

A performer in a light-colored, long-sleeved outfit is suspended in the air, holding onto a thick, light-colored rope or silks. They are in a dynamic pose, with one leg extended upwards and the other bent. The background is dark, and the lighting highlights the performer and the rope.

en piste

NATIONAL CIRCUS ARTS ALLIANCE

ANNUAL
REPORT

2019



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INTRODUCTION

Recognizing the importance of being accountable to its members and partners, En Piste, the National Circus Arts Alliance, is pleased to present its annual activity report and financial results for the fiscal year ended December 31, 2019.

En Piste prepared its annual report by referring to its 2017-2027 sector development plan, *Extending our reach - For the national development of the circus arts*, and its 2016-2021 strategic development plan. In this report, we begin with a recap of our mission before reviewing the highlights from our activities and the results achieved over the fiscal year. Finally, we justify our use of resources in carrying out our mission.



Message from the chair and
executive director

A DYNAMIC AND COMMITTED ALLIANCE

We are very pleased to present the 2019 annual report for En Piste, the National Circus Arts Alliance. As you will note when reading this document, we have set ourselves some ambitious goals. Once again this year, our objectives, taken from the 2017-2027 sector development plan, *Extending our reach – For the national development of the circus arts*, and from our strategic development plan, are aimed at improving the long-term viability of the circus arts and the conditions in which they are practiced throughout the country, as well as optimizing the organization's operations.

Our main objectives over the past year included building a pan-Canadian network, expanding our range of professional development activities, launching the individualized training support program, conducting five studies, developing a project to promote the circulation of circus shows, organizing networking activities, conducting advocacy work, redesigning our website, adopting a new brand image, relocating the alliance to a new office space, improving our administrative procedures, and adhering to sound financial management practices. The AGM Forum provided an opportunity for valuable discussions about life as an artist. In short, it was an eventful year that allowed us to move forward towards new horizons. We made some remarkable strides with a very small team, and we are proud to be able to present these excellent results.

This report on our achievements from January 1 to December 31, 2019 is the result of a concerted effort between the board of directors,

members and an exceptional team that supports the community with passion and determination. Our accomplishments also belong to all of you, who ensure that our art is able to flourish throughout the world.

Finally, we would like to thank our 411 members for their commitment to our mission. Our sector is made up of artists, designers, artisans, workers, companies of all sizes and missions, and passionate schools that are committed to the vitality of our art. We share your ambition to make the circus arts a priority in the field of performing arts. We will work hard to ensure that this vision becomes a reality!

Happy reading,

Marie-Claude Bouillon
Chair

Christine Bouchard
Executive Director

A FEW STATISTICS

1

large annual meeting
(AGA Forum)

9

membership committees

100

individualized
training sessions

800+

posts on social media

1

membership campaign

16

board members

106

participants in the group
insurance program

1593

hours of workshops
for professionals

3

circus meetings across
Canada attended
by En Piste

28

group workshops

327

participants in continuing
education activities

2700+

newsletter subscribers

4

community
networking activities

42

partners offering
discounts and privileges

411

members

3600+

Facebook, Twitter and
Instagram followers

5

studies on issues
facing the sector

70

bilingual communications

450

participants in En Piste
networking activities

86

instructors

7

board meetings
and multiple working
committees

A team of four permanent employees and two casual employees supports the circus arts sector in its development and advocacy work.

About En Piste

Since its incorporation in 1997, En Piste, the National Circus Arts Alliance, remains the only umbrella organization for circus arts professionals and organizations in Canada. With 411 members in 2019, it works to create conditions favourable to the development of the circus arts.

The circus is a unique ecosystem within the cultural sector. It is creative, diverse and innovative. In a matter of years, the circus arts have become an inspiring global benchmark and a universal source of pride.

The artists, artisans, cultural workers and organizations represented by En Piste work in all areas of the sector, from training to creation, production, promotion and social circus.

Its mission focuses on the following key principles:

- Bringing together organizations and individuals working in the community
- Developing, strengthening and promoting cohesion within the professional circus arts sector
- Advocating to the government on behalf of the sector to raise awareness of key issues and challenges
- Promoting the sector to local, national and international communities



REMARKABLE PROGRESS

The 2019 fiscal year saw a considerable increase in the number of activities organized by En Piste for the circus arts sector. The number of community members who participate in our activities has grown steadily, which speaks to the relevance of En Piste and its essential contribution to the sector's development. En Piste has made remarkable and concrete progress with regard to its 2017-2027 Sector Development Plan, particularly in the following five areas:

- Building a pan-Canadian network
- Facilitating the adoption of a protective measure by the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST).
- Actively participating in the steering committee for the training network made up of the National Circus School (NCS), École de cirque de Québec, École de cirque de Verdun, École de cirque des Îles-de-la-Madeleine and École Horizon-Soleil.
- Carrying out an assessment focusing on promotion, with the aim of establishing a structuring project for circus arts circulation in Quebec.
- Conducting an economic survey of the circus arts in Quebec that demonstrates the wide-ranging impact of the sector while highlighting its precariousness and considerable vulnerability.

ACTIVE COMMUNITY ENGAGEMENT

In 2019, 450 circus arts professionals took part in networking activities held in Montréal and Quebec City, compared with 322 people in 2018, an increase of nearly 40%.

STABLE MEMBERSHIP NUMBERS THAT ATTEST TO THE RELEVANCE OF OUR WORK

In 2019, En Piste enjoyed the continued support of 411 members. Despite a small 3% dip compared to 2018, we consider our membership numbers to be relatively stable.

RECORD ATTENDANCE AND A FIRST WOMAN CHAIR

An impressive total of 13 members ran for positions on our board of directors. These members hailed from Ontario, New Brunswick, Newfoundland and Labrador and Quebec. After 16 years of involvement with the board, Samuel Tétreault stepped down as chair. Marie-Claude Bouillon, the current chair of the board, is the first woman to hold this position since En Piste was founded.

RELEVANT AND COMPELLING PERSPECTIVES ON LIFE AS AN ARTIST

The *Circus Artists' Trajectories* forum was attended by 125 people and held at The 7 Fingers' new premises. It featured 13 artists from different generations and a variety of origins and backgrounds. The day provided many opportunities for discussion and networking. For the event, we invited Juripop to give a presentation on the one-stop resource L'Aparté, a confidential and free service for members.

PROFESSIONAL DEVELOPMENT: A KEY FOCUS

In 2019, a total of 1593 hours of workshops were offered, compared with 414 in 2018. This considerable increase can be attributed to the launch of new programs.

GROUP WORKSHOPS: ALWAYS HIGHLY APPRECIATED BY PARTICIPANTS

In 2019, 244 professionals from throughout Quebec participated in 28 group workshops, an increase of 50 participants compared to the previous year.

THE INDIVIDUALIZED SUPPORT PROGRAM: AN ESSENTIAL SERVICE FOR PROFESSIONAL DEVELOPMENT

The first phase of the Individualized Training Support program was officially launched in January 2019 and was a resounding success. 59 circus artists from across Quebec received up to 20 hours of personalized support. The Individualized Career Support program has 22 participants.

CLOSER COLLABORATION TO EXPAND OUR RANGE OF WORKSHOPS

In addition to workshops in collaboration with other organizations, our partnership with Cirque du Soleil allowed us to offer a workshop at the St. John's International CircusFest for the first time. Partnerships with TOHU and Concordia University also resulted in two masterclasses.

PROGRESS THROUGH DOCUMENTATION: FIVE ONGOING STUDIES IN 2019

In addition to conducting two studies in 2019, which focused on promotion and the economic impact of the circus arts, we participated in a study on performing arts show attendance and a working group on artist career transitions. We also continued our participation in a study on digital mediation.

A WIDELY ACCESSIBLE INSURANCE PROGRAM

The number of participants in our group insurance program continues to grow, increasing from 99 in 2018 to 106 in 2019. Seven circus companies have now joined the program, two more than in 2018.

MORE BENEFITS AND PRIVILEGES FOR MEMBERS ACROSS CANADA

We nearly doubled our member benefits and privileges program, with 42 partners offering discounts online and to members in Montréal, Québec, Toronto, Calgary and Vancouver.

A DYNAMIC ALLIANCE

We undertook various initiatives, developed new programs and projects, improved our administrative procedures, relocated downtown and began redesigning our website. We are therefore very proud to have attained the majority of our goals and to have achieved excellent results.

REMARKABLE PROGRESS

Since 2017, we have continued to advocate for the implementation of the 2017-2017 sector development plan, *Extending our reach - For the national development of the circus arts*. Our advocacy has resulted in a number of major steps forward for the community. The following is an overview of the key work carried out in 2019.

THE PAN-CANADIAN NETWORK TAKES SHAPE

Despite ongoing efforts and reduced membership fees, recruiting members outside Quebec remains a challenge. There are currently just over 30 members from Canadian provinces other than Quebec. Nevertheless, the number of members outside Quebec did increase by 4% in 2019. We have stepped up our efforts to strengthen ties with circus communities in the rest of the country. Due to the many different needs and the diversity of experience from one region to another, there is a crucial need to build a pan-Canadian network to develop the circus arts in Canada.

The development of the circus arts in Canada is progressing and we remain the only organization dedicated to supporting the professional sector in Canada. It is important to note that the Canada Council for the Arts (CCA) provides \$35,000 in annual funding to support our national mission. Despite our very modest resources, we do everything we can to support our community. Even with this funding, we have not been able to hire a resource person to coordinate the network and better document needs, identify priorities, and seek funding to organize activities in various provinces. Nevertheless, we provide bilingual communications and our web-

site redesign, which began in 2019, will provide a digital showcase for the circus arts and allow us share news about our community more widely.

Since fall 2019, members outside Quebec have been able to register for workshops, despite being ineligible for the rate subsidized by Emploi-Québec. In addition, our partnership with Cirque du Soleil made it possible for us to offer a workshop at the St. John's International CircusFest for the first time. This workshop, entitled *The circus artist as an agent for social change*, was led by Emmanuel Bochud. In fall 2019, En Piste was actively involved in addressing the challenges surrounding the development of the circus arts in New Brunswick. Our group insurance program remains accessible throughout Canada. Since January 2019, we have established partnerships with three suppliers who offer benefits and privileges to our members in Toronto, Calgary and Vancouver.

In June 2019, En Piste was also invited to speak about the alliance at the inaugural Ontario Circus Showcase in Toronto. Following two meetings with seven leaders from Ontario, Alberta, Newfoundland and Labrador, Nova Scotia, New Brunswick and Quebec, one at the International Market of Contemporary Circus (MICC) in Montréal in July 2019 and the other at the St. John's International CircusFest in September 2019, a joint grant application was submitted to the CCA to develop a pan-Canadian network. It proposed a series of consultations in provinces and territories throughout Canada in 2020, with the eventual aim of organizing a major national circus arts meeting in 2021. By the end of 2019, we were still awaiting confirmation of funding for this project.

WORKING TOWARDS A PROTECTIVE MEASURE FOR ARTISTS DURING THEIR TRAINING

Throughout the year, we continued to work with the Ministère de la Culture et des Communications du Québec (MCCQ) and the Conseil des arts et des lettres du Québec (CALQ) to reach an agreement with the CNESST to protect circus artists during their training. En Piste will oversee this measure. This project is included in measure 16 of the Quebec government's 2018-2023 culture action plan, which was unveiled along with its new cultural policy in June 2018. The measure is essential to ensure that artists are protected by the CNESST in the event of an injury or accident during a supervised training session not governed by an employment contract. A similar measure has existed in the dance sector since 1994. We hope that once this measure is adopted in Quebec, we will be able to persuade other provinces to follow suit.

FURTHER WORK TO DEVELOP A TRAINING PATHWAY

In 2018, the MCCQ awarded the National Circus School \$1 million to develop a training pathway for the circus arts in Quebec. The steering committee is made up of the National Circus School (NCS), École de cirque de Québec, École de cirque de Verdun, École de cirque des Îles-de-la-Madeleine, École Horizon-Soleil and En Piste. It met several times throughout the year. Its work will extend into 2023 and will focus on various issues pertaining to basic training, recreational training and teaching content. Its objective is to structure and equip schools.

AN ASSESSMENT EXAMINING DISSEMINATION

In 2019, with financial support from the CALQ and in collaboration with Simon Bastien of BIP Research and performing arts consultant Sylvie Blais, we conducted a study on circus arts dissemination. To collect input, we took advantage of the MICC to hold a discussion group led by Esther Charron with some twenty international promoters. The study once again confirmed the need for

an assistance measure for circus show circulation in Quebec. We submitted a funding application to the CALQ and are also awaiting confirmation of funding for this project.

While waiting for a structuring project to be implemented, we organized our first networking activity between promoters and companies at the Capitole de Québec during RIDEAU 2019. Eighty-three people attended the 5@cirque, including 36 promoters and 15 circus companies. For this activity, we created a brochure showcasing nearly 30 shows available for touring. This initiative once again demonstrated the importance of implementing a structuring project to bring artists, companies and promoters together, draw attention to the variety of shows and realities of promotion and touring, and raise awareness of the circus throughout Quebec and Canada.

A FIRST ECONOMIC SURVEY DEMONSTRATES THE MAJOR CONTRIBUTION OF THE CIRCUS ARTS

Since the sector development plan was published in 2017, our government partners have not allocated any funding to support the growth of the circus arts sector and safeguard its future. In light of the growing challenges facing the circus arts sector, 59 organizations, nine promoters and 42 schools were asked to participate in a first economic survey of the circus arts sector in Quebec. Conducted in partnership with AppEco and led by economist Pierre-Emmanuel Paradis, the study not only demonstrated the circus arts' contribution to the cultural economy, but also highlighted major challenges if the sector is to remain creative, innovative and competitive in the short- and medium-term, given that 90% of its revenue comes from exporting shows and numbers abroad. The study is expected to conclude and be published in early 2020.

Active community engagement

Each year, in an effort to gather the community, work together and encourage community engagement based on common issues, we organize activities to promote collaboration and networking between members.

STABLE MEMBERSHIP NUMBERS THAT ATTEST TO THE RELEVANCE OF OUR WORK

Over the last five years, our membership numbers have risen steadily. On December 31, 2019, we had 411 members across all categories. While we consider these numbers to be relatively stable, there was a small 3% dip compared to 2018. This was mainly due to prolonged absences from the country, contracts abroad, leaves of absence due to injury, and career transitions. Given the high international mobility of artists and companies, we are proud of the results achieved.

The geographical breakdown of our membership shows that 85% of members came from Quebec, while 7% were from other Canadian provinces and 7% were from abroad; it is interesting to note this equal percentage. The proportion of members who chose French as their preferred language of correspondence was 78%. There was a 4% increase in the number of members outside Quebec and a 3% increase in the number of Anglophones.

RECORD ATTENDANCE AND A FIRST WOMAN CHAIR

Held on April 15, 2019, at The 7 Fingers' new creation centre in Montreal, the 2019 AGM Forum brought together over 125 professionals. Chaired by Sylvie Gamache, the annual general meeting provided an opportunity to review our achievements in 2018 and look ahead to 2019. The event was livestreamed and the video was available to view online for several days.

The board of directors is made up of 16 members: seven corporate members, four training organizations and five individual members. Board members are elected by members at the AGM for a two-year term. In 2019, an impressive total of 13 members ran for eight vacant positions. Of the six female candidates and seven male candidates, three were from Ontario, New Brunswick and Newfoundland and Labrador, with the 10 others hailing from Quebec.

Four new board members were elected: Nicolas Boivin-Gravel, Anahareo Doelle, Jimmy Gonzalez and Itzel Viruega. Marie-Ève Dicaire, Éric Langlois, Karine Lavoie and Tim Roberts were re-elected. For professional reasons, Nicolas Boivin-Gravel stepped down and the board appointed Nathalie Blanchet. We would like to thank everyone who expressed interest in contributing to community life. We would also like to acknowledge the significant contribution made by outgoing board members Yannick Mainville and Vincent Messenger. Furthermore, after 16 years of unwavering commitment as a board member, including six years as chair, Samuel Tétreault announced his departure at the AGM. We are very grateful for his extensive involvement in the community's development. Marie-Claude Bouillon was elected chair of the board, the first woman to hold this position.

2019 BOARD OF DIRECTORS

Marie-Claude Bouillon, Chair
Luna Cabellera

Tim Roberts, Vice Chair
École de cirque de Québec

Christine Bouchard, Secretary
Executive Director, En Piste

Éric Langlois, Treasurer
National Circus School

Nathalie Blanchet
Cirque Éloize

Emmanuel Bochud
Cirque du Soleil

Annie-Kim Déry
Artist

Marie-Ève Dicaire
Artist

Anahareo Doelle
Wonderbolt Productions

Claudiel Doucet
Artiste

Jimmy Gonzalez
Artist

Danièle Fournier
École Horizon-Soleil de Saint-Eustache

Karine Lavoie
Cirque Hors Piste

Stéphane Lavoie
TOHU

Andrée-Anne Simard
École de cirque de Verdun

Itzel Viruega
Trainer

In 2019, the board met seven times and held multiple work sessions to tackle specific projects or discuss current events.



RELEVANT AND COMPELLING PERSPECTIVES ON LIFE AS AN ARTIST

Focusing on the theme of life as a circus artist and entitled *Circus Artists' Trajectories*, the 2019 edition of the forum proved to be exceptionally popular. More than 125 people participated, compared with 100 in 2018 and 60 in 2017.

Three panel discussions led by Esther Charron featured 13 artists from different generations and a variety of origins and backgrounds. Each panel provided an opportunity to discuss issues related to innovation, touring and the sensitive topic of career transitions with the following individuals:

Panel: Daring to be bold

Valérie Doucet, Andréane Leclerc, Gypsy Snider, Holly Treddenick

Panel: When the world is ours

Yamoussa Bangura, Geneviève Bessette, Jinny Jacinto, Rémi Jacques

Panel: Career trajectories

Anahareo Doelle, Fernando Dudka, David Girard, Yves Landry, Luc Tremblay

Representatives from the CALQ and the Conseil des arts de Montréal (CAM) took part in the event. Juripop was also in attendance to present its legal services and L'Aparté, a free, confidential and independent service that assists individuals working in the cultural community who have experienced harassment or violence. The forum ended with discussion groups to brainstorm innovative ideas and effective, concrete solutions to the challenges discussed in the panel discussions. The day then concluded with a lively 5@cirque networking event.

We would like to express our heartfelt gratitude to The 7 Fingers and its staff members Elfy Andrade and Nicolas Lemieux for their help organizing the event. We would also like to thank the 12 volunteers: Brigitte Charpentier, Mélodie Couture, Guillaume Doin, Camille Havas, Nathalie Houle, Sabine Jean, Fannie Lagrange, Mathilde Perallat, Bianca Rossini, Shovane Brisindi, Anouk Vallée-Charest and Catherine Viens. Their collective efforts helped make the day a success.

HIGHER PARTICIPATION IN NETWORKING OPPORTUNITIES

Supporting professional networking is crucial to promote discussion and collaboration. For the second consecutive year, we continued our 5@cirque series in order to hold regular networking activities and discuss common challenges. As many as 450 circus arts professionals participated in these events. In addition to our participation in RIDEAU and the 5@cirque held at the end of the forum, 133 producers, promoters, artists and circus arts professionals from all over the world took part in our event during the MICC. Finally, 33 artists and creators attended the information session to mark the launch of Impact, the CAM's new circus arts residency developed in collaboration with En Piste and other partners.

Supporting professional development: a key focus

We play an essential role in professional development and offer a variety of services: group workshops, an insurance program, and a wide range of benefits and privileges exclusively for members. In 2019, we also launched the new individualized training support program and reworked the individualized career support program. As a result of these changes, we were able to increase the number of participants and triple the number of workshop hours (1573 hours in 2019 compared with 414 hours in 2018). More than a hundred instructors helped to broaden participants' knowledge.

Our training activity planning reflects the needs identified in the 2018 macro-sectoral study on continuing education. The wide range of needs, number of disciplines to cover and international mobility of artists and workers all present a major challenge when planning and carrying out activities. The study also highlighted the urgent need to support artists during their training. Due to the very wide range of discipline-specific needs and participant levels, we made access to individual support a priority. We also explored new partnerships in order to expand our range of activities. We should note that funding for continuing education is mainly provided by the province of Quebec, which restricts our ability to offer programming outside Quebec.

Despite our limited funding, we hope to make our continuing education program even more relevant and available to as many professionals as we can, in as many provinces and territories as possible. For this reason, we opened our workshops to non-Quebec residents. In 2019, we were also able to offer a workshop in Newfoundland and Labrador for the very first time thanks to a partnership with Cirque du Soleil.

GROUP WORKSHOPS: ALWAYS HIGHLY APPRECIATED BY PARTICIPANTS

More than 244 participants took part in 28 group workshops. Despite the major overhaul of our individualized support program, the number of participants was virtually the same as in 2018¹. Our workshop programming is discussed with a training committee and reflects

priorities identified by the community. Participants gave it an average rating of 92%. For the 2019 fiscal year, Emploi-Québec provided budget support for the regional and multiregional streams and remains our key partner.

Compétence Culture renewed its financial support to enable us to hire a continuing education coordinator. We were also able to open workshops to Quebec residents with an open or closed work permit, giving more members of the circus community access to subsidized rates.

As in previous years, continuing education activities focused on five areas of expertise: discipline-specific skills, related skills, management, best practices and the creative process. The number of participants in creative workshops was particularly impressive.

INDIVIDUALIZED SUPPORT PROGRAMS: AN ESSENTIAL SERVICE

Given the wide range of needs and international mobility of artists and workers, we had to shift the focus of our programs. We therefore reviewed the individualized support programs that were offered in 2018. As a result, there are now two streams: the individualized career support program (Compétences-Carières), which covers training needs related to career development, and the individualized training support program. Both programs have been an overwhelming success. At least a hundred participants benefitted from more than 1,183 hours of individual support from 66 trainers. This is three times as many participants as in 2018².

The individualized training support program addresses an urgent need expressed by the majority of respondents in the survey of circus artists' training habits in Quebec and the macro-sectoral study conducted by Daigle/Saire in 2018. It is important to note that these programs are available in all regions of Quebec.

1 The list of group workshops can be found in an appendix.

2 A list of individual support provided can be found in an appendix.

CLOSER COLLABORATION TO EXPAND OUR RANGE OF WORKSHOPS

In addition to the workshop held in Newfoundland and Labrador at the St. John's International CircusFest in September 2019, we wanted to take advantage of visiting artists and leading experts to offer masterclasses to the community. In partnership with TOHU and Concordia University, 22 artists had the opportunity to attend a workshop with Sean Gandini during the Montréal Complètement Cirque festival. The workshop was preceded by a presentation. In November 2019, an acrobatic exploration workshop led by the Australian company Circa was also held at TOHU.

Furthermore, En Piste was able to offer eight interdisciplinary workshops to our sector thanks to funding provided to the Conseil de formation continue (CFC) by Services-Québec:

- *Graphic design 101 for cultural workers* in partnership with the Conseil québécois de la musique
- *Physical acting* in partnership with DynamO Théâtre and the Conseil québécois du théâtre
- *Leveraging the connections between digital culture and digital thinking* in partnership with the Conseil québécois des arts médiatiques
- *Understanding indigenous realities* in partnership with the Regroupement des arts interdisciplinaires du Québec
- *NPO taxation* in partnership with the Conseil québécois des arts médiatiques
- *Effective time management and priority-setting* in partnership with the Regroupement des centres d'artistes autogérés du Québec
- *Understanding inclusion, diversity and cultural appropriation challenges and their effects on artistic practice* in partnership with the Regroupement québécois de la danse
- *Development strategies for international arts promotion* in partnership with the Conseil québécois de la musique

PROGRESS THROUGH DOCUMENTATION: FIVE ONGOING STUDIES IN 2019

In addition to the study on circus arts dissemination and the economic survey mentioned previously, En Piste participated in a working group on performing arts show attendance, which tasked Daigle/Saire Conseil en management with conducting a study on performing arts show attendance in Quebec. The data collected will be used to better understand the types of audiences who attend circus shows and to inform our sector's promotion and mediation strategies.

En Piste also took part in a working group on artist career transitions, which led to an MCCQ-funded pilot project and study to assess the career transition needs of certain performing artists and determine the types of services that should be offered to support them more effectively. In February 2019, five circus artists were selected to receive personalized support over a three-year period to help redefine their career path. They will also receive free access to programs, services and financial support from the Quebec office of the Dancer Transition Resource Centre (DTRC). In addition, research conducted by a team of researchers at the Université de Montréal and Université Laval will help document performing artists' career transition behaviours and needs. Finally, En Piste continued its participation in a study on digital mediation in collaboration with the Research Laboratory on Cultural Audiences at the Université du Québec à Trois-Rivières.

A UNIVERSALLY ACCESSIBLE INSURANCE PROGRAM

En Piste continued its partnership with Assurances Vézina to offer the circus community a wide range of insurance products: group insurance for individuals in the event of an accident, group insurance for companies and organizations, liability insurance, goods and equipment insurance, travel insurance, insurance for directors and managers, and insurance for expats.

The number of participants in our group insurance program for individuals in the event of an accident rose slightly from 99 in 2018 to 106 in 2019, a third of individual members. The program is available to anyone with Canadian citizenship, permanent resident status or a work permit, and covers worldwide travel for training and performance purposes. Seven circus companies have now joined the group insurance program, two more than in 2018.

MORE BENEFITS AND PRIVILEGES FOR MEMBERS ACROSS CANADA

We have considerably expanded the member benefits and privileges program. Located in Montreal, Quebec City, Toronto, Calgary and Vancouver, our partners grew from 23 in 2018 to 43 in 2019. In addition, four benefits are offered online and are available anywhere. Our partners provide our members with a variety of products and services in the following areas: healthcare, circus training, training and recreation, legal services, career development, apparatuses and equipment, knowledge building, cultural life and networking, and accommodation and travel.

Located in Montreal, Quebec City, Toronto, Calgary and Vancouver, **our partners grew from 23 in 2018 to 43 in 2019.**

HEALTHCARE

Biokin Physiothérapie
Kinatex Sports Physio Saint-Denis
et Complexe Desjardins
Mettattitude Massothérapie
Physio Actif
Rachel Drouin-Germain Massothérapie
Viva! experts en nutrition sportive

CIRCUS TRAINING

Les Asymétriques
Caravane Coop
Centre de recherche en art clownesque
Circuit-Est centre chorégraphique
The Circus Fix
Cirque Éloïze
École de cirque de Verdun
Paragym
TOHU
West Coast Flying Trapeze

TRAINING AND RECREATION

École nationale de cirque
Hot Yoga Prana
Le Mouv' Espace Bloc
Mon Yoga Virtuel
Nautilus Plus
Pop Spirit
Slackline Montréal
Spin Énergie
Zéro Gravité escalade & yoga

LEGAL SERVICES

Juripop

CAREER DEVELOPMENT

Acro Dance Teacher's Association
École nationale de cirque
Photos de cirque (Jim Mneymneh)

APPARATUSES AND EQUIPMENT

Circus Concepts inc.
École nationale de cirque
Higgins Brothers

KNOWLEDGE BUILDING

École nationale de cirque

CULTURAL LIFE AND NETWORKING

Danse Cité
Danse Danse
Festival TransAmériques (FTA)
Le Monastère
Orchestre Métropolitain
Tangente
TOHU

ACCOMODATION AND TRAVEL

Days Inn by Wyndham
GlobeCar

A dynamic alliance

While the 2018 fiscal year was a period of maturity, the 2019 fiscal year was characterized by genuine growth. Not only did we launch several new projects in addition to organizing our regular activities, we also began the process of relocating. Given the amount of growth in recent years, our lack of office space was glaringly apparent. In December 2019, we relocated to 1450 City Councillors Street in downtown Montreal. We now have space in our new office to welcome our members and provide staff with a more comfortable work environment. We would like to thank the National Circus School for hosting the alliance since it was founded.

This step marks the beginning of another important phase of our development. The 2019 fiscal year was also the fourth year of our strategic development plan. We are very proud to have attained the majority of our objectives. In 2019, we improved our administrative procedures, implemented a new classification and archiving plan, and adopted an anti-harassment policy. In addition to coping with a greater workload due to a larger volume of activities, we are proud to have adhered to excellent financial management practices while carrying out large-scale projects (relocating, replacing furniture and redesigning the website).

Given the many projects undertaken in 2019, we were unable to finish developing a communications plan. Nevertheless, the communication strategies that were implemented have paid off.

The En Piste website redesign, which began in September 2018 in collaboration with Mbiance, was completed in 2019. The process proved to be longer and more challenging, complex and costly than expected. Designing the new digital platform required numerous drafts of the project specifications, a thorough revision of textual content by Dialecto Web based on new web referencing and writing techniques, and graphic design by Dominique Jutras of Curieux Design and inspired by our new brand image. Due to the complexity of the platform, we were unable to launch our new website in 2019. Nevertheless, we are very proud of the progress that was made.

In October 2019, in order to move forward with the project and boost our social media influence, we hired a communications and digital strategies assistant with the help of an Emploi-Québec wage subsidy. This additional resource made it possible to complete work on the website and provide support to its users. It also allowed us to revive our previously inactive Instagram account and promote our services to a younger community of circus performers. However, it is important to note that En Piste was unable to hire an employee to oversee digital development like many other associations, alliances and regional councils for culture. We have continued to advocate to obtain this resource.

In 2019, we reached out to various communities through our communications:

- 11 bilingual monthly newsletters sent to over 2,700 subscribers
- 36 special and relevant communications about announcements, studies, events and membership drives, as well as numerous reminders
- 23 newsletters related to continuing education activities for circus artists and professionals
- 500+ more followers on our Facebook page, from 3,135 in 2018 to 3,666 in 2019. This reflects the expansion of our international community
- Fewer posts on Twitter (only 59 tweets) in order to focus on Facebook (a total of 329 posts and 26 events)
- We became active on Instagram (late November 2019), with a total of 26 posts shared with 615 followers in 2019

Continued advocacy on your behalf

In 2019, in addition to its annual meetings with arts councils, En Piste approached various government bodies in Quebec and Canada to obtain support for activity development and the sector's growing needs.

Each year, we meet with representatives of various ministries and leaders of arts councils to raise awareness of the issues and challenges faced by our community. We also participate in various working committees in the cultural sector:

- Member of the steering committee and member of the Coalition La culture, le cœur du Québec. We supported their efforts to implement an HR plan for culture and obtain a 2% increase in the government arts and culture budget.
- Our executive director was appointed to the position of chair of Compétence Culture for the third consecutive year.
- Board member of the Conseil de formation continue, Arts et culture de l'île de Montréal (CFC).
- Participant in a working group on performing arts show attendance, which conducted an extensive study examining promotion and dissemination challenges.
- Participant in a working group on artist career transitions.
- Participant in the Observatoire de la culture et des communications du Québec.

En Piste is also involved in various cultural organizations such as Les Arts et la Ville, National associations and alliances, CAPACOA, CINARS, Regional councils for culture and Diversité artistique Montréal (DAM). We are also present at circus arts shows and festivals.

TEAM

Christine Bouchard
Executive Director

Paola Dugit-Gros
Administration & Membership Assistant

Romain Meyer
Continuing Education & Development Coordinator

Anna Vigeland
Programming & Professional Development Assistant

Nathalie Delorme
Communication & Community Engagement Officer

Valérie Bineau
Communications & Digital Strategies Assistant

Ginette Vigneault
Chartered Accountant

We would like to acknowledge the departure of Sofranie Trenchia and Amélie Primeau-Bureau. We are grateful to them for their work with the team.

EXPERT TRAINERS

Agathe Foucault, Alain Zouvi, Alexandre Gillis, Alexie Maheu, Alice Bourgasser, Alice Kop, Anouk Vallée-Charest, Aude Lavergne, Catherine Lemieux, Charmaine Leblanc, Citlali T Germé, Danielle Poulin, Delphine Cézard, Éliane Domansk, Emmanuel Bochud, Eric Saintonge, Franck Innocenti, François Thibault, Fred Gerard, Geneviève Bessette, Géraldine Durand- Groulx, Gonzalo Fernández, Gonzalo Soldi, Heidi Blais, Heidi Tanaka, Howard Richard, Irena Purschke, Jacques Brochu, Jérôme Le Baut, Jinny Jessica Jacinto, Joanna Abbatt, Jocelyn Bigras, Jonathan Brochu, Josée Fafard, Joseph Culpepper, Julia Lenardon, Keven Langlois, Leslie Angeles, Luc Simard, Madeleine Hallé, Mahira Doumengeux, Marc Gauthier, Marcos Nery, Marie-Louise Donald, Marie-Claude Bouillon, Marie-Claude Gervais, Marie-Claude Labrecque, Marie-Ève Dicaire, Maxime Poulin, Mélanie Raymond, Michoue Sylvain, Nadia Genois, Nadia Richer, Nathalie Hébert, Nicolas Desjardins, Pascal Brullemans, Pascale Léonard, Patrick Handfield, Pauline Bonanni, Rachel Walker, Raphael Fréchette, Rémi Jacques, René Bazinet Rodríguez, Neta Oren, Samantha Halas, Samuel Jabour, Sara Deull, Sarah Poole, Sean Gandini, Shena Tschofen, Sophie Picard, Stéphane Ménigot, Stéphanie Decourteille, Sylvain Rainville, Valérie Doucet, Veronica Melis, Véronique Thibeault, Victor Fomine, Vincent Messenger, William Bonnet, Yannick Blackburn, Yaron Lifschitz, Yohann Trépanier, Yuri Bozyan, Yves Dagenais.

THANK YOU TO OUR PARTNERS

WITHOUT THE CONTRIBUTION OF OUR PUBLIC PARTNERS, NOTHING WOULD BE POSSIBLE. WE WOULD LIKE TO THANK THEM FOR THEIR SUPPORT: CONSEIL DES ARTS ET LETTRES DU QUÉBEC, SERVICES-QUÉBEC, CONSEIL DES ARTS DE MONTRÉAL, THE CANADA COUNCIL FOR THE ARTS AND THE MINISTÈRE DE LA CULTURE ET DES COMMUNICATIONS DU QUÉBEC.

WE ALSO WISH TO THANK COMPÉTENCE CULTURE FOR ITS CONTRIBUTION TO OUR CONTINUING EDUCATION MANDATE.



Appendix

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APPENDIX II – GROUP WORKSHOPS — WINTER 2019

APPENDIX III – GROUP WORKSHOPS — SPRING 2019

APPENDIX IV – GROUP WORKSHOPS — FALL 2019

APPENDIX V – INDIVIDUALIZED CAREER SUPPORT PROGRAM

APPENDIX VI – INDIVIDUALIZED TRAINING SUPPORT PROGRAM

Appendix I – Members as of December 31, 2019

INDIVIDUAL MEMBERS

Acoba Noeli
Adamson Sidonie
Albers Christina
Allard Evelynne
Allard Nicolas
Alor Morales Francisco
Alvarado Amaya
Amar Florence
Amyot Jade-Emmanuelle
Archambault Catherine
Arseneault Maude
Audet Johnston Anne-Fay
Ayotte David
Baart Halle
Baert Mackenzie
Ball Erin
Ball LeeAnn
Balov Peter
Bates Eric
Beauchamp Rosalie
Beauchamp Noémie
Beaudet Catherine
Bédard François
Bédard Mathieu
Bélanger Jean-Félix
Bélanger Stéphanie
Bélisle Jolain
Belzile Olivier
Bertrand-Montminy Camille
Bérubé Geneviève
Bérubé Laurie
Bessette Geneviève
Bessette Sandy
Béty Marie-Noël
Bigel Eve
Biron Guillaume
Bisserier Agathe
Blais Guillaume
Blais Heidi
Blanckaert Maxime
Bonanni Pauline
Bonin Éliane
Bonjo Cassidy Rose
Borwick Fraser
Bouchard Charles-Éric

Bouchard Dominique
Bousquet Tamara
Boutin Marc-Antoine
Bouvier François
Briscoe Nathan
Brisindi Shôvane
Brochu Jonathan
Bruyère-L'Abbé Mikaël
Bunce Alyssa
Burka Tanya
Cabana Ariane
Caron Daniel
Cezard Delphine
Charpentier Brigitte
Chassé Isabelle
Comeau Joelle
Côté Yvan
Cournoyer-Lessard Frédérique
Courtenay Benjamin
Craig Spencer
Cuerrier Jean-Philippe
Davies Léda
De Bruyn Roxanne
Decoste Yves
Delage Isabelle
Della Valle Gaël
Demers Alexandre
Déry Annie-Kim
Deschamps Michel Balto
Devick Annette
Déziel Julie
Diallo Mamoudou
Dicairé Marie-Ève
Doin Guillaume
Donald Marie-Louise
Doucet Claudel
Doucet Valérie
Drolet Geneviève
Drumheller Erin
Dugan Dana
Duguay-Gosselin Pascal
Dumoulin Amandine
Dupuis Mélanie
Duquette Hugo
Faubert Nicole
Ferland-Valois Jonathan
Filiatreault Raphael
Fiset David
Fortin Janika

Fournier Émilie
Fournier Vanessa
Fowler Kyle
Frenette Martin
Funk Alisan
Fyffe Timothy
Gagnon Charlotte
Gatti Christopher
Gaudette Akian
Gaudreau Maryève
Gaumond Elizabeth
Gauthier Rachel
Gauthier Marie-Josée
Gee-Moore Brittany
Geertsens Friederik
Gélinas Shannon
Gentilini Stephane
Georgopoulos Jennifer
Gérard Frédéric
Gerbeau Virginie
Gonzalez Palacios Jimmy
Gosselin Lyne
Gough Marissa
Gravel Marie-France
Gray Ryan
Greco Quentin
Griffith Hannah
Guesdon Benoist
Haglund Krin
Hall Elsa
Havas Camille
Hazewinkel Nicolette
Head Mitchell
Hébert Marianne
Herley Lauren Joy
Herrera Dylan
Hivert Anne-Marie
Houde Pierre-Luc
Houghton Jackie
Houle Nathalie
Huber Elli (Isabella)
Hubert Jamye
Hudon Pierre-Olivier
Huey Ben
Imbault Yan
Ingwersen Ruben
Isabelle François
Jacinto Jinny J.
Jacques Rémi

Jammal Naël
Jeannotte Christine
Jones Nathan
Joyal Louis
Jutras Vincent
Kendall Jessica
Kichtchenko Anna
Kop Alice
Labelle Ian
Laforest Evelynne
Lafortune Sylvain
Lagrange Fannie
Laliberté Gabriel
Laliberté Xavier
Landry Yves
Lane Alexandre
Larose Maxime
Laurin Maxim
Laurin Rénald
Lauzon Arielle
Lavallée Jean-Simon
Lavergne Aude
Lavergne Julie
Law Grace
Lebel Bernard
Lebel Cassandra
Lebot Marie
Leclerc Andréane
Lecuyer Jennifer
Léonard Dolorèze
Léonard Patrick
Leroux Louis Patrick
Leroux-Côté Joanie
Lessard Myriam
Lett Sarah
Levasseur Josianne
Lewandowska Anna
Lunn Breagh
Lynch Amanda
Macé Thibault
Machain Alejandra
Madore Joanne
Malette-Chénier Adrien
Malika-Boivin Zoé
Manuel Melissa
Marchand Laurie
Marchand Lazzaro Ségolène
Marshall Julie
Martin Gabrielle

Martin Thula
Martin Félix
Martin Couture Mélodie
McGarr Jack
McGarr Jack
Meehan Jonathan
Messenger Vincent
Miller Laury-Ann
Mispelon César
Miyazaki Brandon
Mneymneh Jim
Morel Van Hyfte Arthur
Muravyev Pasha
Muzzey Michel
Nadeau Simon
Nguyen Érika
Nielsen Sorrell
Nielsen Tristan
Normand Michelle
Oppenheimer Ron
Ortlieb Aurèle
Palardy-Dion Jacques
Paquin Guillaume
Paradis Paméla
Patt Michael
Perallat Mathilde
Philippe Basile
Pineault Émile
Pinon Célien
Pitard Samantha
Plouffe Alexanne
Poole Sarah
Poulin Maxime
Prévost-Lemire Madeleine
Prezzavento Clara
Priebe Becky
Protat Antoine
Proteau Josianne
Prytz Johan
Pulka Nikolas
Purschke Irena
Racine Choinière Laurence
Raymond Mélanie
Reed Kelly
Rhoades-Nicholls Sierra
Ricard Alexandre
Riel Mathieu
Rocheffort Caroline
Rocio - Martinez Giselle

Rohrer Dorothée
 Roland Elwin
 Romero Lina
 Rosas Luisina
 Rossini Bianca
 Rousseau Christophe
 Royer Alexandra
 Sabattié Zoé
 Safar Maher
 Sanscartier Zoé
 Sarra-Bournet Hugues
 Saucier Jean
 Saulnier Danielle
 Scherrer Brigitte
 Seclet Louana
 Seillier Yann
 Shepherd Dawn
 Shinagawa Mizuki
 Sills Keely
 Simoneau Louis-David
 Simoneau Marie-Christine
 Skerry Leah
 Soltys Morse Anna
 Steel Duane
 Serman Samantha
 Strom Adam
 Tackle Jarrod
 Tardif CBastien
 Tenzer Aurélie
 TerMetz Lynne
 Tétreault Samuel
 Therrien Chantal
 Thibault François
 Tomlinson Weintraub Evan
 Travis Ross
 Treddenick Holly
 Tremblay Luc
 Tremblay-Bouchard Méliejade
 Tremblay-Vu Laurence
 Trenchia Sofranie
 Trépanier Philippe
 Trierenberg Mirko
 Tschofen Shena
 Tucker Emily
 Vallée-Charest Anouk
 Van Kruyssen Kate
 Van Looveren Seppe
 Venisse Anthony
 Verschelden Marilou
 Viens Catherine
 Viens Jean-Philippe
 Vigneault Alexis
 Vincent Timothé

Vintilova Darya
 Viruega Itzel
 Walker Rachel
 Ward Anna
 Ward Madison
 Wegg Meaghan
 Wheaton Stephanie
 Zayn Andralyn
 Zioerjen Joelle

CORPORATE MEMBERS

Cirkazou
 Collège Lionel-Groulx
 École de cirque de la Polyvalente de Disraeli
 École de cirque de Québec
 École de Cirque de Verdun
 École de cirque des îles de la Madeleine
 École de Cirque VireVolte
 École Horizon-Soleil St-Eustache
 École nationale de cirque
 Le moulin à vent
 Productions Cirrus Cirkus
 SODAM
 Station Cirque
 The Rising - Victoria Centre For Circus Arts
 Trapèze le Voltigeur
 Arsenal
 Artcirq
 Centre de Recherche en Art Clownesque
 Centre Jacques-Cartier / Cirque du monde
 CINARS (Conférence Internationale des Arts de la Scène)
 Circus Stella
 Cirquantique
 Cirque Alfonse
 Cirque du Soleil Canada inc
 Cirque Éloize
 Cirque Hors Piste
 Clowns Sans Frontières
 Compagnie Finzi Pasca
 Critac
 D'arts et de rêves
 Eden Creative
 Flip Fabrique
 Kalabante
 La Bande Artistique
 La Luna Caballera
 LaboKracBoom

L'Aubergine
 Le Château de Cirque
 Le gros orteil
 Les 7 doigts de la main
 Les deux de pique
 Les Improduits
 Les Parfaits Inconnus
 Les Sages Fous
 Machine de Cirque
 Productions Éclats de Rire
 Short Round Production
 Spicy Circus
 Théâtre à Tempo
 Théâtre Le Diamant
 TOHU, la Cité des arts du cirque
 Wonderbolt Circus
 Y2D Productions Inc.

ASSOCIATE MEMBERS

Boudreault Françoise
 Culpepper Joseph
 Hobden Roger
 Samson Suzanne
 Adams Ashley
 Auger Pascal
 Barbeau Danielle
 Beaudry Marianne
 Béliveau Stéphanie
 Blackburn Yannick
 Blanchet Nathalie
 Buckles Greg
 Caron Francis
 Clerc Laurence
 Clermont-Michaud Maxime
 Côté Sophie
 Debrosse Sarnia
 Deschênes Éric
 Desrosier Maryse
 Di Blasi Marina
 Drouin-Breuregard Natasha
 Germaine Nicolas
 Giard Jean-René
 Gohier Leroux Jordanne
 Gosselin Léonie
 Guérette Josée
 Henri Geneviève
 Jacques Catherine
 Katarina Barati Anna
 La Couture Jean-Philippe

Labelle Guillaume
 Lapointe Carole
 Lavigreur Linda
 Leduc Christian
 Lengart Thomas
 Mancini Nancy
 Matrat Laetitia
 Melis Veronica
 Morency Louis-Philippe
 Nadeau Marie-Pier
 Noel Mario
 Ouimet Daniel
 Paulet Vanille
 Pepin Catherine
 Peslerbe Jean-Marc
 Provencher Daisy
 Quintal Andréanne
 Reid Tanya
 Richard Véronique
 Sirois Marc-Antoine
 St-Germain Bruno
 Thibault Jean
 Thibeault Véronique
 Tremblay Claude
 Vitupier Christelle

PARTNER ASSOCIATE MEMBERS

Diagramme-Gestion culturelle
 Les ailes du Désir
 Productions Jeun'est
 Vézina Assurances Inc.

APPENDIX II – Group workshops – winter 2019

TITLE	TRAINERS	DATES	LOCATION	HOURS	PARTICIPANTS
Juggling masterclass	Gonzalo Fernández and Rodríguez Neta Oren	January 7 to 11	ÉNC - studio de création	25	4
Philanthropy, a source of revenue for the circus arts	Danielle Poulin	January 18 to 20	Centre Saint-Pierre	21	4
Self-massage for better performance	François Thibault	January 26 and 27	Studio Spinal Mouvement	14	12
International taxation	Heidi Tanaka	February 1	Centre Saint-Pierre	7	5
Creation and operating budgets for touring shows	Géraldine Durand Groulx	February 8 and 9	Centre Saint-Pierre	9	6
Masterclass: Corde lisse and silks	Irena Purshke	February 11 to 14	ÉNC - studio de création	16	10
Pedagogy and circus	Sylvain Rainville	February 10 and 17	La Caserne	14	4
Developing my character's voice	Charmaine Leblanc and Michoue Sylvain	February 18 to 21	Bain Matthieu	15	4
Legal management of circus companies and copyright	Marie-Louise Donald	March 1 and 2	Centre Saint-Pierre	12	6
Hoops masterclass	Geneviève Bessette	February 16 and 17, March 2, 3, 9 and 10	ÉNC- studio de création	24	4
Adapting magic to the circus arts	Joseph Culpepper	January 5 to 7	Caravane Coop	6	5
International promotion challenges and strategies	Nathalie Hébert, Vincent Messenger and Esther Charron	February 6 to 8	Centre Saint-Pierre	21	6
			TOTAL	184	70

APPENDIX III – Group workshops – spring 2019

TITLE	TRAINERS	DATES	LOCATION	HOURS	PARTICIPANTS
Integrating new technologies into the circus arts	Gonzalo Soldi	April 23 to 26	Studio Bizz	20	6
Exploring various sources of funding for circus companies	Luc Simard	May 25 and 26	Centre St-Pierre	12	8
International promotion challenges and strategies	Esther Charron	June 14 to 16	Centre St-Pierre	21	7
Juggling workshop and presentation	Sean Gandini	July 5	Concordia University	7	22
			TOTAL	60	43

APPENDIX IV – Group workshops – fall 2019

TITLE	TRAINERS	DATES	LOCATION	HOURS	PARTICIPANTS
The art of clowning: Body and mind	René Bazinet	September 9 to 13	Studio Bizz	10	12
Applying for grants: Artists - Fall	Josée Fafard and Alice Kop	September 16 to October 17	Crew Collective	22	8
Applying for grants - Organizations	Josée Fafard and Alice Kop	September 17 to November 17	UNEQ	22	8
The circus artist as an agent for social change	Emmanuel Bochud	September 27	St. John's International Circus Fest	3	26
Advanced Cyr wheel	Eric Saintonge	October 8, 15, 22 and 29	Les 7 doigts	12	0
Incorporating innovation into circus technique -MULTI	Sarah Poole	October 15 to 16	École de cirque de Québec	14	7
Social circus and pedagogy	Samuel Jabour and Karine Lavoie	October 14 and 15	Cirque Hors Piste	14	16
Installing acrobatic apparatuses – Advanced training for artists	Fred Gérard	October 21	ÉNC- studio de création	7	10
Lighting your projects	Stéphane Ménigot	November 5, 12, 13 and 14	Studio Bizz	20	7
Acrobatic exploration workshop with Circa	Yaron Lifschitz	November 7	TOHU	2	16
Anatomy in action: Strengthening the upper body	Joanna Abbatt	November 4, 11, 18 and 25	Studio Bizz	8	13
Acting for circus artists	Alain Zouvi	December 2, 4 and 6	La comédie de Montréal	12	10
			TOTAL	146	128

ANNEXE V – Individualized career support programs

PARTICIPANTS	INSTRUCTOR	CONTENT	HOURS	STREAM
Adrien Malette-Chénier	Agathe Foucault	Developing management skills	20	Multi
Alice Kop	Géraldine Durand-Groulx	Acquiring copyright skills	6	Régional
Andréanne Quintal	Vincent Messenger	Developing management skills	2	Régional
Andréanne Quintal	Marie-Louise Donald	Developing management skills	6	Régional
Andréanne Quintal	Alice Kop	Developing knowledge of the cultural community	6	Régional
Anna Kichtchenko	Sophie Picard	Developing management skills	15	Régional
Bekka Rose	Stéphanie Decourteille	Developing a new movement sequence	20	Régional
Caroline Rochefort	Esther Charron	Acquiring promotional knowledge	6	Régional
Chantal Therrien	Alice Bourgasser	Acquiring related discipline-specific technical skills	8	Régional
David Fiset	Mélanie Raymond	Acquiring circus writing skills	8	Régional
Éric Bates	Sophie Picard	Acquiring management skills	8	Régional
Fannie Lagrange	Marie-Louise Donald	Acquiring new discipline-specific elements	14	Régional
Geneviève Bernier	Mahira Doumengeux	Learning a new training sequence	5	Régional
Geneviève Bessette	Julie Lenardon	Developing new discipline-specific knowledge	20	Régional
Giselle Rocio Martinez	Jocelyn Bigras	Advanced training in related discipline-specific techniques	20	Régional
Guillaume Doin	Pascal Brullemans	Developing dramaturgical skills	3	Régional
Guillaume Doin	Citlali T Germé	Advanced training in related discipline-specific techniques	8	Régional
Guillaume Doin	Raphael Fréchette	Acquiring related discipline-specific techniques	5	Régional
Guillaume Doin	Yohann Trépanier	Developing related discipline-specific techniques	4	Régional
Johane Madore	Géraldine Durand-Groulx	Developing promotional skills	11	Régional
Josette et Francois Lépine	Marie-Louise Donald	Developing management skills	12	Régional
Marianne Trenka	Joseph Culpepper	Acquiring related discipline-specific techniques	6	Régional
Mathieu Riel, Marie-Christine Simoneau	Marie-Claude Labrecque	Acquiring staging skills	15	Régional
Paméla Paradis	Marie-Claude Bouillon	Developing a new movement sequence	17	Multi
Veronica Melis	Marie-Louise Donald	Acquiring legal skills	8	Régional
Veronica Melis	Marie-Louise Donald	Learning funding strategies	10	Régional
TOTAL HOURS OF TRAINING			263	

APPENDIX VI – Individualized training support program

PARTICIPANTS	INSTRUCTOR	CONTENT	HOURS	STREAM
Adrien Mélette-Chénier	Jérôme Le Baut	Learning new discipline-specific elements	20	Region
Alexanne Plouffe	Keven Langlois	Learning a new discipline-specific technique	20	Multi
Alexanne Plouffe	Yannick Blackburn	Acquiring new discipline-specific elements	20	Multi
Alexis Faribault, Geneviève Bélanger, Mathieu Banville, Pascale Martin	Marc Gauthier	Acquiring new discipline-specific elements	7	Regional
Anne-Fay Audet Johnston	Pauline Bonanni	Acquiring new discipline-specific elements	4	Regional
Anouk Vallée Charest	Rachel Walker	Improving discipline-specific technique	10.5	Regional
Anouk Vallée Charest	Éliane Domanski	Improving discipline-specific technique	10	Regional
Aude Lavergne	Yuri Bozyan	Developing a discipline-specific level	20	Regional
Aude Lavergne	Marie-Ève Dicaire	Learning new technical elements	20	Regional
Aurélien Tenzer	William Bonnet	Improving discipline-specific technique	20	Regional
Bekka Rose	Madeleine Hallé	Knowledge development	20	Regional
Brandon Dahl	Eric Saintonge	Learning a strengthening program	2	Regional
Breagh Lunn	Patrick Handfield	Learning a new movement sequence	6	Regional
Camille Havas	Véronica Mélis	Learning new discipline-specific elements	20	Regional
Caroline Rochefort	Alexie Maheu	Exploring discipline-specific concepts	6	Regional
Caroline Rochefort	Marie-Claude Bouillon	Developing discipline-specific knowledge	8	Multi
Charlotte Gagnon, Ian Labelle, Martin Regouffre	Yannick Blackburn	Learning new technical elements	20	Multi
Christina Albers	Marie-Claude Bouillon	Acquiring new discipline-specific elements	8	Multi
Daina Michaud	Sara Deull	Improving discipline-specific technique	10	Regional
Daina Michaud	Jinny Jacinto	Learning new discipline-specific elements	10	Regional
Éliane Bonin	Éliane Domanski	Learning new technical elements	20	Regional
Éliane Bonin	William Bonnet	Acquiring technical skills	20	Regional
Élise Legrand	Anouk Vallée-Charest	Learning new discipline-specific elements	5	Regional
Erin Drumheller	Joanna Abbatt	Physical development	18	Regional
Fannie Lagrange	Eric Saintonge	Physical development	10	Regional
Friederik Geertsen	Alexie Maheu Langevin	Physical development	20	Regional

APPENDIX VI – Individualized training support program (continued)

PARTICIPANTS	INSTRUCTOR	CONTENT	HOURS	STREAM
Geneviève Bernier	Samantha Halas	Improving discipline-specific technique	15	Regional
Geneviève Bernier	Eric Saintonge	Developing a discipline-specific level	7	Regional
Geneviève Bessette	Julia Lenardon	Improving discipline-specific technique	14	Regional
Giselle Rocio Martinez	William Bonnet	Learning new discipline-specific elements	10	Regional
Giselle Rocio Martinez	Nadia Richer	Improving discipline-specific technique	10	Regional
Guillaume Doin	Maxime Poulin	Improving discipline-specific technique	20	Regional
Hugues Sarra-Bournet	Yves Dagenais	Improving physical preparation	20	Regional
Jade-Emmanuelle Aymot	Alexie Maheu	Learning new movements	6	Regional
Jinny Jessica Jacinto	Jacques Brochu	Learning new movements	6	Regional
Jinny Jessica Jacinto	Pascale Léonard	Acquiring new discipline-specific techniques	20	Regional
Jonathan Morin	Marie-Claude Gervais	Learning new discipline-specific elements	2	Regional
Jonathan Morin	Nicolas Desjardins	Learning new discipline-specific elements	2	Regional
Laury-Ann Miller, Gabriel Laliberté	Jérôme Le Baut	Improving discipline-specific technique	20	Regional
Marianne Hébert	Franck Innocenti	Physical development	8	Multi
Marianne Hébert	Alexandre Gillis	Acquiring discipline-specific technical skills	4	Multi
Marie-Christine Simoneau	Joanna Abbatt	Discipline-specific theoretical learning	10	Regional
Marie-Christine Simoneau	Joanna Abbatt	Developing discipline-specific knowledge	14	Regional
Marie-Christine Simoneau	Catherine Lemieux	Developing discipline-specific knowledge	6	Regional
Marie-Ève Dicaire, Geneviève Drolet	Véronique Thibeault, Irena Purschke	Improving discipline-specific technique	20	Regional
Mathieu Riel	Patrick Handfield	Developing discipline-specific knowledge	20	Regional
Meaghan Wegg	Eric Saintonge	Learning discipline-specific technique	20	Regional
Mélodie Couture	Heidi Blais	Acquiring a new training sequence	4	Regional
Mélodie Martin-Couture	Jinny Jacinto	Learning a new training sequence	10	Regional
Mélodie Martin-Couture	Heidi Blais	Improving discipline-specific technique	10	Regional
Nael Jammal	René Bazinet	Physical improvement and development	20	Regional
Noémie Beauchamp	Leslie Angeles	Physical improvement and development	10	Regional
Noémie Beauchamp	Jinny Jessica Jacinto	Learning a new movement sequence	10.5	Regional
Paméla Paradis	Marie-Claude Bouillon	Improving physical preparation	20	Multi

APPENDIX VI – Individualized training support program (continued)

PARTICIPANTS	INSTRUCTOR	CONTENT	HOURS	STREAM
Pascal Duguay Gosselin	Aude Lavergne	Improving discipline-specific technique	3	Regional
Pascal Duguay-Gosselin	Valérie Doucet	Improving discipline-specific technique	5	Regional
Pascal Duguay-Gosselin	Aude Lavergne	Improving discipline-specific technique	15	Regional
Pierre-Luc Houde	Victor Fomine	Acquiring new discipline-specific elements	20	Regional
Rémi Jacques	Nadia Genois	Physical preparation and development	10	Regional
Rémi Jacques	Jonathan Brochu	Learning a new movement sequence	10	Regional
Rémi Jacques, Jean-Félix Bélanger	Jérôme Le Baut	Developing a new movement sequence	15	Regional
Renald Laurin	Eric Saintonge	Learning a new movement sequence	20	Regional
Rénald Laurin	Eric Saintonge	Developing a specific physical preparation program	20	Regional
Roxanne de Bruyn	Veronica Melis	Learning a new training sequence	20	Regional
Roxanne de Bruyn	Rémi Jacques	Improving sequences	4	Regional
Samuel Tétreault	Eric Saintonge	Learning a new training sequence	14	Regional
Sara Deull	Victor Fomine	Improving discipline-specific technique	10	Regional
Sara Deull	Valérie Doucet	Improving discipline-specific technique	10	Regional
Shôvane Brisindi	Delphine Cézard	Developing discipline-specific techniques	13	Regional
Sofranie Trencia	Howard Richard	Learning new discipline-specific techniques	20	Regional
Sofranie Trencia	Michoue Sylvain	Developing dramaturgical skills	20	Regional
Véronica Melis	Shena Tschofen	Acquiring new discipline-specific techniques	15	Regional
Yves Landry	Marcos Nery	Learning a new movement sequence	20	Regional
		TOTAL HOURS OF TRAINING	920	



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