



ULTIMATE *Spirit*



More than sport.

COMMUNITY ULTIMATE SPIRIT PROGRAM
CUSP GUIDE



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WHAT IS ULTIMATE SPIRIT?

Winning the game while losing the respect of your opponent is not a victory.

Our Logo

Designed by Dean Heron

Dean Heron is from the Wolf Clan of the Kaska/Tlingit First Nation in Teslin, Yukon. He saw many parts of the country growing up, but it was living in northern British Columbia that had the biggest impact on his sense of environment, community, and self-identity. After attending an Ultimate Spirit event on Vancouver Island, he wanted to make a contribution and created two incredible pieces of work. Our logo tells the story of the Raven bringing light to the world and the spirit along with it. Métis communities in BC are represented with the infinity symbol and the blue crescent moon that all combined represent the joining of cultures and respect for inclusivity as we move the Ultimate Spirit program through communities across the province.

The paddle was created for BC Ultimate as a trophy to be awarded for the BC Junior High School Championships.



Ultimate Spirit prioritizes the nurturing of fundamental values over individual or even team objectives. Participants learn and model values that create an atmosphere where the quality of the experience for the whole, is the objective. Paradoxically, this atmosphere creates a culture where each individual, and the whole, can reach their full potential. This process in turn reinforces the worth and impact of those values in other areas of life.

More than sport.



Ultimate Spirit is an Indigenous focused program delivered by the BC Ultimate Society. Every perspective is welcomed and respected with the understanding that learning is most impactful when done symbiotically. It is a collaborative initiative that takes a holistic approach to health. The program acknowledges the importance and interaction of the physical, mental, spiritual, and cultural aspects of Indigenous communities in BC.

SPIRIT OF THE GAME

Ultimate has traditionally relied upon a spirit of sportsmanship which places the responsibility of fair play on the individual player. Highly competitive play is encouraged but never at the expense of mutual respect between players, adherence to the agreed-upon rules of the game, or the basic joy of play.

Spirit of the Game (SOTG) provides a guideline by which rules are enforced and the game is played. It is the understanding and expression that agreed upon core values are fundamental to building a community that supports the whole and that inclusiveness, accountability, and compassion benefit everyone.

MISSION STATEMENT

To unify connection, healing, and wellness in communities through the culture, spirit and sport of ultimate.

VISION STATEMENT

Transformational connections between Indigenous and non-Indigenous communities.

VALUES

Community
Connection
Inclusion
Growth Mindset
Spirit





"For me, 'Why Ultimate' is the people I've met and relationships I've built. It's the push to be a better athlete and a better person, and it's being part of a community that is recognizing its privilege and working toward a more inclusive world through community building within this sport we love."
- Megan Kidston



"Ultimate creates an instant community. Anywhere I've traveled, there was an intimate and welcoming group ready to help bring me into a feeling of belonging just by going to pick-up or joining a team or a tournament."
- Rachel Winner

1.0 INTRODUCTION

Ultimate is a non-contact, value-based team sport, played with a flying disc. Although ultimate resembles many traditional sports in its athletic requirements, it is unlike most sports due to its intentional use of self-officiating. This unique feature teaches and promotes personal responsibility, integrity, and fair play.

Ultimate Spirit is a diverse collective. Every perspective is welcomed and respected with the understanding that learning is most impactful when done symbiotically.

1.2 Why Ultimate?

When the local ultimate community was asked "Why ultimate?", Ultimate Spirit received many thoughtful, insightful replies. One thing was clear, people care about ultimate. Themes of community, inclusion, and fun often pointed to something more than sport, something transformational. Somehow, so often, something special happens in the spaces and communities shaped through the sport of ultimate.

1. Ultimate's ease of entry is a valuable feature that advances inclusivity. Unlike many sports, all you need is a disc and a space to play, no other equipment is needed.
2. Gender equity is modeled and celebrated in the sport of ultimate, providing the opportunity to learn in diverse groups and bring awareness about the importance and advantages of equality for all genders.
3. The physical literacy that is developed through ultimate will benefit athletes and non-athletes. Whether a youth identifies as an athlete, a dancer, a musician or a gamer, movement is fundamental to health.
4. So many of the systemic issues we have in society today could benefit from the shift in focus that is being modeled in the sport of ultimate. Not only does it attempt to address these issues at their roots, it also provides a framework to learn skills that allow for healthier relationships.
5. Social and emotional learning is at the core of the sport. Ultimate is self-officiated, players on the field take on the role of the referees. This requires knowledge of the rules and teaches communication, negotiation, conflict resolution, and active listening skills. In many sports athletes are told to not speak to their opponents, in ultimate it is not only encouraged, but also required. These connections help to build understanding and relationships throughout the community.

1.3 First Peoples Principles of Learning

LEARNING

- ...ultimately supports the well-being of the self, the family, the community, the land, the spirits, and the ancestors.
- ...is holistic, reflexive, reflective, experiential, and relational (focused on connectedness, on reciprocal relationships, and a sense of place).
- ...involves recognizing the consequences of one's actions.
- ...involves generational roles and responsibilities.
- ...recognizes the role of Indigenous knowledge.
- ...is embedded in memory, history, and story.
- ...involves patience and time. Symbiosis
- ...requires exploration of one's identity.
- ...involves recognizing that some knowledge is sacred and only shared with permission or in certain situations.

1.4 How Does It All Connect?

Ultimate Spirit recognizes its opportunity to learn and be shaped through collaboration. It is this process which transforms what we become and creates the energy to move forward. Ultimate Spirit's relationship with the Indigenous Sport, Physical Activity & Recreation Council (I-SPARC) is a great example of what's possible when this process manifests into action. The Community Ultimate Spirit Program (CUSP) would also not exist without the support, openness, efforts, and guidance of the ultimate community, Indigenous communities, BC Ultimate, Ultimate Canada, Ultimate Peace, and Elevate Ultimate.



The Butterfly Effect is "the sensitive dependence on initial conditions in which a small change in one state of a deterministic nonlinear system can result in large differences in a later state" (Wikipedia, 2020).

The Butterfly Effect often has negative connotations associated with the causes of disasters.

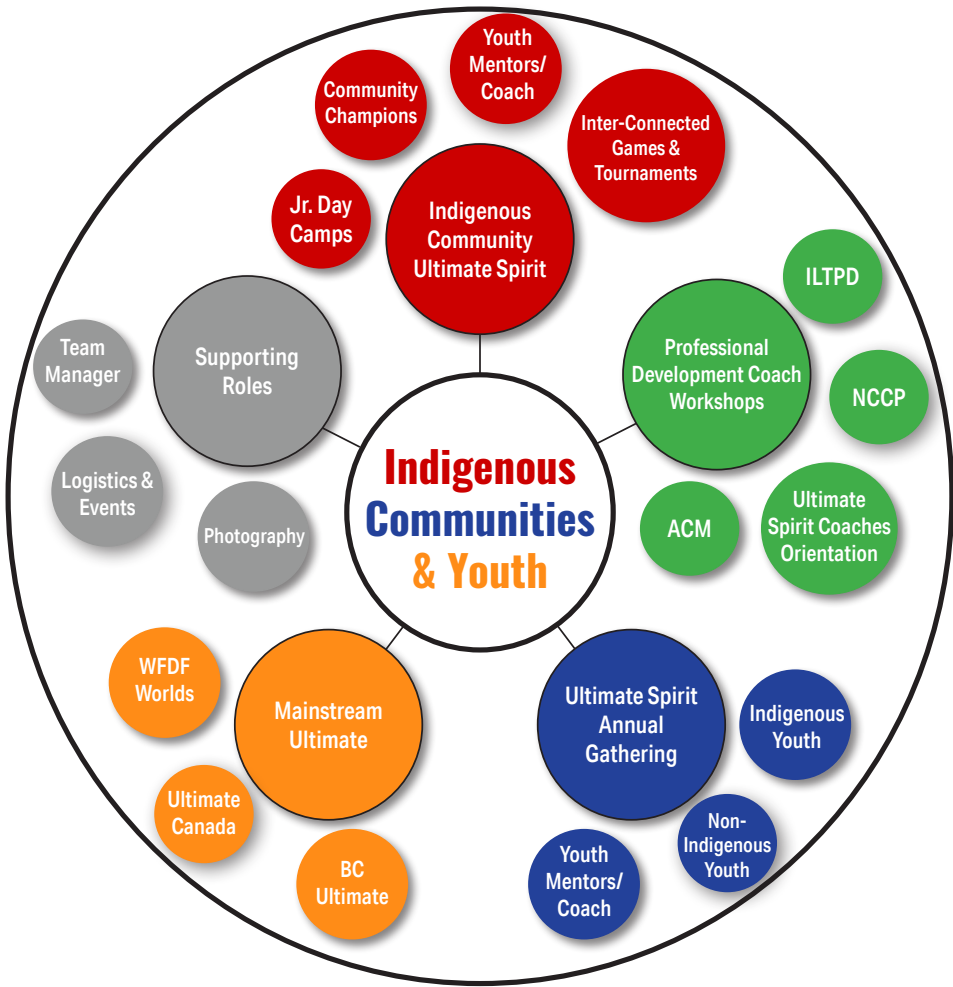
Can we imagine that same phenomenon where the changes and differences are positive? What becomes possible?



"I love that we taught kids in the villages - whether we were in Bornea or Nicaragua, they could understand the rules, they did not need \$\$\$ or special equipment, and all genders can play together."
- Dave Pettenuzzo

1.5 Community Connection & Ultimate Pathways

There is a need for connection and unity between Indigenous and non-Indigenous communities in Canada. With connection comes healing and wellness in both communities. With the support of sport organizations and partners, CUSP has been designed to establish and sustain connections through a variety of ultimate pathways.



“Ultimate has a place for everyone. The culture of inclusion allows the participants to ‘be’ who they are, creating a safe space both mentally and physically for self-exploration and perspective.”
- Jimmy Roney





"The flight of the disc is beautiful. Balls don't fly, they get propelled through the air, a disc flies and it's awesome. When a ball dreams, it dreams it's a disc."
- James Rogers



CUSP: A point of transition.

2.0 ABOUT THE COMMUNITY ULTIMATE SPIRIT PROGRAM (CUSP)

The Community Ultimate Spirit Program (CUSP) is a collaborative pilot program that works with communities and organizations through an introduction of the sport and culture of ultimate. The program works in support of holistic growth and the development of social and emotional learning. Through play, participants learn to effectively manage themselves and their relationships with others. Social and emotional learning is critical for academic and life success (Collaborative for Academic, Social, and Emotional Learning, 2020).

Everyone who plays ultimate has a different experience, often finding a connection to an aspect of the game that is important to them. The program connects youth and adults of all backgrounds, motivations, and abilities in a powerful way that is unique to each person.

Sport is a powerful agent for social change and has the ability to achieve key social developmental outcomes in communities. Gathering and community events bring people together, physically and spiritually, and helps guides positivity and unity for all.

Sport can positively impact the body, heart, mind, and spirit and has well documented benefits on psychological and physical health. The World Health Organization (WHO) defines: "health as a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity." (Constitution of the WHO 1946). The WHO states that "there is no health without mental health," (WHO, 2018).

2.1 Program Description

CUSP is a multi-week school-based program delivered within Indigenous schools in BC. The program connects to the broader movement of Ultimate Spirit that builds community connection with an emphasis on healing, wellness, culture, spirit, and sport.

The program is delivered in multiple series. Each series includes ten sessions designed to take participants from introduction to disc skills to competitive play. Youth are invited to join in the journey, while learning the game of ultimate.

Participants will explore self-awareness, self-management, relationship skills, social awareness, mentorship, responsible decision-making, and community-building through the vehicle of the sport of ultimate. Ultimate Spirit connects program participants with the larger ultimate community as a whole.

2.2 Program Actions

The CUSP guide is a living collaboration, and the objectives and actions result from listening to and working with Indigenous organizations and communities.

The vision of CUSP is to:

1. Cultivate a growing network of interconnected Indigenous ultimate communities, with a focus on a process that is generative, adds value, and

is sustainable. We do this by identifying community champions and youth mentors and support them to carry on delivery of the program.

2. Facilitate opportunities for participants to mentor and model their learned skills to current and future participants, within and outside their communities. The Aboriginal Coaching Modules (ACM), National Coaching Certification Program (NCCP) community coach certifications, and the Indigenous Communities: Active for Life workshops are all programs that support participants to find their voice.
3. Provide resources to support future growth by leaving the CUSP Guide and lesson plans with each of the communities we work with and maintaining the connection between these communities and Ultimate Spirit.
4. Include parents/legal guardians and community members in games and activities whenever possible.
5. Support social development through increased health and active lifestyles.

2.3 Cultural Engagement

1. The program recognizes the unique gifts of each individual and is designed with a focus on inclusion, gender equity, and identity. The Holistic Model's four quadrants are integral to CUSP: spiritual, intellectual/emotional, physical, and cultural. Mentors will encourage and create space and time for traditional languages to be used throughout each session.
2. An atmosphere of trust and inclusion created by mentors helps facilitate connections between individuals. The program nurtures opportunities for connections to be made by youth who are from different communities by mixing together teams during a showcase tournament.



"I had the honour to see an idea, derived from passion and executed by perseverance come to fruition. The honour: A lot of phone calls, coffee sessions and ideas to facilitate brainstorming to fill the gaps. The privilege: Spending the day witnessing something profound! A Band school (Stz'uminus), a public high school (Cheminus), and an exclusive private school (St. Andrews) come together in the spirit of the game and make connections to land, to sport and to each other. Elders, Coaches, Teachers, Athletes — leaving it all on the field! Discs flew, friendships forged and even some costumes were worn! We shared food and space and I'll remember this day forever! The ending spirit circle was warm and everyone got a disc of their own which holds the awesome art that has the beautiful power to bring our kids together. Thank you to EVERYONE who made this possible!! Full bucket, cup runneth, however you describe it - I am full of love for this team of people who genuinely care about the future of kids." - Lise Gillies





2.4 Community Elders / Knowledge Keepers

Ultimate Spirit respects and honours the valuable wisdom and knowledge of community Elders and Knowledge Keepers. We genuinely look forward to growing and learning from these valuable teachings and experiences as the program is designed and delivered within communities.

Each community will have a unique approach to developing this area of their Ultimate Spirit program.

2.5 Sport Strengthening Pathways

Participant Pathways

1. Ultimate includes many fundamental movement skills and as a relatively new sport, participants have an open mind. A connection is established through the sport's unique Spirit Games that are fun and silly games used as icebreakers throughout sessions to engage youth and initially remove the focus on athletics. This helps make the program inclusive to all participants. The emphasis of the sessions is on fun and inclusion rather than competition. People are encouraged to participate in any way they want. For example, a person who is not drawn to athletics can take photos of the ultimate games instead. This focus on fun Spirit Games will increase the number and diversity of youth involved, which can in time, lead to a more active adult community.

Community Sport Development

1. Over each series of the program, youth have the opportunity to learn new sport skills, experience the fun of spirit games, and develop a knowledge of Spirit Of The Game (SOTG) all while being encouraged to use their own voice. Mentors will begin to identify youth mentors who are keen to introduce some of their favorite activities and games. This creates the space for them to take on a challenge which helps nurture their confidence.
2. The program will be modified to sustainably meet the needs of Indigenous people and families living in diverse settings. E.g., visiting Ahousaht for three sessions over two days. For a total of three visits in the first series.

2.6 Self-Empowerment, Sustainability

Whether a group moves from disc sports as an activity, or towards ultimate as a competitive sport, the opportunity to connect with surrounding communities, both Indigenous and non-Indigenous, will further expand and enhance playing opportunities of all participants. These wider connections are crucial to help broaden participants' experience and understanding between cultures around the province. Identified community leaders and mentors have the opportunity to enhance skills and empower themselves to create an ultimate culture that best serves their unique community. The self-empowerment of youth mentors is the cornerstone of long-term sustainability.

Within the CUSP program there are pathways for high school aged youth mentors, and community mentors to give back to their community through mentoring younger community members. (Grade 7-8) These opportunities simulate the experiences, and the expectations of a work environment while also encouraging professional development. These experiences and professional development can be applied to work in a variety of roles outside their communities and with other organizations.



"I found ultimate in high school - at a time that I was lost, confused, and angry at no one in particular. What I found in ultimate was a place to truly express myself without the need to appeal to authority figures. I found a place to physically exert myself, to be sure (what is better than chasing a disc?), but underneath that was an outlet for my voice to be heard in a new and meaningful way. When playing ultimate, I was responsible for my actions and it was up to me to justify those actions and communicate that to my teammates and opponents. That responsibility to communicate fosters a deep respect for each other that truly is a special part of ultimate as a self-officiated sport. Playing ultimate is more than throwing a disc with friends (though it is that!). It involves engaging with yourself and others to work through problems and ultimately come to an agreement for the greater good. I found my voice largely through opportunities provided while playing ultimate and you can too!"

- Kyle Plumb



"How one gets to a goal of happiness, connectivity, or play can take a variety of different paths."
- Roger Mennell

"Our identity is based on our surroundings and our ecosystems, as well as the balance of it all. It's our spirituality and who we are."
- John F. Kennedy Frank,
Cakup Qu?sin
Ahousaht First Nation Elder





The practice of spirit circles in the sport of Ultimate draws an interesting parallel to the traditional practices of many Indigenous communities with sharing circles or talking circles. Spirit circles provide opportunity for each voice to be heard, respected, and valued and can serve as a pathway to trust and reflection. The subtle energy created from this respectful approach provides a sense of interconnectedness and identity not found elsewhere in sport.

- Chief Lara Mussell Savage, Sqwá (Skwah) First Nation



"Anishnabek culture celebrates the Seven Sacred Teachings (Love, Respect, Courage, Honesty, Wisdom, Humility, Truth). These seven words are probably the best description of 'spirit of the game' that I can think of."

- Kirk Nylen, ReachUp Founder

3.0 MORE THAN SPORT.

Sport is a microcosm of community. Ultimate prioritizes the nurturing of fundamental values over individual, or even team objectives. Participants learn and model values that create an atmosphere where the quality of the experience for the whole, is the objective. Paradoxically, this atmosphere creates a culture where each individual, as well as the whole, can reach their full potential. This process in turn reinforces the worth and impact of those values in other areas of life. These values are maintained and explored through ultimate, by prioritizing the Spirit of the Game (SOTG).

3.1 What is Spirit of the Game?

Spirit of the Game (SOTG) is the foundation of the sport of ultimate and Ultimate Spirit. It is the understanding and expression that agreed upon core values are fundamental to building a community that supports the whole and that inclusiveness, accountability, and compassion benefit everyone. Integrity and trust are integral to the game of ultimate. SOTG is the essence of what is being modeled and mentored and is the guide for current and future generations to enjoy, learn, and grow while playing the unique sport of ultimate.

Ultimate relies upon SOTG, placing the responsibility for fair play on every player. There are no officials; the players are solely responsible for following and enforcing the rules, even at the World Championship level. Competitive play is encouraged, but never at the expense of respect between players, adherence to the rules, and the basic joy of play.

SOTG is the mindful behaviour practiced by players worldwide prior to, during and after a game. It encompasses attitudes and skills such as knowledge and application of the rules, fair-mindedness, safe play, spatial awareness, clear and calm communication, and positive, respectful attitude towards teammates, fans, and opponents, in a mutual effort to protect the basic joy of play.

It is up to us, the players, to play with Spirit of the Game and to make sure future players continue to recognize that it is Value #1 in Ultimate.

"The Spirit Games were the thing that brought us all together when we didn't know each other yet." - Youth in Care, Surrounded by Cedar Summer Camp

3.2 Personal Growth

Through the culture, spirit and sport of ultimate, the program cultivates the actual processes that are fundamental for personal growth. CUSP does this by weaving themes into each program lesson that are explored experientially with the objective to unify connection, healing, and wellness in community.

This growth helps us become a better person and understand the whole, so that when we enter any new environment, these skills are already a part of us. Self-officiating is a unique aspect of ultimate, where players from both teams work together during conflict resolution. Teaching young people to solve problems cooperatively in a safe environment such as the ultimate field will translate into their everyday lives.

When you are on a team and you practice showing up, having integrity, being respectful, and practicing the right attitudes – you are better prepared to successfully move forward in your life. That's really what we are doing here. Youth are empowered to develop the skills and knowledge that will serve them – whether it's in the classroom, at home, or during program sessions, it's all about supporting young people as they prepare for life.



"Ultimate to a certain extent, is just like every other sport: it is played with an object, it has rules, and a delineated field. However, what makes Ultimate different is the spirit in which it is played. It is not just that a few people choose to play it this "special way", but rather it is written into the fibre of the game. One cannot play the game without first signing onto the implicit agreement.

What is this agreement? It is there, on the first page of the rule book: "It is assumed that no player will intentionally violate the rules. Players are morally bound to abide by the rules and not gain advantage by knowingly committing an infraction" (WFDF, 2017).

With this being in the very fibre of the sport, from its inception till today, we can start to see how this sport has cultivated such a special culture and community. While other sports might encourage sportsmanship or civility, what Ultimate encourages is diplomacy and empathy. No longer is the opponent you are playing "the bad guy" or the "enemy". The opponent MUST BE treated with respect and with the acceptance/assumption that they are not violating the rules on purpose.

As someone who has played Ultimate for over 15 years, it is interesting to look back and think about how my own personality is shaped by Ultimate being my conduit for competitive sport. I can't help but attribute some of what I would think of as my favorite pieces of myself to my experience in Ultimate: my level-headedness in confrontation, my willingness to empathize with people that hold other viewpoints than me, and my will to find the FAIR and CORRECT conclusion, not just the conclusion that favours me.

In the end, everyone will get something different from this great sport. The reasons that people all play will be different. In the end though, there is one thing that we all must do whenever we step on the field: respect each other and play fairly. It is a lesson for life that we all take from the game, whether we intend to or not." - Rumi Tejpar



"Very few sports from my experience offer the opportunity to connect with new people, travel the world, experience new cultures on and off the field and most importantly learning communication skills in the most intense situations. Peace."

- Toly Vasilyev



Why we play Spirit Games

- They are fantastic icebreakers!
- They build connection through fun, laughter, and inclusion.
- They create a space for people who don't identify as athletes to participate.

Spirit Games

1. Look Up /Look Down
2. Jousting
3. Pizza Party
4. Fox and Hound
5. Story Time
6. Entourage

3.3 Mental Health, Addiction & Suicidality

From stigma to healing. Trauma is passed down from one generation to the next and has negative impacts on mental and physical health.

Ultimate Spirit's inclusive program fosters healing, growth, and wellness by meeting youth where they're at, with full acceptance. Gender, skin colour, culture, religion/non-religion, sexuality, diverse expression of self, the list goes on. We believe strongly that by creating and fostering an inclusive space for all, that youth will feel safe to be themselves. This means youth experiencing struggles with mental health, addiction and suicidality will be welcomed without fear of stigma.

This program is designed with the understanding that painful experiences can be traumatic for youth. There is a large spectrum of painful experiences, they can be extreme forms of external abuses, to more subtle forms like neglect. In either case, without the proper support youth can internalize their pain, and experience mental health challenges as a result. What can ensue is a process of self-medication for pain, forming a reliance/addiction/relationship to drugs and/or alcohol as a means to escape difficult feelings. Knowing this process, Ultimate Spirit is able to accept mental health & addiction as a health issue treatable by love, compassion, support and connection. We believe that by creating a safe space, stigma and shame can be replaced by vulnerability and empathy – connection. This is our work.

3.4 Social Connection

An atmosphere of trust and inclusion created by mentors helps facilitate connections between individuals. The program nurtures opportunities for connections to be made by young people from different communities as they will be mixed together on teams during a showcase tournament. As mentors, we want to guide and enable players to continue their own relationships with whichever aspect of ultimate is meaningful to them. Thus, empowering youth to become mentors of their own, and form connections with community members of all ages.

3.5 Spirit Games

Spirit Games (fun and playful games) will be used throughout the sessions to engage youth and remove the focus on athletics, making the activities more inclusive to all participants. The emphasis of the program is on fun and inclusion rather than competition.

3.6 Gender Inclusion and Equity (LGBTQ2S)

Unlike most other team sports, all genders can play ultimate on the same team throughout all levels of the sport. This allows for trust and connection to develop between members of different genders and for an understanding of gender equity. The message sent to people when playing a mixed-gender sport is that individuals of all genders are equal, welcomed, and valued. Ultimate builds relationships between people in a positive way by removing the gender barrier and focusing on each person as a participant, player, and athlete. Minimal physical contact between players reduces harm to potentially vulnerable players and teams are formed based on factors other than gender.

BC Ultimate is proud of the growth of female-identifying participants playing ultimate in BC, but there is more work to be done for all gender identities. CUSP follows Ultimate Canada's gender equity policies.

42.19%
BC Ultimate
Female Membership



45%
2019-20 strategic goal
of achieving 45%

ULTIMATE CANADA GENDER EQUITY POLICY

Definitions for this policy:

1. Ultimate Canada offers opportunities for people of all genders to be participants and volunteers in its programs and events.
2. Ultimate Canada seeks to be inclusive in our operations, so we differentiate between Gender Identity and Gender Matching:
 - Gender Identity is a person's internal and psychological sense of oneself as a man, woman, in between, both or neither. We no longer use Gender Identity for matching against opponents during games.
 - "Gender Matching" is our way of balancing respect for various gender identities with the practical requirements of mixed and women's Ultimate games. Players are asked to select who they are most comfortable matching on the field between men or women. This selection is used for game play, whereas Gender Identity is kept private and confidential. A participant's Gender match is based on a combination of:
 - » The participant's sense of where they are comfortable playing
 - » The participant's sense of where they are most fairly matched, and the participant's gender identity
 - » The selection of one's Gender Match should not be based on factors like desire for more or less competitive play.
3. Gender Equity is the principal of allocating resources and opportunities to participants of all genders without favouring women-matching or men-matching participants.
4. Gender Balance is creating Gender Equity in the areas of administration, policies and programs of Ultimate Canada.

Ultimate Canada recognizes that women-matching participants are currently under-represented in the sporting environment. Ultimate Canada believes it is necessary to provide a full and equitable range of opportunities for both women-matching and men-matching participants.

HONESTY
INTEGRITY.



"Ultimate builds accountability and autonomy in its players. I like that the game itself demands a standard of my character, and of my teams' character. It's a microcosm of how I'd like to think society can and should operate."
- Rachel Winner



4.0 MENTORING PHILOSOPHY

Fun, Laughter, and Play

Youth know how to play. In fact, youth are masters of play. Do we learn how to play or do we forget how to play?

As we grow older and our opportunities to play diminish, it is important to remember the value of play and its role in creating and maintaining connections between generations. By playing with youth, trust and connection are established. Remember to join in the fun and play.

Process-driven

Place importance on the process not the result.

Inclusion

A place to "Be".

Positive Feedback

Use positive energy for growth, motivation, and inspiration

Storytelling

One of the best ways we remember and connect is when we share or listen to personalized stories of an experience. Mentors inspire and share their stories. Consider your message. What are you emphasizing, why is it important, who does your story include and who does it exclude?

Autonomy

Take a youth-centered approach and recognize the importance of each individual's autonomy. As Mentors, there are no advantages to engaging in a power struggle. Leave the door open. Autonomy encourages accountability.



5.0 HOLISTIC MODEL

CUSP embraces a holistic approach that includes a focus on supporting the physical, mental (intellectual/emotional), spiritual, and cultural aspects of the individual to maximize their experience in sport and physical activity. Both the Aboriginal Coaching Modules and the Indigenous Long-Term Participant Development Pathway represent these four main aspects of each person in their development as participants and players (Coaching Association of Canada, 2020; Sport for Life, 2019).

By using a holistic approach to mentoring ultimate, it can become a tool for individuals and communities to foster well-being and create opportunities for health and healing. Healing journeys are supported when physical, mental, emotional, spiritual and cultural aspects are nurtured.

Spiritual

Youth and mentors will be able to take part in spirit games and spirit circles as a way to connect with themselves and each other both on and off the field. Ultimate Spirit emphasizes spiritual values such as connection to the land, teamwork, support of others and inclusion of beliefs and backgrounds. Both personal growth and team achievements will be celebrated. Ultimate Spirit builds a positive team dynamic by honoring the strengths of its players and nurturing areas which need work.

Cultural

The program will explore similarities between Ultimate and Indigenous values by inviting Indigenous community members to share their experiences and teachings. As SOTG is a fundamental part of Ultimate, CUSP will align with the Holistic method of learning and teaching. Through connection, the program will create a space to understand each other, and explore identity.

Emotional

The inclusiveness of Ultimate will allow the program to explore themes of gender identity and gender equity. By taking the time to reflect each session, youth and mentors have the opportunity to practice Social Emotional Learning competencies. Closing circles create a safe space to express gratitude, listen, share, speak up, and be vulnerable. Through play, we can share the benefits of joy and laughter.

Physical

All elements of movement are explored in ultimate (jumping, running, catching, dynamic movement, etc). Ultimate offers an opportunity to discuss a healthy lifestyle and the importance of food and hydration. Youth learn to take care of their body both during play and off the field in their everyday lives.

Mental

Ultimate can be used as a tool to connect to our mind, body, spirit, and community. Mental health can greatly benefit from the physical expression and movement of sport. Through the learning of new skills, strategy, games, and SOTG principles, youth can explore the advantages of experiential and relational teachings.



"Play is so important! It improves your sense of connection to others, makes you laugh, gives you perspective, and it just feels good. As a coach, I want to do everything I can to make it easy and safe for youth to play. Sometimes this looks like playing as hard as I can. Other times it's about creating quiet spaces for connection."
- Claire Remington



"Ultimate is just fun. The layouts, blocks, skies, throws. There's too many things that make it special to me, but one of my favourite things is no matter what is going on in my life, I can go to practice or a tournament and just forget whatever is going on and enjoy myself playing the best sport in the world."
- Justin Pettenuzzo



6.0 SOCIAL EMOTIONAL LEARNING

6.1 Why Social and Emotional Learning (SEL)?

Young people's social and emotional learning is critical for academic and life success (Collaborative for Academic, Social, and Emotional Learning 2020). There is exploding interest in making SEL a central part of education around the world (WEF 2016).

6.2 Playing Ultimate = Practicing SEL

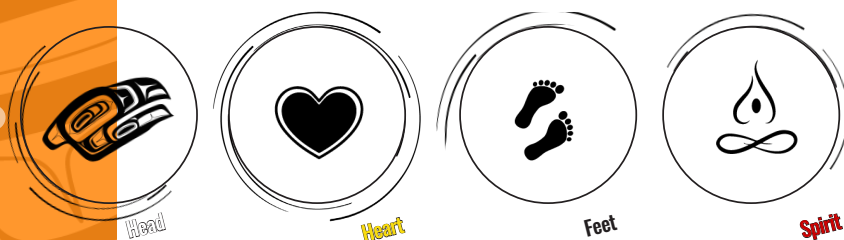
When implementing SEL, schools are seeking a holistic approach but are hard pressed to find programs that use SEL outside the classroom. This is where ultimate fits in perfectly. All five SEL competencies – self-awareness, self-management, responsible decision-making, relationship skills, and social awareness – are in action in a game of ultimate. By playing ultimate, people practice SEL in real-life situations.

Think of what happens during any given point of a self-officiated game of ultimate:

Upon recognizing a rule violation, a player makes a call (**self-awareness**). All players acknowledge the call and stop moving. The opposing player may accept or contest the call (**self-management**). The players discuss and then come to a resolution about the call (**relationship skills**).

If there is a disagreement over the call, for instance if a player insists they incidentally touched a receiver rather than fouled them, the disc is sent back to the last thrower, the defense readies itself, and then play resumes. Fair and quick resolution of calls is considered good spirit (**social awareness**). Players may always retract a call they have made if, upon reflection, they determine their call was incorrect (**responsible decision-making**).

After the game, teams form a Spirit Circle, a ritual that pushes the boundaries of physical and verbal interaction to a deeper level beyond the default "good game" and high five. Again, all five SEL competencies are engaged in a format that is practically identical to SEL's practice of "restorative circles" where participants sit in a circle facing each other to facilitate open, direct communication. During the Spirit Circle, players identify post-game emotions (**self-awareness**), link arms with their opponents (**self-management**), build relationships with the other team (**relationship skills**), practice perspective taking (**social awareness**), and reflect on their collective performance and behavior (**responsible decision-making**).



"Everyone in Ultimate is taught how to navigate conflict in a sport without referees. This attribute in sport allows for problem solving and conflict management that I believe is of paramount importance from a life perspective. If more people are able to see situations through an objective lens, and take ownership and responsibility where things go awry, society could be much better off."
- Blair Underhill

7.0 TEN KEY FACTORS TO INDIGENOUS LONG-TERM PARTICIPANT DEVELOPMENT PATHWAY (ILTPD)

1

Physical Literacy: Learn to Move and Learn to Play

Physical literacy is the heart of both participation and excellence in physical activity/sport. Individuals who are physically literate are more likely to be active for life.

2

Specialization: The Straight Trail

The quickest way to get to a destination is the straight route. Before beginning this journey, we need to make sure that we learn as much as we can about the terrain and what we will need to achieve the goal. This takes time and purposeful preparation. In order to excel at a specific sport, we need to develop the skills that will take us there.

3

Developmental Age: From Seed to Tree

When planting a seed to grow into a tree, we need to make sure it gets everything it needs at every stage of its development. The same applies to Indigenous youth. If we want them to become healthy contributing members of the community, we need to support them by providing for their ever-changing needs.

4

Optimal Training Periods: Planting the Garden

Indigenous peoples have always known the right time to plant and to gather the plants they needed by reading the signs in Creation. Youth go through very important stages of growth and development and we need to learn to read the signs in order to provide them with what they need at the right time.

5

Mental (Intellectual/Emotional) Development: Training the Good Mind

Teaching cultural values at every stage of development will ensure that Indigenous youth learn good ways of dealing with any situation that may present itself. Playing sports is a wonderful opportunity to teach all of the life lessons that can be applied in other settings such as collaboration, problem solving, conflict resolution, and teamwork.

6

Planning, Training, Competition, and Recovery

We need to get athletes strong and teach them how to develop their athletic abilities before we take them to competitions. This takes planning and it takes training. Communities often send their athletes to competition without having prepared them properly. This puts them at risk for injury and for disappointment as they have less chance of succeeding.

7

Competition: Representing Your People

Anytime we step outside of our community, we have the responsibility of representing Indigenous peoples. That means we need to put our best foot forward, whether it is physically through sport or through words and actions in different situations.

8

Excellence Takes Time

Developing excellence as an athlete can be compared to walking through fields of very deep snow without snowshoes. The first time we "break the trail" it will be very difficult. We may have to overcome obstacles and put in a significant amount of effort to get to where we want to go. However, the more we walk this same trail, the easier it becomes as we pack down the snow. The same goes for learning new skills and becoming good at a particular sport.

9

Working Together: One Mind, One Heart

To help children and youth develop into successful athletes and long-term participants, we need to get everyone working together and pulling in the same direction.

10

Continuous Improvement: Honouring the Circle

Just like a circle where there is no end and no beginning, the Indigenous Long-Term Participant Development Pathway is based on the principle of continuous improvement. As we apply the framework, we watch for opportunities to improve it. New scientific discoveries and new understandings of development are always appearing, and we should be ready to use these new understandings whenever possible.

"Ultimate Spirit believes in filling your tank by using the power of Play. When we play, we have Fun. When we have Fun, we Laugh. When we laugh, we can experience short-term and long-term Mental Wellness. Ultimate Spirit values making time to play games throughout our clinics, knowing that when we can all laugh together, something powerful happens, Collective Spirit!" - Mike Grant



8.0 HEALTHY LIVING & ENERGY TANK

8.1 Food is Medicine

Food nourishes our mind, body, and spirit. Harvesting, preparing, and sharing traditional food builds on the wisdom of ancestors, builds the pride of traditions, and provides an opportunity to address food security and promote healthy eating.

Mentors will make time to have a break and share healthy snacks during each session. This is a very valuable time to connect and exchange memories and stories of your favourite foods and how they make you feel. We all have these stories.

8.2 Hydration

Water is always the best source of hydration.

- + 2-3 hours before event: 2 cups of water
- + 30-45 minutes before event: 1.5 cups of water
- + During your event: take regular sips of water when possible
- + Post-performance: 2 cups of water

8.3 Sleep & Recovery

Sleep is an integral, yet often overlooked, component for athletic performance and general, overall health. Maintaining good sleep each night is as important as physical conditioning and healthy nutrition. During sleep, your body releases the hormones that help your muscles recover and grow.

Players who do not get sufficient sleep are more likely to get injured and have reduced speed, accuracy, concentration, and reaction time. In addition, sleep is important for happiness and being in a good mood.



9.0 PERSONAL GROWTH ATTRIBUTES

9.1 Self-Confidence

- Preparation meets opportunity. Self-confidence is a by-product of preparation.
- Failing while preparing is the opportunity to get better. A master has made more mistakes, learned from them, and persevered to achieve success.
- You can't fake it. Be accountable to yourself and others. It's not only what we do, but also what we do not do, for which we are accountable.
- Positive Feedback. We need the help from mentors, parents, and teammates in keeping a positive team culture. It's significant for confidence boosting.

9.2 Communication

- Remember to listen: by listening we create trust and the space for other voices.
- Be thoughtful: perspective take and practice compassion so that you can consider how someone else may think or feel.
- Be generous: give people your time to hear them out.
- Words matter. Be accountable for what you say.
- Non-verbal: be aware of what you say with your body. 90% of communication is non-verbal, show your enthusiasm with actions on and off the field.
- Ask questions: Everyone benefits from them.

9.3 Finding Your Voice

- It can be hard to find your voice and sometimes even harder to share it.
- Advocate for yourself: you know you best. Share your thoughts and feelings, self-advocacy helps to empower you. Stand up for what you believe.
- Your voice is a contribution to the whole world: there are no small roles, teammate sideline support is a great way to find your voice by supporting others.
- Use your voice: it's a practice. How can you contribute? Use it to express yourself, to support and help others, to change the world.

9.4 Identity

- Who are you? Exploration of your cultural identity will help you develop strong self-esteem.
- Who do you want to become?



"Ultimate has to carve its own identity, which it is doing by being inclusive to everyone and breaking down barriers wherever possible, to allow the sport (and all its participants) to thrive."
- Blair Underhill



"In other sports, the competition often gets in the way of creating a community whereas ultimate lends itself to building a community. The need for discussion, even when you disagree, develops relationships. The referee often gets in the way of that important relationship creation. Friendships can develop out of disagreements. This has proven itself over and over again in my life. Teaching and learning to communicate is a very important skill and I believe ultimate does this extremely well."
- Tassy Davidson

PERSONAL GROWTH ATTRIBUTES



“Ultimate frisbee is not only a fun game to play, it’s a powerful tool that can be used to bring people together. I believe that through fun, play, and the sport of ultimate, we can build empathy for others and provide spaces for people to learn about and from each other, and thus change the culture of sport and beyond.”
- Dannie Proby

10. CUSP SERIES 1-4 OVERVIEW

Series #1- Fun with Flying Discs/Discovery

This is the most critical step. Our goal in this series is to introduce the sport, have fun, and include everyone, not just athletes. In doing this we connect to a broader community by inviting parents, teachers, and community members to participate which establishes trust and unity.

Series #2- Introduction to Basics/Self and Team Identity

Begin applying newly learned skills to the sport of ultimate. It is essential to value the whole of each participant’s contributions as mentors start to identify potential youth mentors. The focus is on more than their athletic potential, the attributes of the holistic model and SOTG are vital considerations. Any contribution is welcomed and valued, providing pathways for community leaders and potential youth mentors to help in whichever ways they want.

Series #3- Learning the Fundamentals/Symbiotic

The evolution towards team. Finding your voice is the process of defining what team means to your community, to your group, and to you as an individual. The focus remains on SOTG and fun, but may also begin to include performance depending on each unique situation.

Series #4 - Intermediate Skill Development/Mentorship

We examine deeper tactical elements of the game and the value of supporting roles (administration, photography, social media, etc.) in preparation for inter-community games. Expanding mentorship roles with both athletes and non-identifying athletes exploring autonomy. In series #4 youth mentors who have completed series #1, #2, and #3 have an opportunity to give back by mentoring grades seven and eight.

More than Sport.

Sport

— Series #1 —

Fun with Flying Discs / Discovery

- + Inclusion
- + Build trust & connection
- + Unifying community

- + Developing skills through FUN and PLAY

— Series #2 —

Intro to Basics / Self and Team Identity

- + Self-Identification - What’s important to you
- + What is our collective identity
- + Autonomy
- + Professional Development - Aboriginal Coaching Module & NCCP Certification

- + Intro to the Sport of Ultimate
- + Tactics
- + Focus always remains on the process

— Series #3 —

Learning the Fundamentals / Symbiotic

- + Teamwork beyond sport
- + Find your voice
- + Many minds one goal
- + Youth mentoring youth

- + Intro to ultimate strategy
- + Community-to-community games

— Series #4 —

Intermediate Skill Development / Mentorship

- + Mentorship
- + Supporting roles and logistics
- + Representing your community
- + Inter-community connection
- + Giving back

- + Deeper tactics and strategies
- + Training to compete
- + Becoming the model of SOTG
- + Keeping it FUN!



11.0 Teachers Rubric / Resources

Term Learning Goals	Lesson #	Instructor Prompt	Success Criteria
Part 1 <i>I can throw and catch a disc while playing safely and positively in competitive and cooperative games</i> <i>I can use a variety of strategies to find success in the games</i> <i>I am able to learn from my mistakes to be better</i>	1	Q1: How many of you have played Ultimate before? Thrown a disc before? <ul style="list-style-type: none"> Important to set tone that making mistakes is part of the learning 	Participation: I try new skills. I do not give up if I fail. Safety: I call my partner's name before I throw to them. I keep my head up while I play
	2	Q1: What are referees? There are no refs in Ultimate. What does that mean when you play games? <ul style="list-style-type: none"> Specific to Duck Hunting game 	Integrity/Honesty: I am able to make decisions with honesty even when no one is looking. Basic Skill: I am able to throw to a teammate who is standing still. I am able to catch a disc from a teammate
	3	Q1: What happens when you make a mistake? Q2: How does it feel when someone gets upset with you when you drop the disc? Q3: How can we help be better for our team?	Teamwork: I help my teammates by cheering for them. I encourage my teammates when they make mistakes. Basic Skills: I am starting to use my new throws in more complicated game play
	4	Q1: Why is it important to make sharp cuts when moving on the field? Q2: How can you help be a better teammate while cutting?	Work Ethic: I work hard even when I am tired because I know it makes me better. Basic Skills: I make sharp cuts in drills
Part 2 <i>I can work hard to learn something that challenges me</i> <i>I play well with all my teammates and try new skills in games</i> <i>I am able to move effectively in the space in order to help myself and my teammates get open</i>	5	Q1: Why do people get upset when they play games? Q2: What can we do/say to those people to help them?	Teamwork: I pass to everyone on my team. I encourage good play on both teams
	6	Q1: Why is it important to practice? Q2: Why do you want to try throwing from different body positions?	Attitude: I always assume I can be better and work for it. Basic Skills: I am starting to step out on my backhands and use fakes.
	7	Q1: What do you tell yourself in your head when you're trying something new but fail? Q2: What can you say instead? Why?	Attitude: I am forgiving of my mistakes because it is how I learn and get better.
	8	Q1: Why do you think we are teaching you all these throws? Q2: Why is knowing all this stuff useful?	Participation: I try new throws and am able to use them in the games. Basic Skills: I am able to complete an overhead pass to a moving target.
	9	Q1: What is clearing? Q2: Why is making space important?	Cognitive: I am able to see the field/court and make a cut from an ideal location. I am able to identify 'bad places' to cut from.
	10	Q1: Why is Spirit of the Game important? Q2: What makes sport special?	Teamwork: I pass to everyone on my team. Basic Skills: I am able to use most learned skills in game play.

12.0 GLOSSARY

Aboriginal Coaching Modules (ACM): professional development training for Indigenous and non-Indigenous coaches who coach Indigenous athletes, as they get certified through the National Coaching Certification Program (NCCP). The ACM's content reflects the uniqueness of Indigenous culture, values, and lifestyles.

Indigenous Communities Active for Life: resources and accompanying full-day workshop were created with guidance from Indigenous leaders in Canada, with the purpose of inspiring community leaders looking for culturally tailored resources that act as a vehicle toward individual and community holistic development.

Community Ultimate Spirit Program (CUSP): a multi-week school-based program with Indigenous schools in BC, working with communities and organizations to introduce Indigenous youth to the sport and culture of Ultimate.

Indigenous Sport, Physical Activity & Recreation Council (I-SPARC): is a provincial organization established to improve the health outcomes of Indigenous people by supporting and encouraging physical activity for individuals, families, and communities. Programs are designed to build capacity and increase access to sport, recreation, and physical activity.

Indigenous Long-Term Participant Development Pathway (ILTPD): a reference guide for those who work with Indigenous participants in sport and recreation. The ILTPD has grown out of the understanding that mainstream pathways for sport development do not necessarily align with Indigenous needs or experiences and addresses that gap by outlining the key elements needed when planning, developing, and implementing programs for Indigenous peoples and communities.

National Coaching Certification Program (NCCP): provides standardized, inclusive, and safe sport education to coaches and coach developers across 65 sports.

Physical Literacy: the motivation, confidence, physical competence, knowledge, and understanding to value and take responsibility for engagement in physical activities for life (Sport for Life, 2020).

Social and Emotional Learning (SEL): the process through which children and adults understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions (Collaborative for Academic, Social, and Emotional Learning, 2020).

Spirit of the Game (SOTG): the foundation of CUSP, Ultimate Spirit, and the sport of ultimate. It is the understanding and expression that agreed upon core values are fundamental to building a community that supports the whole, and that inclusiveness, accountability, and compassion benefit everyone. Integrity and trust are integral to the game of ultimate.

Ultimate Spirit: is a diverse collective with a mission to unify connection, healing, and wellness in communities through the culture, spirit, and sport of Ultimate.

Ultimate Peace: builds bridges of friendship, trust, and leadership between youth who live in communities divided by conflict, using the values-based sport of ultimate as its tool.

Elevate Ultimate: is an award winning company and the leader in Ultimate Frisbee programs for kids aged 6 -9, whose aim goes beyond helping an athlete make their school's A-team or even Team Canada

Reach Up: is a non-profit organization, founded in 2014, that runs ultimate frisbee training sessions to build confidence, inspire healthy and active lifestyles, and develop transferable skills in Indigenous children and youth in Ontario, Canada.

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14.0 LINKS TO RESOURCES

I-SPARC — <https://isparc.ca/>

Ultimate Peace — <http://www.ultimatepeace.org/>

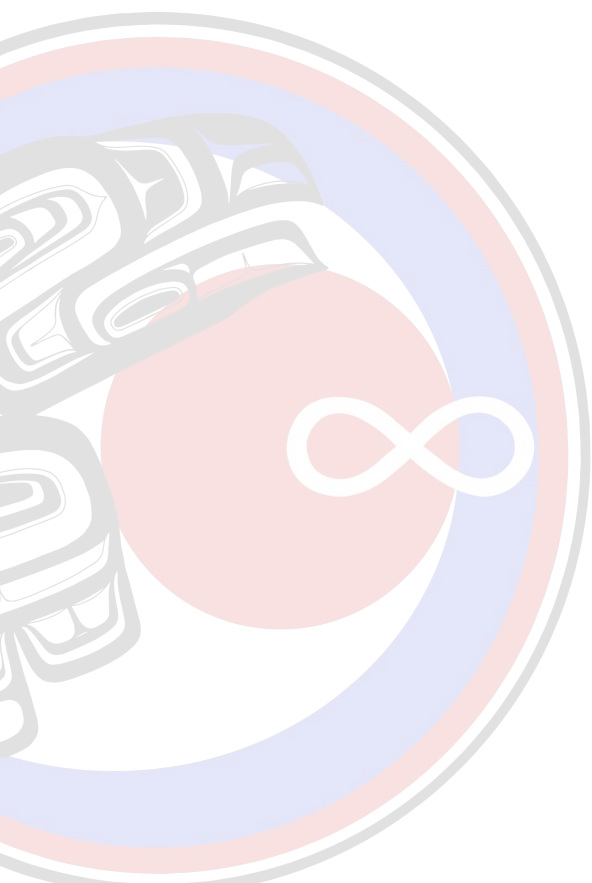
Elevate Ultimate — <https://elevateultimate.com/>

Ultimate Canada — <https://canadianultimate.com/>

Ultimate Canada Long-Term Development Framework and Ultimate skill development matrix
<https://canadianultimate.com/long-term-athlete-development>

Ultiworld-Valerio Iani, Social Emotional Learning
<https://ultiworld.com/2017/12/18/one-word-get-ultimate-every-school/>

National Coaching Certification Program
<https://coach.ca/national-coaching-certification-program>



OUR PATH TOGETHER

Ultimate Spirit has been designed to create a change through action, over years, if not decades. It will provide a unique experience and bring together a wide range of people in a shared endeavour with a common understanding of the Spirit of the Game. The goal is to give youth not only the opportunity to play and learn from the sport of ultimate, but also to connect with other communities, Indigenous and non-Indigenous alike.

Funded by the Government of Canada
Financé par le gouvernement du Canada



We gratefully acknowledge the financial support of the Government of Canada through the department of Canadian Heritage. We thank our partners who have generously offered their time and commitment to Ultimate Spirit.



BC ULTIMATE



ISPARC

Indigenous Sport,
Physical Activity & Recreation Council



Design + Layout by Felicia Greekas



Felicia Greekas is a Kwakwaka'wakw woman, mother of three, and professional creative who specializes in communications, graphic design, and photography. She has experience in brand development, web and social media management, and content creation with the capacity to translate complex ideas into messages and designs that reach diverse audiences.

Felicia has a passion for cedar bark weaving and photography and believes in the power of visual storytelling that engages multi-generational audiences and collectively ignites the action required to create the transformative change our planet so desperately requires. She celebrates and uplifts the people in her life, while lending her voice to shed light on important social justice issues. She resides within Cowichan traditional territory with her partner George, three children, and fur baby Luna.





ULTIMATE
Spirit

More than sport.