Manitoba Representative

**Simon Richard**

New Brunswick Representative

**Tara Chisholm**

Alberta Representative

**Vivian Nguyen**

Prince Edward Island Representative

**Lorette Dupuis**

Head of Classification

## High Performance Committee

**Jane Blaine**

Chair

**Mario Delisle**

High Performance Director

**César Nicolai**

Head Coach

**Simon Larouche**

Assistant & Espoir Coach

**Ed Richardson**

BC1 & BC2 Coach

**Eileen Bartlett**

Assistant Coach

**Tiffany Gaudette**

Assistant Coach



# Staff list

## Staff

**Peter Leyser**

Executive Director

**Jennifer Larson**

Program Manager / Interim Executive Director

**Holly Janna**

Communications Lead and National Team Coordinator

**Zoe Meil**

Program Coordinator

**Heather Bonas**

Safe Sport Coordinator

**Diana Nunes**

Finance Manager

**Mario Delisle**

High-Performance Director

**César Nicolaï**

Head Coach

**Simon Larouche**

Assistant Coach

**Ed Richardson**

BC1/2 Coach

**Eileen Bartlett**

Assistant Coach

**Tiffany Gaudette**

Assistant Coach

## Integrated Support Team

**Mathieu Charbonneau**

IST Lead + Sport Biomechanist

**Amelie Soulard**

National Team Consultant in Mental Performance

**Lisa Minten-Corbeil**

National Team Physiotherapist

**Dr. Andréane Bourgeois**

National Team Medical Doctor

**Dr. Sylvain Gaudet**

National Team Physiologist

**Thomas Romeas**

National Team Neuroscientist and Skill Acquisition Specialist

**Ioana Gheta**

National Team Fitness Trainer





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**The Canadian Cerebral Palsy Sports Association**  
**L'Association canadienne de sports pour paralytiques cérébraux**

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