

Living our values...



leadership



stewardship



respect



CCES

Annual Report 2007-2008

Message to Stakeholders

The value an organization creates through its work is inextricably linked to the values the organization is based on and that drive its business. For this reason the CCES devoted significant time and effort over the past year to clarifying our values and ensuring that they are reflected in our day-to-day work.

We began our values clarification process with a Board/Staff interactive session focused on the values that make for ethical sport, and then we turned our attention to the organizational values we felt should guide the work of the CCES. As an organization deeply committed to Canada's True Sport Movement, it was important that the CCES' view of the values that make for ethical sport mirrored and reinforced those that have emerged from the movement as the values Canadians want to see in their community sport systems. These are the values of **inclusion, fairness, excellence and fun**. From these core values spring the corollary values of **safety, respect and health**.

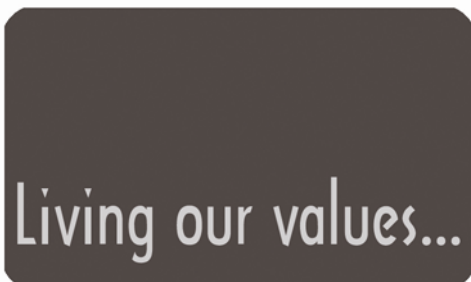
The organizational values which now guide our work and which emerged from our Board/Staff discussions are identified throughout this report. They are the values of **accountability, respect, stewardship, integrity, leadership and excellence**. We are now working hard to ensure that these values don't simply exist in a static document or poster but that we manage our work by bringing these values to life in every aspect of what we do, from strategic planning to service delivery. It is the deliberate act of bringing our values into our work that helps ensure we conduct ourselves and our organization in an ethical fashion.

We are extremely proud that our ISO certification was renewed again this year. This remarkable achievement is a result of our staff's faithful adherence to our industry standards and international business best practices, as well as our commitment to customer feedback and continuous improvement.

Included in this year's Annual Report is a graphic illustrating our Strategic Framework (see p. 3). It reflects our commitment to our values, our adherence to our ISO policies and procedures, and it focuses on the differences we want to make in the short and long term, culminating with our mission statement and our vision for the future.

The Framework is also designed to illustrate how we approach our work. The work of the CCES can perhaps be best described in the following way. We want to decrease unethical conduct in sport and increase ethical conduct. To do this we have organized our work around what we call our comprehensive approach. It includes research, advocacy and promotion, prevention, policy development and detection and deterrence. This approach allows us to address unethical issues in sport from many different perspectives. It also allows us to promote ethical conduct in sport from a values-based approach.

Not stated in the Framework but in fact at the heart of our approach to our work at the CCES is a profound belief that the root causes of all unethical behaviour in sport are found in the early experiences and the learned values that come from our community sport system. Take for example the "win at all costs" value that is seen all too often in community sport. It is not hard to understand why elite athletes, exposed daily to this message from a very young age through the words and actions of the adults that surround them, would be susceptible to the pressures to engage in, for example, the unethical behaviour of doping or the humiliating rituals associated with hazing. In the case of doping, their thinking might go something like this:



“Doping might help me win - I have been taught you do whatever it takes to win – so why wouldn’t I dope?” It follows therefore that if we can reset the values in community sport to ones that embrace and reflect, for example, that winning is only meaningful if it is achieved fairly, and support that belief throughout a young athlete’s life, we will have inoculated them against the pressures to dope, or engage in other unethical behaviour. Pressures like these are ones they will inevitably encounter in high performance and professional sport. Where the unethical behaviour of doping is concerned, we of course connect our work on the upstream investment in values-driven community sport with our effort to prevent elite athletes from doping and to detect those who may choose to dope through our administration of the Canadian Anti-Doping Program.

The value CCES has created over the past year is reflected in the many accomplishments of the organization described in this Annual Report. In particular, accomplishments in the upstream work around changing sport values at the community level is reflected in the various contributions we have been able to make to Canada’s True Sport Movement. As communities join the movement, it would appear we are fast approaching the ‘tipping point’ for this social movement and getting closer to the sport Canadians want. As we work on root causes of unethical behaviour in sport, we have continued to keep our eye firmly on the doping ball. We remain relentlessly committed to our Canadian athletes’ rights to compete in doping-free sport and our work in administering the Canadian Anti-Doping Program on behalf of Canadian sport continues to be a world class effort modelled by country after country around the world.

The CCES’ many contributions to ethical sport this past year could not have been achieved without the tireless effort and remarkable dedication of our professional staff. They have embraced our values and they bring them to life in everything they do. To them we owe an enormous debt of gratitude. As well, the CCES is so very fortunate to have some of Canada’s most accomplished individuals on our Board providing their guidance, expertise and insights in the stewardship of the organization. Their commitment to ethical sport in Canada is both generous and inspiring.

None of what we do at the CCES could be accomplished without the generous financial support we receive from the Department of Canadian Heritage through Sport Canada. Their support and encouragement is gratefully acknowledged.

We hope that as you read this Annual Report you will be struck not only by the vast quantity and professional quality of our work but more importantly you will be able to see enormous value in what we do and how that value flows out of our commitment to our sport and organizational values.



Dr. Louise Walker
Board Chair



Paul Melia
President and
Chief Executive Officer



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vision and courage



Dr. Louise Walker
Chairperson

- Co-Director of the Ottawa Sport Medicine Centre
- Assistant Professor at the University of Ottawa Faculty of Medicine
- Program Coordinator Sport Medicine Fellowship at University of Ottawa Department of Family Medicine
- Graduated Doctor of Medicine from the University of Toronto, 1977 (outstanding female medical graduate for the year)
- Inducted into the University of Toronto Sports Hall of Fame in 1993
- Former team physician of the Canadian Women's Hockey Team
- Practicing sport medicine since 1981
- Canadian high jump champion in 1973
- Participated in the 1972 and 1976 Olympics
- Silver medallist at the 1974 Commonwealth Games
- Member (and past president) of the Canadian Academy of Sport Medicine
- Former board member of the Sport Medicine Council of Canada

Governance & Strategy



Dr. David Zussman
Vice-Chairperson

- Stephen Jarislowsky Chair for Public Sector Management in the Graduate School of Public and International Affairs and the Telfer School of Management at the University of Ottawa
- Executive Vice President and Chief Operating Officer, EKOS Research Associates Inc. 2003 - 2005
- Commissioner part-time of the Public Service Commission of Canada, 2003-2010
- Adjunct Professor of Public Policy and Management, University of Ottawa
- President of the Association of Programs in Public Administration of Canada (2007-2009)
- President of the Public Policy Forum, 1996-2003
- Assistant Secretary to the Cabinet for Machinery of Government and Program Review for the Privy Council Office, 1994
- Responsible for the transition process of the newly elected government in 1993 and 1997
- Author and co-author of publications including *Alternate Service Delivery: Sharing Governance in Canada* and *The Vertical Solitude: Managing in the Public Service*
- Dean of the School of Management at the University of Ottawa, 1988-1992
- Public Service Citation Award, by the Association of Professional Executives of the Public Service of Canada (APEX), 2003
- Columnist, *Canadian Government Executive* 2006
- Columnist, *Ottawa Citizen* since 2002



leadership

Living our values...



Dr. Françoise Baylis

- Professor and Canada Research Chair in Bioethics and Philosophy at Dalhousie University
- Elected Fellow, Royal Society of Canada, the Academies of Arts, Humanities and Sciences of Canada
- Elected Fellow, Canadian Academy of Health Sciences
- Specialist in the ethics of assisted human reproduction, stem cell research, genetics, and brain science (www.noveltechethics.ca)
- PhD in philosophy with a specialization in medical ethics, University of Western Ontario
- Former member of the National Council on Ethics in Human Research, the Science and Industry Advisory Committee of Genome Canada, the Genetics Institute Advisory Board of CIHR, the CIHR Standing Committee on Ethics and the CIHR Governing Council
- Current member of the Board of Directors of Assisted Human Reproduction Canada



Ronald Bremner

- President, Gold Medal Consulting Group
- Former Vice-Chair of Insight Sports Ltd, a digital cable television company
- Former Chairman/CEO Professional Sports Publication - New York City
- Former President and CEO of the Calgary Flames Hockey Club, 1996-2001
- Former President and CEO of BCTV, Vancouver - a television division of the Westcom TV Group
- Former executive member of the Television Bureau of Canada
- Former Chairman of the Television Board of the Canadian Association of Broadcasters
- Chairman of the Royal Columbian Hospital Foundation
- Executive member of the Vancouver Better Business Bureau
- Current board member of the Canadian Sports Hall of Fame
- Former board member of the B.C. Sports Hall of Fame
- Currently serves on the President's Advisory Council, St. Michael's Hospital, Toronto
- 1996 B.C. Broadcaster of the Year
- Inducted into the Canadian Association of Broadcasters' Broadcast Hall of Fame in 2000

VISION	A Canadian sport system that helps to build and enrich communities by providing a safe, welcoming and rewarding environment for all participants, at all levels of sport.
LONG-TERM OUTCOMES	"True" sport is a highly valued public asset. Canadians believe our athletes and those they compete against are doping-free. Canadians are very confident that sport is living up to its potential and that ethical behaviours are the norm in sport.
SHORT-TERM OUTCOMES	Canadian sport organizations and their athletes comply with the CADP. CCES is used as a source of information and advice on ethical sport issues by the sport community and the media. More and more people and organizations know about the True Sport Movement and how they can contribute. More is known and understood about the power of "true" sport, and the practices required to achieve it.
APPROACH	policy development - advocacy & promotion - prevention - detection & deterrence - research
ROLES	guardianship - stewardship
VALUES	respect - accountability - integrity - excellence - leadership - stewardship
MISSION	Foster ethical sport for all Canadians

Gordon I. Kirke, Q.C.

- Lawyer specializing in the sport and entertainment industries
- Professor of Sports and Entertainment Law at Osgoode Hall Law School, York University, and the Faculty of Law, University of Toronto, and guest lecturer at Marquette University Law School, University of Michigan, Harvard Law School and other educational institutions
- First non-American President of the U.S.-based Sports Lawyers Association
- Director of Tennis Canada and Chair of "Tennis Matters" Campaign
- Authored the Players First Report which addressed the issue of sexual abuse and harassment in hockey
- Director of the Sheldon Kennedy Foundation, the Children's Aid Foundation, Ontario Special Olympics Foundation, Stop the Violence, and other children's charities
- A cover story in *Canadian Lawyer* magazine described him as "advocate, agent, activist – Canada's sports lawyer extraordinaire"



Paul Melia

- President, Chief Executive Officer and Secretary-Treasurer of the CCES
- Leads the management of CCES' operations, including the administration of Canada's Doping Control Program and working with governments and sport organizations to build a national ethics strategy for amateur sport
- President and Chairman, True Sport Foundation
- Past President, Association of National Anti-Doping Organizations (ANADO)
- Former CCES Director of Education and Communications, Chief Operations Officer
- Former Regional Vice-President of In-Touch Survey Systems Inc.
- Graduate of the University of Ottawa with a Masters degree in Health Administration
- Former Chief of the Tobacco Programs Unit at Health Canada, responsible for the direction and management of the Department's tobacco use reduction strategies
- Extensive knowledge and expertise in the development and implementation of public awareness, education and social change campaigns for a variety of health and social issues



The Honourable Lawrence A. Poitras, Q.C.

- Senior partner at the Montréal office of Borden Ladner Gervais, where he is Regional Coordinator of its Alternative Dispute Resolution (ADR) Group
- Former Associate Chief Justice and Chief Justice of the Superior court of Québec, 1983-1996
- Member of the Montréal Bar, the Canadian Bar Association and the International Bar Association and its Arbitration and ADR Section
- Governor Emeritus of the Quebec Bar Foundation
- Founding member, former Vice-President and President of the Canadian Superior Court Judges Association, 1979-1983
- Member of ADR Chambers and the Canadian Commercial Arbitration Centre
- Certified mediator of the Québec Superior Court and a fellow of the International Academy of Mediators
- Commissioner of the Royal Commission on the Donald Marshall Jr. prosecution, at Halifax and Sydney, N.S., 1987-1990
- Chairman of a Public Inquiry Commission into the Sûreté du Québec, 1996-1998
- Doctorate "honoris causa" in Civil Law from Bishop's University, 1995
- Canadian Institute for Conflict Resolution's Award of Merit, 1998
- National Ramon John Hnatyshyn Award for law from the Canadian Bar Association, 2000
- Member of the Order of Canada
- Award of the president of the Canadian Superior Court Judges Association for significant contribution to the Canadian judiciary and the administration of justice, 2002



Dr. Jane Moran

- MD Queen's University, 1982
- Clinical Assistant Professor, Faculty of Medicine, University of British Columbia, Vancouver, B.C., 1999-present
- Emergency Medicine Consultant, Royal Jubilee Hospital and Victoria General Hospital
- Medical Advisor to the International Skating Union, 2006 Torino Olympics, 2002 Salt Lake City Olympics, 1998 Nagano Olympics
- Physician on the Canadian Medical Team, 1994 Lillehammer Olympics, 1992 Albertville Olympics
- Medical Advisor, Committee for Blood Testing, 2002 Salt Lake City Olympics
- Current member of the IOC sub committees on Youth in Sport and on Female Athlete Triad
- Vice Chair, Victoria Emergency Medicine Associates 2004- present
- Board Member, Canadian Figure Skating Association 1997-present
- Author of IOC Sport Medicine Edition, Women in Sport, Chapter on Figure Skating 2000
- Participated in the 2001 WADA Conference on Doping in Sport in Copenhagen and the 1999 IOC World Congress on Doping in Sport, Lausanne, Switzerland
- Participated in the WADA congress in Spain in November 2007 for its revision from the initial meeting in Copenhagen in 2003
- Chair of the ISU Medical Commission since 1998, member of that Commission since 1993

Beckie Scott

- Eleven-year veteran of the Canadian cross-country ski team; retired in 2006
- Three-time Olympian, winning gold at the 2002 Winter Games and silver in 2006
- First North American woman to win an Olympic medal in cross-country skiing
- Member of the Vancouver 2010 Organizing Committee Board of Directors
- Elected to the IOC Athletes' Commission in 2006
- Member of the World Anti-Doping Agency's Athlete Committee; international advocate of doping-free sport
- Two-time (2002-03) recipient of the John Semmelink memorial award as the snow sport athlete who through sportsmanship, conduct and ability, best represents Canada in international competition
- Received the Spirit of Sport Story of the Year award at the Canadian Sport Awards in 2004
- Inducted into the Alberta Sports Hall of Fame in 2006, the Canadian Sports Hall of Fame in 2007
- Co-chair of the Canadian advisory council for Right to Play
- UNICEF Canada special representative



In Memorium The Honourable Charles L. Dubin – Honorary Counsel

- Counsel to Torys LLP
- Appointed Queen's Counsel in 1950 – then the youngest person in the Commonwealth to be so honoured
- Appointed to the Court of Appeal for Ontario, 1973
- Associate Chief Justice of Ontario, 1987
- Chief Justice of Ontario, 1990-1996
- Commissioner, Commission of Inquiry into the Use of Drugs and Banned Practices Intended to Increase Athletic Performance (1988)
- Head of the Inquiry into the Practices and Procedures of the Hospital for Sick Children (1983)
- Royal Commissioner to Inquire into Aviation Safety in Canada (1979)
- Officer of the Order of Canada
- Member of the Order of Ontario
- Awarded the Ramon John Hnatyshyn Award for Law, 1998
- Ethics Commissioner for the Toronto 2008 Olympic Bid Committee
- Ethics Counsel to The Toronto Waterfront Revitalization Corporation

Dr. Roger Jackson, OC, PhD, DSc Past Chairperson

- CEO Own The Podium 2010
- Professor Emeritus, Faculty of Kinesiology, University of Calgary
- Represented Canada at three Olympic Games, beginning with Tokyo (1964) where he won a gold medal in rowing (pair oars)
- Former Senior Advisor to the London UK 2012 Olympic Bid
- Founding Director of the University of Calgary's Sport Medicine Centre
- Former Director of Sport Canada
- Former Dean of Physical Education at the University of Calgary
- Former President of the Canadian Olympic Association
- Officer of the Order of Canada
- Member of the Canadian Sports Hall of Fame



Dr. Andrew Pipe Chair Emeritus

- Professor, Faculty of Medicine, University of Ottawa
- Chief, Division of Prevention and Rehabilitation, University of Ottawa Heart Institute
- Founding member of the Commission for Fair Play
- Participated in the design of Canada's national anti-doping organization following the release of the Dubin Commission report, 1989
- Chief Medical Officer to the Canadian Team at the 2006 Commonwealth Games and the 1992 Summer Olympics
- Past President of the Canadian Academy of Sport Medicine
- President, Commonwealth Games Canada
- First Canadian to receive the International Olympic Committee's Award for service in the field of sport medicine
- Member of the Order of Canada and the Canadian Olympic Hall of Fame
- Associate Editor of the *Clinical Journal of Sport Medicine*

Board Nominations

The CCES Board of Directors is comprised of recognized Canadians with expertise in the various fields of knowledge required to ensure the proper stewardship of the CCES. The CCES welcomes expressions of interest or the identification of individuals who may wish to serve the organization in a volunteer capacity. If you are aware of an individual whom you believe could contribute to the CCES, please email nominations@cces.ca.

CCES Committees

The CCES benefits immeasurably from the expertise and experience of many individuals who selflessly serve on the organization's committees, including the members of the Ethical Issues Review Panel, the Therapeutic Use Exemption Committee and the Anti-Doping Review Board.

Highlights

The CCES had an exciting year, scoring many successes over a range of activities that support our mission: to foster ethical sport for all Canadians.



Living our values...

99.3% of Canadian athletes tested clean

Only 20 anti-doping rule violations were reported during the year, a testament to the vast majority of Canadian athletes' - 99.3% - commitment to ethical sport.

ISO Certification

The CCES is certified to the ISO 9001:2000 Quality Management System. The certification's scope follows the World Anti-Doping Code and mandatory international standards. The CCES has maintained ISO registration for its doping control program since 1999, and expanded it to cover the entire organization's business activities in 2006.

Record high 3,551 doping control tests carried out

The CCES conducted its highest ever number of doping control tests, with 2,899 tests conducted under the domestic program, and a further 652 tests conducted on a fee-for-service basis.

True Sport Champions Kit

A new collection of tools and resources will be used by leaders interested in growing the True Sport Movement in their own community.

New Canadian Hockey League Anti-Doping Policy

The new CHL Drug Education and Anti-Doping Program provided online education for every player in its three leagues, as well as doping control for the Quebec league in advance of a full roll-out in 2008.

World Anti-Doping Code

During each phase of Code review consultations, the CCES compiled and sent comments on behalf of the Canadian sport community to help shape the global standards which, through the Canadian Anti-Doping Program, determine how an effective response to doping is shaped in Canada.

Risk Management Workshops

The True Sport Secretariat, housed within the CCES, conducted workshops to help national sport organizations proactively manage risk by leveraging the values and principles of True Sport to address areas such as governance, dispute resolution and business management.

Online Education

The CCES developed and managed an online learning program to deliver anti-doping education to Canadian athletes. Target groups during this period included Pan American and Parapanamerican Games athletes, university and college athletes, Canadian Hockey League players, and junior football athletes, delivering consistent information to almost 20,000 students and achieving a high level of user satisfaction.

Service agreement with VANOC 2010

The CCES is under contract with the Vancouver Organizing Committee for the 2010 Olympic and Paralympic Winter Games (VANOC) to provide anti-doping services for sport events leading up to and during the Olympics and Paralympics.

96% compliance with athlete whereabouts program

To facilitate no-advance-notice testing, a group of elite athletes are required to submit and maintain their whereabouts on a quarterly basis. The program is increasingly effective, and reached a 96% compliance rate.

1,142 members have joined the True Sport Movement

Like the CCES, many groups and communities are working to ensure a positive, meaningful and enriching experience for all who participate in sport. Over this fiscal period, membership in the Movement grew by 588; as of March 31, 2008, declarations totalled 1,142.

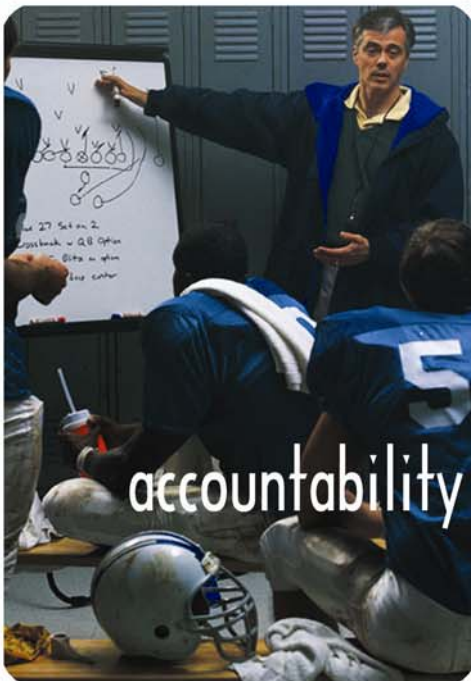
\$2 million provided to community sport groups

The CCES, in collaboration with the True Sport Foundation, administered three funding programs which distributed almost \$2 million in 2007 to community sport groups to help foster fairness, inclusion, excellence and fun.



Policy Development

The CCES collaborates with other organizations and governments both in Canada and internationally to establish appropriate policies and guidelines for the protection of fair and ethical sport.



Living our values...

The True Sport Strategy

The True Sport Strategy, formerly known as the Canadian Strategy for Ethical Conduct in Sport (a key element of the Canadian Sport Policy), is a national initiative developed by the sport community and governments to enhance the ethical basis of sport throughout Canada at all levels. The True Sport Strategy is grounded on the Declaration on the Expectations for Fairness in Sport (the London Declaration), a Policy Framework, and a ten-year Action Plan. These documents have all been endorsed by Federal-Provincial/Territorial Ministers responsible for sport, recreation and fitness. The Strategy represents the federal, provincial and territorial governments' joint policy to address emerging and fundamental issues relating to ethical conduct in sport. A Steering Committee was established to guide the work under the Strategy. The CCES and Sport Canada were asked to co-chair the Steering Committee and the CCES was asked to house the True Sport Secretariat to support the work of the Steering Committee.

During this year, the Secretariat prepared a progress report to the Federal-Provincial/Territorial Sport Council on the status of the Action Plan, and in the upcoming year will be undertaking an extensive and transparent evaluation process with outcomes that will guide future decisions on how best to increase the effectiveness of the True Sport Strategy. The True Sport Strategy is a major contributor to Canada's True Sport Movement.

Long-Term Athlete Development Model

Long Term Athlete Development (LTAD) is a fundamental development model for Canadian sport, setting out an approach to training, competition and recovery based on seven stages of athlete development. Its leadership group has been exploring the connections which exist between the LTAD model and True Sport values. In response, the CCES developed two matrices (for athletes and organizations) that cross-reference the True Sport principles with the LTAD ages and stages.

In addition, the CCES co-authored an article, "Maximizing the Sport Experience for our Children." The article focuses on "questions parents should be asking coaches, clubs, and themselves to ensure their child is not only being taught age-appropriate technical skills, but also learning and gaining positive values in the process."

World Anti-Doping Program

The World Anti-Doping Code and several companion international standards were revised during 2007 and adopted in November by the international sport community at the third World Conference on Doping in Sport in Madrid. The conference was a culmination of extensive global consultation on some major improvements over the original 2004 Code, including mandatory education; a greater focus on investigations to identify non-analytical doping infractions; variable-length sanctions and very strict penalties for doping violations based on aggravated circumstances; and an emphasis on steroids, hormones and stimulants on the Prohibited List.

The CCES sent comments on behalf of the Canadian sport community during each phase of consultations to help shape the global standards which, through the Canadian Anti-Doping Program (CADP), determine how an effective response to doping is shaped in Canada. Often promoted as a model for other anti-doping programs, the CADP itself will undergo revision during 2008 to remain in compliance with the Code, and the revised version will come into effect January 1, 2009.

CCES staff and volunteers also participated in World Anti-Doping Agency working groups, including the Prohibited List Committee, the Therapeutic Use Exemption Committee, and the ADAMS Working Group.

Association of National Anti-Doping Organizations

The Association of National Anti-Doping Organizations (ANADO) is a professional development association intended to build capacity for the fight against doping in sport internationally. CCES attended all three workshops hosted by ANADO over the year, presenting on the topics of blood collection and athlete education in Tokyo, Poland and Lausanne.

Canadian Hockey League Anti-Doping Policy

The CCES provided the Canadian Hockey League (CHL) with ongoing input and feedback on their Anti-Doping Policy before it was subsequently finalized and adopted in 2008. The CHL Drug Education and Anti-Doping Program included unique features that reflect the league's concern for the health and safety of its players.



Advocacy & Promotion



Living our values...

The CCES provides an ethical context for informed discussion and debate among Canadians around a wide range of contemporary issues in sport.

Membership in the True Sport Movement

The CCES is a proud member of and an important catalyst for the True Sport Movement, Canada’s national movement for sport and community that is based on the belief that good sport can help build lasting strengths in individuals as well as healthy, vibrant communities and a more socially connected Canada.

Like the CCES, many groups and communities are working to ensure a positive, meaningful and enriching experience for all who participate in sport. Over this fiscal period, membership in the Movement grew by 588; as of March 31, 2008, declarations totaled 1,142.

- Skate Canada declared its membership in the Movement, and was followed by several of its provincial affiliates.
- New Brunswick’s District 17 school board and all of its schools joined the True Sport Movement.
- The Ontario Federation of School Athletic Associations (OFSAA) formally declared 13 of its provincial championships as True Sport events. At each event, all participating athletes were encouraged to sign a large True Sport principles banner, which was then awarded to the winning school. Many of the host schools have since declared their schools to be True Sport schools, and an estimated 4000 athletes and coaches have been exposed to the True Sport Movement as a result of this partnership.

Showing the Brand

The True Sport Movement is Canada's social movement for sport and community; its brand can be used by any group that lives by the principles of True Sport. During 2007-2008, many groups proudly displayed their commitment to the True Sport values and principles.

- The Ontario Recreation Facilities Association developed a decal which will be placed at the entrance to facilities across Ontario, demonstrating to visitors that they are entering a safe, welcoming and rewarding True Sport Facility.
- The Central Junior A Hockey League promoted the True Sport brand in a number of ways, including a school-based outreach program.

These initiatives demonstrate the growing sense of shared ownership of the True Sport Movement, and helped increase the visibility and awareness of True Sport.

Community Interaction

The CCES and the True Sport Secretariat realize that face-to-face interaction can make a big difference when promoting the value of True Sport.

- To reach out to more organizations in Western Canada, CCES staff met with many provincial, municipal, and multi-sport organizations during the spring, including the Manitoba Phys. Ed. Teachers' Association, SaskSport, Alberta Schools Athletic Association, several provincial sport organizations in Edmonton and Calgary, the Calgary Sport Council, and LegaciesNOW in Vancouver.
- At the national level, presentations were made at a number of conferences, including the Canadian Parks

and Recreation Association conference, the Sport Leadership and Fitness Summit, and the Sport Leadership Conference.

The Community Animation Project, funded by the Ontario Trillium Foundation, reached 4,336 people in Ontario. The 20-month pilot project employed community animators in two target regions of Ontario to build support for the True Sport Movement. The animators helped community leaders bring True Sport to life in their communities, and encouraged them to declare their membership in the Movement. The project concluded December 1, 2007, having met or exceeded all of its deliverables.

Promotional Tools

As one of the leaders of the True Sport Movement, the CCES created a variety of promotional tools over the year to help introduce potential members to the Movement, and to help existing members grow the Movement within their own sphere of influence.

- A new True Sport Champions Kit will be used by leaders interested in growing the True Sport Movement in their own community. The kit contains targeted resources and tools such as power point presentations, speaking notes, sample programs, "how to's", videos, and promotional materials. The kit was piloted successfully at the CCES doping control officer (DCO) workshop

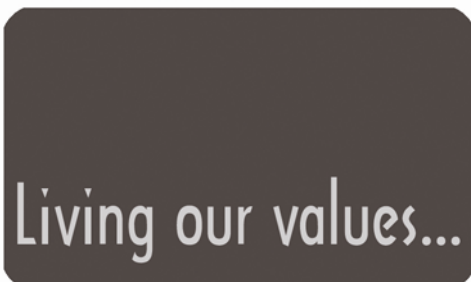
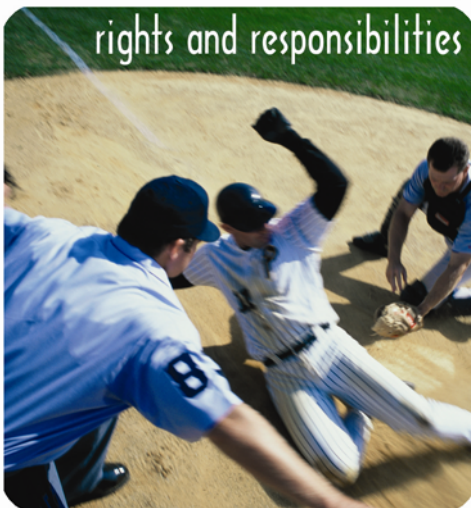
in March where 33 DCOs declared themselves as True Sport Champions.

- A new DVD will help make True Sport very real to potential members. The seven-minute video describes the fundamental concepts of True Sport with engaging visuals and compelling testimonials from sport leaders and prominent Canadian athletes.
- The True Sport Community Action Kit continues to be available on the True Sport Portal as well as in print form, and includes declarations, principles, and information to help members get started with True Sport.
- The True Sport Portal (www.truesport.ca), supported by the CCES, is the central hub for members of the True Sport Movement. New technologies and an interactive portal (e.g., printable pages, user ratings and comment areas) have resulted in increased usage over the year. Registered users increased by 88% to 2,074, and total unique visitors increased by 81%.
- To promote community participation in the True Sport Movement, other items such as banners, stickers, zipper pulls, apparel, and water bottles, can be ordered on-line.

These tools and resources help new and existing members across Canada to effect change within their sport, club and community.



*Ontario
Recreation
Facilities
Association
Decal*



Through education and outreach, the CCES seeks to provide members of the Canadian sport community with the knowledge they require to make ethical choices in sport.

Proactively managing risk

The True Sport Secretariat conducted a number of **Risk Management Workshops** for national sport organizations (NSOs) to help them proactively manage risk. The two-day workshops went beyond safety and liability management – they leveraged the values and principles of True Sport to cover areas such as governance, dispute resolution and business management.

NSOs found they could improve their organizational effectiveness by managing the obstacles that stand in the way of providing a safe environment and a quality sport experience for all participants. Seven NSOs (Speed Skating Canada, Swimming Canada, Athletics Canada, Canoe-Kayak Canada, Field Hockey Canada, Gymnastics Canada, Diving Canada) and one local club (Kanata soccer) participated in the pilot program.

A common risk that was identified by many NSOs during the Risk Management Workshops was the current capacity in the daily operations of their member clubs. As a result, a group of NSOs led by Swimming Canada are now collaborating in the creation of the **True Sport Club Excellence** program, to strengthen the community clubs which are the foundation of the Canadian sport system. The program will help sport clubs meet their members’ needs more effectively, plan fiscally for the future, and address equity and ethical issues at the local level. A Steering and Oversight Committee was formed with responsibility for the development and implementation of the program. As well, during the fall of 2007, two Business of Sport workshops (a component of the True Sport Club Excellence program) were held in Halifax.

Funding access and inclusion in community sport

The CCES, in collaboration with the True Sport Foundation, administered three funding programs which distributed almost \$2 million in 2007 to community sport groups.

The **Bell Community Sport Fund**, supported by Bell Canada, focused on increasing access and inclusion for children and youth aged 4 to 17 in team sport at the community level. There were 1,085 applications submitted in 2007, and 112 grants totalling \$1 million were distributed to community sport initiatives in 12 different sports. These grants reached 138,000 youth and 10,000 volunteers. As a result of corporate restructuring, the Bell Community Sport Fund was not offered in 2008.

The **True Sport Community Fund**, supported through a \$2.5 million grant from the J.W. McConnell Family Foundation, will distribute grants over the next four years to increase access to community-level sport with a focus on Atlantic Canada, Manitoba, Saskatchewan, and the three Territories. The grants are targeted at children and youth aged 4 to 17 from low-income, Aboriginal and new Canadian families. In the first year of the fund, 595 applications were received, and 41 grants totalling \$365,000 were awarded. In 2008, funding continues with \$530,000 in grants of \$5,000 and \$25,000 distributed across Canada.

The **Bell Employee Volunteer Fund** rewards Bell employees and retirees who volunteer their time with community sport organizations. To qualify for funding, recipients must demonstrate how they incorporate the True Sport values – fairness, inclusion, excellence and fun – into their programming activities. In

2007, \$500,000 was distributed to over 550 sport teams, groups and clubs. The program was renewed for 2008.

Educating Athletes Online

The CCES focused on developing expertise within the organization to design, deliver, and manage its own online learning program. March 2007 saw the CCES' inaugural launch of an anti-doping online course for registered testing pool athletes. In the summer of 2007, an online course was provided to the Canadian athletes who attended the Pan American and Parapanamerican Games in Rio. In August 2007, a mandatory anti-doping course was established for college and university athletes across the country, reaching almost 20,000 student-athletes.

In the spring of 2008, the CCES customized anti-doping courses for the Canadian Hockey League, the Canadian Junior Football League and the Quebec Junior Football League.

Based on the high levels of satisfaction from users and administrators, the e-learning programs are a success. Evaluation data shows 88% of university and 81% of college athletes were satisfied with the content, quality,

and thoroughness. When asked if they knew more about the anti-doping rights and responsibilities after completing the course, 92% and 86% of university and college athletes respectively agreed.

Recognizing excellence in sport

The 35th Annual **Canadian Sport Awards** were held in Winnipeg on March 19, 2008. For the second year in a row, Sport Manitoba co-hosted the event, which honoured the athletes and leaders who inspired us most during 2007. Swimmer Brent Hayden took home Male Athlete of the Year, and speed skater Kalyna Roberge was awarded Female Athlete of the Year. Dr. Roger Jackson received the Leadership in Sport Award, Coach of the Year went to Paul Kristofic, and Bell Canada was recognized with the Corporate Excellence Award. The Investors Group Spirit of Sport Story of the Year went to Sue Swain who demonstrated perseverance, sportsmanship, respect, and a true love of sport.

Following the celebration, a group of athletes participated in the True Sport Road Trip. The athletes visited three Manitoba inner-city schools to share their accomplishments and empowering stories, with the hope of inspiring children and youth through sport.

The screenshot shows a slide from an e-learning course. At the top left is the CCA and ACSC logo. At the top right is the title 'The Prohibited List' above a small image of a basketball game. The main heading is 'You and your responsibilities' in red. Below it is the text 'You are entirely responsible for what you consume'. A list of five questions is presented: 'What is strict liability?', 'What is the Prohibited List?', 'What substances and methods are on the Prohibited List?', 'Are there any other sport-specific prohibited substances?', and 'Why is cannabis on the List?'. At the bottom left is a navigation bar with 'BACK', a numbered list '1 2 3 4 5 6 7 8 9', 'QUIZ', and 'RESOURCES'. At the bottom right is the CCES logo.

Anti-doping e-learning course developed for student-athletes

Promoting healthy eating and positive body image

The **BodySense** program, funded by the Ontario Trillium Foundation for the last several years, strives to promote healthy eating and raise awareness of positive body image issues in sport. Over the course of the program, an Outreach Coordinator delivered the 10 BodySense Basics to 6,249 athletes and key influencers, 69 clubs and 60 events, through 261 presentations. Through a survey conducted at the presentations, athletes indicated that their knowledge of body image issues increased from 54% to 98%, and adults went from 54% to 90% on the rating of their knowledge. Overall, 96% of participants said that the information was important for their sport.

Though the funding for the BodySense Outreach Coordinator ended in January 2008, interested groups may purchase a BodySense Resource Kit, including videos of the presentations, through www.bodysense.ca.

Reaching out to stakeholders

To better understand and support stakeholders, the CCES initiated several outreach efforts during the year.

True Sport and CCES resources were sent to the **Arctic Winter Games** held in Yellowknife.

Health professionals at the University of Ottawa's Faculty of Health participated in a CCES workshop on ethical decision-making. CCES sport and anti-doping resources were utilized at another workshop held for the University of Toronto's Faculty of Pharmacy.

The CCES collaborated with the **Coaching Association of Canada** on their Leading Drug-Free Sport workshop which is mandatory for coaches working with competitive athletes at the high-school, Canada

Games, and junior national levels. The workshop content covers ethical decision-making within an anti-doping context and will be launched across Canada in November 2008 in conjunction with the Sport Leadership Conference.

Tools and Resources

To help Canadian athletes at all levels of sport understand the requirements they face under the Canadian Anti-Doping Program, the CCES provides easy-to-understand information in a variety of forms, such as printed, downloadable, and web-based.

The CCES **Quick Reference Card** was revised this year, and 30,000 were distributed to athletes through national sport organizations, Canadian Sport Centres, universities and colleges. The card provides critical information and lists further resource for athletes subject to doping control.

To help athletes know whether a particular Canadian brand is prohibited, the CCES fields **substance inquiries** via email and phone. An online tool, the Global Drug Information Database (DID Global, at www.didglobal.com) remains very popular, fielding approximately 30,000 inquiries per year. The Substance Classification Booklet is also a popular online resource, with over 11,000 downloads.

A new dynamic and interactive website (www.maryjaYne.info) educates Canadian athletes between the ages of 12 and 24 on the potential consequences of marijuana use in sport. Funded by Health Canada and developed in partnership with several other organizations, the site presents video clips of athletes from across the country discussing how they deal with the pressures of marijuana use on campus. The website also features clips of prominent coaches and sport newscasters discussing the negative realities of marijuana use and provides online tool kits for coaches, parents, volunteers and teachers who would like to educate and influence athletes. In the 2007 fall semester, maryJaYne.info materials were distributed to all universities, colleges and high schools across the country, marking the first time that CCES was able to disseminate anti-doping messages to high schools.

Over the past year, nine **advisory notes** were sent out to inform the sport community of important issues and changes. Topics included the revision processes for the World Anti-Doping Code, International Standards, and the Canadian Anti-Doping Program, as well as a specific advisory meant for athletes bound for the Pan American and Parapanamerican Games. Three advisories warned about specific prohibited substances or methods, clarifying the status of finasteride, intravenous infusions, and a dietary supplement called MdMt which contains anabolic steroids.

Research

The CCES contributes to research on sport and ethics topics to understand the causes and consequences of unethical sport and to inform our program development around values-driven sport.

consultative &
evidence-based



INRS Laboratory

Canada's WADA-accredited laboratory, the INRS-Institut Armand-Frappier, is focused on leveling the playing field for athletes through research of cutting-edge detection techniques. Under the leadership of Professor Christiane Ayotte, the INRS contributed to the WADA EPO Working Group and the WADA Athlete's Passport: Endocrinological Module. Professor Ayotte was called upon as an expert witness in several key international doping tribunals and contributed to a variety of publications on the issue of analytical techniques.

SSHRC Research Funding Proposal with Brock University

The True Sport Secretariat and Brock University submitted a funding proposal to the Social Sciences and Humanities Research Council to explore the issue of values management in the Canadian sport system. While there is widespread acceptance and adherence to common values in sport, there is little conformity and consistency in how these values are translated into decisions, actions, outcomes and experiences. Although the proposal was not accepted, the True Sport Secretariat will continue to explore opportunities to bridge this gap.

What Sport Can Do: The True Sport Report

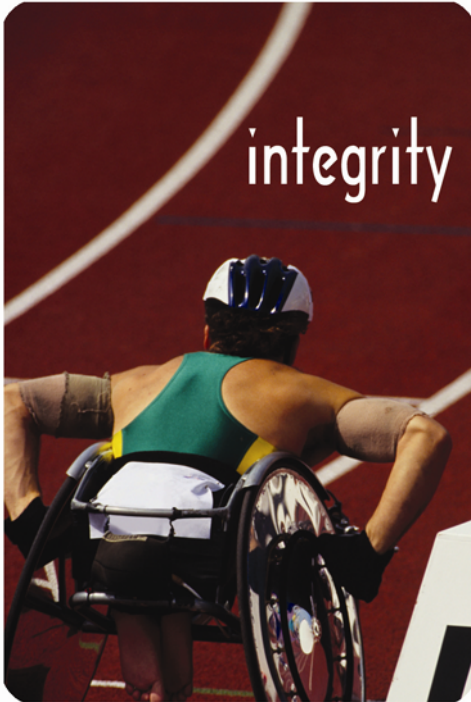
The CCES commissioned an extensive literature review to unearth evidence of community sport's fundamental role as a generator of social capital across a broad spectrum of societal goals including education, child and youth development, social inclusion, crime prevention, economic development and environmental sustainability. This report, to be released in November 2008, is intended to enable communities, policy makers, and business leaders to see the tremendous potential that lies within our community sport system and to catalyze new approaches that will put this potential to work for Canadians.

Steroids Research Proposal to Health Canada

The CCES presented a proposal to Health Canada for the development of an awareness program around the dangers of steroid use, both in sport and outside of sport. If accepted, the project will be undertaken in 2009.

accountability

Living our values...



Detection & Deterrence

By planning and conducting a comprehensive testing program, the CCES helps protect athletes' right to fair competition.



Living our values...

The CCES completed another record number of doping control tests over the fiscal year, a total of 3,551 from April 1, 2007 to March 31, 2008 (see Table 1).

The CCES administers the Sport Canada-funded Canadian Anti-Doping Program (CADP) on behalf of the sport community. During the period, 2,899 tests were conducted on Canadian athletes (see Table 2), and the vast majority of Canadian athletes - 99.3% - proved their commitment to ethical sport by testing clean.

Fee-for-service testing

In support of the international nature of competitive sport, the CCES also conducts doping control on a fee-for-service basis for various national and international sport organizations. At international events held in Canada over the year, the CCES conducted 479 doping controls. The highest numbers of tests were conducted for the International Skating Union (86), the International Fencing Federation (53), and the Pan American Judo Union (40).

The Canadian Hockey League (CHL) made progress with its new Drug Education and Anti-Doping Program. The CHL affirmed its commitment to the program by providing mandatory education on anti-doping rights and responsibilities to all players in the Western, Ontario, and Quebec leagues. Although league-wide testing was delayed in the 2007-08 season, it is anticipated that testing will go into full swing for all three leagues in the 2008-2009 season. Testing continued in the Quebec Major Junior Hockey League, boosting the efforts of previous years to deter doping in junior hockey.

Table 1: 2007-2008 Doping Control Tests by Program

Test type	Q1	Q2	Q3	Q4	Total
Canadian Anti-Doping Program	696	806	662	735	2899
Fee-For-Service					
International Federations/Major Games	140	119	107	113	479
Domestic Sport Organizations	42	6	19	0	67
World Anti-Doping Agency	0	5	44	18	67
Association of National Anti-Doping Organizations	23	5	11	0	39
Total tests	901	941	843	866	3551

Table 2: 2007-2008 Doping Control Tests by Program

Sport	IC	OOO	Total	Sport	IC	OOO	Total	Sport	IC	OOO	Total
Alpine Skiing	5	44	49	CIS - Wrestling	10	0	10	Sailing	6	0	6
Archery	12	0	12	Cross Country Skiing	21	40	61	Skeleton	9	27	36
Athletics	136	169	305	Curling	8	0	8	Ski Jumping	6	0	6
Badminton	10	0	10	Cycling	47	106	153	Skiing - IPC Nordic	11	11	22
Baseball	12	6	18	Diving	12	9	21	Sledge Hockey	0	24	24
Basketball	1	43	44	Duathlon	4	0	4	Snowboard	8	17	25
Biathlon	16	11	27	Equestrian	6	7	13	Soccer	0	27	27
Bobsleigh	16	50	66	Fencing	6	7	13	Softball	0	26	26
Boccia	5	0	5	Field Hockey	12	32	44	Speed Skating	42	82	124
Bodybuilding	2	0	2	Figure Skating	8	4	12	Squash	12	0	12
Bowling	4	0	4	Freestyle Skiing	11	22	33	Swimming	52	128	180
Boxing	23	22	45	Gymnastics - Artistic	7	21	28	Synchronized			
Canoe / Kayak	59	108	167	Gymnastics - Rhythmic	10	0	10	Swimming	8	28	36
CCAA - Badminton	4	0	4	Gymnastics - Trampoline	5	12	17	Table Tennis	10	0	10
CCAA - Basketball	8	12	20	Handball	0	6	6	Taekwondo	12	7	19
CCAA - Football	23	41	64	Hockey	54	59	113	Triathlon	14	38	52
CCAA - Soccer	12	0	12	Judo	24	30	54	Volleyball	0	41	41
CCAA - Volleyball	8	0	8	Junior football	19	15	34	Volleyball - Beach	4	11	15
CIS - Basketball	10	16	26	Karate	6	5	11	Water Polo	6	44	50
CIS - Cross Country	3	0	3	Luge	10	26	36	Water Skiing	6	0	6
CIS - Field Hockey	11	2	13	Modern Pentathlon	6	0	6	Weightlifting	30	33	63
CIS - Football	44	58	102	Nordic Combined	4	1	5	Wheelchair Basketball	8	48	56
CIS - Hockey	27	25	52	Racquetball	8	0	8	Wheelchair Curling	4	0	4
CIS - Rugby	11	0	11	Ringette	8	0	8	Wheelchair Rugby	6	22	28
CIS - Soccer	7	0	7	Roller Sports - Speed	0	4	4	Wheelchair Tennis	0	8	8
CIS - Swimming	12	1	13	Rowing	26	75	101	Wrestling	30	57	87
CIS - Track & field	15	0	15	Rugby	0	5	5	Total tests	1120	1779	2899
CIS - Volleyball	8	0	8	Rugby - 7-a-side	0	6	6				

IC – In Competition
OOO – Out Of Competition

Results Management

Twenty anti-doping rule violations were reported, down from 21 the previous year (see Table 3).

The CCES has long used the services of the INRS-Institut Armand-Frappier Laboratory, Canada's WADA-accredited laboratory in Montreal. The INRS provides a full range of research and analysis services, including help with substance inquiries and results management, and makes a vital contribution to Canada's anti-doping program.

The Anti-Doping Review Board continued to serve and provide advice to the CCES during the year.

Of the 20 athletes notified, four exercised their right to a hearing before an independent arbitrator, and one athlete opted for resolution facilitation, through the Sport Dispute Resolution Centre of Canada (SDRCC). The SDRCC is involved as a neutral third party in these disputes, managing the resolution-facilitation, mediation and arbitration sessions, as required in the processing of all asserted anti-doping violations. During 2007-08, 58% of the sport-related disputes presented to the SDRCC concerned doping infractions.

Table 3: 2007-2008 Anti-Doping Rule Violations

Athlete	Gender	Sport	Violation	Sanction
Adams, Jeff	M	Athletics	Cocaine metabolite	No period of ineligibility*
Baxter, Matt	M	CIS Football	Letrozol	2 years ineligibility
Bouchard, Jacques	M	Athletics	Ephedrine	3 months ineligibility
Bourassa, Marc	M	Boxing	Cannabis	2 years ineligibility
Boyle, Shari	F	Duathlon	Refusal	2 years ineligibility
Davis, Adrian	M	CIS Football	Cocaine metabolite	2 years ineligibility
Despres, Serge	M	Bobsleigh	Nandrolone	2 years ineligibility
Jarvis, Christopher	M	Rowing	Whereabouts Failure	3 months ineligibility
Turner, Don	M	Wheelchair Basketball	Cocaine metabolite	2 years ineligibility
Vertullo, Alessandro	M	Junior Football	Nandrolone	2 years ineligibility
Ware, Nathan	M	Junior Football	Methandienone	2 years ineligibility
Watson, Shawn	M	Wheelchair Basketball	Cocaine metabolite	2 years ineligibility
Westlake, Gregory	M	Sledge Hockey	Whereabouts Failure	3 months ineligibility
Undisclosed	N/A	Boxing	Cannabis	Warning & Reprimand
Undisclosed	N/A	Canoe-Kayak	Cannabis	Warning & Reprimand
Undisclosed	N/A	CCAA Football	Cannabis	Warning & Reprimand
Undisclosed	N/A	CCAA Football	Cannabis	Warning & Reprimand
Undisclosed	N/A	CIS Football	Cannabis	Warning & Reprimand
Undisclosed	N/A	Para-Alpine Ski	Cannabis	Warning & Reprimand
Undisclosed	N/A	Wheelchair Basketball	Cannabis	Warning & Reprimand

* In a May 16, 2008 decision, the Court of Arbitration for Sport (CAS) eliminated Mr. Adams' period of ineligibility.

Blood program

The CCES blood sample testing program is ramping up to become fully operational in 2008-2009. This year's main goal was to become compliant with Canadian Occupational Health and Safety legislation and to raise awareness of health and safety regulations internationally.

Pre-Games Testing and Education

A focus early in the year was pre-games testing and education for the Canadian team heading to the Pan American and Parapanamerican Games in Rio de Janeiro, Brazil. Of the 470 athletes who composed the final team, 374 athletes completed their online anti-doping education and 198 athletes were tested in advance.

Service agreement with the Vancouver 2010 organizing committee

The CCES has executed a Memorandum of Understanding with the Vancouver Organizing Committee for the 2010 Olympic and Paralympic Winter Games (VANOC). As a contracted supplier for anti-doping services, including urine and blood sample collection and analysis, the CCES will provide anti-doping services for sport events leading up to and during the Olympics and Paralympics.

Seven CCES staff members have been seconded to the VANOC team to prepare for effective anti-doping services during the Games. Activities underway include development of systems and protocols for all venues, recruiting and training of doping control officers (DCOs) and other volunteers.

Doping Control Officer program

There was an increase in the number of DCOs in 2007-08. A total of 25 new DCOs were certified to help with sample collection requirements for Vancouver 2010, bringing the total number to 85 in eight provinces. In March, the bi-annual DCO re-certification workshop was held in Ottawa, and all 85 DCOs were in attendance. The True Sport Champions Kit was presented for the first time and 33 DCOs declared as True Sport Champions.

This year saw the introduction of a volunteer screening program. Among the screening requirements, all DCOs must undergo a police background check before being certified or re-certified.

To support the World Anti-Doping Agency's (WADA) effort to develop regional anti-doping organizations, three CCES staff led a DCO workshop in Guinea, Africa in November. Over the three-day workshop, 18 participants from eight different countries demonstrated a keen desire for learning and a profound interest in the subject matter.

Therapeutic Use Exemptions (TUE)

During the year, the CCES approved 193 abbreviated TUEs, a fast-tracked process for commonly prescribed prohibited substances (glucocorticosteroids and beta-2 antagonists), most often prescribed in the form of asthma inhalers. For substances such as prednisone and insulin, 130 standard TUE applications were received; 62 were approved and one was rejected.

Athlete Whereabouts Program

A group of approximately 800 athletes in the registered testing pool are required to submit and maintain their whereabouts on a quarterly basis to facilitate no-advance-notice testing. The program is increasingly effective, and reached a 96% compliance rate. Online submissions through the Anti-Doping Administration & Management System (ADAMS) increased to 38% from 32% the previous year.

Two athletes received an anti-doping rule violation for failure to provide whereabouts information over an 18-month period. Both cases withstood arbitration and resulted in a three-month period of ineligibility.



DCO workshop in Guinea, Africa



CCES Staff Planning Session

Auditor's Report

To the Members of Canadian Centre for Ethics in Sport

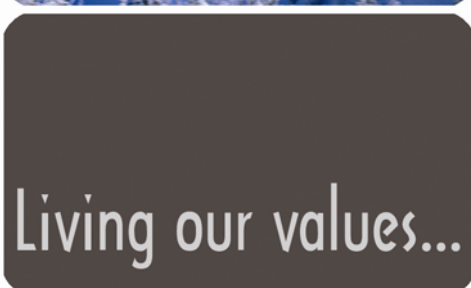
We have audited the statement of financial position of the Canadian Centre for Ethics in Sport as at March 31, 2008 and the statements of revenue and expenditure and members' equity for the year then ended. These financial statements are the responsibility of the Centre's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Centre as at March 31, 2008 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the Canada Corporations Act, we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

McCay, Duff & Company LLP,
Licensed Public Accountants.

Ottawa, Ontario,
May 27, 2008.



Statement of Financial Position as at March 31, 2008

ASSETS

Current

Cash in bank (note 4)	\$	117,200
Short term investments (note 5)		1,427,599
Accounts receivable		456,229
Prepaid expenses		19,839
		<u>2,020,867</u>

Capital (note 6)		82,909
CCES Partnership Projects Investments (note 7)		3
	\$	<u>2,103,779</u>

LIABILITIES

Current

Accounts payable and accrued liabilities	\$	1,050,800
Deferred revenue (note 4)		18,569
		<u>1,069,369</u>

MEMBERS' EQUITY

Surplus		153,519
Equity Invested in Capital Assets		82,909
Equity Invested in CCES Partnership Projects Investments		3
Contingency Reserve Fund (note 8)		350,000
Ethics in Sport Reserve Fund (note 9)		447,979
		<u>1,034,410</u>
	\$	<u>2,103,779</u>

Statement of Revenue and Expenditure for the year ended March 31, 2008

REVENUE

Canadian Heritage (Sport Canada)		
CCES Core Program Funding Ethics and Anti Doping Services	\$	4,627,000
CCES Core Program Funding Official Languages		15,000
CCES Project Funding Sport System Engagement & True Sport Secretariat		700,000
CCES Sales and Services		598,546
Ethics in Sport Initiatives		322,885
Interest & Investment Income		61,570
Miscellaneous		2,780
BodySense Project		94,468
Health Canada Project		11,500
		<u>6,433,749</u>

EXPENDITURE

Ethics and Anti Doping Services		5,132,281
Sport System Engagement & True Sport Secretariat		1,202,469
BodySense Project		96,336
Health Canada Project		14,481
		<u>6,445,567</u>
Net Revenue (Expenditure) for the Year	\$	<u>(11,818)</u>

Statement of Members' Equity for the Year Ended March 31, 2008

	Surplus	Equity Invested in Capital Assets	Equity Invested in CCES Partner- ship Projects Investments	Contingency Reserve Fund (note 8)	Ethics in Sport Reserve Fund (note 9)	Total
Balance—Beginning of year	\$ 151,119	\$ 97,127	\$ 3	\$ 350,000	\$ 447,979	\$ 1,046,228
Net revenue (expenditure) for the year	26,137	(37,955)	-	-	-	(11,818)
Purchase of capital assets	(23,737)	23,737	-	-	-	-
Balance—End of Year	\$ 153,519	\$ 82,909	\$ 3	\$ 350,000	\$ 447,979	\$ 1,034,410

Notes to Financial Statements

1. PURPOSE OF THE ORGANIZATION

The Centre is the recognized Canadian authority on values-based and doping-free sport. On behalf of the Canadian sport community, the organization provides strong and effective leadership on the True Sport Movement and the Canadian Anti-Doping Program. The Centre delivers programs and services domestically and internationally providing advice, education, technical support and solutions to further values-based and doping-free sport in Canada.

The Centre was incorporated without share capital by way of Letters Patent on April 29, 1991. The Centre is exempt from income tax as a not-for-profit organization under the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Basis of Accounting

Revenue and expenditure are recognized on the accrual basis of accounting, whereby they are reflected in the accounts in the period in which they have been earned and incurred respectively, whether or not such transactions have been finally settled by the receipt or payment of money.

(b) Canadian Heritage (Sport Canada) Contributions

Contributions received from Canadian Heritage (Sport Canada) are subject to specific terms and conditions regarding the expenditure of the funds. The Centre's accounting records are subject to audit by Canadian Heritage (Sport Canada) to identify instances, if any, in which amounts charged against contributions have not complied with the agreed terms and conditions and which therefore would be refundable to Canadian Heritage (Sport Canada). Adjustments to prior years' contributions are recorded in the year in which Sport Canada requests the adjustment.

(c) Capital Assets and Amortization

Capital assets are stated at cost, net of accumulated amortization. Leasehold improvements are stated net of leasehold inducements. Amortization is provided on the straight line basis as follows:

Office equipment	5 Years
Computer equipment	3 Years
Leasehold improvements	Over the remaining term of the lease

(d) Foreign Currency Translation

Monetary assets and liabilities denominated in foreign currencies have been translated into Canadian dollars at the rate of exchange prevailing at year end. Revenue and expenditure items are translated at the rate of exchange prevailing at the time of each transaction.

(e) CCES Partnership Projects Investments

The Centre's investment in International Testing Inc. (I.T.I.), a wholly-owned subsidiary, is accounted for by the cost method, whereby the investment is carried at cost and earnings of the investee are reflected as earnings of the Centre only to the extent of a distribution being made. The wholly-owned subsidiary has not been consolidated given that it is not material to the Centre. Note 7 describes the financial impact of I.T.I. had the financial statements been consolidated.

(f) Use of Estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenue and expenditures and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

(g) Volunteer Services

The Corporation receives the services of many volunteers, the cost of which cannot be reasonably estimated. Therefore, no representation of this expenditure has been included in these financial statements.

3. FINANCIAL INSTRUMENTS

The Centre's financial instruments consist of cash in bank, short-term investments, accounts receivable and accounts payable and accrued liabilities. It is management's opinion that the Centre is not exposed to significant interest rate risk or exchange risk arising from these financial instruments. The fair values of these financial instruments approximate their carrying values, unless otherwise stated.

Credit Risk

Credit risk arises from the potential that contributors and clients will fail to honour their commitments and obligations. The Centre is exposed to credit risk through accounts receivable. It is management's opinion that the Centre is not exposed to significant credit risk.

4. RESTRICTED FUNDS

The Canadian Centre for Ethics in Sport administers funds on behalf of the International Anti-Doping Arrangement (IADA).

Cash in bank of \$14,910 (2007—\$14,910) is restricted for activities related to IADA. Deferred revenue includes \$14,910 (2007—\$14,910) related to IADA.

5. SHORT TERM INVESTMENTS

High interest savings account \$ 1,427,599

6. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net
Office equipment	\$ 28,118	\$ 10,418	\$ 17,700
Computer equipment	68,654	48,671	19,983
Leasehold improvements	56,533	11,307	45,226
	\$ 153,305	\$ 70,396	\$ 82,909

Cost of leasehold improvements is net of \$158,800 in leasehold inducements.

7. CCES PARTNERSHIP PROJECTS INVESTMENTS

International Testing Inc. (wholly-owned subsidiary) \$3
Had the financial statements of International Testing Inc. been consolidated, the total assets and surplus would have both increased by \$7,059.

8. CONTINGENCY RESERVE FUND

On March 25, 1997, the Canadian Centre for Ethics in Sport Board of Directors approved the creation of a Contingency Reserve Fund in the amount of \$250,000 to provide a source of funds and/or financial relief for unanticipated interruptions in the Centre's revenue. The Board of Directors had approved an appropriation of \$50,000 from the Contingency Reserve Fund to the Surplus (Deficit) to cover a portion of the deficit as at March 31, 2000. During the fiscal period ended March 31, 2001, the Board of Directors approved an appropriation from the Surplus to the Contingency Reserve Fund of \$50,000 to replenish the fund to its original amount of \$250,000. An additional appropriation of \$50,000 was approved during each fiscal period ended in 2001 and 2002 to increase the Contingency Reserve Fund to \$350,000 as at March 31, 2002. No appropriation was approved during the fiscal periods ended in 2003 through 2008.

9. ETHICS IN SPORT RESERVE FUND

On March 26, 2002, the Canadian Centre for Ethics in Sport Board of Directors approved the creation of an Ethics Strategy Reserve Fund in the amount of \$250,000 to provide a source of funds for projects undertaken related to the development of ethics strategy at the discretion of the Board of Directors. During 2004, the Board of Directors approved an appropriation of \$400,000 from surplus to the Ethics in Sport Reserve Fund as a result of the distribution of venturers' equity in Anti-Doping International. The Board also authorized an appropriation of up to \$100,000 from the Ethics in Sport Reserve Fund to the surplus to cover the operating deficit. The actual appropriation was \$33,000. In 2005, the Board authorized an appropriation of up to \$100,000 from the Ethics in Sport Reserve Fund to the surplus to cover the operating deficit. The actual appropriation was \$20,000. No appropriation was required during the fiscal period of 2006. In 2007, the Board authorized an appropriation of up to \$250,000 from the Ethics in Sport Reserve Fund to the surplus to cover the operating deficit. The actual appropriation was \$149,021. No appropriation was required during the fiscal period 2008.

10. RELATED PARTY TRANSACTIONS

One member of the management of the Centre is a director of the True Sport Foundation, a registered charitable organization. The Centre has provided administrative support at a cost of \$292,243 (2007 - \$243,750) to the Foundation. Accounts receivable includes an amount owing from the True Sport Foundation of \$ nil (2007 - \$588).

International Testing Inc. (I.T.I.) is a related party by virtue of it being a wholly-owned subsidiary of the Centre.

11. COMMITMENTS

The Centre has leased premises to May 31, 2017 for annual base rent plus operating costs and related taxes of approximately \$119,000 per year. Annual base rent per year is due as follows:

2009	\$ 90,694
2010	94,666
2011	98,638
2012	102,610
2013	103,272
2014	103,272
2015	103,272
2016	103,272
2017	103,272

12. STATEMENT OF CASH FLOWS

This statement has not been prepared as all of the relevant information is apparent from the other financial statements.