



**Building
Canadian
Youth
Since
1969**

2022-2023 ANNUAL REPORT

Cheema Aquatic Club sits on the ancestral, unceded, and unsundered territory of the Mi'kmaq Nation. As Peace and Friendship Treaty beneficiaries, we have a responsibility to continuously educate ourselves and work in solidarity with Mi'kmaq and other Indigenous communities. We also recognize the histories, contributions, and legacies of the African Nova Scotian people who have been here for over 400 years.

A MESSAGE FROM THE Commodore

Dear Members,

The fiscal year of 2022-2023 has not been without its challenges. Despite this, we are able to report that the club is not just surviving, it's THRIVING.

Your Board of Directors, along with our newly hired Executive Director and talented coaching and Active After School team have dove head first on a five-year strategic plan.

In the pages of our first ever Annual Report, we proudly shine a spotlight on the achievements of 2022-2023, both on and off the water.

Our thanks go out to every person who has volunteered their time in the past year. Your time has been invested wisely and we have only scratched the surface of what can be achieved together.

Thank you to everyone for your ongoing support.

Sincerely,



Nadine Lamontagne
Commodore 2022-2023



A MESSAGE FROM THE Executive Director

Dear Members,

It is a privilege to join Cheema in the role of Executive Director and an absolute thrill to apply my career's experience to my passion. Thank you for that opportunity.

Since April, work on development of the strategic five-year plan, as well as the operational plan to support our goals has been a priority. The key components of the plan include:

- Coaching Development
- Governance and Management Structure
- Athlete Development
- Community Partner
- Resource Management
- Infrastructure

You will easily correlate these six priorities as we shine a spotlight on the achievements of 2022-2023.

I want to acknowledge Cheema's amazing coaching and Active After School program teams, dedicated athletes and committed volunteers. I am looking forward to what the coming year brings. Together we are poised for amazing things!

Sincerely,



Scott Logan
Executive Director



Sloan MacKenzie
won multiple
medals at the
national and
international
level in 2023

2022-2023

Key On-Water Highlights



2023 Canoe Kayak Canada Nationals in Dartmouth

ADCKC Champs Burgee Standings

Group	2022	2023
U12B	3rd	4th
U12G	2nd	3rd
U12 Overall	2nd	4th
U14B	2nd	7th
U14G	1st	2nd
U14 Overall	2nd	2nd
U12/U14 Overall	2nd	2nd

2023-2024 ADCKC PROVINCIAL TEAM

WOMEN'S CANOE

Anya Cozens
Ella Cozens
Emmerson Eisener
Jacy Grant
Marcy Meisner
Megan McFeters
Elle MacKenzie
Sloan MacKenzie

WOMEN'S KAYAK

Ella Taylor

MEN'S CANOE

Cameron Hall
Craig Spence

2023-2024 ADCKC U14 PROVINCIAL TEAM

WOMEN'S CANOE

Katie Cooper
Megan Thompson
Leena Stevens

WOMEN'S KAYAK

Matilda Bowers
Katie Gaudet
Grace Hilton

MEN'S CANOE

Max Brien



of World Championship Medals

4

Matthew Casey K2-200M Unified - Gold
Jacy Grant C1-1000M - Silver / C4-500M Bronze
Sloan MacKenzie - C2-500M Silver / C4-500 M Bronze

ICF Sprint World Canoe Championships



of Pan Am Games GOLD Medals

2

Sloan MacKenzie - C2-500M Gold
Craig Spence - C2 -500M Gold

Stand Up Paddle Board World Cup



Craig Spence (r) and C2 partner Alix Plomteux won Gold at the 2023 Pan Am Games in Santiago, Chile

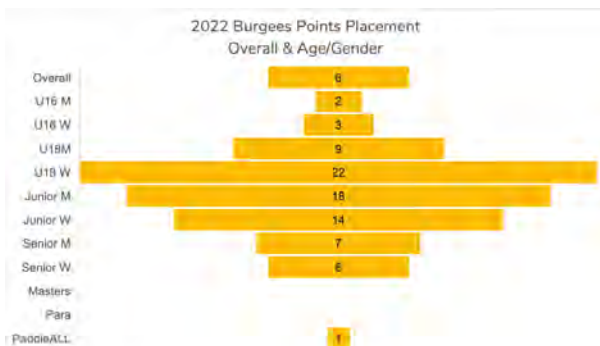
2022-2023

Key On-Water Highlights

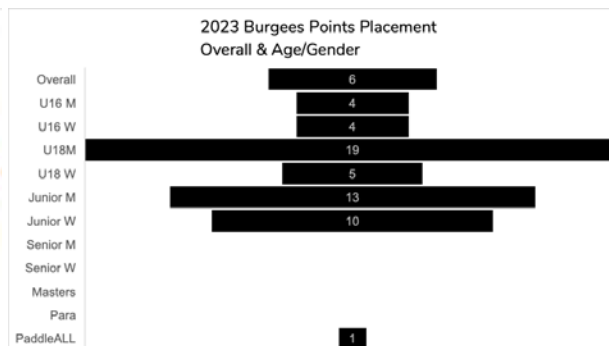


2023 Canoe Kayak Canada Nationals in Dartmouth

Canoe Kayak Canada National Championships Burgee Standings



Blank spaces means no points awarded



Canoe Kayak Canada Podium, 4th & 5th Place Finishes

Comparison 2022 vs. 2023

	2022			2023		
	Podium	4th	5th	Podium	4th	5th
U16 MK	6	0	1	0	0	0
U16 MC	0	1	1	5	2	1
U16 WK	4	0	2	1	1	1
U16 WC	6	2	1	5	4	2
WAR CANOE	0	1	1	1	0	1
U18 MK	1	0	1	0	0	0
U18 MC	0	0	0	0	0	0
U18 WC	0	0	0	0	0	0
U18 WK	0	0	0	2	0	1
WAR CANOE	0	1	1		0	1
JR MK	0	0	0	0	0	0
JR WK	0	0	0	0	0	0
JR WC	0	0	0	0	2	0
JR MC	0	0	0	0	0	0
WAR CANOE	0	0	0	0	0	0
SR MK	0	0	0	0	0	0
SR WK	2	0	0	0	0	0
SR WC	0	0	0	0	0	0
SR MC	3	0	0	0	0	0
WAR CANOE	0	0	0	0	0	0
PADDLE ALL	6	0	1	5	2	0
UNIFIED	2	0	0	1	2	0
TOTALS	30	5	9	20	13	7



Craig Spence (r) and C2 partner Alix Plomteux won Gold at the 2023 Pan Am Games in Santiago, Chile

2022-2023

Key Off-Water Highlights

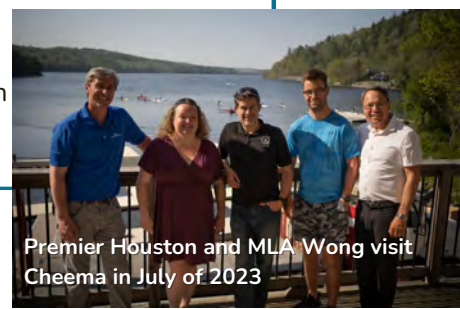
The 2022-23 Fiscal Year is one that we can all reflect upon with great pride. All the accomplishments outlined below connect directly back to the six pillars of our five-year strategic plan:

- Coaching Development (CD)
- Governance and Management Structure (GM)
- Athlete Development (AD)
- Community (C)
- Resource Management (RM)
- Infrastructure (I)
- Five-year strategic plan developed and approved. (GM)
- Year one operational plan devised and approved. (all pillars)
- Hired Executive Director, Scott Logan. (RM)
- Hired new Men's Kayak Coach, Robert Stott. (AD)
- Josh Nowen represented Canada and Cheema as a coach at Olympic Hopes in Poland. (CD)
- New discipline policy implemented and discipline committee established. (RM)
- New programs offered including Senior After School Program, summer early drop-off/ late pick-up program, Under 6 summer recreation, Dragon Boat, Yoga and Stretch and Flex. (RM)
- Offered a 40-hour training program for Summer Coaches in the lead up to the launch of Summer 2023 programming. (CD, AD, RM)
- Summer programming training tools developed and implemented. Pathway to the Podium program launched. (CD, AD)
- Formal coach mentorship program launched. (CD)
- \$258,000 investment in new docks (RM, I)



New docks installed in June of 2023

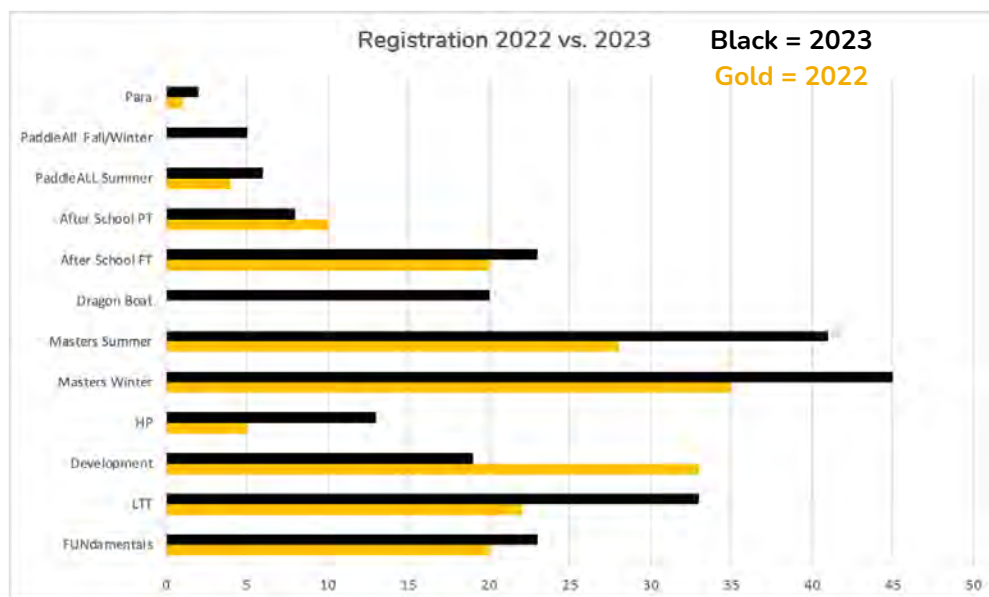
- \$25,000 Seniors Grant secured resulting in purchase of 6 new boats and weight room equipment (RM, I)
- Successful community outreach with Myles Goodwyn concert, Royal Canadian Legion Waverley Branch, FRABA Annual General Meeting and All Out Trail Racing event. (C)
- Established relationship with the YMCA Child Care Centre (C)
- Hosted successful outreach event with March of Dimes with the goal of growing our para program. (AD)
- Hosted visit by Premier Tim Houston and MLA Brian Wong. (C)
- Ongoing advocating for donation of land to Cheema by the Province of Nova Scotia. (C, RM, I)
- Significant progress made to update and develop HR policies. (RM)
- Labour market research conducted to assist in developing total compensation policy for the club. (RM)
- Job descriptions were reviewed and in some cases developed for all club positions. (RM)
- Expanded swimming program to the Learn-To-Train group. (AD)
- Neuro-diversity presentation delivered to program groups. (AD, CD, C)
- First Stand Up Paddling workshop held. (RM, C)
- Increased program and activity analysis driving evidence based decision making, accountability and transparency. (RM)



Premier Houston and MLA Wong visit Cheema in July of 2023

2022-2023

Let's Talk Numbers



of World Champions **1**

of summer coaches **25**

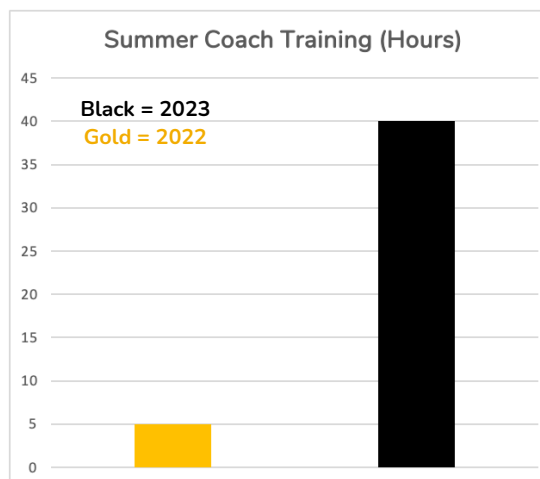
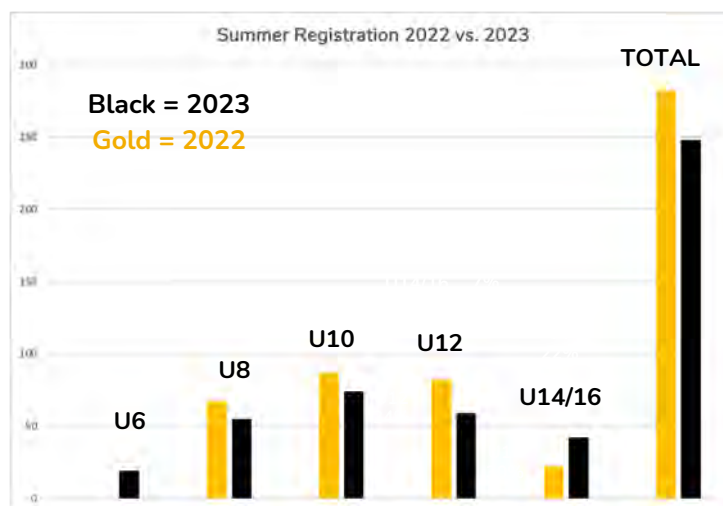
Nationals 2022 **6th Place**
Nationals 2023 **6th Place**

New programs **6**

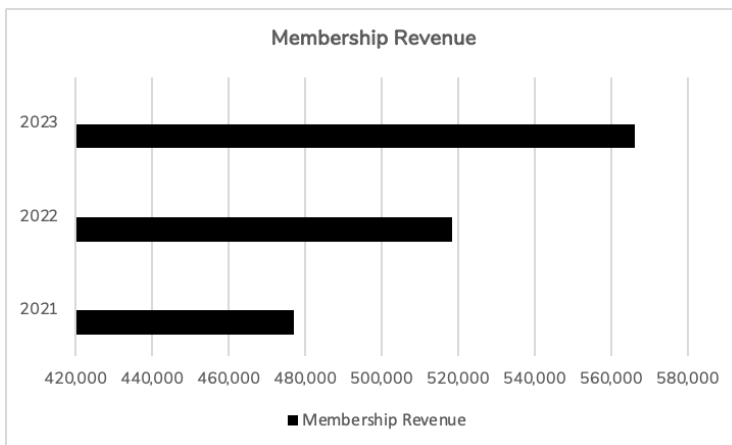
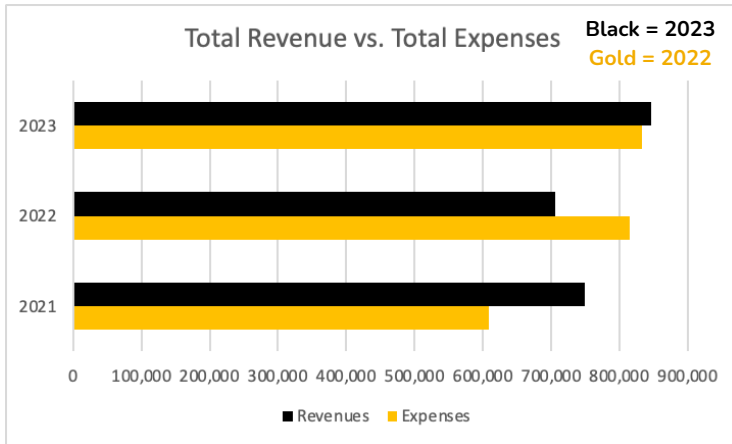
of National Team Athletes **3**

of National Burgees Won **1**

of popsicles consumed in July and August **992+**



2022-2023 Financial Highlights



Of note from the 2022/2023 Financial Statements:

- Cheema's balance sheet is healthier year-over-year by \$58,000.
- Salary expenses have increased. Much of this results from the 25 summer program employees in 2022 plus the cost of additional summer training provided. In addition, the Board is streamlining HR guidelines with regards to fairness and equity in the club's total compensation policy.
- Active After School Program revenue declined. Employee recruitment challenges resulted in a corresponding reduction to available program spaces.
- Utilities increased to \$16,414 in '23, up from \$12,323 in '22 and \$9,732 in '21. We should see this expense stabilize as the 2023 number represents a full year of expenses since the expansion.
- The \$273,771 investment in docks and boats is not represented in the Statement of Operations as these were a capital investment and accordingly appear under the review of Capital Assets.
- Cheema has secured donations totalling \$97,000 between 2024-2027 to assist with debt service costs.
- Cheema made debt payments totalling \$176,451 in FY 2022-2023. This is inclusive of the Public Service Body Rebate received and interest paid.



Women's IC4-National Champs
l to r: Anya Cozens, Elle MacKenzie,
Marcy Eisner, Ella Cozens

WHERE WOULD WE BE WITHOUT Volunteers

Volunteers made a HUGE impact on the culture and environment of Cheema. Not to mention, the impact their dedication has to the short and long term financial health of the club.

We salute the volunteers who in 2023:

- served on the Board of Directors
- helped out with the After School Program
- gave their time to Fall and Spring clean-up
- took the docks in and out
- fixed pot holes in the parking lot or on Champions Way
- cleaned the buildings
- fixed broken gym equipment
- repaired boats and painted paddles
- fixed holes in the walls
- painted rooms
- built paddle storage
- put in the course lines (and took them out)
- organized Awards Banquets
- fixed motorboats and motors
- served or made food
- volunteered at our summer event
- served on committees
- flipped burgers and made cotton candy
- fixed clogged toilets
- hung burgees (but made them fire retardant first)

This list is in no way exhaustive. Please consider how you can make an impact to the club in 2024.
VOLUNTEER TODAY!

Special THANK YOUS

Deputy Mayor Cathy Deagle Gammon, Councillor District 1
Hon. Brian Wong, MLA Waverley-Fall River-Beaverbank
Darrell Samson, MP Sackville-Preston-Chezzetcook

Cheema Alumni Crew
Patrick Healey, The Laker
McDonald Sports Park
Waverley Amateur Athletic Association



Fuelling the athletes



Proper paddle storage



Fixing the road post-rain



Christmas breakfast

**No one
person is as
strong as all
of us.**

~Frank Garner



Sanding and painting war
canoe paddles



Cotton candy and sno cones



Pre-nationals BBQ

SO, WHAT'S NEXT?

A Look Ahead To 2024

COACH DEVELOPMENT

- Mentorship programs for all levels of coaches to be implemented.
- Competency based coach development -to modify/improve athlete paddling abilities.
- Introduction of regular coach development and training sessions.
- Hiring and early training of summer coaches (Target: January 2024)
- Prioritizing, identifying and developing female coaches. Recruitment and develop from within where possible.

ATHLETE DEVELOPMENT

- Creating opportunities for all to participate, no matter their paddling aspirations. Deployment of resources for athlete success handled accordingly.
- Further development and implementation of the successful Pathway to the Podium program.
- Continue exploring opportunities for growth in para and PaddleALL through strategic partnerships. ie. March of Dimes, Autism NS
- Investigate establishing a summer swim program.
- Build on off-water workshops and development opportunities through strategic partnerships ie. Nutrition, physio, mental and emotional well-being.
- Gather and exploit data on a program and individual basis to develop athletes. Create strategic partnerships to support the same
- Ongoing athlete recognition initiatives.
- Increased social activities to build team and club culture.

GOVERNANCE & MANAGEMENT STRUCTURE

- Ongoing commitment to good governance with evidence based decision-making.
- Best practices identified and documented.
- Functional analysis of board and committee roles.
- Extensive policy development required.
- Board function improvements.
- Set up committee structure.
- Accountability: semi-annual membership checkin, Annual Report, parent meetings.
- By-law review.

COMMUNITY & PARTNERSHIPS

- Increase community engagement events-55th anniversary event/Hall of Fame inductions
- Explore facility partnerships opportunities. ie. FRABA
- Identify a community impact project
- Cheema in the schools outreach program launched.

RESOURCE MANAGEMENT

- Priority: establish Facilities Committee.
- Ongoing land negotiation.
- Training for RAMP system and rollout of beneficial tools.
- Revenue strategy with specific focus on reducing reliance on fundraising in the next 5-7 years.

INFRASTRUCTURE

- Undertake life cycle inventories for boats and other equipment.
- Develop club boat repair strategy.
- Explore club house renovation grant opportunities.

2022-2023 Board of Directors

COMMODORE	Nadine Lamontagne
VICE COMMODORE	Jeff Keizer
TREASURER	Connie Hetzler
SECRETARY	Alana Patterson
PAST COMMODORE	Chris Brown
PADDLING LOGISTICS	Bill Casey
FUNDRAISING	Monique Gray
DIGITAL/WEB	Jennifer Lewandowski
EDI	Janie MacKinnon
AWARDS & RECOGNITION	Denise MacKenzie
SOCIAL MEDIA	Danielle Pointon

We salute retiring board members Chris Brown, Monique Gray, Connie Hetzler, Jennifer Lewandowski and Danielle Pointon for their dedication to Cheema during their terms on the Board of Directors.

The Dream Team

EXECUTIVE DIRECTOR	Scott Logan
SR. OPS/DISCIPLINE COACH (WK)	Josh Nowen
DISCIPLINE COACH-(C)	Csom Latorovszki
DISCIPLINE COACH-(MK)	Rob Stott
LTT/PARA/SUMMER	Peter Korisanszky
MASTERS/LTT/SUMMER	Nick Lamontagne
FUNDAMENTALS	Joey Horne
PADDLEALL	Kate Pennyfather/Emma Miller
AFTER SCHOOL	Shauna Moore Kim Francis Katherine Cherry
REGISTRAR	Sharon Cake
YEAR-ROUND SUPPORT COACHES	Xavier LeVasseur Alex Logan Claire Naugler
2023 SUMMER PROGRAM LEADS	Bailey Gray Trinity Hochold Alex Logan Joey Mollins Claire Naugler

Men's C4-National Champs
Don May Trophy Winners
l to r: Cameron Hall, Eyan Deal,
Allec MacAulay, Brady Campbell



Ashley Thomas is GOLDEN again at the
2023 Nationals in Dartmouth



Women's K4-National Champs
Frank Garner Trophy Winners
l to r: Shane MacMillan, Claire Naugler,
Megan Gallahue, Samantha Landry



2022-2023 The Year in Photos



Government Funding Partners

HALIFAX

NOVA SCOTIA

Canada

2021-2023 DONORS*!

Cheema relies on the support of donors to fuel our mission to "Build Canadian Youth". We are fortunate to have some of the communities' most generous in out midst. We thank each and every donor for their belief in our mission.

*cash and in-kind donations

\$100,000+

- David & Cheryl Murray
- Lealin Ltd.

\$50,000-\$99,999

- Rapco Services/Pickrem Family
- EastPoint Engineering

\$15,000-\$49,999

- Aptitude Digital
- Enviroseal
- Iron Maple
- Nova Coast Mechanical
- NovaTech Electric

\$5,000-\$14,999

- Anne Day
- Ron Orton
- Mike Scarola

\$1,000-\$4,999

- Anonymous
- Atlantic Building Restoration
- Tracey Barbrick & Alana Patterson
- BoMac Construction
- Bremner's
- Don & Robbie Brien
- Carleton Landscaping
- Doctor's Nova Scotia
- Glenn & Kathy Delaney
- Jim & Lucille Fitzgerald
- Furneaux Family
- Cindy Forbes
- Tony Hall/Podium Properties
- Jacqui Rostek Holder
- Chris Keevill
- Keevill Family ~ In Memory of Bruce
- Jeff & Shannon Keizer
- Paul & Sheila Keizer
- Theresa Kruk
- Nadine & Mark Lamontagne
- Scott Logan
- Janie MacKinnon
- Joan MacLeod
- Muddy Boots
- Ocean Contractors
- Blake Patterson
- Royale Floors
- Simon Sankey
- Rick Thomas
- VEP Mechanical
- Viewpoint Insurance
- Chris Wheatley

Up to \$999

- Ashley Audas
- Matthew Audas
- AW Leil
- Barracuda Fuels
- Debbie & John Bauld
- Bezanson Orthodontics
- Chris Brown
- Csom's Canoe Group
- Nick Burgers-Lamontagne
- Sharon Cake
- Joey Carter
- Terry Carter
- Anna Chisholm
- Jeremy Cowan/Exit Realty
- Carole Dalton
- Richard Dalton
- Krista Dicks
- Anne Dodge
- Elizabeth Drew
- Brenda Fair
- Angela Fitzgerald
- Kate Fraser
- Paul Fraser
- Charles Fullerton
- Rick Fullerton
- Chris Garner
- Garner Family
- Christian Hall
- Joanne Hall
- Josh's Kayak Group
- Taryn Hayes
- Hewlett Packard Matching Gift Program
- Connie Hetzler
- Laura Jayne Holdright
- Tomi Johnson
- Gordon Kerr
- Heather Labucki
- Katalin & Laszlo Latorovszki
- Stuart Levy & Sons
- Jolette MacAulay
- Mona MacDonald
- Ken MacIntosh
- Denise & Shannon MacKenzie
- Joanne McFeters
- Susan Medynski
- Mike's Kayak Group
- Tim Milligan
- Tamara Mulder
- Anne Murray
- Brad & Cameron Murray
- Erin Naugler
- Lisa Newman & John Pennyfather
- Nick's Master's Group
- Jason Noack
- Kelly O'Leary
- Mike & Cindy O'Leary
- Patricia Polley
- Peter's Group
- Mr. & Mrs. Poulter
- Ethan Quigley
- Don Robertson
- Gail Scarola
- Diana Schafer
- Monica Schafer
- Krista Sheehan
- Nathan Smith
- Joan Smith
- Dr. Ryan Thomas
- Steve Wickstrom
- Susan Young

*we regret any errors or omissions