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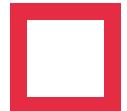
## EXECUTIVE SUMMARY

The Canadian Armed Forces (CAF) Sports Program offers opportunities for everyone to get involved. More than 20,000 CAF participants engage in local, regional, national and international sports annually. These participants are supported by members of the military community who act as patrons, coaches, team managers, officials and trainers.

The CAF Sports Program is more than just a way to stay fit. It develops core military attributes such as teamwork, self-discipline, leadership, esprit de corps, perseverance and resilience. It helps CAF members stay operationally ready.

Internal research and analysis, as well as best practices from military allies and Canadian sports organizations, highlight the positive impact of sport and reinforce sport's contribution to the dimensions of wellness, improving one's spiritual, mental and physical health.

The current CAF Sports Program faces both challenges and opportunities, and over the past year, we have worked hard to address those challenges and embrace those opportunities. Challenges include sustainability, and barriers to participation, while opportunities include the potential to further support CAF gender equity, diversity, inclusion, recruitment, retention and transition efforts.



# MESSAGE FROM SENIOR MANAGER, CAF SPORTS

## VALÉRIE SAVARD

### Dear CAF Sports Community,

As we reflect on 2024–2025, it's clear that this year marked a transformative chapter for the CAF Sports Program. With the endorsement of the Rotational Model, we've taken a bold step toward modernizing our approach, expanding grassroots opportunities, and aligning our efforts with the evolving priorities of the Canadian Armed Forces.

By introducing a two-year cycle for national sports delivery and expanding grassroots investment through targeted grants and Equity, Diversity, Inclusion (EDI) initiatives, we are building a more inclusive, sustainable, and impactful program.

Whether on the field, in the gym, or supporting from the sidelines, your dedication continues to shape the culture and strength of our military.

This progress would not be possible without the passion and leadership of our PSP teams, Base/Wing staff, coaches, officials, trainers, athletes, and volunteers. Special thanks to the CFB Borden staff for their hard work and dedication hosting multiple championships this year.

We also recognize that challenges remain. Resource predictability and program stability impact the participant experience. Executing a consistent framework will require ongoing collaboration and support to ensure most members, regardless of location or role, can access the benefits of sport.

With future investments on the horizon and a growing recognition of sport as a strategic tool for retention, recruitment, wellness, and operational readiness, we are well-positioned to continue evolving and delivering a program that meets the needs of today and tomorrow.

Thank you for your continued support, adaptability, and passion. Let's keep the momentum going!

**Valérie Savard**

Senior Manager, CAF Sports  
Canadian Forces Morale and Welfare Services





## WHO WE ARE

The CAF Sports Program is managed and delivered by Personnel Support Programs (PSP), a division of Canadian Forces Morale and Welfare Services (CFMWS).

### ***CAF Sports Mission***

To develop and deliver a comprehensive sports program that leverages the power of sport in fostering core military competencies, while enhancing fitness, personal growth and resilience.

### ***CAF Sports Vision***

To be a critical operational enabler for the CAF by maximizing the impact of sport on personnel's mental, social and physical wellness.

## WHAT WE DO

The CAF Sports Program provides a variety of sports opportunities from local intersection leagues to regional, national and international competitions and activities.

## WHO WE SERVE

The CAF Sports Program serves Regular and Reserve Force personnel within Canada and OUTCAN.

## HOW WE SUPPORT

The Canadian Armed Forces Sports Program facilitates broad participation in a diverse array of sports activities, ranging from local leagues to international competitions. The program supports members in various capacities, thereby fostering teamwork, leadership, and personal development.

We also support command in strengthening the relationship between Canadians and their Navy and Army through outreach efforts such as the Navy Bike Ride and Canada Army Run.

This framework is designed to provide members with valuable opportunities to participate, develop, and surpass their potential and achieve excellence.

# 2

## PROGRAMS

KEY EFFORTS 2024 - 2025



LOCAL  
REGIONAL  
NATIONAL &  
INTERNATIONAL  
SPORTS

## CAF LOCAL PROGRAM

Bases and Wings local sports are vital for engagement, inclusivity, and community building within the Canadian Armed Forces.

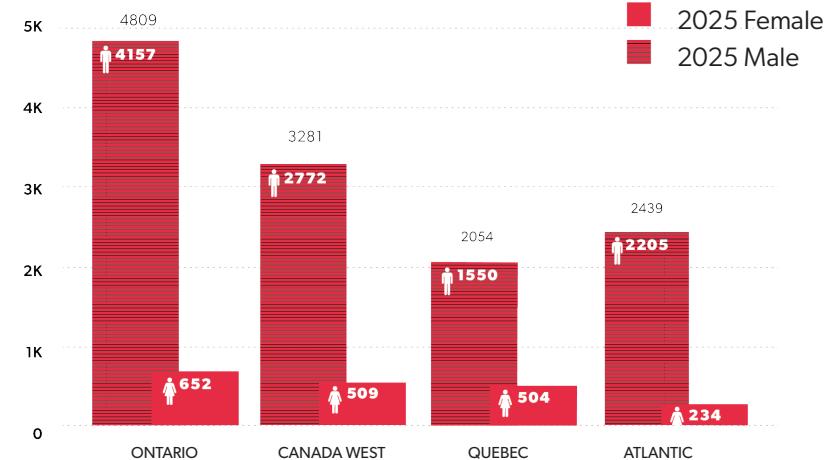
A total of 31 sports have been captured in our current reporting framework, with the majority of participants engaged at the grassroots level. This foundational tier remains the primary entry point into sport within our organization, and it plays a critical role in athlete development.

The graphs demonstrate that local sports programs remain the foundation of CAF sports engagement.

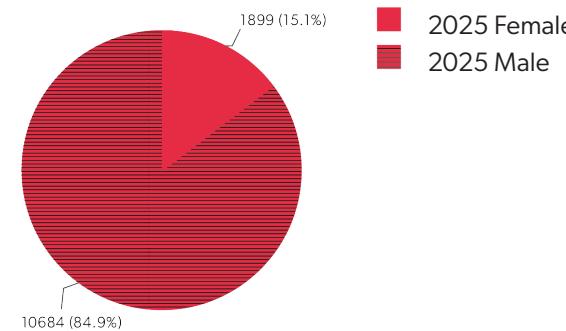
Through a robust network of intramural (intersectional) programs, we continue to foster environments where participants can thrive and progress. These programs are instrumental in bridging participation from the community level to higher levels of competition.

## PARTICIPATION

### by Region



### by Gender



**12,583**  
TOTAL # OF LOCAL PARTICIPANTS.

*\* Data collection methods were significantly modified after 2023–2024, resulting in figures that more accurately reflect sport participation across Bases and Wings.*

## CAF REGIONAL PROGRAM

The key takeaway is that regional sports participation reflects both the strengths and challenges of program delivery, highlighting areas of growth, the impact of fiscal uncertainty and program changes, and opportunities to further support engagement and equity across all regions. At the regional level, 47 championships were held across all B/W.

The decline in sport participation figures compared to 2023-2024 can be attributed to several key factors:

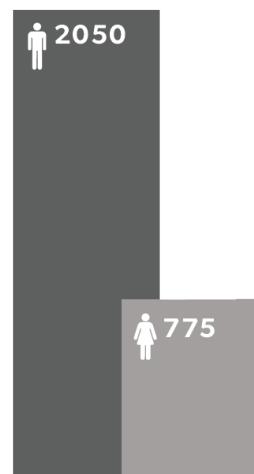
**Fiscal Environment:** Departmental reductions impacted the capacity to deliver programs within regions, leading to few opportunities for members to engage in organized sport. Several sports were removed from the national calendar, which directly affected regional program delivery. Without national-level competitions, regional programs experienced less chain of command's support, thus reducing incentive for participation.

**Ripple Effect on Regional Delivery:** The absence of select national programming created a gap in the sport development pathway, limiting progression opportunities for athletes and reducing overall motivation and visibility of sport offerings at the local level.

While command priorities and resource allocation can result in varied approaches to program delivery, these variations may influence access, participation, and the overall experience for CAF members. Continued collaboration and alignment between all levels of leadership are essential to promote consistency and ensure equitable opportunities for sports engagement across the organization.

## PARTICIPATION

### by Gender



2023-2024



2024-2025

- 2024 Female
- 2024 Male
- 2025 Female
- 2025 Male

**2,471**  
**TOTAL # OF REGIONAL**  
**PARTICIPANTS**

a decrease of 12.5% in regional participation for this year from 23/24 to 24/25.



## CAF NATIONAL PROGRAM

The National Program serves as the next level for local and regional programming, creating pathways for athletes to progress and compete and perform to achieve to maximum potential.

The CAF National Program participation declined in 2024-2025 due to the fiscal climate and in-year reductions. The program continues to deliver significant benefits in health, teamwork, and resilience, with ongoing efforts to improve equity and access.

Sustained funding and strategic modernization would restore participation levels and maximize impact. We are appreciative of bases and wings for their support in hosting national championships.

**CFB BORDEN** Men's and Women's Volleyball (APR 2024)  
Men's and Women's Slo Pitch (SEP 2024)  
Men's Hockey (FEB 2025)

**CFB PETAWAWA** Basketball (APR/MAY 2024)

**WG TRENTON** Women's Hockey (MAR 2025)

**OTTAWA RACE WEEKEND** Running (MAY 2024)

**GATINEAU TRIATHLON** Triathlon (JUL 2024)

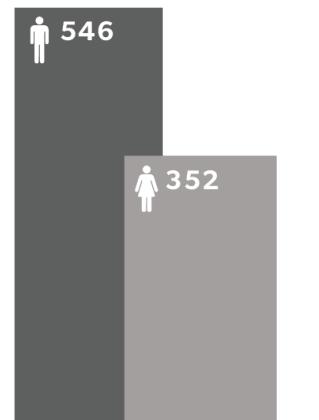
**CFB SHILO** Golf (AUG 2024)

**CANCELLED SPORTS** Swimming  
Old Timer Hockey  
Men's and Women's Soccer

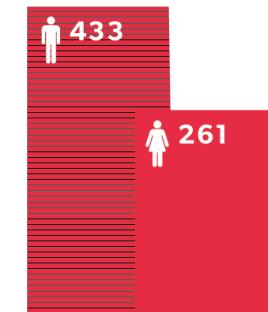
## PARTICIPATION

by Gender

■ 2024 Female  
■ 2024 Male  
■ 2025 Female  
■ 2025 Male



2023-2024



2024-2025

**694**  
TOTAL # OF NATIONAL  
PARTICIPANTS

a decrease of 22.7% from the previous year due to the cancellation of championships.



## CAF INTERNATIONAL PROGRAM

In addition to CISM championships, the International Program supported a robust calendar of training camps, and domestic and international competitions.

Beyond its wellness benefits, the international program is well positioned to be an enabler for CAF global engagement while also showcasing CAF talent on the world stage.

The CAF International Program continues to elevate Canada's military athletes on the world stage, with increased participation, notable achievements, and a strong focus on inclusion.

The gender breakdown and participation data reflect ongoing efforts to promote equity and inclusion, with continued progress but persistent gaps.

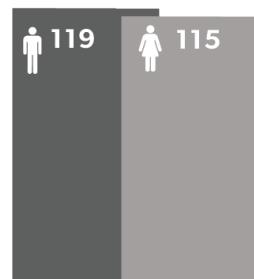
Over the course of the 2024-2025 fiscal year, CAF members participated in five Conseil International du Sport Militaire (CISM) Military World Championships.

**CISM 3X3 BASKETBALL WORLD CHAMPIONSHIP**  
**GOLF WORLD CHAMPIONSHIP**  
**HALF MARATHON WORLD CHAMPIONSHIP**  
**SWIMMING & LIFESAVING WORLD CHAMPIONSHIP**  
**TAEKWONDO WORLD CHAMPIONSHIP**

## PARTICIPATION

by Gender

■ 2024 Female  
■ 2024 Male  
■ 2025 Female  
■ 2025 Male



2023-2024



2024-2025

**246**  
**TOTAL # OF INTERNATIONAL  
PARTICIPANTS**

an increase of 5.1% from the previous year.





## HIGHLIGHTS

At the CISM Taekwondo World Championship, Angelique Orozco won gold in the Women's 46kg category, while Megan Brewster and Jordan Stewart each earned bronze in their respective weight classes (Women's 57kg and Men's 87kg).

The CISM Women's 3x3 Basketball team earned its best-ever finish, placing 4th at the CISM World Military 3x3 Basketball Championship.

In Golf, Sgt Joel Simms placed 3rd in the Men's Individual category, LCol Jennifer Jones secured 3rd in the Women's Individual event, and MWO Michael Boozan earned 3rd place in the Men's Senior category. Canada's men's team also achieved a second-place finish in the team event.

# CAF SPORTS GRANT PROGRAMS

REDUCING  
BARRIERS  
& IMPROVING  
ACCESS.



## Women In Sport Program (WIS)

The Women in Sports initiative is a strong step forward. The full impact of the initiative will take more time to measure, the immediate benefits such as visibility, and inclusivity are already shaping a more balanced program. The CAF Women in Sport Program is offered annually in an effort to support and increase women's participation in the CAF Sports program.

### Program Objectives

Our goal is to increase participation in sport by promoting and supporting women's involvement at all levels. We are committed to providing equitable access to training and opportunities, encouraging leadership roles for women, and combatting stereotypes and discrimination that hinder progress and inclusion.

**\$46,000  
DISTRIBUTED**

in funding through the WIS program.



**400  
PARTICIPANTS**

benefitted from WIS, enabling them to participate in **18 sports and 40 programs**.



## Support to Sports Participation Grants

The Support to Sports Participation Grant Program is designed to expand access to sports opportunities, including support for OUTCAN members. This grant helps alleviate some of the financial pressures associated with participating in community sports, encouraging CAF members to stay active and engaged. It's an excellent way to connect with new communities where organized sport may not be part of our structured program.

### Program Objectives

The program supports Canadian Armed Forces (CAF) Sports participants throughout their athletic journey by promoting physical activity, community integration, and access to diverse sport offerings. It aims to reduce barriers, especially financial ones.

**\$120,000  
DISTRIBUTED**

delivered by Support to Sports Participation Grant.



**288  
CAF MEMBERS**

supported financially, allowing them to participate, coach, or act as an official in over **30 different sports**.



## Regional Grants

The CAF Regional Sports Program is where grassroots participants first experience organized competition. By bridging local engagement with higher levels of sport, the program ensures accessible, inclusive opportunities for skill development and community building, supporting both personal growth and military effectiveness.

The CAF Sports department provides financial support to each region across the country to support the development and the delivery of sports programs by investing and engaging officials, coaches, and athletic trainers. These grants aim to increase participation, foster skill development, and strengthen teamwork and community within the Canadian Armed Forces.



# COACHES, OFFICIALS AND TRAINERS

Coaches, officials, and trainers continue to play a vital role in the Canadian Armed Forces Sports Program. Their unwavering commitment and professionalism have shaped the success and sustainability of our sports initiatives across the country. Without their dedication, the program would not be what it is today.

Over the past few years, we have observed a steady decline in our overall numbers. This trend is attributed to several factors, including an increase in operational tempo and the retirement of long-serving members from the Forces.

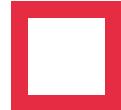
Despite these challenges, the CAF Sports Program remains committed to growth and resilience. We continue to work closely with our stakeholders, including regional sports

offices, military units, and national sport organizations, to monitor participation levels and identify opportunities for recruitment, training, and retention.

## ***Our efforts include:***

- Development of training pathways for new coaches and officials, ensuring alignment with national standards.
- Collaboration with external partners to provide certification and professional development opportunities.





## TRAINERS

Civilian vs Military

TOTAL # OF TRAINERS

**69**

TRAINERS	# OF TRAINERS	# OF COURSES DELIVERED	# OF REGIONAL EVENTS WITH TRAINERS PRESENT
ONTARIO	9	1	5
CANADA WEST	33	5	13
QUEBEC	14	0	6
ATLANTIC	13	1	10
<b>Total</b>	<b>69</b>	<b>7</b>	<b>37</b>

## COACHES

Civilian vs Military

TOTAL # OF COACHES

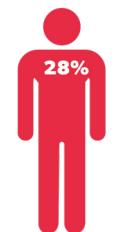
**120**



Civilian Female Coaches  
10 (37%)



Military Female Coaches  
17 (63%)



Civilian Male Coaches  
26 (28%)



Military Male Coaches  
67 (72%)

## OFFICIALS

Civilian vs Military

TOTAL # OF OFFICIALS

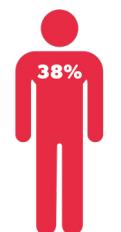
**219**



Civilian Female Coaches  
5 (25%)



Military Female Coaches  
15 (75%)



Civilian Male Officials  
75 (38%)



Military Male Officials  
124 (62%)

# OUTREACH EVENTS

## 2024 - 2025

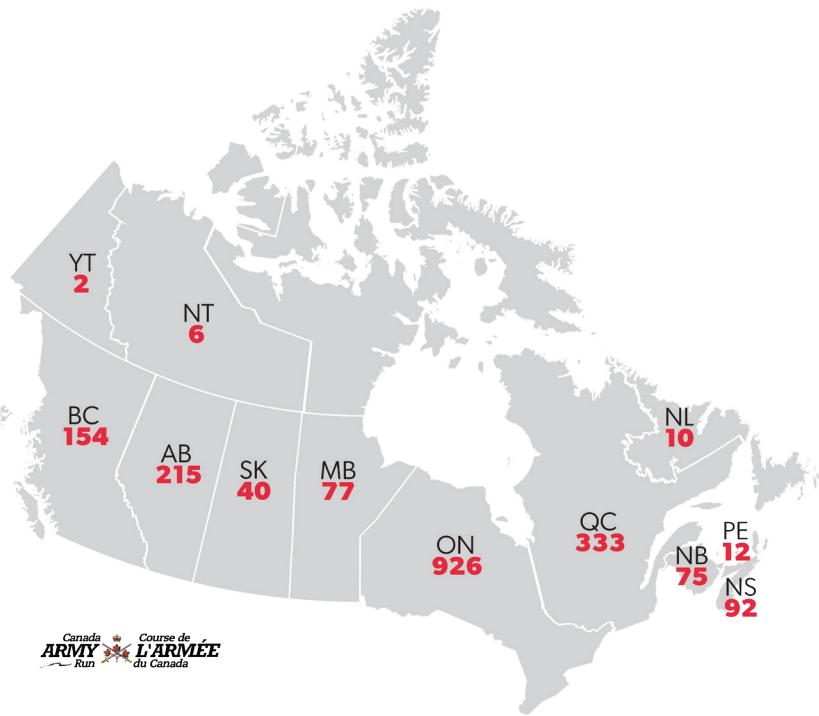
CAF Sports works closely with the Canadian Army and Royal Canadian Navy Commands to produce two large-scale outreach events to connect civilians and Canadian Armed Forces members and raise funds to support the military community – Canada Army Run (CAR) and Navy Bike Ride (NBR).



## Canada Army Run

The Canada Army Run brings civilians and military members together on the same course, fostering a sense of unity, respect, and shared purpose between both communities.

In 2024, 15,789 people participated in Canada Army Run, including 13,799 participants at the in-person event in Ottawa. The virtual race attracted 2,030 participants:



**\$270,000  
RAISED**

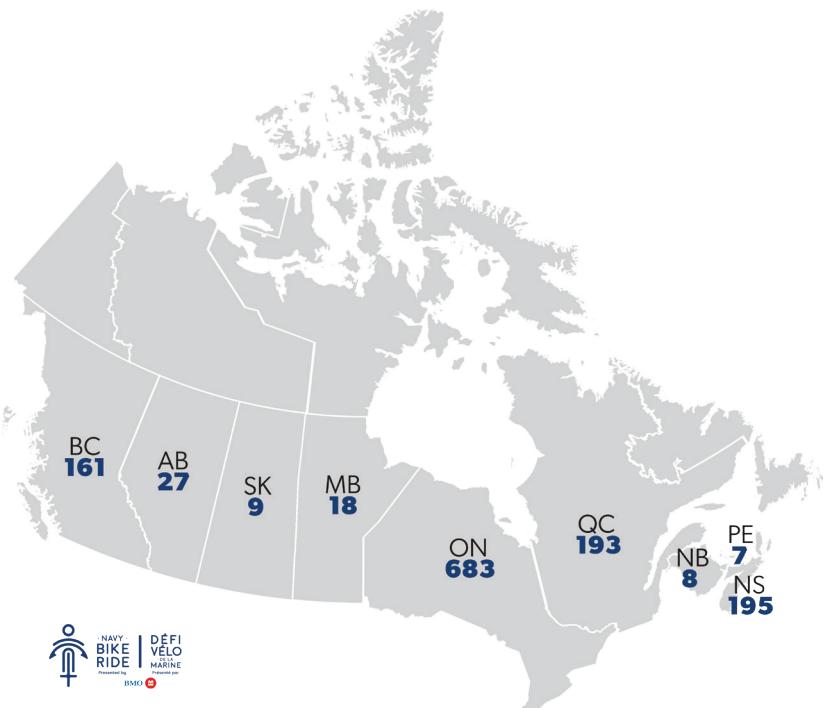
for **Support Our Troops** and **Soldier On**,  
with the funds being distributed equally  
between the two charitable causes.



## Navy Bike Ride

Founded in 2016, the Navy Bike Ride (NBR) connects Canadians with the Royal Canadian Navy, and encourages the well-being of our communities and families. This fun family event motivates participants to be healthy through cycling and raises money for a good cause, making a difference to those who need support.

In 2024, 1,336 people participated in Navy Bike Ride, across four in-person events and a virtual event. 976 people participated in the in-person events, including 596 in Ottawa, 178 in Halifax, 134 in Esquimalt and 68 in Valcartier. The virtual event attracted 360 participants. Across the in-person and virtual events, the 2024 Navy Bike Ride featured participants from almost every Canadian province and territory:



**\$34,000**  
RAISED

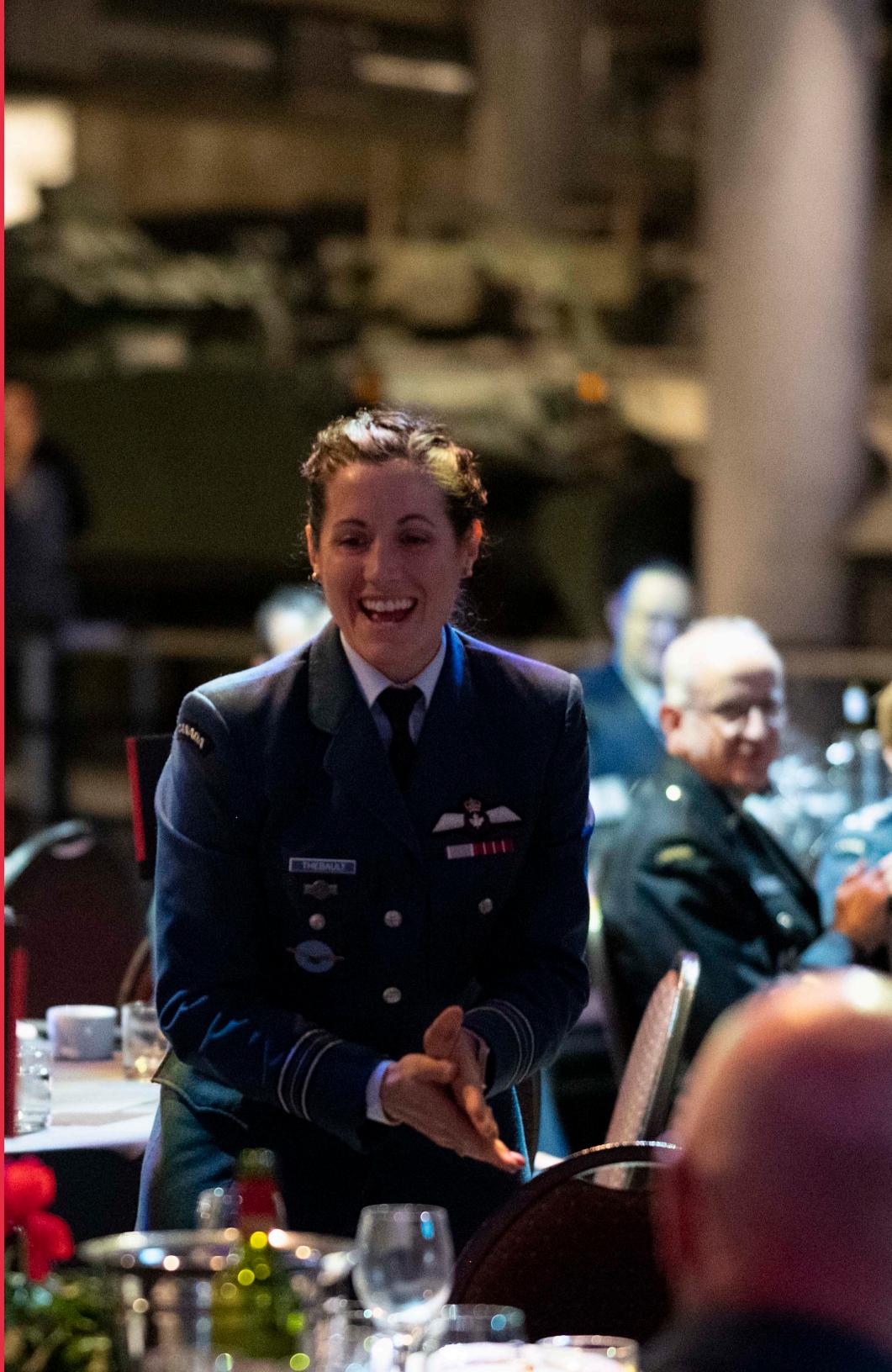
for the **Navalis Foundation**, **Soldier On**, and **Support Our Troops**, with the funds being distributed equally between the three charitable causes.

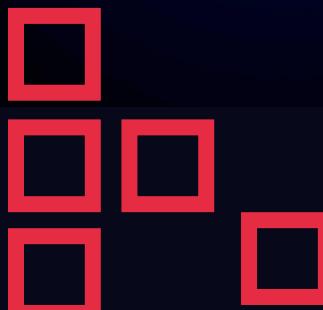


# SPORTS AWARDS

## 2024

Each year, the CAF Sports community comes together to recognize and celebrate the top athletes, teams, coaches and officials during the CAF Sports Awards Ceremony. Both serving and retired members are honoured for their outstanding athletic performances, as well as their significant contributions to the advancement of sport within the CAF.





## CAF SPORTS AWARDS WINNERS

ENVIRONMENT	FEMALE ATHLETE	MALE ATHLETE	OFFICIAL	COACH	TEAM
RCN	PO2 Bailey Toupin	MS Kristofer Faucon	Lt(N) Stephane Chami	N/A	CFB Halifax Basketball
ARMY	Sgt Valery Switzer	MCpl Jordan Stewart	MCpl Derek Jones	Capt (retired) Bernard Lafontaine	CISM Women's Soccer
RCAF	Capt Andrea Bowman	Capt Jesse Olsen	CWO Donald Farr	Sgt Derek Brown	8 Wing Trenton Flyers Women's Hockey Team
CMP	Capt Jessie Dumont	PO2 Danny Morin	N/A	N/A	N/A
VCDS	Capt Alexandria Schofield	MCpl Robert Gordon	N/A	N/A	N/A
OVERALL	Sgt Valery Switzer	MCpl Jordan Stewart	CWO Donald Farr	Sgt Derek Brown	8 Wing Trenton Flyers Women's Hockey Team

## CAF SPORTS AWARDS

## CAF NATIONALS CHAMPIONSHIPS

SPORTS	TEAM WINNERS
M Volleyball	Valcartier
W Volleyball	Ottawa
Basketball	Greenwood
M Golf	Atlantique
W Golf	Ontario
M Slo-Pitch	Valcartier
W Slo-Pitch	Halifax
M Hockey	Valcartier
W Hockey	Valcartier

HONOR ROLL	OUTSTANDING CONTRIBUTION	UNCONQUERED AWARD
MCpl (retired) Shane Wannamaker	MS Fraser MacQueen	WO (retired) James "Jim" Hapgood
MCpl Scotty Makischuk	Joanna Jarret	
WO Jeff Bartlett		
Maj (retired) Jason Burt		
CPO1 Line Laurendeau		

# 3

## PRIORITIES

### THE WAY AHEAD

#### **MODERNIZING THE CAF SPORTS PROGRAM**

The CAF Sports Program, guided by the CAF Sports Strategy, is undergoing modernization to further align with the CAF's strategic priorities of enhancing personnel well-being through physical, social, and mental wellness. The updated program will further prioritize equity, diversity, and inclusion efforts while introducing new and emerging sports to meet the evolving needs of our members.

The improved program aims to increase participation at the grassroots level. By restructuring the national and international sports calendars and emphasizing community engagement, the modernization of the CAF Sports Program seeks to create a more inclusive and supportive environment for all members.

The redesign of the CAF Sports Program includes further investments in grants and program support outside of the formal program as well as a gradual phasing out of low-participation programs and prioritizing national trial sports with greater impact and alignment with program goals.



# CONCLUSION

As we close 2024–2025 program operations, it is clear that this marked a year of transformation, resilience, and renewed purpose. Despite financial constraints and operational challenges, the CAF Sports Program demonstrated its enduring value as a strategic enabler of military readiness, community cohesion, and personal well-being.

From the launch of the rotational model to expanded grass-roots investments and targeted inclusion initiatives, we have laid the groundwork for a more inclusive, sustainable, and impactful future. The data, stories, and milestones captured in this report reflect the dedication of our athletes, coaches, officials, trainers, volunteers, and support personnel and teams across the country and abroad.

But this is only the beginning, as we look ahead to 2025–2026, our focus must remain on modernization, innovation, and collaborative leadership. This is a commitment to ensure that every CAF member, regardless of rank, role, or location, has access to the benefit of sport.

Let this past year be a catalyst. We invite all stakeholders, leaders, ambassadors and community members to champion the next phase of CAF Sports. Whether by supporting regional delivery, advocating for an increase in resources, for inclusive programming, or celebrating the achievements of our teams; your engagement is essential. Together, we will build a program that reflects the strength, diversity, and unity of our CAF.





# ANNEX

## FORCE PROFILE

