



**SKATE**CANADA

**Annual General Meeting**

May 30, 2020

**NOMINATING REPORT**



# 2020 NOMINATING REPORT

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# MESSAGE FROM THE NOMINATING SUB-COMMITTEE CHAIR

On January 17, 2020, the Nominating Sub-committee released a Call for Applications Memo through a national e-communication, inviting prospective candidates to submit their interest in becoming a member of the 2020-2021 Skate Canada Board of Directors. Interested candidates were directed to the Skate Canada website where information related to the application process was posted.

The mandate of the Nominating Sub-committee is to ensure there is a full slate of qualified candidates for election to the Skate Canada Board of Directors. The sub-committee also strives to provide a respectful, transparent and fair nomination and election process as a means of attracting candidates. As such, the Nominating Sub-committee has reviewed each of the candidate's qualifications to ensure they meet the minimum requirements as set forth in the Skate Canada Board of Directors Skill and Competency Requirements document which was also posted on the Skate Canada website. The sub-committee is pleased to report that six (6) candidates expressing interest in serving Skate Canada have met the minimum requirements.

## **AVAILABLE BOARD POSITIONS:**

The available board positions for election at the 2020 Annual General Meeting (AGM), including the order of elections, are outlined below:

**Election Category 1** – Director West, two-year term (1 position)

**Election Category 2** – Director Quebec, two-year term (1 position)

**Election Category 3** – Director Coach, two-year term (1 position)

**Election Category 4** – Director at Large, two-year term (3 positions)

With respect to available Director positions, the foregoing does not reflect any sort of hierarchy on the Board of Directors.

## **CANDIDATES:**

The Nominating Sub-committee wishes to thank the following individuals for agreeing to put their name forward for election to the Skate Canada Board of Directors. Elections will take place during the 2020 Skate Canada AGM (Saturday, May 30, 2020) which will be conducted via an on-line format.

**Election Category 1** – Director West (two-year term) (1 position)

Janice Hunter (acclaimed)

**Election Category 2** – Director Quebec (two-year term) (1 position)

Pier-Luc Paquet (acclaimed)

# MESSAGE FROM THE NOMINATING SUB-COMMITTEE CHAIR

## **Election Category 3** – Director Coach (two-year term) (1 position)

Paul MacIntosh (acclaimed)

## **Election Category 4** – Director at Large (two-year term) (3 positions)

Glenn Fortin (acclaimed)

Guillaume Gfeller (acclaimed)

Martin Smith (acclaimed)

The Nominating Sub-committee wishes to acknowledge the dedication and commitment of all candidates.



Brenda Hart  
Nominating Sub-committee Chair

The following information has been included in this document as respectfully submitted by the candidates. Although formatted for publication, the content has not been edited in any way by the Skate Canada National Service Centre staff.

# GLENN FORTIN

Running for the Position of:

Director at Large (Acclaimed)

Present Office Held:

Residence: Aurora, Ontario



## Relevant Education, Career and Volunteer Experience:

Bachelor of Commerce (Honours) Degree, University of Ottawa  
Chartered Financial Analyst (CFA)

My education and professional designation have been the foundation of my twenty-five year career as an equity analyst and portfolio manager.

I am a partner at the investment management firm of Beutel Goodman & Co Ltd in Toronto where I have been employed since 1996. Beutel Goodman is an independently run private firm with approximately 100 employees and I work on a team of five professionals overseeing equity investments in the United States and around the world. We follow a very disciplined research process in identifying well run publicly traded businesses and investing in these companies when the long term value of the business is not recognized by the investment community. The portfolio management of these investments also adheres to a disciplined process and philosophy which focuses on capital preservation for our clients and this has been the driving success of the firm for over fifty years.

My volunteer experience in skating spans over thirty-five years and is very much rooted in my upbringing where both my parents were active volunteers in our community of Belleville, Ontario. By their example, I learned the values inherent in volunteerism and contributing to community. As a young skater, I began volunteering as what we call now a “program assistant” in the learn-to-skate sessions at my skating club. This eventually transitioned to judging and evaluating which I began while still competing and continued once I retired from competitive skating. As an official, I have been active for many years as a Canadian level judge and referee and, in recent years, have had the honour of judging internationally. My grass roots experience extends to the club level through years of working with volunteers, athletes, and officials as a member of Section Boards (former Eastern and Central Ontario and currently Skate Ontario as a Board member and Chair of the Finance Committee). Although not active at the club level, my role as a parent of two skaters (from 2009 to 2019) provided a new and different perspective that has been important in my position with Skate Ontario. Finally, prior to the amalgamation of the four Ontario Sections I was the Chair of the Transition Committee which was tasked with managing the process of merging the four organizations into one, and establishing the foundation for the current Skate Ontario.

## Experience Relevant to the Skate Canada Board of Directors:

My experience in business as well as my understanding and appreciation for sport and specifically skating, is an ideal combination to meaningfully contribute to Skate Canada’s current activities and future strategy. I believe that for long term success, all sports must be managed and governed in a manner that adheres to good business practices. This includes ensuring that management executes good corporate strategies with the proper balance of opportunities for all stakeholders while at the same time recognizing the risks (both internal and external) that could arise.

# GLENN FORTIN

(continued)

My professional experience in working with companies from around the world has exposed me to all aspects of business including finance, marketing, organizational culture, and business development. A major aspect of this interaction is to ensure that management teams make decisions and follow policies that are aligned with the interests of stakeholders of their respective organizations. When this occurs, the expected outcomes as defined by a Strategic Plan have a higher probability of being achieved. Importantly, the time horizon that is the basis for measuring the success of the companies my firm invests in is three to five years and aligns well with the four year Olympic cycle that is typical for sport. In my opinion, this is not a coincidence as a proper strategy for any organization must include vision and a well thought out plan that resists the temptation of pursuing short term gain at the expense of long term success. This is an important aspect of my professional life which I feel is extremely relevant to the role of the Board at Skate Canada (as well as all NSO's and PSO's).

More specifically, finance is an area that I would highlight as my most relevant experience and applicable skill set as it relates to the business side of Skate Canada and where I could contribute as a Skate Canada Board of Director in the most meaningful manner. This includes financial statement analysis (Balance Sheet, Income Statement, Cash Flow) as well as overall financial planning and investment management. Also, my years of being involved with the budgeting process at the Section level gives me the perspective of understanding the programming needs and the sensitivities inherent to the business side of skating.

Lastly, as it relates to organizational risk, I feel that my comprehensive understanding of financial risk and the merits of having disciplined processes and policies (which are key in managing risk) would be beneficial to Skate Canada.

## **Areas of Interest Within Skate Canada:**

Beyond the normal scope of Board meetings, my areas of interest would be directed towards Standing Committees that relate to Operations, Finance/Risk as well as External Relations.

As well, my continuing activity as an official both domestically and internationally would allow me to engage with the appropriate perspective when relevant sport related topics are discussed at the Board level.

# GUILLAUME GFELLER

Running for the Position of:

Director at Large (Acclaimed)

Present Office Held:

Residence: Montreal, Quebec



## Relevant Education, Career and Volunteer Experience:

### Education

- Master of Science in Administration (M. Sc.) “Financial Engineering” - HEC Montréal (2011-2012)
- Diploma in Specialized Superior Studies (DESS) in Management - HEC Montréal (2010)
- Bachelor of Computer Engineering (BEng) - École Polytechnique de Montréal (2003-2010)

### Professional Experience

Fiera Capital Corporation

Vice President, Systematic Investment Strategies [2016 – 2019]

- Supervise the trading desk and portfolio management activities for numerous clients
- Lead the harmonization of trading processes and systems for 2 acquisitions
- Member of the company’s 5-year strategic project team

Analyst, Fixed Income [2012 – 2016]

- Perform analysis of fixed-income securities, issuers and portfolios

Intern, Performance Analysis and Risk Management [2011 – 2012]

Canadian Derivative Institute: Instructor [2017 – Present]

- Training seminars on derivative instruments for financial sector professionals

### Volunteer Experience

CHU Sainte-Justine (largest mother and child hospital in Canada)

- Independent Member of the Board of Directors [2018 – Present]
- Member of the Audit and Strategic Planning Committees

Skate Canada - Club de patinage artistique de la Vallée de la Rouge

- Program Assistant (1995-2002)

## Experience Relevant to the Skate Canada Board of Directors:

### Sport Experience

I started figure skating with CanSkate at 6 years of age in my hometown of L’Annonciation, Québec. I skated recreationally during my childhood, completing dance, “skills” and freestyle tests. I participated in numerous local and provincial competitions (including synchronized skating a few times!) until the age of 17. During that time, I was also a Program Assistant at my local club.

# GUILLAUME GFELLER

(continued)

At the age of 17 and until the age of 24, I switched to competitive ice dancing and became a full-time athlete. I competed at the Novice, Junior and Senior levels in many provincial, national and international competitions (including multiple Canadian Championships, as well as Junior and Senior Grand Prix). During that period, I was also an ice dance partner in more than a dozen clubs in Québec. At the age of 24, I retired from the sport to focus on school and my professional career.

From all of these experiences, I believe I have a strong understanding and personal experience of the different programs Skate Canada offers to its members. I also have a deep expertise in the technical aspects of skating.

## Professional Experience

I am now a young investment professional with 8 years' experience in asset management. My training as a computer engineer and in quantitative finance provided me with knowledge of finance/accounting, investments and information technology. Through my roles and responsibilities, I have also developed skills in management, strategic planning, operational efficiency and risk assessment which I believe are relevant to a role on the board of an organization like Skate Canada.

## Governance

Since 2018, I have been an Independent Board Member of the Centre Hospitalier Universitaire Ste-Justine, a large mother and child hospital in Montreal. Over the past 1.5 years, while working closely with other board members, management and hospital staff, I have acquired useful experience in board and committee governance.

## Communication

I am a passionate person and can communicate effectively in English and in French.

## **Areas of Interest Within Skate Canada:**

I believe my training, experiences and interests align in the following areas:

- Finance / accounting
- Risk management
- Technical matters
- Athlete experience
- Information Technology
- Vision and Strategic Planning

# JANICE HUNTER

**Running for the Position of:**

Director West (Acclaimed)

**Present Office Held:** Director West

**Residence:** West Vancouver, British Columbia



## **Relevant Education, Career and Volunteer Experience:**

Volunteerism is an integral part of every society. It is, and will always continue to be one of the pillars of success for Skate Canada. Volunteering has been a life-long career for me, shaping who I am today. I was elected to the Skate Canada Board of Directors in 2016 in the position of Director West. The first two years were very interesting and informative which led to a very engaged second term in this position. I am now seeking a third and final term as the elected Director West as I feel that I still add value to the Board and have more to offer. Since the Director West is also on the Sections Coordinating Committee, I have an overall feel for what is happening from east to west and if elected, I will continue this engagement for my final term on the Board of Directors.

My post-secondary education was at Simon Fraser University in Burnaby, B.C. which led to a career as a primary school teacher. I volunteered for pre-school, elementary and high school programs throughout my 4 daughters' formative years, serving as the Parent Advisory Committee Chair and taking on other roles as needed. Having skated all my life, I helped on-ice on many CanSkate sessions at the club which led to my involvement on the Figure Skating Committee.

Some of my volunteer experience is outlined below:

- Current Chair of Skate Canada Technical Coordinating Committee
- STAR 6-Gold evaluator in all disciplines
- Past Trustee and member of the executive of the BC Sports Hall of Fame & Museum
- Current BC/YK Section Board member as Technical Advisor
- Competition manager for 2010 Olympic Winter Games
- LOC Chair for 2009 Four Continents competition in Vancouver
- Technical volunteer at the 2005 European Championships and the 2006 Olympic Winter Games in Torino
- Supporter of local charities

I am honoured that my involvement as a volunteer in the sport of figure skating and other life activities has resulted in me being the recipient of several awards:

- Skate Canada Section Volunteer of the Year Award
- BC/YK Section Coaches Choice Award
- BC/YK Section Committee Chairman Award
- BC/YK Section Audrey Moore Participation Award
- Skate Canada Officials Award of Excellence
- Sport BC President's Award
- Daryl Thompson Award from Sport BC

# JANICE HUNTER

(continued)

The clubs I have worked with know me as a problem solver and facilitator. The coaches know me as the technical 'go-to' person and someone who can give immediate feedback when required. My officiating colleagues know me as just that – an official - referee/judge/technical controller/clinic leader. My tennis mates know me as an organizer, mediator and advocate of fair play. In addition, serving as a Trustee on the BC Sports Hall of Fame gave me a wonderful view of the many talented athletes in a multitude of different sports. The Hall's signature slogan to "Honour the Past. Inspire the Future" is a jumping off point for so many things we can do as volunteers.

## **Experience Relevant to the Skate Canada Board of Directors:**

I believe my extensive knowledge of the sport from grass roots to international environments enables me to offer a broad view from many different perspectives. I have experience at the club, region and section and national level. I am a current member of the Skate Canada Board of Directors, and actively engage in discussion and decision making. As Director West, I communicate with the four western Section Chairs and keep informed of issues specific to the region. In addition to regular Board meetings, I take an active role on the Membership Policy Committee and the Sections Coordinating Committee. This past year I have been involved in the STAR 6-Gold working group.

- International experience: ISU Referee in Singles & Pairs; ISU Judge and International Referee in Ice Dance; have officiated at many International Competitions and ISU Championships as a named Skate Canada Official and also as selected by the ISU; I was honoured to officiate as the Canadian judge for the Men's event at the 2018 Olympic Winter Games and have been selected by the ISU to be Referee of the Pairs event at the upcoming 2020 World Figure Skating Championships in Montreal.
- National experience: past member and now current chair of the Technical Coordinating Committee. I was very involved in the development of the STAR competition program. I have attended multiple Skate Canada ACGMs and served on the former National Judges Sub-Committee and the Skater Development Committee.
- Section experience: served continuously on the BC/YK Section Board of Directors in various capacities since 1991; Skater Development Chairman; Judge/Evaluator Committee Chairman; currently Technical Committee Chair; also served as Director at Large and 2nd Vice-Chairman; moderated workshops for parents at Section AGMs; advocate for BC/YK Section Athlete Trust and Athlete Trust Scholarships for continuing education; involved in many BC/YK Team Camps.
- Region experience: attended BC Coast Region meetings as the club representative; offered workshops at Region Know Your Sport events; offered Coach/Judge updates within the Region.
- Club experience: chairman of the Hollyburn Country Club Figure Skating Committee and member for 18 years; served as secretary and competitions consultant; Club delegate to Skate Canada BC/YK Section and to Skate Canada National AGMs.

# JANICE HUNTER

(continued)

This experience on committees and boards has left me with a deep understanding of the skating community as a whole. I have brought my skill sets and competencies to the BC/YK Section Board of Directors and its various committees and helped them to achieve numerous goals along the way. I can lead and manage project work, both in skating and in personal life. From experience outside of skating and with my past 4 years experience on the Skate Canada Board of Directors, I bring an understanding of board governance. I can see the big picture as well as the details. With a “can-do” attitude, and a propensity for getting things right, I am confident that I will continue to be an effective board member and team player.

## **Areas of Interest Within Skate Canada:**

Membership engagement continues to be a major area of interest to me as a Skate Canada Board member. I applaud the initiatives taken by Skate Canada in the area of Safe Sport and its impact on all registrants and member clubs. Continuing education of all our stakeholders from grassroots to elite with an end point of creating more volunteers in our sport is of paramount importance. As an active official I am very knowledgeable in the technical side of skating and I hope to continue applying my background and expertise to assist in decision making at the board level.

In conclusion, I feel that I have many transferable skills that I can continue to use in various ways depending on the needs within Skate Canada. My past experience, commitment and my desire for the organization to move forward, will serve me in good stead should I be elected to a third term as a Director of the Skate Canada Board of Directors.

# PAUL MACINTOSH

Running for the Position of:

Director Coach (Acclaimed)

Present Office Held: Director Coach

Residence: Kitchener, Ontario



## Relevant Education, Career and Volunteer Experience:

- NCCP Level 5 coach
- Coaching Diploma Seneca College
- 35 years of teaching experience, grassroots to worlds level
- 5 years Skate Canada Board of Directors
- Various committee work for 30 plus years for national and provincial, technical and tactical groups
- Skating club administrator for 15 plus years in addition to coaching
- NCCP learning facilitator for 25 plus years; current NCCP Master learning facilitator

## Experience Relevant to the Skate Canada Board of Directors:

I have found it to be a wonderful experience to be able to give back to my sport through volunteer experiences. Skate Canada and Skate Ontario (and formerly Skate Canada Western Ontario section) have given me the honour of serving their coaching members and all registrants. I hope to continue those activities and continue to contribute. I have had experience at various provincial and national level committees, think tanks, etc.

## Areas of Interest Within Skate Canada:

I am interested in continuing my contributions as a coach director. I have also had the opportunity to sit on a variety of Skate Canada Standing Committees and serve as chair of the Membership Policy Committee (MPC). I am interested in the MPC and the External Relations Committee as well as other committees as seen as a best fit.

# PIER-LUC PAQUET

**Running for the Position of:**

Director Quebec (Acclaimed)

**Present Office Held:** Director Quebec

**Residence:** Montreal, Quebec



## **Relevant Education, Career and Volunteer Experience:**

I have been a member of Skate Canada since I was 5 years old. From as far back as I can remember, skating has been a passion of mine. Initially a former national ice dancer and a former coach, I now continue within the organization as an administrator, volunteer and official with the goal of moving the sport of figure skating forward.

What I gained through figure skating has proven beneficial in other aspects of my life, particularly in my work as a police officer with the Montreal Police Department (SPVM), since 2011. The discipline that I gained from my figure skating background encouraged me to undertake an extensive examination process for promotion to sergeant, which I successfully completed in 2017. Aside from my knowledge of the technical aspect of police work, I owe this success to my ability to be a positive leader, an excellent communicator and to having a high level of self-control. My experience as a police officer has taught me how to work with various types of personalities, including within a team setting. It has also taught me that leadership, determination and passion can help accomplish great things.

I also had the opportunity to bring these competencies to light through my involvement with various skating committees. I was a member of the Villeneuve FSC Board of Directors as the Coaches' Chair from 2006 to 2008. Since April 2014, I am on the Patinage Québec Board of Directors as the Officials' Chair. Serving in these positions has enabled me to develop my knowledge of the skating world and to contribute to the development of our sport. I am currently a member of the Patinage Québec High Performance Committee and have been since the 2014-15 season. I am also working with the Patinage Québec Ethics and Conflict Resolution Committee and have been for the past five years.

Last year, I was elected to the Skate Canada Board of Directors. This new challenge enabled me to develop my administrative and leadership skills nationally, and to gain a greater understanding of the issues confronting each section. I sincerely believe that if we all work together, the sport of figure skating in Canada can continue to evolve and to stand out internationally. This new role has also provided me with the opportunity to serve on the Finance and Enterprise Risk Management Committee, the Membership Policy Committee and the Sections Coordinating Committee.

### **Education:**

École Nationale de Police du Québec (2011)

B.A. in Management – Public Security (UQTR - 2019)

Masters in Administration – Public Security (UQTR – under way)

### **Profession:**

Police officer with the Montreal Police Department since 2011. Promoted to sergeant in 2018.

# PIER-LUC PAQUET

(continued)

## Experience Relevant to the Skate Canada Board of Directors:

Through various roles that I have undertaken in the sport of figure skating, I have had the opportunity to further develop my leadership skills. Passion and motivation have always been hallmarks of my involvement. The following summarizes the pathway that I have taken:

- Skating (STARskater in Singles and competitive skater in Ice Dance at the national level): 1994 to 2009
- Provincial Coach: 2006 to 2014
- Member of the Villeneuve FSC Board of Directors: 2006 to 2008
  
- Technical Official in Singles, Pairs and Ice Dance: 2011 to date
- Patinage Québec Board of Directors: 2014 to date
- Patinage Québec High Performance Committee: 2014 to date
- Patinage Québec Ethics and Conflict Resolution Committee: 2014 to date
  
- Candidate on the Skate Canada National Review Board: 2015 to date
- Skate Canada Board of Directors: 2019 to date
- Member of the Membership Policy Committee and the Finance and Enterprise Risk Management: 2019 to date
  
- Member of the following local organizing committees as the security manager:
  - 2014 Skate Canada Challenge
  - 2016 Autumn Classic International
  - 2018 Skate Canada International
  - 2020 ISU Worlds

## Areas of Interest Within Skate Canada:

I have a very broad scope of interests. Having dabbled in several areas of skating, I am willing to be involved in areas of the organization where my expertise can be of maximum benefit. I am privileged to work with skaters, clubs, sections, coaches and volunteers. The past year serving on the Skate Canada Board of Directors has given me an understanding of the organizational challenges. I am now seeking a two-year term so that I can continue to contribute to the development of our sport and our skaters at all levels.

# MARTIN SMITH

Running for the Position of:

Director at Large (Acclaimed)

Present Office Held:

Residence: Ottawa, Ontario



## Relevant Education, Career and Volunteer Experience:

After relocating from Woodstock to Toronto, Ontario, when I was 13 years old, to train as an ice dancer under the tutelage of Roy Bradshaw at Mitchell Field arena in North York, my career in competitive ice dancing started in earnest in 1981. It continued until my partner, Michelle McDonald and I, performed for the final time at a gala celebrating decades of figure skating champions at Maple Leaf Gardens in 1998.

Over the course of my skating career, I was a national team member from 1985 to 1992. During that time, I was fortunate to be Junior Canadian Ice Dance Champion with Melanie Cole, and Senior Canadian Ice Dance Champion with Jo-Anne Borlase and Michelle McDonald respectively. After our amateur career ended, Michelle and I embarked on a professional career which included the wonderful opportunity to join ice dance legends Jayne Torvill and Christopher Dean in their two-year farewell tour in 1994/1995. We also had the good fortune to continue our professional career for a few more years after the completion of the Torvill and Dean tour and joined Kurt Browning, Brian Orser, Liz Manley, and others, in the annual tour Skate The Nation for two seasons before finally completing our professional career in 1998.

I believe that my experience over many years as a competitive ice dancer provides me with intimate knowledge of the competitive aspect of Skate Canada's role in hosting events such as Skate Canada International and the Canadian National Skating Championships. In my view, the experience that I have gained as a competitor in the sport will assist me greatly as a Director at Large on Skate Canada's Board of Directors.

## Experience Relevant to the Skate Canada Board of Directors:

While competing in professional ice dance competitions and touring in events such as Skate the Nation, I commenced my law studies at Osgoode Hall Law School in 1996. My professional ice dance career with Michelle McDonald came to a conclusion in 1998, and I graduated from Osgoode Hall the next year. I was called to the Bar of the Law Society of Upper Canada (now the Law Society of Ontario) in 2001.

At the commencement of my practice of law, my first job was at an employment and labour law firm prior to joining the litigation boutique firm of McCague Borlack LLP in 2003. Since that time, my practice has focused predominantly on employment law and human rights, along with other areas such as professional liability and insurance defence.

After becoming a partner at McCague Borlack in 2008, I relocated with my family from Toronto to Ottawa in 2012 to open our firm's first regional office as the managing partner. This office consisted of only three lawyers when we opened our doors in October 2012. As of March 2020, we have 15 lawyers complementing our Toronto office of approximately 70 lawyers. Since then, we have opened other regional offices in Barrie, Kitchener, and London.

# MARTIN SMITH

(continued)

In addition to carrying and handling my own litigation files, my responsibilities as managing partner of the Ottawa office involve the supervision of lawyers and support staff in that office. In addition, as a relationship manager for some of our clients that are good enough to send us work to all of our offices, I manage client programs and the lawyers with carriage of files in all of our offices across the province.

In my view, the skills that I have obtained as a lawyer, such as effective communication and well-developed conflict resolution skills, are well suited to the general competencies and experience sought by Skate Canada's board of directors. Moreover, my legal, human resource management, finance and accounting expertise developed over my career both as a lawyer and as a managing partner, are all easily transferrable to the competency requirements for the Director at Large position. In addition, I believe that my education and legal training have provided me with the critical thinking and decision making skills that are required for a member of Skate Canada's board of directors.

## **Areas of Interest Within Skate Canada:**

I am interested in all of the Standing Committees of Skate Canada's Board of Directors.

However, I believe that I am ideally suited to participate as a member of the Finance and Enterprise Risk Management Committee. I understand that the role of this committee is to assist the Board in issues of finance and legal compliance, amongst other aspects. In light of my background and experience, I am interested in assisting the Board by participating in this particular Standing Committee, should the Board see fit to ask me to participate in same. However, I believe that my legal training has provided me with skills and attributes that allow me to contribute to other Standing Committees as well.

In addition, to the extent that it is possible, I am very interested in becoming involved in the Skate to Win program. I have a particular interest in assisting the program by seeking out and enlisting the aid of generous stakeholders that provide financial and development support as funding partners.

I would also be interested in participating in the Next Gen program, to the extent that Board members participate in same, enabling younger athletes to excel at the early stages of their career.



**SKATE**CANADA