



23

ANNUAL REPORT

en piste

NATIONAL CIRCUS ARTS ALLIANCE

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Message from the Chair, Tim Roberts

Dear members of En Piste,

It is my great pleasure to address you as Chair. Taking the time each year to reconnect and discuss the state of our sector is crucial to keep our organization running smoothly.

Over the years, there have been plenty of ups and downs, but I believe that we have gone through several key phases:

- Under Christine Bouchard's leadership, En Piste experienced considerable growth, taking its place at the table alongside other art forms and garnering recognition from politicians.
- The recent global pandemic left a mark on all of our lives, strengthening our sector and prompting an incredible outpouring of mutual support.
- With Nadia Drouin taking the helm as Executive Director, we are now entering a phase that is focused on strengthening and restructuring our various initiatives.



Photo : Robin Pueyo

I am very proud of each of these steps and would like to express my gratitude to everyone who has contributed to this growth. That being said, although En Piste has matured and we have all grown together in the face of hardship, many challenges lie ahead. Our sector is still underfunded, we are facing a skills shortage and the training pathway is fragile. A shortage of experts and labour is also impacting our activities.

While some progress has been made, there is still much left to do, as always. I would nevertheless like to stress that we have the resources we need to continue to move forward, and being able to count on your support for Nadia, myself and the whole En Piste team is truly a privilege.

Long live the circus arts!

Message from the Executive Director, Nadia Drouin

Our art form plays a unique and crucial role on the cultural stage, but its position is more precarious than ever. In these difficult times, I am convinced that to safeguard the future of the arts — particularly ours — we need to stay vigilant and reaffirm our commitment to collective action.

Over the last 12 months, our sector has played host to a number of large-scale projects that have marked key milestones in its development. En Piste has been hard at work: whether updating the Sector Development Plan — an essential project for our development; organizing the Digital Event — a rewarding and unifying activity; presenting the first circus arts recognition award with the Conseil des arts de Montréal; conducting two studies; updating the macro-sectoral study on continuing education and how digital technologies are used and understood; or holding the first Grands Rendez-vous de l'enseignement en arts du cirque.

We have promoted circus arts circulation in Quebec, forged ties with the Conseil régional de la culture de la Capitale-Nationale et Chaudière-Appalaches, supported our circus hubs outside of urban centres and developed a solid offering that is representative of their diversity, and broadened the circus arts audience throughout most of Quebec.

To continue to expand its activities, En Piste has undergone a digital assessment, which will allow us to adopt a strategy, action plan and orientations to optimize our tools and create a CRM (customer relationship management) system and member portal.

Internally, En Piste has continued building a team that is both passionate and representative of our sector's diversity. Two new employees, a Digital Development Officer and a Circulation Project Manager, have joined our ranks. Their presence and expertise are helping to enrich and add value to our reflections.



Photo : Gaëlle Leroyer

In 2024, we will be starting the new year by implementing several forward-looking projects: rolling out the action plan to develop the training pathway, reflecting on inclusion in our membership, participating in pan-Canadian collaboration on the challenge of securing political recognition for the discipline, facilitating a community to share best training and social innovation practices, and developing a sustainable action plan that will inspire a review of all of the alliance's policies. We will be there to help you face these challenges as well.

Many thanks to the entire dedicated and passionate En Piste team and to our board members, particularly our Chair, who have worked tirelessly to provide sound advice and enthusiastic leadership. Most importantly, thank you to all of our members, to whom En Piste belongs. You are the heart and soul of the association. Please stay active and committed to its work and advancement. En Piste is here thanks to you and for you.

We look forward to seeing you soon for new circus adventures!

About En Piste

Vision

En Piste is a key partner in the circus arts' sustainable development and promotes a distinctive cultural identity on the world stage in partnership with government policies.

Mission

En Piste mobilizes the national circus community to create conditions that foster innovation, creativity and diversity while striving for excellence.

This mission is accomplished through six key mandates:

- Mandate 1 Community engagement
- Mandate 2 Consultation
- Mandate 3 Advocacy
- Mandate 4 Enhancing the status of the circus arts
- Mandate 5 Supporting creativity and professional development
- Mandate 6 Mobilizing resources

Values

Mutual aid is a core value based on selfless sharing, the exchange of knowledge and mutual support between members. This dynamic of mutual support creates a community that promotes encouragement, mentorship and collective development to ensure the well-being of each of its players.

En Piste's **solidarity** is based on fostering greater individual and collective responsibility. This value is reflected in the active collaboration between board members, employees and members to develop and promote the circus arts.

En Piste shows every individual **respect** by recognizing their uniqueness, appreciating their contributions, respecting their right to be different, and protecting their freedom through **inclusion**.

Conviviality at En Piste refers to a work environment where interactions between team members are friendly, respectful and warm. This fosters a sense of camaraderie, which is reflected in the organization's relationship with its members, partners and the entire sector.



Battelements de cirque, Duo Annetta and Gustave, Anouk Vallée-Charest and Nathan_photographer Elise Genest

Highlights

- Departure of Christine Bouchard – February 17, 2023
- En Piste’s first official appearance at RIDEAU with Destination cirque, accompanied by three emerging companies. 5@Cirque at Le Diamant with over 100 participants - February 13 to 16, 2023
- Arrival of Matthieu Gagnon as our new Digital Development Officer – February 20, 2023
- 2023 AGM – April 3, 2023 – 143 in-person attendees and 57 online attendees
- First circus arts award – April 3, 2023 – 10 nominees and 3 winners of a CAM grant
- Digital Event – April 3 and 4, 2023 – 4 workshops and 3 presentations
- The Grand Rendez-vous de l’enseignement en arts du cirque – September 9, 2023 at the National Circus School in Montréal and October 14, 2023 at the École de cirque de Québec, 80 participants
- Updated Sector Development Plan submitted – September 18, 2023
- Nadia Drouin appointed Executive Director of En Piste – September 25, 2023
- Study on continuing education in the circus arts sector released – October 31, 2023
- Arrival of Emmanuel Rock Cyr as our new Circulation Project Manager – November 13, 2023
- Membership campaign – on the theme of “the growth of circus,” December 4, 2023
- Survey results on how digital technologies are used – December 2023
- En Piste’s digital transformation – assessment underway
- New training program on stage techniques in the circus arts – launch of the training program
- Creation of Trajectories residencies – in collaboration with the CAM and La compagnie des autres

Governance

Board of Directors 2023

CHAIR

Tim Roberts

General Director
École de cirque de Québec

VICE CHAIR

Rosalie Beauchamp

Co-founder
Le Monastère

TREASURER

Marie-Hélène Côté

Artist

SECRETARY

Andrée-Anne Simard

Executive Director
École de cirque de Verdun

BOARD MEMBERS

Maude Arseneault

Artist

Nicolas Boivin-Gravel

Artist

Anahareo Doelle

Co-producer
St. John's International CircusFest

Nadia Drouin

Executive Director
En Piste

Raphaël Dubé

Co-founder and Artistic Advisor
Machine de cirque

Danièle Fournier

Executive Director
École Horizon-Soleil de Saint-Eustache

Sabine Jean

Artist

Alice Kop

Executive Director
La compagnie des autres

Éric Langlois

General Director
National Circus School

Karine Lavoie

Executive Director
Cirque Hors Piste

Stéphane Lavoie

Executive and Programming Director
Tohu

Irena Purschke

Artist



Acting for Climate Montréal_Branché_Adrien Malette-Chénier, Anna Soltys Morse, Anne-Marie Godin, Clara Scudder-Davis, Eric Bates, Heidi Blais, Nathan Biggs-Penton, Sorrell Nielsen and Tristan Nielson_photographer Valentin Belleville

Board of Directors

The Board of Directors is made up of volunteers. It held 11 meetings in 2023. This year, it helped introduce a code of ethics and professional conduct to provide a concrete tool for better governance, including formalizing the steps that must be taken in the event of a conflict of interest, defining and regulating human behaviour in the workplace, etc.

Executive Committee (EC)

The Executive Committee (EC) was established to provide ongoing support for the association and encourage board members to be more actively involved. EC will be able to use their knowledge, skills and network in the early stages of a project or when exploring a specific topic, depending on their areas of interest and expertise.

Privacy Committee

The Privacy Committee was created to monitor efforts to comply with Law 25. It supports En Piste in its work with members and reports back to the Board of Directors.

Membership Committee

The membership committee is made up of representatives from each electoral college. Every membership application is reviewed by an electoral college corresponding to the alliance's Board of Directors. The membership committee held four meetings in 2023.

Annual General Meeting

The Annual General Meeting (AGM) drew more than a hundred attendees. This event is organized by En Piste and is a gathering for all circus professionals. We discuss the challenges facing the sector and seek viable solutions that can grow and change alongside us. This gathering allows us to elect new board members, look back on the highlights from the previous year, keep our members informed about our projects for the current year, and discuss a current issue with community members.

The Forum following the 2023 AGM focused on updates to the 2017–2027 Sector Development Plan, *Extending Our Reach*, and provided our members with a unique opportunity to have a say, share their ideas and reflect on the next four years. The aim was to present the findings from recent consultations and gather your feedback

following these exchanges.

[For more information](#)

En Piste's advocacy

En Piste maintains ongoing dialogue and raises awareness of its members' projects and grievances through its advocacy work with various government partners: the Conseil des arts de Montréal, the Conseil des arts et lettres du Québec, the Canada Council for the Arts and the Ministère de la Culture et des Communications.

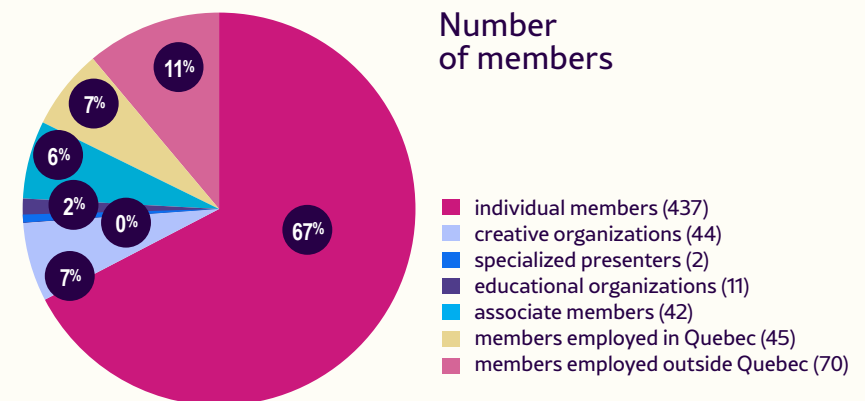
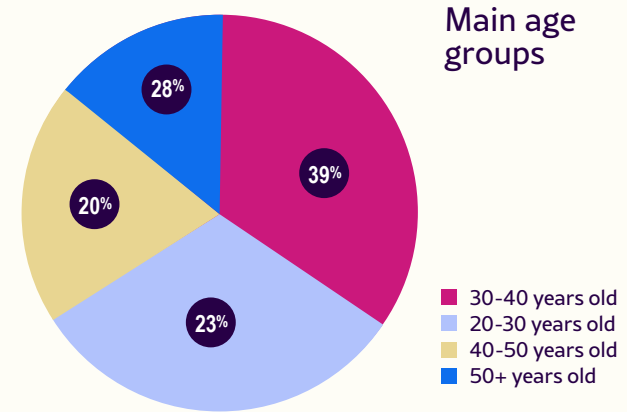
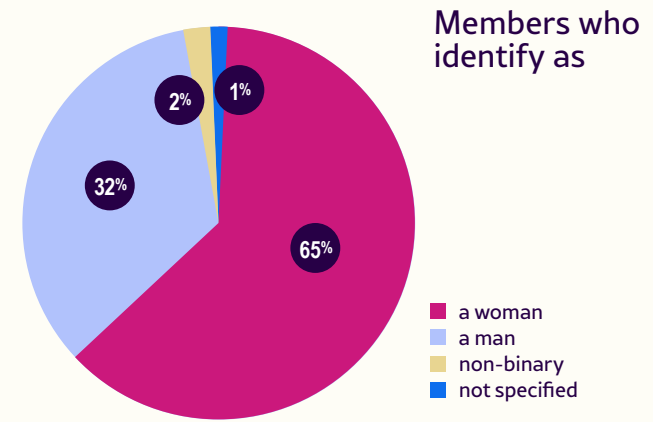
- Active participation in the Ministère des Finances du Québec's pre-budget consultations, particularly by drafting an economic brief and by supporting the work of la Coalition la culture, le cœur du Québec and the letter they wrote. [For more information](#) [French only]
- Ongoing involvement in various advisory bodies in the cultural sector: Groupe de fréquentation des arts de la scène, Groupe de travail de circulation disciplinaire, la Coalition, la culture, le cœur du Québec, Observatoire de la culture et des communications du Québec, etc.
- Participation in the Conseil des arts de Montréal's IMPACT creative residency program in collaboration with The 7 Fingers, Cirque Éloïze and TOHU to support *Perdre du temps, gagner le monde* by the À Deux Roux collective, led by Guillaume Doin.
- Participation in the Conseil des arts de Montréal's new "Trajectoire cirque" creative residency program to encourage new circus voices in the East End of Montreal, in La compagnie des autres.
- Participation in the Summit on Sexual Violence and Harassment in the Cultural Sector on September 26, 2023 at UQAM's Agora du cœur des sciences. Approximately 50 cultural organizations actively participated in the intersectoral exchanges, which gave rise to many observations, insights and potential solutions.
- Participation in various circus and culture networking events.

Mobilization and Consultation

Membership profile

En Piste members were surveyed while the Strategic Plan was in development in the fall of 2023. One outcome of this survey was to get a clearer picture of En Piste’s potential clientele. It also gave us a better understanding of how members use our services, what our members would like to see improved or developed, what services could be revamped or created, and what means of communication to use to stay in touch with members. As a result, we are better prepared for the 2024 membership campaign, for example by renewing our partnerships with discount providers based on what generated the most interest. The survey also prompted En Piste to create a Facebook discussion group to allow members to share job offers, internships and casting opportunities. We would like to extend our sincere thanks to all of our members for their participation, which will help us support them and meet their needs more effectively.

[Join the discussion group](#)



ATMs: a service worth knowing about

The Artist Training Management Service (ATMs) aims to assist professional circus performers in Quebec and give them the tools they need to manage their training. The program is designed to allow artists to better adapt to the significant artistic and physical demands of their profession. This service has three components: group workshops and individualized training in circus and related disciplines; reimbursement assistance for training expenses; and management of the CNESST protective measure, which is aimed at protecting artists during their training in the event of an occupational injury.

[Find out more about ATMs](#)

Meeting with school students

En Piste organized information sessions for graduates of circus arts schools, providing a unique platform to establish contact with emerging artists. These meetings served as a basis for building lasting relationships with them. At these sessions, we presented the various services and programs available to members and how these resources can support their professional development in the circus sector. To encourage them to register with En Piste, we offered them a free one-year membership.



Marceau Bidal_Crash Éphémère_ École nationale du cirque_photographe Frédéric Langevin



Public presentation of l'École de cirque de Québec (2023) Artist Alexie Laverdière photographe Normand Trudel

Individual/group insurance

The various insurance products we offer the community provide health and safety coverage in Canada and abroad. Fees for the group insurance plan, which is intended to protect artists, have not increased since the plan was introduced six years ago. A total of 75 individuals, or almost a quarter of members, have enrolled in the plan. We have also officially included trainers in the insurance policy to provide them with the same coverage as artists and riggers.

Thanks to this insurance, multiple artists have received compensation this year after accidents during performances. By raising awareness of the plan through social media, we hope to continue to offer artists the best possible options and look out for their well-being and safety. We are able to offer these services thanks to our collaboration with Vézina & Associés Inc.

CNESST protective measure for artists rolled out

The CNESST measure was launched in 2022. It was rolled out in 2023, giving circus artists CNESST coverage for open training sessions that take place outside of an employment contract. Artists can practise at more than eight supervised facilities in Montréal and Québec City.

The CALQ, our partner as a funder and employer, provides crucial assistance handling our files with CNESST officers. Since the measure was launched in 2022, we have held a series of information sessions to raise awareness of the importance of complying with safety standards and of first aid certification for supervisors at training facilities. We have also stressed the importance of having a qualified supervisor on hand at all times, regardless of our members' experience or professionalism. Very recently, we had the extraordinary good fortune to cross paths with Parise Mongrain, the heart and soul of Confluence and current General Manager of the Regroupement québécois de la danse. Her support for dancers and circus artists has been invaluable. Her experience and in-depth knowledge of the CNESST have been an invaluable asset for our artists.

[For more information](#)



Les 7 doigts_Riopelle_Camille Tremblay_photographer JF Savaria

Forward-looking projects for the community

Updated Sector Development Plan

The Sector Development Plan was updated in 2023 to adjust previously identified challenges and reflect on the achievements of recent years, which have laid a solid foundation for the future. To make this possible, one-on-one interviews were conducted from a sample of En Piste members in Quebec and throughout Canada, as well as with the leaders of peer organizations (RIDEAU, CINARS, La danse sur les routes, the Conseil québécois du théâtre, CliquezCirque). The findings from these consultations were presented on April 3 at the AGM Forum, to which all En Piste members were invited. We should add that a work session was specifically organized with emerging artists to ensure that the Sector Development Plan would reflect their values and outlook before being submitted to the Board of Directors.

In this new reality in which we find ourselves, adaptability and diversification are crucial. International touring has become increasingly fragmented and costly and will need to be re-examined. New forms of management and creation, such as collectives and small forms, are becoming more common. The community is calling for advanced training in technical and performance professions to embrace other realities of practice. Continuing education for experienced and mid-career artists and artists in transition must be expanded so that the sector can benefit from their experience. Research and development must be strengthened, particularly by creating a university program like for other disciplines. The community is feeling the need to mobilize and move away from a culture of competition where information is restricted, instead moving toward an open and cooperative model that promotes exchanges within communities of practice or communities that share the same values.

The updated Sector Development Plan takes this new context into account. This updated version of the Sector Development Plan still contains the key orientations and strategies from the original version, since they are still valid. The updated plan includes a sixth key orientation, “Funding sustainable development,” and 22 strategies. Implementing it will require the collaboration and involvement of everyone concerned. En Piste will be there to carry out projects, mobilize the sector and drive it forward.

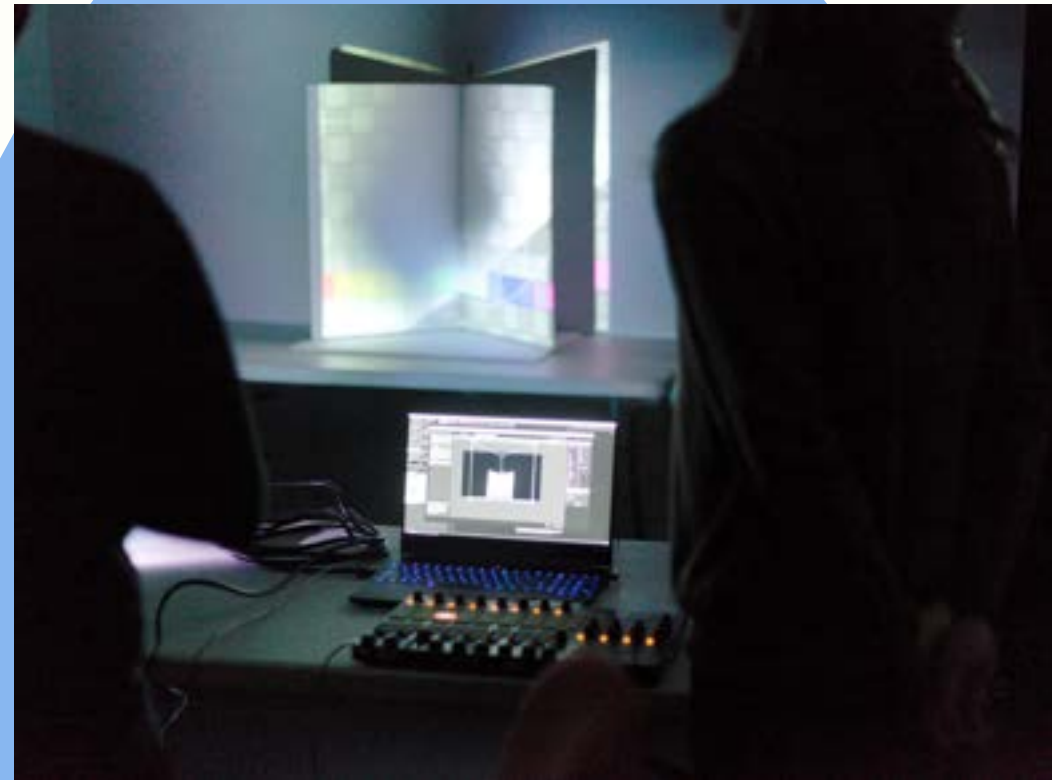
[For more information](#)



Digital Event

Despite the challenges brought about by changes in general management, the team did an incredible job of adapting to these changes and organizing a successful Digital Event. The event was held in conjunction with En Piste's AGM and was a great success. It provided members of the sector with a platform to explore and discover the full potential of digital technology. The activities at the event, particularly the workshops, talks and presentations, brought the circus arts community together to discuss, experiment and reflect on how to incorporate digital technology into their practices. The highlight of the event was the Wikithon, during which over 50 circus-related Wiki pages were created or modified, reflecting the sector's significant interest in discoverability. Initiatives such as technological workshops also introduced artists to emerging technologies such as 360-degree videos, video mapping and lighting of accessories. This event was held with support from the CALQ and the participation of numerous collaborators. The insights gleaned from these activities highlighted the wealth of possibilities offered by digital technology, despite occasional challenges understanding it, and generated enthusiasm for future training opportunities. A scientific committee also played a key role in coming up with the survey questions and then sharing the study with the sector.

[For more information](#)



AGM 2023_Atelier Projection Mapping_photographer Matthieu Gagnon

Grands Rendez-vous de l'enseignement en arts du cirque : a step in the training pathway development plan

In the fall of 2023, the first Grands Rendez-vous de l'enseignement en arts du cirque in Quebec were held at the National Circus School (NCS) and the École de cirque de Québec (ECQ). These free events drew over 80 circus arts instructors and industry members from various locations, including Quebec, Alberta and the United States.

To encourage the emergence of a dedicated circus arts teaching community, En Piste organized professional meetings, working closely with members of the steering committee (NCS, ECQ, École de cirque de Verdun, École de cirque des Îles-de-la-Madeleine and École Horizon-Soleil de Saint-Eustache). The Grands Rendez-vous were supported by the Ministère de la Culture et des Communications du Québec.

These gatherings were an opportunity for participants to share their thoughts and to gather their feedback on the presentations of the framework plans for recreational and preparatory training, the training space and circus equipment layout guide and certification plan for circus arts instructors. These publications have become essential tools and references, providing a solid theoretical framework and supporting our work with various ministries, particularly to establish circus-study programs and develop recreational training.

[For more information](#)

New CAM circus arts award and 5@Cirque awards ceremony

In collaboration with En Piste, the Conseil des arts de Montréal established the first-ever circus arts awards to be presented in Québec. The circus arts recognition awards were presented to three individuals whose passionate work, achievements and commitment have left a mark on the community and helped position Montréal as an international circus arts capital. Each winner received a \$2,500 grant from the CAM. This event was celebrated at the 5@Cirque following the AGM Forum.

[For more information](#)



Victor Fomine (Recipient), Nathalie Maillé, General Manager CAM, Nadia Drouin, General Manager En Piste, Yamoussa Bangarou (Recipient) Missing Éliane Bonin (Recipient), photographer Jeremy Bouchez.

Continuing education study

Conducted by DAIGLE/SAIRE, the study on continuing education needs in the circus arts sector (June 2023) is intended as a follow-up to previous studies. It aims to identify changing training needs, both ones that are ongoing and ones that are emerging. The main priorities that were identified include:

- for cultural workers, assistance with taxes, work permits and insurance;
- for trainers, training in nonviolent and more inclusive teaching methods in light of an increasingly diverse clientele;
- for technical professions, circus-specific training (lighting, rigging, etc.);
- for artists, support with self-promotion and communications (including video editing, developing a basic website, etc.) and access to suitable training facilities that are more evenly dispersed throughout Quebec.

These are just a few highlights from the report. En Piste has already begun work on projects to address these priorities and other needs noted in the report.

[For more information](#) [French only]

Survey on digital technologies: how they are used and understood by the circus arts sector

As part of the 2023 Digital Event, En Piste conducted a survey to assess how digital technologies are used and understood by organizations, artists and other workers in the circus arts sector. The goal of the survey was to assess the situation in order to inform En Piste's future action and identify support and professional development needs. This subject received very little attention in a previous 2021 study on the impact of the pandemic on the sector.

The findings from the survey highlighted five key areas of intervention to help integrate digital technologies into the circus arts sector, both for individuals and organizations:

- Information and education
- Training
- Visibility, marketing and promotion
- Skill development
- Acquiring computer and digital material and equipment

For organizations, these needs also included cybersecurity and compliance with Law 25.

En Piste has reached a turning point in terms of playing a key role in promotion, training and developing digital practices in the circus arts community. By addressing the community's interests and needs, guiding the circus arts sector toward the successful and sustainable integration of digital technology and collaborating with key players in the performing arts sector is a real possibility.

[For more information](#) [French only]

Task force on performing arts attendance (GTFAS)

Through the Destination cirque program, En Piste is now part of the Groupe de travail sur la circulation disciplinaire (GTCD). It is made up of organizations that offer programs to support the development, promotion and circulation of the performing arts, including La danse sur les routes du Québec, la Rencontre Théâtre Ados, Les Voyagements, the Conseil québécois de la musique and the Regroupement du conte au Québec. Its aim is to promote consultation, resource pooling and sharing best practices. To make this possible, the GTCD launched a study on performing artist residencies in Quebec, a major step toward disciplinary consultation. DAIGLE/ SAIRE was tasked with conducting the study. This study will take the realities of performance venues, disciplines and creators in both urban and rural areas into account. It will make it possible to better understand and identify the needs of presenters and creators while providing the community with a reference tool for the fair and equitable development of artist residencies.

[For more information](#) [French only]

Task force on the circulation of the discipline (GTCD)

Through the Destination cirque program, En Piste is part of the Groupe de travail sur la circulation disciplinaire (GTCD). It is made up of organizations that offer programs to support the development, promotion and circulation of the performing arts, including La danse sur les routes du Québec, Les Voyagements, the Conseil québécois de la musique and the Regroupement du conte au Québec. Its aim is to promote consultation, resource pooling and sharing best practices. To make this possible, the GTCD — of which En Piste is a proud member — launched a study on performing artist residencies in Quebec, a major step toward disciplinary consultation. DAIGLE/ SAIRE was tasked with conducting the study. This study will take the realities of performance venues, disciplines and creators in both urban and rural areas into account. It will make it possible to better understand and identify the needs of presenters and creators while providing the community with a reference tool for the fair and equitable development of artist residencies.

Continuing Education

Continuing education

In 2023, there was a major change to continuing education: through the Intervention-Compétences program, Compétences Culture is now in charge of coordinating funding for continuing education in the cultural sector for the Fonds de développement et de reconnaissance des compétences de la main-d'œuvre (FDRCMO). This has had an impact on our procedures, and like everyone involved in this new program, En Piste has had to be flexible while these components are implemented.

Group workshops

This year, we scaled back the number of group workshops offered slightly in response to the popularity of individualized training. Our workshops held several times a year to assist with grant applications are always full, which shows just how vital they are. The fall 2023 workshops were incredibly successful.

Although our budget remains limited in regions of Quebec with their own cultural councils, we are still working to increase our presence by deepening our understanding of regional realities and fostering more dialogue and partnerships with local stakeholders. En Piste held seven group workshops in Montréal and two group workshops in Québec City, which drew a total of 64 participants.

WINTER 2023

Grants at My Fingertips by Josée Fafard

New Technologies for the Performing Arts by Gonzalo Soldi

Masterclass - Clowning and Comedy Applied to Circus Arts by Jean Saucier

Multi-regional group workshop: Installing Acrobatic Equipment with Fred Gérard

FALL 2023

So You Love Circus and Dance? by Nathan Biggs-Penton

Demystifying Grant Applications by Alice Kop

Ecoresponsibility for the Circus Arts by Jasmine Catudal from ÉcoScéno

Multi-regional group workshop: Advanced Social Circus Training by Karine Lavoie and Mariano Lopez



Workshop Démystifier les bourses with Alice Kop _left to right_ Alice Kop, Joaquim Verrier, Marianne Cole, Solène Laurin-Laliberté, Antoine Beaupré, Daphnée Sergerie, Payton Glagau and Andréanne Quintal

Individualized Training

Our team has seen continuing interest in individualized training, which has prompted us to devote a significant share of our resources to managing the Individualized Training Support and Individualized Career Support programs. These initiatives continue to address a crucial need in our field, given the wide range of artistic disciplines and importance of maintaining regular and specific training. In 2023, we had the pleasure of funding 139 different individualized training programs.

Individualized Training Support Program

The Individualized Training Support is exclusively for professional circus artists who reside in Quebec, with priority given to members of En Piste. Every year, this program provides nearly one hundred artists with assistance with various activities, such as exploring a circus technique, learning a new circus discipline, developing related skills in joint and muscular development or somatic approaches, and managing training during work disruptions, for example.

For the Individualized Training Support program, we received 96 project applications in Montréal and 13 outside of Montréal.

[For more information](#)

Individualized Career Support program

We have seen growing participation in the Individualized Career Support program, which allows participants to develop skills related to their initial technical practice, evidence that artists are seeking to expand and diversify their practices (and perhaps that the program is also better understood and used). We are also seeing more small groups in addition to individuals, which also points to a shift in the way the program is being used and the needs it is addressing.

For the Individualized Career Support program, there were 42 applications in Montréal and 7 outside of Montréal.

[For more information](#)

2023	Applications selected	Applications received
Regional Training Support	91	96
Multi-Regional Training Support	12	13
Regional Individualized Career Support	37	42
Multi-Regional Individualized Career Support	6	7

Training in stage techniques in the circus arts

To address the shortage of technicians, particularly technicians that specialize in the circus arts, En Piste worked to establish a 60-hour pilot program for stage techniques in the circus arts in collaboration with Collège Lionel-Groulx and with support from the Commission des partenaires du marché du Travail. At the initiative of partners The 7 Fingers, Cirque Eloize and TOHU, the training program aims to give individuals with previous experience in stage technique with the tools needed for technical circus management. It will be held in January and February 2024 and include three specialized modules: circus technical direction, circus stage management and circus lighting, attracting 24 participants in 2024. To follow up on this first edition, we hope to offer this program on a regular basis, given the interest generated by the first cohort.



Module 2 Lighting workshop, January 2024_coach Olivier Rose at Les 7 doigts_photographer André Simard

Staff training

En Piste's staff completed multiple training courses to hone their skills and better tackle the various challenges associated with their position or work. These included training sessions on the Airtable database by A10S, on creating a sustainable development policy by Compétence Culture and on the CNESST by Parise Mongrain.

Our Digital Development Officer (DDO) also completed training specifically related to his duties and the Réseau ADN to build his skills and knowledge. Here is an overview of the training completed:

- MOOC (Massive Online Open Course) – Making your cultural content visible: keys to discoverability
– presented by France Université Numérique and Compétence Culture
- “Robots and AI: Are We All Going to Lose Our Jobs?”
– presented by HEC
- Cybersecurity and Law 25
– tech clinic presented by the Réseau ADN
- Workshop on Law 25 with Emeline Manson
– presented by Emeline Manson and the Réseau ADN
- Best practices for backups
– tech clinic presented by the Réseau ADN
- Complètement TADA: Discover the Culturepédia cultural data trust
– presented by the Fédération culturelle canadienne-française (to present Culturepédia)
- RQD Web Tuesdays | Webinar #8 | Online security – an overview of best practices to adopt
– presented by the RQD



Digital Technology

Digital assessment

In 2023, En Piste began planning its digital transformation by conducting analyses and assessments and by developing a digital strategy and plan to identify solutions, bolster our digital security and improve our team's digital skills. In 2024, the association will need to finalize the financing package in order to follow these recommendations. The consulting agency Chuck&Co is assisting our alliance with this process.

Archives Lanaudière

In late 2023, we resumed the document management and classification plan integration process that we had begun with Archives Lanaudière. The transition to a more intuitive platform is part of En Piste's overall digital modernization strategy, providing better document management, accessibility and collaboration within the organization.

Collaborative projects

Through the GTCD's digital committee, En Piste is continuing to work with Scène Pro to pool data, demonstrating our commitment to active collaboration. Three meetings were held for this purpose. The opportunity to connect En Piste's website to the Scène Pro project database using an API (application programming interface) is fully in keeping with the objectives of this collaboration.

Presence at national ADN (digital development officer) meetings

The Projet collectif team's takeover of Réseau ADN coordination made it possible to organize and hold the 9th and 10th national gatherings in June and November 2023. The gatherings featured in-depth discussions about new projects, resource centralization, a ADN reference database and the reorganization of the ADN Slack.

Additionally, the Réseau's 10 themed circles inspired projects intended to address key issues related to the cultural sector's digital transformation. With each DDO choosing two circles to focus on, En Piste opted to actively concentrate on the following circles: information centralization and management, based on sharing knowledge about choosing a CRM and pooling information on quotes, standard budgets and comparisons; and creating a common repository aimed at standardizing digital performing arts nomenclature using shared tools, with an exploration of the ecosystem's architecture and a case study on interdisciplinarity.



Meeting of Réseau ADN members, in Montreal.

Law 25

In light of the new Law 25, En Piste has made significant efforts to comply with the September 2022 and 2023 requirements. The first step was to form a committee including two board members, which held an initial meeting to present the committee's objectives, action taken to comply with the law and future initiatives.

In collaboration with Chuck&Co, essential measures have been taken, such as creating a privacy impact assessment (PIA) document. A person was specifically selected to oversee privacy and an email address (rprp@enpiste.qc.ca) was set up to meet the requirements, with greater visibility on the En Piste website, both in the "Contact Us" section and in the consent banner.

Displaying a consent banner, updating the website's privacy policy and creating a register of confidentiality incidents were all key steps. The register of confidentiality incidents was created as an Airtable form to simplify the process of recording and monitoring incidents.

These actions demonstrate En Piste's commitment to complying with legal privacy requirements, having a transparent privacy policy and implementing effective data security mechanisms.

[For more information](#)

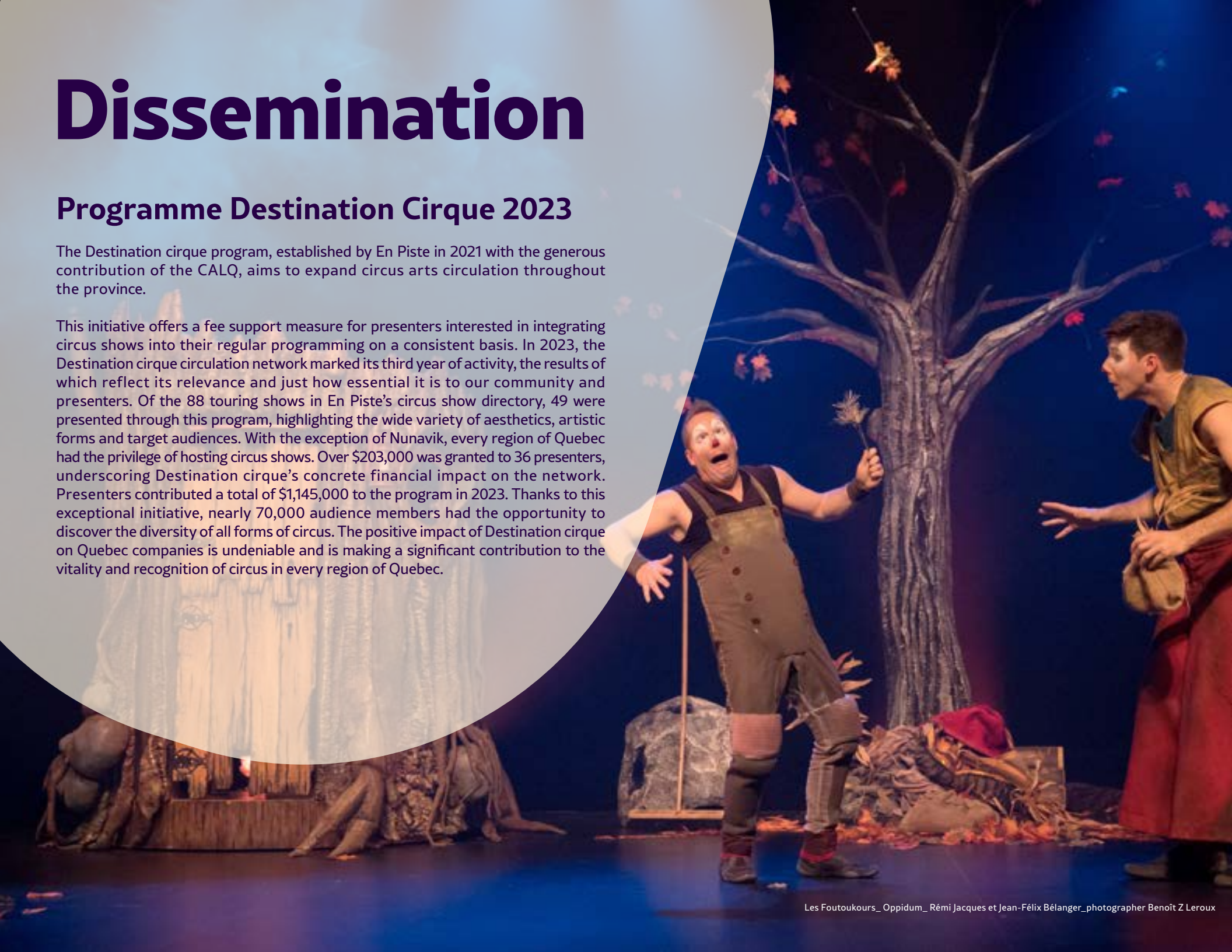


Dissemination

Programme Destination Cirque 2023

The Destination cirque program, established by En Piste in 2021 with the generous contribution of the CALQ, aims to expand circus arts circulation throughout the province.

This initiative offers a fee support measure for presenters interested in integrating circus shows into their regular programming on a consistent basis. In 2023, the Destination cirque circulation network marked its third year of activity, the results of which reflect its relevance and just how essential it is to our community and presenters. Of the 88 touring shows in En Piste's circus show directory, 49 were presented through this program, highlighting the wide variety of aesthetics, artistic forms and target audiences. With the exception of Nunavik, every region of Quebec had the privilege of hosting circus shows. Over \$203,000 was granted to 36 presenters, underscoring Destination cirque's concrete financial impact on the network. Presenters contributed a total of \$1,145,000 to the program in 2023. Thanks to this exceptional initiative, nearly 70,000 audience members had the opportunity to discover the diversity of all forms of circus. The positive impact of Destination cirque on Quebec companies is undeniable and is making a significant contribution to the vitality and recognition of circus in every region of Quebec.



Cultural mediation

Cultural mediation is a key pillar of the discipline's development. In 2023, with over 110 cultural mediation activities offered by the Destination cirque network (such as post-show meet-and-greets with artists and discussions with designers), we sparked meaningful dialogue between the public and circus creators. These initiatives forged meaningful links between audiences and artists, enhancing the artistic experience and awareness of circus.

5@Cirque at RIDEAU 2023

Over the years, the annual RIDEAU 5@Cirque event has become very popular with presenters. Now associated with Le Diamant, this platform is an opportunity to network and (most importantly) to bring players from the Québec City circus hub together, confirming that our commitment to developing the Quebec market is still a key priority.

Emerging companies at RIDEAU 2023's Place du Marché

In 2022, after establishing the Destination cirque circulation support measure, En Piste joined the RIDEAU network. To facilitate and encourage development assistance and support for emerging companies and artists, RIDEAU offers a multi-registration option to allow associations to register some of their members and sponsor their first appearance at the event. En Piste took part by supporting Cirque Intime, Marguerite à bicyclette and Mario "Superstar", and encouraging the participants to take workshops offered La danse sur les routes du Québec (DSR), known for its micro-training sessions on performing arts circulation. These meetings marked the beginning of a fruitful collaboration with DSR.

RIDEAU residency committee

En Piste is honoured to sit on RIDEAU's residency program selection committee as an advisor. These residencies offer circus artists, collectives and creative organizations access to suitable workspaces for circus research, exploration and creation. They also help make it possible to host artists at various multidisciplinary performance venues, establish or strengthen ties between circus artists and multidisciplinary presenters, and promote the work of circus artists throughout Quebec.

[For more information](#) [French only]

LOJIQ cohort at the MICC

In collaboration with the International Market of Contemporary Circus (MICC) and En Piste, Les offices jeunesse internationaux du Québec and the OFQJ came together to offer the first MICC youth delegation a unique experience. Intended for young circus arts professionals, this opportunity gave 11 participants from France, Quebec and Mexico the chance to experience the MICC through the activities of the Festival Montréal Complètement Cirque and to see three of the shows in the program. The experience was a success and will be repeated in 2024.



LOJIQ cohort at the MICC

Communications

In recent years, En Piste has seen considerable growth in online activities and transactions and has continued to offer the option of working from home. However, these activities present new challenges in terms of digital practices, technologies and data security. In the fall of 2023, En Piste began a digital transformation process. Changing technologies and work practices (both cultural and social), an increasing number of systems and, more concretely, the need to improve operations management processes and implement interconnection and interoperability projects with platforms such as Scène Pro, Cultive, La Vitrine, etc. mean that the organization must be better equipped to stay productive.

The digital transformation currently underway will have a major impact on our marketing communications. It is paving the way for more in-depth data collection and analysis, helping us plan, manage, focus and run our campaigns more effectively. It also promises a superior user experience and promotes collaboration within our organization. This transition is creating new opportunities for content creation and sharing. Members and En Piste will be able to share blogs, videos, podcasts and other communication tools more effectively, reaching a wider audience through digital channels. We are also planning to update our website.

En Piste is hoping to secure the necessary financial support to take full advantage of the opportunities provided by these transformations. In addition to the resources needed to acquire technologies and analytical tools and for staff training and maintenance, communications must also secure the necessary resources for content creation, production and enrichment.

Social media



60.78%
more people reached



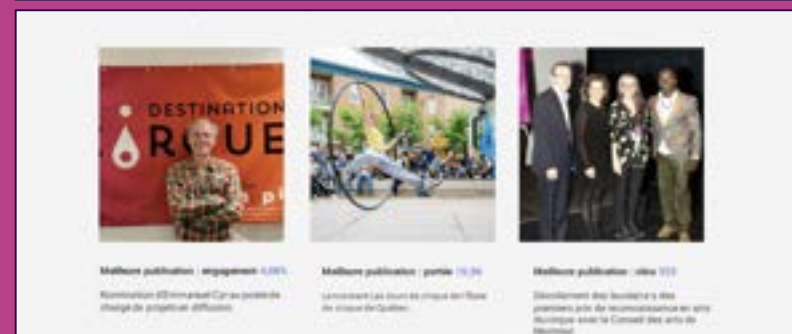
31.93%
more views per post



65.93%
more engagement with the page



Instagram



Facebook

Team

NADIA DROUIN

Executive Director

MATHILDE PERAHIA

Director of Continuing Education &
Professional Development Director

FRANCINE ARSENAULT

Communications Director

AMINA MEHARZI

Coordinator – Member Services

MATTHIEU GAGNON

Digital Development Officer

EMMANUEL ROCK CYR

Circulation Project Manager

COLLABORATORS

ADMINISTRATION

Julie Marion

COMMUNICATIONS

Françoise Boudreau

Julia Jones

Dominique Jutras, Curieux Design

Laetitia Matrat

Eloi Savoie

Anne Viau

ACCOUNTING

Admin' comme Sabine

Stéphanie Coulombe, SC

Ginette Vigneault, GV comptabilité

HUMAN RESOURCES

Katherine Ouellette, KO et compagnie

Partners

THANK YOU TO OUR PARTNERS

We would like to thank our funding partners for their support.



We would also like to thank our partners, who provide our members with a range of benefits and privileges.

CARAVANE COOP
CIRCUSCONCEPTS
FESTIVAL TRANSAMÉRIQUES (FTA)
HOT YOGA PRANA
KINATEX SPORTS PHYSIO (Complexe Desjardins – Quartier des spectacles)
LE MONASTÈRE
LES STUDIOS DES GRANDS BALLETS
PARAGYM INC.
PERSONNEL PILATES & ACUPUNCTURE (Gabriele Mendes, Ac.)
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PHYSIOTHÉRAPIE BIKIN
SPA SCANDINAVE DU VIEUX-MONTRÉAL
TANGENTE
THE CIRCUS FIX
TOHU
VIVAÏ EXPERTS EN NUTRITION

For full details: enpiste.qc.ca

Our cultural collaborators/ Destination cirque

Azimut Diffusion
Carrefour culturel ESTacade
Centre culturel de l'Université de Sherbrooke
Centre culturel Desjardins de Joliette
Centre culturel Ville de Paspébiac
Centre de création diffusion de Gaspé
Centre des arts Juliette-Lassonde
Centre des arts Baie-Comeau
Salle de spectacle JMD de Sept-Îles
Culture Saint-Casimir
Culture Shawinigan
Culture 3R
Diffusion En Scène
Diffusion Hector-Charland
Diffusion Momentum
Diffusion Saguenay
La Chapelle Spectacles
Le Diamant
Les Arts de la scène de Montmagny
Maison de la culture de Gatineau
Maison des arts de Laval
Maison des arts Desjardins Drummondville
Odyscène
Le Petit Théâtre

Rivière-du-Loup en spectacles
Salle Pauline-Julien
Théâtre du Vieux-Terrebonne
SPEC du Haut-Richelieu
Spect'Art Rimouski
Sur la scène Davignon
Théâtre de la Ville
Théâtre Desjardins de LaSalle
Théâtre du Marais
Théâtre Les Gros Becs
Théâtre Le Patriote
Valspec
Vie culturelle et communautaire de Granby
Ville d'Amos
Ville de Val d'Or

En Piste collaborates with:

Comité de la formation continue (CFC)
Groupe de travail sur la fréquentation des arts de la scène (GTFAS)
Groupe de travail sur la circulation disciplinaire (GTCD)
La Coalition, La culture, le cœur du Québec
Observatoire de la culture et des communications du Québec (OCCQ)

En Piste is a member of:

Circostrada - Réseau européen pour le cirque contemporain et les arts de la rue
Culture Montréal
Marché international de cirque contemporain (MICC)
RIDEAU
Société de développement commercial - Montréal Centre-Ville

Testimonials

I think this program is amazing to let circus artists continue to learn and grow as artists. The ability to learn new skills and understanding of different disciplines is really great.

Thank you for existing and for the great work you do.

A huge THANK YOU En Piste for these learning opportunities as well as personal and professional growth.

A heartfelt THANK YOU to the entire team. Your work makes a difference.

Thank you, this is such an so important and essential program for continued training as well as for the development of new skills.

It's a fantastic program that encourages continuous learning for artists! I've had the pleasure of experiencing the benefits both as a student and as a coach. Thank you for your work

Enabling this meeting between artists and trainers, through training courses, is essential for the development and evolution of the circus arts and its artists.

Thank you!



Le Cirque Collini _ Équipeage recherché_ Vanessa Collini, Camille Tremblay, Guillaume Laroche, François Bédard, David Fleury_ photographe Christian Leduc

THANK YOU EN PISTE!

Whether through the various programs offered, individual coaching and training support their assistance makes a major difference.

The simple fact of having access to this alliance provides a sense of belonging and a point of reference in times of difficulty or doubt.

Thanks to the financial support of En piste and RIDEAU whose aim was to help presenters offer a creative residency to companies, we were able to get through the pandemic and emerge from it with a show ready to go on tour throughout Québec.

Le Cirque Collini