

# *Cycling Canada*

## *2012 Annual Meeting Report*



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## 1.1. Introduction

This report will provide an overview of the past year from the Board and management perspectives, a review of the main program thrusts in the high performance, development and business development areas and a comparative financial overview that will set out the year over year progress in this area.

### **Board of Directors & Committee Members**

The association benefits greatly from the time, experience and passion of committed volunteers that provide leadership and advice in many key areas. They are listed below to acknowledge their contribution and service to the CCA.

- **CCA Board**

John Tolkamp	President	Vancouver, BC
David Cathcart	Director-at-Large	Ottawa, ON
Bill Kinash	Director-at-Large	Regina, SK
Hannah Parish	Director-at-Large	Montreal, QC
Kevin Baldwin	Director-at-Large	St. John's, NF
Michael Sarnecki	Director-at-Large	Edmonton AB
Erinne Willock	NT Athletes Representative	Victoria, BC

- **High Performance Committee**

John Cools	Chair
Luc Arseneau	Development Team Program Representative
Louis Barbeau	National Team Program Representative
Julie Hutsebaut	AWAD Program Representative
Marie-Claude Molnar	National Team Athlete Representative
Jacques Landry	High Performance Director – Head Coach

- **Officials' Committee**

Louise Lalonde	Chair
Josée Bédard	MTB Representative
Wayne Pomario	Road & Track Representative
Jason Howard	BMX Representative
Mathieu Boucher	Director, Development

- **Events Committee**

Kevin MacCuish	Chair
Remi Berube	Road & Track Representative
Adam Muys	BMX Representative
Simon Thériault	MTB Representative
Mathieu Boucher	Director, Development

- **Insurance Committee**

Kevin Baldwin	CCA Board Member
Heather Lothian	Alberta Cycling Association Executive Director
Kelly Murray	Velo New Brunswick President
Jim Crosscombe	Ontario Cycling Association Executive Director
Brett Stewart	Director, Finance & Administration

1.2. President's Message

By: John Tolkamp, CC President

The London Olympics were beyond all doubt the major focus of the organization for 2012. While results didn't meet expectations the planning, organization and the quality of the team assembled was a huge milestone for Canadian Cycling. The Olympics also provided a great opportunity to engage current and potential stakeholders and Cycling Canada leveraged the opportunity by hosting two formal events which were fruitful in raising the profile of the organization and cultivating further opportunities. The structures which were put in place combined with lessons learned positions us for further success in the run up for the 2016 Games in Rio.

Another significant milestone in 2012 was the rebranding of the organization. Based on input from many alumni and advisors, and realizing the organization has changed dramatically in recent years, we undertook to revamp the identity. This new identity, *Cycling Canada Cyclisme*, modernizes and strengthens the brand, while maintaining a strong connection to our country and the rich history of cycling in Canada.

In 2012 Cycling Canada launched a major strategic planning initiative. This included surveys and direct input from the public, license holders, committee members and the Provincial/Territorial affiliates. Mission and Vision statements have been refined along with identification of four strategic imperatives; (1) Resourcing: growing human capital and discretionary funding; (2) Development: Consolidating and strengthening a national development structure; (3) High-Performance: Enhancing and expanding the system of professional-quality support; (4) Profile: Moving Canadians to take pride in Canada's cycling accomplishments. Further discussion with Provincial/Territorial associations is planned before finalizing goals / KPI's and beginning implementation in early 2013.

On the administrative side, with a constant view to improving governance, the number of directors at large positions on the Board was increased by one to a total of six effective this year. In addition a Finance & Audit Committee and a Business Development Advisory Committee were also established

While Cycling Canada has made huge gains in delivering high performance programs and our objective of a world class indoor velodrome is virtually assured, significant progression on a structured, sustainable development program has yet to be realized. The resources necessary to increase our development capacity are currently lacking and are critical reaching our goal of being a leading cycling nation.

The Race Clean, Own Your Victory, anti-doping program also continued to grow and recent events only solidify further the need for us as the national federation and our stakeholders to continue to educate and continue to support the fight.

Finally, one cannot look back on 2012 without highlighting the Giro d'Italia win by Ryder Hesjedal; the 1st ever Grand Tour win by a Canadian. For three weeks the coverage of his exploits grew and along with it the profile of cycling in Canada reached new heights across all mainstream media channels.

In closing, on a personal note, I wish to express sincere thanks to our CEO, Greg, national office staff and to the Board for continued support and commitment. I remain dedicated to improving and growing our sport and am honored to serve as your President.

Yours in Cycling,



**1.3. CEO's Message**

***By: Greg Mathieu, Chief Executive Officer/Secretary General***

At this time last year we were looking forward with great expectation to the 2012 Olympic and Paralympic Games in London and the promise they held for Canadian cycling to emerge as a top Canadian summer sport. While there was disappointment there were also many bright spots and a portent to the future in the form of the emerging athletes that will benefit tremendously from their experiences leading up to and at the London Games. I will leave it to the High Performance Director to note the many outstanding achievements over the past year.

Early in the year the association's Board of Directors supported the change of the name and logo to a more contemporary style and wording. As part of this rebranding the website for Cycling Canada has been redesigned resulting in a much cleaner look and increased functionality that can be administered by national staff to maintain content.

As we head into the 2012 Annual Meeting we are nearing the announcement of the proponent that will build the permanent indoor velodrome in Milton for the 2015 Pan American Games and to become the home of Canadian cycling with our National Track Program housed there once completed. This is a game changer for cycling in Canada and we are thankful for the support of Toronto 2015, the Town of Milton, the Government of Canada and a number of donors to the capital project for ensuring this opportunity is fully realized. There will be a BMX SX track built for the Games as well and work is continuing on the plans for this venue and its post Games legacy utilization.

As part of Cycling Canada's long term planning we were able to survey our Provincial/Territorial affiliates, members of the national association's program committees and general membership on a variety of areas. The responses are assisting us in developing a Strategic Plan for the 2013 to 2016 period and to examine roles and responsibilities with our affiliates with a goal of developing a memorandum of agreement with each on the areas we will work together on mutually shared goals. It is going to be increasingly important for provincial/territorial associations to be able to understand and articulate to their government funding agency their role in the pathway to the podium including talent identification and talent development initiatives they will undertake in collaboration with the national association.

We are pleased that nine of eleven affiliates have provided us with the requested membership information in order that we can get a composite view of cycling membership in Canada across all jurisdictions that issue membership cards and/or licenses. The form of some of the reporting has not been consistent which is not surprising in this first year of gathering the data. We hope to have some of the summary reports available by the time of the Annual Meeting. The movement to hard card licensing took some additional work by a number of contributors and appears to be working out to the overall benefit of our members which is the key outcome we wished to achieve. We will be discussing license coding at the Annual Meeting as there have been some significant deviations from the UCI mandated template which could cause problems for the license holder.

Behind the scenes the association has benefitted from the generous contributions of time and expertise from our Board or Directors and the members of the Program Committees. I would like to recognize and thank them for all they bring to Cycling Canada. Our staff has risen to the many challenges of an Olympic/Paralympic year and I would like to thank each of them for their commitment and contributions.

Sincerely,



#### **1.4. Finance & Administration**

***By: Brett Stewart, Director Finance & Administration***

The overall financial picture for Cycling Canada continues to be solid. Revenue has continued to grow annually. Expenditure has been kept in check - resulting in five consecutive surplus years and an accumulated surplus of \$335,895 at the close of the 2011-12 fiscal.

Over the last quadrennial, total revenue has increased from \$3.2 million to almost \$5.7 million. Much of the growth has been directly tied to increased High Performance program funding as a result of consistently meeting key performance benchmarks. The key going into the next quadrennial will be to present a well conceived and constructed plan to our funding partners with the goal of securing sustainable funding levels.

In addition to sustainable funding, revenue diversification continues to be a priority. While corporate sponsorship continues to be an area of challenge for the vast majority of National Sport Organizations, the greater immediate potential exists in the areas of fundraising and donation. Efforts to tap into these areas are ongoing.

Undercapitalization of the National Insurance Program is a growing and serious concern to be addressed during the AGM schedule. The rate of claims and related payouts continues to outpace the rate of premiums collected as a ratio. Also, the growing frequency and nature of claims has changed the insurance landscape requiring new strategies. Higher limits, broader coverage, stricter administration of the program and increased cost are all likely on the horizon.

Internally, there is a continuing commitment to streamline financial administration and to optimize the capability of the accounting program to achieve greater efficiency through increased automation and integration of new technology. As well, related services and service providers are continually being scrutinized and evaluated for suitability and cost advantage.

Looking ahead, the financial position of Cycling Canada is expected to remain favourable for the foreseeable future ensuring the means to achieve the intended outcomes.

*Illustrated on the accompanying page is a five year comparative summary of revenue and expense from audited financial statements and a Board approved budget projection for the current fiscal.*

**FIVE YEAR COMPARISON - STATEMENT OF OPERATIONS**

	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>Budgeted 2012-13</b>
<b>REVENUE</b>					
Sport Canada	\$1,076,630	1,111,785	995,600	956,500	948,000
CSRP/RTE/Podium	1,034,520	1,514,180	1,796,028	2,437,137	3,048,500
Canadian Olympic Committee	11,000	29,540	202,852	339,000	128,130
Insurance recoveries	389,156	352,374	383,876	357,782	380,450
Sponsorships	219,521	120,606	82,591	126,678	125,000
International hosting	269,667	662,998	519,997	389,998	370,000
Affiliation fees	172,211	197,062	219,533	226,357	215,750
Athlete contributions	70,791	239,634	265,512	259,006	223,128
Donations	36,000	15,261	86,683	307,650	26,000
Coaching Association of Canada	43,661	42,912	29,802	26,693	26,000
Doping recovery	19,828	37,533	18,681	32,802	32,000
Calendar fees	9,550	9,350	16,004	9,950	9,450
Rider levies	5,968	5,912	4,900	4,059	5,052
Other	89,135	59,828	212,792	196,646	152,905
	<b>3,447,638</b>	<b>4,398,975</b>	<b>4,834,851</b>	<b>5,670,258</b>	<b>5,690,365</b>
<b>EXPENDITURE</b>					
Senior National Team	\$ 942,117	\$ 1,126,805	\$ 1,651,543	\$ 2,211,978	\$ 2,250,449
Salary and benefits - staff	525,546	669,630	708,097	771,519	819,662
Salary and benefits - coaches	357,350	350,696	456,523	563,080	674,490
Insurance	401,730	401,051	406,154	380,342	402,850
International competitions	295,712	728,987	544,408	419,927	403,000
Administration	214,282	358,830	354,483	354,429	318,834
National team - other	225,475	267,222	213,830	276,698	250,000
Meetings	92,238	79,596	103,785	124,596	141,865
National competitions	116,913	38,623	89,296	79,168	79,000
Leadership Development (Coaches, Officials & LTAD)	113,958	53,016	56,773	50,596	47,700
Athlete Development / Stakeholder subsidies & transfers	26,793	15,559	76,679	175,073	11,500
CAN-BIKE - PHAC / Safe-Kids	-	-	-	25,483	81,680
Sport Participation Development	2,469	19,604	19,947	19,697	13,000
Official Languages	20,254	-	-	16,531	18,000
Promotion & Communication	24,084	21,769	107,457	160,672	176,400
Other	5,720	-	-	-	-
	<b>3,364,641</b>	<b>4,131,388</b>	<b>4,788,975</b>	<b>5,629,789</b>	<b>5,688,430</b>
<b>Annual Surplus/(Deficit)</b>	<b>\$ 82,997</b>	<b>\$ 267,587</b>	<b>\$ 45,876</b>	<b>\$ 40,469</b>	<b>\$ 1,935</b>

### 1.5. High Performance Programs

*By: Jacques Landry, High Performance Director – Head Coach*

As all would know the 2012 season is one where all are focusing on the outcomes of our Canadian cyclist performances at both the Olympics and Paralympics in London. Though Cycling Canada's performances at these Games did not fully live up to expectations the following report will highlight both Olympic and Paralympic performances as well as other notable international performances that nonetheless demonstrate that we as an up and coming top international cycling nation have considerably moved the yardstick from 4 years ago as we strive to reach our 2020 objectives.

#### **Para-Cycling:**

2012 was an odd year for Para-cycling as track worlds for the 2011 season were held in February 2012 and marked the closing of the Paralympic qualification process. The Canadian contingent in Los Angeles capped off these worlds with three podiums; 2 coming from Marie-Claude Molnar in both the 500m time trial and 3km individual pursuit (IP) and the third coming from the Chalifour/Cloutier tandem finishing 3<sup>rd</sup> in the IP.

Heading into London our Paralympic team had banked no less than 36 international podiums!

During the Games on the velodrome the team managed to fall short of a podium with Brayden McDougal (C1) finishing 4<sup>th</sup> in the kilo event and Marie-Claude Molnar also finishing 4<sup>th</sup> (C4) in the 3km individual pursuit.

On the road our team demonstrated their potential with a gold medal performance in the women's Tandem B road race event by Weldon/Besette. To add to that gold Marie-Claude Molar (C4) finished 3<sup>rd</sup> in the TT. Falling again one step off the podium were Chalifour/Cloutier in the men's Tandem B TT, Labbé (H1) in the road race and Ouellette/Roy in the women's Tandem B Road race.

#### **Road:**

One result on the road that stands out for Canadians is the historical Giro d'Italia win from Ryder Hesjedal where the suspense was ongoing until crossing the finish line in the final Milan time trial stage.

Elsewhere on the road Clara Hughes continued to demonstrate her time trialing class by either winning international time trial events like the Chrono Gatineau or regularly making it on the podium. At the Olympics Clara would go on to finish a very satisfying 5<sup>th</sup> place; having given her everything!

Joelle Numainville started showing some international prowess by hitting the 3<sup>rd</sup> step of the podium in the Tour of Flanders WC thanks to good teamwork from the Canadian women's team. Joelle continued her performances with a 4<sup>th</sup> place in a harder Gatineau GP edition. In the Olympic road race despite having missed the decisive break and having chased to come back on the main group Joelle managed a 12<sup>th</sup> position which she almost repeated at road worlds at Valkenburg NED crossing the line in 13<sup>th</sup> spot.

Other performances at worlds worth mentioning were Hugo Houle's 4<sup>th</sup> place in the men's U23 road race and Svein Tuft's (Orica-Greenedge) 3<sup>rd</sup> place Team Time Trial performance.

#### **Track:**

One would guess that the most notable performance from our track team was at the London Olympic Games with a bronze medal performance from our Women's Team Pursuit squad made up by Tara Whitten, Jasmin Glaesser and Gillian Carleton. The road to that medal started with performances at Pan Am Games in 2011, a second place finish at the London WC test event in February and finally a bronze medal performance at track worlds in Melbourne in April.

Other notable performances on the track came from Tara Whitten finishing just off the podium at the Olympic Games and at world championships in the omnium event.

And while Zach Bell did not shine as bright as most would have expected him to he did have a solid finish at track worlds finishing second in the men's omnium event.

### **MTB:**

Catharine Pendrel had a great season leading into the Games with no less than 3 WC victories that put her in 4<sup>th</sup> spot in UCI ranking towards the end of the season. At the Games Catharine did not have a ride that people are used to seeing but was nonetheless able to come out of the event in 9<sup>th</sup> position.

As for Emily Batty who is clearly our MTB rising star she was able to podium in one WC event this season and only finished out the top 10 in WC once which put in in 11<sup>th</sup> in overall UCI standings. Her Olympic Games experience saw her competing with a fractured collar bone.

Geoff Kabush had a great ride at the Games finishing 8<sup>th</sup> which is the best finish at Games on the men's side. Aside from the great Olympic ride Kabush has a fairly solid season finishing off with a 10<sup>th</sup> place finish at MTB worlds in Austria.

### **BMX:**

The 2012 season was one plagued with injuries by most of our BMX athlete cohort. The most publicized one was from Tory Nyhaug who crashed at the Papendal NED WC event in May rupturing his spleen and consequently jeopardizing his Olympic berth. Up to that point Tory had always made it to the mains in all WC participations and had it not been for the Papendal crash and subsequent recovery all leads to believe that Tory would have finished in the medal round in London.

The season finished off with a strong performance by Nyhaug in Abbotsford.

### **In conclusion:**

The quad finishing off with the Games left some with a bitter sweet taste in the mouth as some athletes potential did not translate into anticipated performances in London. That said, we did bring up our sport considerably since 2008 and will endeavor to continue progressing toward 2016 and 2020 by making our system stronger through talent ID and development, working with top level coaches and enhancing our HP programs.



## **1.6. Domestic Program Development**

*By: Mathieu Boucher, Director Development*

The Domestic Program Development portfolio targets the areas of events, officials, coaching, LTAD development and implementation, and participation development programs. It is a broad mandate and one that touches each and every Provincial and Territorial cycling body.

### **Events**

An Olympic year always brings some challenges in the establishment of the domestic calendar, and delivery phase, as the calendar is compressed. That being said, we saw an increased level of international representation in most of our international events, which was directly related with the Olympic “vibe”. We also made history in 2012 with the presentation of the first BMX Supercross event in Abbotsford, BC; thanks to the great work of Cycling BC.

Canadian Championship events were also a priority for the domestic department, with the presentation of nine Canadian Championship events across all cycling sports. One new Championship event was introduced; MTB Marathon (XCM) was an obvious success based on participation numbers and quality of the field. One area of concern is with the level of provincial representation at some of the Championship events, especially in the Canada Games age group. In addition, many of our resources have been allocated over the past few years, to build and increase media relationships, onsite visibility and marketing opportunities at our Canadian Championships. This year, during the Mountain Bike and the Road Championships, we published daily video recap of the events, which was sent to the media hoping to get more TV attention.

The future sustainability and growth of the national calendar (and the sport, in general) will require an increased focus on domestic development, and on building CC's ability to support and develop events, organizers, and officials across the country in collaboration with the P/TSOs. Providing international competition opportunities in Canada is a vital role for Cycling Canada.

### **Officials**

With the delivery of a National level BMX, MTB and Road commissaire courses over the last 2 years, our priority for 2012 was to perform practical evaluations in order to certify new national commissaires. Even though we worked in collaboration with national/international organizers in Canada to provide development opportunities, achieving the national commissaire status remains a challenge; especially on the road.

We maintained our development initiatives during the World Tour in Montreal, offering one of the five UCI mandatory professional development modules, during the weekend in Montreal. The workshop was well attended with a total of 14 commissaires at either the French or the English workshop.

After performing their practical evaluation, the following commissaires received their national status:

- John Philips            –        National BMX commissaire
- Caroline Croft        –        National BMX commissaire
- Steve Head            –        National MTB commissaire
- Anne Cobban          –        National Road – MTB - CLX commissaire

## **Coaching**

**Coaching Transition – CBET** - We have begun the development of the two last competition modules which will be delivered on-line. We are seeking final approval for the Competition Development context by spring 2013.

CAC launched the “Locker”, a new database which should greatly improve the accuracy of the coach transcripts. That said, we had to invest more time to build the database of learning facilitators, and push key stakeholders to get trained on the new system (CAC requirement).

**Coaching Education** - We piloted two Coaching Development Workshops - Level 3 Technical, in 2012, to facilitate coaches and to gain their certified status before the 2013 Canada Summer Games. Six level III practical assessments have been conducted by designated master coaches at national/international domestic events.

We also maintained our efforts to provide training opportunities for targeted Learning Facilitators and Master Learning Facilitators.

- April - Introduction to competition LF course (ENG) – Edmonton
- October - Introduction to competition MLF course (ENG-FR) - Montreal

## **LTAD**

CC has now finalized the development of the track LTAD. The next step is for us to review the competition structure making sure that each event and race category supports and reflects the objectives for each LTAD stage.

In addition, we have begun to work on the development of the Mountain Bike LTAD, which should be completed by April 2013.

## **Competition Review**

Even though we implemented specific initiatives as a part of our competition review, more work needs to be done in this area, especially in the Fundamental, Learn to Train and Train to Train stages. A competition system that aligns with and reinforces the objectives and outcomes of each developmental stage is fundamental to the LTAD. To develop the best possible competition system, all of us involved in cycling must be willing to change, to go outside our comfort zones, and to take some calculated risks.

## **Development programs**

- **Women Participation Development Initiatives** - This past year we worked with four PSO's involving clubs/training centers to run the program. We also collaborated with Fit Spirit and Fast and Female, whose main focus is to empower girls through sports. The collaboration of organizers and national team athletes in Hardwood Hills and Gatineau was certainly a highlight of this year's program.

## **1.7. Business Development Director's Report**

***By: Peter Cosentino***

One of the focuses of Business development was to engage more fully the Vision 2020 group. A number of initiatives to do so were created including a twelve page brochure that outlined the benefits of being part of Vision 2020. Other items created included a well-researched trip to Belgium that was very high end. Finally, the Post Olympic Celebrations were created as a tool to engage the committee to invite friends and colleagues to an event that would support our athletes.

A full rebranding was planned for Cycling Canada in 2011/2012. A revised logo and website was launched prior to the Games. Cycling Canada received a fresh new look and feel but still, much work can be done on the brand positioning and manifestation of the brand.

A full merchandise program has been created with the Cycling Canada logo. Canadian Graphics West is the main licensee with a long-term relationship in place between them and Cycling Canada. Efforts are still being finalized to have the line up online for sale.

With all the activity on the table it has been a challenge to focus on sponsorship, however alliances between Groupe Serdy, Gran Fondo Canada and Sportsnet have been achieved to elevate the CC value proposition for partnership. Five suppliers were brought on board over the past year to assist in the technical requirements of our mechanic Scott Kelly. The two most promising areas of future partnership remain in Financial Services and Sports Retail.

In the last year, Cycling Canada entered in the third year of its ongoing Communications efforts, with the Olympic Games as the pinnacle event of the summer. Led by Guy Napert-Frenette as its sole consultant, Cycling Canada entered the final phase of the Olympic/Paralympic preparations with additional media education, professional athlete-servicing and close collaboration with sport partners. Further, the consultant travelled to all Canadian Cycling Championships to support local efforts.

At the Olympic Games, Cycling Canada continued its education for the sport of Cycling in Canada, managed the media environment for the athletes by hosting press conferences and media availability in full collaboration with the High Performance department, delivered information and resources to the accredited and non-accredited media both in London and in Canada, serviced the athletes to meet their performance needs, orchestrated a highly-covered Olympic/Paralympic Team Announcement series, as well as working closely with its sports partners, notably the Canadian Olympic Committee and Canadian Paralympic Committee.

The Communications consultant also successfully managed crisis situations of different levels, notably the doping case of Arnaud Papillon, the USADA investigation surrounding Lance Armstrong involving Michael Barry, and the health situation of Emily Batty at the Olympic Games.

Domestically, Cycling Canada worked in close collaboration with the local organizing committees of all our Canadian Cycling Championships with on-site presence (except the non-Olympic disciplines of Mountain Bike Downhill and Mountain Bike Marathon), posted results and information within short timelines, managed photography, serviced on-site media, used tools to increase the efficiency of communications with our stakeholders, and dedicated time to the inaugural Canada Cup BMX series.

Cycling Canada continued to increase its earned media efforts with more detailed and media-oriented press releases highlighting the success of the athletes, of Cycling Canada corporate affairs, providing assistance in launching the new website, improving social media efforts through Facebook, Twitter, and opened a Flickr photo-sharing account.

With the new quadrennial cycle ahead, Cycling Canada is now in a positive situation to evaluate its current operations and results, as well as preparing the framework for the next four years with a clear

plan defining human, financial and technical resources that will bring Cycling Canada to the next level, both on the corporate/internal and high performance level, to become a leading cycling nation by 2020 and beyond.

Finally, the creation of the Business Development Advisory Committee consisting of David Cathcart and Hannah Parrish has proved to be very insightful and helpful. Their attention to the needs of building a stronger Business Development program for Cycling Canada is very much appreciated.

## 2012 PERFORMANCES

(Note: TT =Time Trial, RR =Road Race, GC = General Classification)

### Paracycling

Chalifour	Daniel	4 <sup>th</sup>	TT Tandem	London (UK)	Paralympics
Cloutier	Alex	1 <sup>st</sup>	RR Tandem	Baie-Comeau (CAN)	World Cup
		1 <sup>st</sup>	TT Tandem	Baie-Comeau (CAN)	World Cup
		4 <sup>th</sup>	TT Tandem	Rome (ITA)	World Cup
		5 <sup>th</sup>	TT Tandem	Segovia (ESP)	World Cup
		3 <sup>rd</sup>	4KM Pursuit Tandem	Los Angeles (US)	Track World Championships
		7 <sup>th</sup>	4KM Pursuit Tandem	London (UK)	Paralympics
		8 <sup>th</sup>	1000M TT Tandem	London (UK)	Paralympics
Carrier	Alex	3 <sup>rd</sup>	RR Tandem	Baie-Comeau (CAN)	World Cup
Dionne	Luc	3 <sup>rd</sup>	TT Tandem	Baie-Comeau (CAN)	World Cup
Labbe	Robert	1 <sup>st</sup>	RR H1	Baie-Comeau (CAN)	World Cup
		1 <sup>st</sup>	TT H1	Baie-Comeau (CAN)	World Cup
		6 <sup>th</sup>	RR H1	London (UK)	Paralympics
		2 <sup>nd</sup>	RR H1	Rome (ITA)	World Cup
		1 <sup>st</sup>	RR H1	N/A	International Para Tour
		6 <sup>th</sup>	RR H1	Segovia (ESP)	World Cup
		3 <sup>rd</sup>	TT H1	Segovia (ESP)	World Cup
Beggs	Mark	2 <sup>nd</sup>	RR H2	Baie-Comeau (CAN)	World Cup
		3 <sup>rd</sup>	TT H2	Baie-Comeau (CAN)	World Cup
Moreau	Charles	3 <sup>rd</sup>	RR H2	Baie-Comeau (CAN)	World Cup
		4 <sup>th</sup>	TT H2	Baie-Comeau (CAN)	World Cup
Morneau	Rico	5 <sup>th</sup>	TT H2	Baie-Comeau (CAN)	World Cup
		6 <sup>th</sup>	RR H2	Piacenza (ITA)	Trofeo Internazionale Piacenza
Ledo	Mark	1st	TT H3	Baie-Comeau (CAN)	World Cup
		1st	RR H3	Rome (ITA)	World Cup
		2nd	RR H3	Baie-Comeau (CAN)	World Cup
Harrington	Simon	3rd	RR H3	Baie-Comeau (CAN)	World Cup
		3rd	TT H3	Baie-Comeau (CAN)	World Cup
Corriveau-Jolin	Louis-Albert	2nd	RR T2	Baie-Comeau (CAN)	World Cup

		2nd	TT T2	Baie-Comeau (CAN)	World Cup
McDougall	Brayden	1st	RR C1	Baie-Comeau (CAN)	World Cup
		2nd	TT C1	Baie-Comeau (CAN)	World Cup
		1st	RR C1	N/A	International Para Tour
		7th	TT C1	London (UK)	Paralympics
		4th	1000M TT C1	London (UK)	Paralympics
		4th	1000M TT C1	Los Angeles (US)	Track World Championships
		5th	3KM Pursuit C1	Los Angeles (US)	Track World Championships
Milley	Jaye	5th	RR C1	London (UK)	Paralympics
		1st	TT C1	Baie-Comeau (CAN)	World Cup
		7th	3KM Pursuit C1	London (UK)	Paralympics
		7th	1000M TT C1	London (UK)	Paralympics
		8th	1000M TT C1	Los Angeles (US)	Track World Championships
Boldt	Arnold	2nd	RR C2	Baie-Comeau (CAN)	World Cup
		2nd	TT C2	Baie-Comeau (CAN)	World Cup
		5th	RR C2	Piacenza (ITA)	Trofeo Internazionale Piacenza
		8th	1000M TT C2	London (UK)	Paralympics
Parent	Matthieu	3rd	TT C2	Baie-Comeau (CAN)	World Cup
Weldon	Robbi	7th	3KM Pursuit Tandem	London (UK)	Paralympics
Bessette	Lyne	7th	Sprint Tandem	Los Angeles (US)	Track World Championships
		1st	RR Tandem	London (UK)	Paralympics
		4th	TT Tandem	London (UK)	Paralympics
		1st	RR Tandem	Baie-Comeau (CAN)	World Cup
		1st	TT Tandem	Baie-Comeau (CAN)	World Cup
		1st	TT Tandem	Rome (ITA)	World Cup
		3rd	RR Tandem	Rome (ITA)	World Cup
		3rd	TT Tandem	Segovia (ESP)	World Cup
		2nd	RR Tandem	Segovia (ESP)	World Cup
Ouellet	Genevieve	4th	RR Tandem	London (UK)	Paralympics
Roy	Emilie	2nd	TT Tandem	Baie-Comeau (CAN)	World Cup
		8th	TT Tandem	London (UK)	Paralympics
		4th	RR Tandem	Segovia (ESP)	World Cup
		1st	RR Tandem	N/A	International Para Tour
Adam	Myriam	2nd	RR H2	Baie-Comeau (CAN)	World Cup
		3rd	TT H2	Baie-Comeau (CAN)	World Cup
Gautier	Shelley	1st	RR T1	London (UK)	Paralympics
		1st	TT T1	London (UK)	Paralympics
		1st	RR T1	Baie-Comeau (CAN)	World Cup
		1st	TT T1	Baie-Comeau (CAN)	World Cup
		1st	RR T1	Rome (ITA)	World Cup
		1st	TT T1	Rome (ITA)	World Cup

		1st	RR T1	Segovia (ESP)	World Cup
		1st	TT T1	Segovia (ESP)	World Cup
Croteau	Marie-Eve	1st	TT T2	Baie-Comeau (CAN)	World Cup
		1st	RR T2	Rome (ITA)	World Cup
		1st	TT T2	Rome (ITA)	World Cup
		1st	RR T2	N/A	International Para Tour
		1st	RR T2	Piacenza (ITA)	Trofeo Internazionale Piacenza
		2nd	TT T2	Segovia (ESP)	World Cup
		1st	RR T2	Segovia (ESP)	World Cup
Mainguy	Dominique	1st	RR T2	Baie-Comeau (CAN)	World Cup
		2nd	TT T2	Baie-Comeau (CAN)	World Cup
Molnar	Marie-Claude	3rd	RR C4	London (UK)	Paralympics
		3rd	TT C4	London (UK)	Paralympics
		1st	RR C4	Baie-Comeau (CAN)	World Cup
		1st	TT C4	Baie-Comeau (CAN)	World Cup
		1st	RR C4	Rome (ITA)	World Cup
		1st	TT C4	Rome (ITA)	World Cup
		1st	RR C4	Piacenza (ITA)	Trofeo Internazionale Piacenza
		3rd	RR C4	N/A	International Para Tour
		3rd	TT C4	Segovia (ESP)	World Cup
		2nd	RR C4	Segovia (ESP)	World Cup
		3rd	3KM Pursuit C4	Los Angeles (US)	Track World Championships
		3rd	500M TT C4	Los Angeles (US)	Track World Championships
		4th	3KM Pursuit C4	London (UK)	Paralympics
		5th	500M TT C4	London (UK)	Paralympics
Clermont	Nicole	2nd	TT C5	Baie-Comeau (CAN)	World Cup
Team Relay	Beggs	5th	Handbike	London (UK)	Paralympics
	Labbe	2nd	Handbike	Baie-Comeau (CAN)	World Cup
	Ledo	3rd	Handbike	Segovia (ESP)	World Cup

**Road**

Numainville	Joëlle	3 <sup>rd</sup>	RR	Tour of Flanders (BEL)	World Cup
		4 <sup>th</sup>	RR	Gatineau (CAN)	Grand Prix cycliste de Gatineau
Hughes	Clara	1 <sup>st</sup>	TT	Gatineau (CAN)	Chrono Gatineau
		5 <sup>th</sup>	TT	London (UK)	Olympics
Kirchmann	Leah	2 <sup>nd</sup>	RR	Mar del Plata (ARG)	Pan Am Championships
Whitten	Tara	4 <sup>th</sup>	TT	Gatineau (CAN)	Chrono Gatineau
Shaw	Rhae-Christie	6 <sup>th</sup>	TT	Gatineau (CAN)	Chrono Gatineau
		2 <sup>nd</sup>	TT	Mar del Plata (ARG)	Pan Am Championships
Ramsden	Denise	6 <sup>th</sup>	TT	Mar del Plata (ARG)	Pan Am Championships
Hesjedal	Ryder	1 <sup>st</sup>	RR	Italy	Giro d'Italia (GC)
Tuft	Svein	3 <sup>rd</sup>	TTT	Netherlands	World Championships
Houle	Hugo	4 <sup>th</sup>	RR	Netherlands	U23 World Championships

Track					
WOMEN'S TEAM PURSUIT		3 <sup>rd</sup>	WTP	London (UK)	Olympics
		3 <sup>rd</sup>	WTP	Melbourne (AUS)	World Champs
Bell	Zach	8 <sup>th</sup>	Omnium	London (UK)	Olympics
Sullivan	Monique	6 <sup>th</sup>	Keirin	London (UK)	Olympics
Whitten	Tara	4 <sup>th</sup>	Omnium	London (UK)	Olympics
De Haitre	Vincent	5 <sup>th</sup>	Sprint	Guatemala	Pan Am Championships (JR)
		4 <sup>th</sup>	1KM TT	Guatemala	Pan Am Championships (JR)
Albert	Joakim	5 <sup>th</sup>	1KM TT	Invercargill (NZ)	World Champs (JR)
		2 <sup>nd</sup>	1KM TT	Guatemala	Pan Am Championships (JR)
		3 <sup>rd</sup>	Keirin	Guatemala	Pan Am Championships (JR)
Johnstone	Eric	7 <sup>th</sup>	Scatch	Invercargill (NZ)	World Champs (JR)
Caves	Aidan	3 <sup>rd</sup>	Omnium	Guatemala	Pan Am Championships (JR)
JR Men's Team Sprint		4 <sup>th</sup>	MTP	Guatemala	Pan Am Championships (JR)
Labrie	Audrey	8 <sup>th</sup>	Points Race	Invercargill (NZ)	World Champs (JR)
		7 <sup>th</sup>	Scratch	Invercargill (NZ)	World Champs (JR)
Jr Women's Team Sprint		6 <sup>th</sup>	WTP	Guatemala	Pan Am Championships (JR)
Mason	Sara	2 <sup>nd</sup>	Scratch	Guatemala	Pan Am Championships (JR)
Bonhomme	Arianne	3 <sup>rd</sup>	Pursuit	Guatemala	Pan Am Championships (JR)
Gibson	Kinley	3 <sup>rd</sup>	Omnium	Guatemala	Pan Am Championships (JR)

MTB					
Kabush	Geoff	8 <sup>th</sup>	MTB - XCO	London (UK)	Olympics
Plaxton	Max	5 <sup>th</sup>	MTB - XCO	Mont Sainte Anne (CAN)	World Cup
Smith	Steve	3 <sup>rd</sup>	MTB - DH	Leogong (AUS)	World Champs
Pendrel	Catharine	1 <sup>st</sup>	MTB - XCO	Windham (USA)	World Cup
		1 <sup>st</sup>	MTB - XCO	Mont Sainte Anne (CAN)	World Cup
		1 <sup>st</sup>	MTB-XCO	Houffailize (NED)	World Cup
		3 <sup>rd</sup>	MTB-XCO	Pietermaritzburg (RSA)	World Cup
		4 <sup>th</sup>	MTB-XCO	La Bresse (FRA)	World Cup
		6 <sup>th</sup>	MTB-XCO	Nove Mesto na Morave	World Cup
Batty	Emily	2 <sup>nd</sup>	MTB-XCO	Pietermaritzburg (RSA)	World Cup
		4 <sup>th</sup>	MTB-XCO	Val d'Isere (FRA)	World Cup
		6 <sup>th</sup>	MTB-XCO	Mont Sainte Anne (CAN)	World Cup
Premont	Marie-Helene	3 <sup>rd</sup>	MTB-XCO	Mont Sainte Anne (CAN)	World Cup
		4 <sup>th</sup>	MTB-XCO	Mont Sainte Anne (CAN)	World Cup
Brown	Casey	7 <sup>th</sup>	MTB-DH	Leogong (AUS)	World Champs
Gatto	Micayla	6 <sup>th</sup>	MTB-DH	Leogong (AUS)	World Champs