



BOARD OF DIRECTORS
MEETING # 4 (2025-26)
January 28, 2026 – Virtual Meeting

Present:

A. Mitchell
A. Abdelfattah
T. Bond
L. D’Cruz – **Recording Secretary**
R. Giggey
M. Thompson

Staff:

D. Boles
D. Muma

Absent:

T. Oriwol
A. Jurenovskis
L. Noronha

ITEM	ACTION
04-2026:01.1 CALL TO ORDER A.Mitchell called the meeting to order at 7:35pm	
04-2026:01.2 CONFLICT OF INTEREST M.Thompson declared a conflict of interest and would leave the meeting prior to the audit and risk management report.	
04-2026:02.1 APPROVAL OF AGENDA The agenda was adopted.	
04-2026:03.1 APPROVAL OF NOV 28, 2025 MINUTES MOTION: A. Abdelfattah/L. D’Cruz To approve the November 28, 2025 minutes and agenda	
04-2026:04.1 BOARD REPORTS President Report A.Mitchell circulated a written report prior to the meeting and highlighted: <ul style="list-style-type: none">REMS system and competition platform is operating better than 2024/25. Trevor Cowan and Darren Richer are large contributors to this success.Finances update – registration, swim meet revenue and government grants are meeting or surpassing budget projections. Expenses are tracking and being monitoredStrategy Corp has been renewed for a third year. Positive progress is being made in Sudbury and Kitchener-Waterloo.	CARRIED

- Succession planning ongoing for SO Board – survey to be completed by Board members
- Upcoming meetings – confirmation of in-person attendance in Ottawa will occur post meeting

04-2026:04.2

Policy and Governance

R. Giggey circulated report prior to meeting and reported:

- Complaint, Dispute Resolution and Discipline Policy
 - The committee is recommending that the board approve a new Complaint, Dispute Resolution and Discipline Policy and transfer the authority for the accompanying procedure to the CEO based on the operational nature. The procedure meets the requirements of the Ontario Ministry of Sport.
 - Serious complaints that pose reputational or fiduciary risk are discussed with legal counsel and brought to the Risk Management Committee

MOTION: R.Giggey/A.Abedelfattah

To approve the new Complaint, Dispute Resolution and Discipline Policy as presented and transfers the future approval authority of the Complaint, Dispute Resolution and Discipline Procedure to the CEO.

CARRIED

- Anti-Doping Policy:
 - The existing policy required updates to agency names, links, and some wording.

MOTION: R.Giggey/A.Abedelfattah

To approve the revisions to the Anti-Doping Policy as presented.

CARRIED

04-2026:04.3

Financial Controls Procedure Update

- Darin Muma presented an updated financial controls procedure, which included new sections on requests for proposals, purchasing requirements, and limited tender. The following change was quotes for project should be three due to resource requirements to review.

04-2026:04:4

EDI Committee Report

- TOR, work plan and minutes were circulated
- Discussions with Inclusive Experiences – as this survey was done two years ago –need to understand how they will engage clubs to improve survey rate.

04-2026:04:5

MOTION: T.Bond/A.Abedelfattah

To accept the EDI report.

CARRIED

Audit and Risk Management Report

- TOR presented for approval

MOTION: A.Abedelfattah/L.D'Cruz

To accept all the Board reports

CARRIED

04-2026:05:1

OPERATIONS REPORT

D. Boles circulated a written report prior to the meeting and highlighted:

- REM report - lower numbers for pre-competitive and Masters swimmers compared to the previous year
- stagnant growth or pool availability issues.
- officials' number is confirmed as accurate and aligns with invoiced numbers.
- **REM** update improvements in the time validation piece within the competition platform. Swimming Canada is preparing a survey for Provincial Sport Organizations (PSOs), and another survey geared toward clubs, registrars, administrators, and officials
- Work of Darren, Trevor, and staff in stabilizing the system.

Aquatic Infrastructure and Governance

- new chair of the Aquatic Sports Committee (ASC) and brings extensive experience, particularly with facility operations.
- highlighted the need for one or two 50-meter pools to be built in the next seven years,

Ontario Sport Fund (OSF) and Competition Updates

- OSF - gain traction and improve SO standing.
- Summer competitions are being planned with five hosts for the provincial summer meet and a two-day open water event in July.

International Exchange and Club Outreach

- swimmers competing in Luxembourg and officials traveling there for experience, with a reciprocal plan for officials to visit Ontario.
- Meeting with Skate Ontario to discuss their club outreach program, which includes a portal for clubs to submit financials, bylaws, and codes of conduct for compliance review.
- **Conference and Fee Increases** Dean Boles noted that the upcoming fall conference will be hosted by Swimming Canada and the Canadian Swim Coach Association at Blue Mountain, but they will ensure an "Ontario focus" for Ontario-based attendees.

- Registration fee increase due additional money being spent on adjudicating safe sport cases and reaching mediation.

Mark Thompson left the meeting

- D. Muma provided a Risk Update

04-2026:06:1 **NEW BUSINESS**
No new business.

04-2026:07:1 **NEXT MEETING** – February 24 at 7:30pm

04-2026:08:1 **ADJOURNMENT**
MOTION:

To adjourn the meeting at 8:45pm

CARRIED