



SWIM ONTARIO ANNUAL REPORT 2021-2022



SWIM ONTARIO 2021-2022 ANNUAL REPORT

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PRESIDENTS REPORT

Warm greetings to Swim Ontario members and stakeholders. It has been a busy year as we cautiously ramped up membership, expanded programs and addressed the losses associated with COVID.

We know that there has not been as much opportunity to race as our athletes and coaches would like, but where the chances have developed and grown, the performances have been spectacular. It was one thing to be able to race, but somewhat unexpected to excel by breaking multiple records. In the major international events this past year (FINA and Para World Championships and Commonwealth Games as examples) Ontario has proven its depth by winning the larger number of the medals for Canada. These successes by Ontario based swimmers are not only a boost for the athletes and coaches who earned them, they boost the sport as a whole: in the public eye, in funding and in new memberships. Congratulations and thank you all; Ontario can be, and is, very proud.

Focus on Improvement in Governance

There have been some extra projects undertaken in the past year through the formation of three Ad Hoc Committees, which engaged staff, Board and selected stakeholders.

The first was the development and application of a process for the evaluation of organizational risk – completed and useful on an annual basis. The results demonstrated sound management with attention needed in support of clubs and diversity.

Secondly, a group explored the opportunities and processes to enable and acquire charitable donations. Swim Ontario now has access to a charitable number through the National Sport Trust Fund and will be launching one or more events in 2023 and beyond. Proceeds, as a condition of the Trust Fund, will go to supporting new and current athletes and their clubs, where cost or access is a challenge.

Lastly, and just beginning its work, is a group studying the issues and opportunities associated with equity, diversity, and inclusion (EDI). The principles associated with EDI not only reflect what we hope our sport entails but represent a major opportunity to expand our reach and numbers. There is a lot to understand yet, but this will be an important task for our organization.

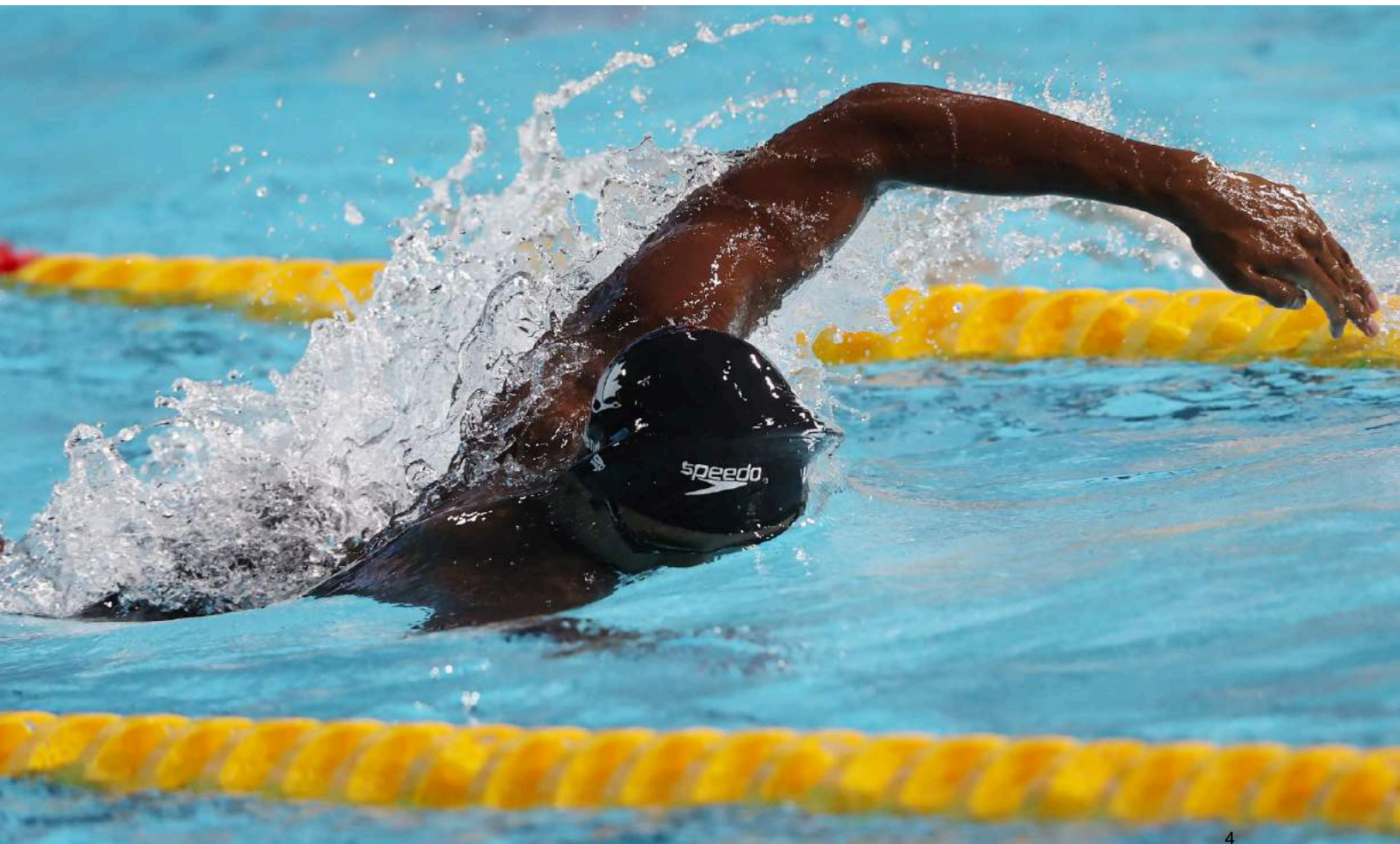
As we move forward, we know that there is still much to do; to support clubs, coaches, and officials in their COVID recovery.

Thanks All Round

Finally, I would like to thank my fellow board members, our staff, volunteers and our government partners for their hard work, dedication and resilience this past year. More than ever, COVID has shown us what we are made of and what can be accomplished when we pull together. At the risk of missing one group or another, thanks to:

- Officials who have gone above and beyond to run meets across the province;
- Members who have worked on committees, projects and provided support to our tasks;
- Government partners who helped us to keep swimmers safe, but active, and who made it possible for Swim Ontario to provide funds to clubs in the range of \$750K; and
- A special thanks to Dean Boles for his leadership and unwavering good humour and to staff for their dedication, positive attitude and extra effort.

Anne Bell
Swim Ontario President



CEO & OPERATIONS REPORT

The 2021-2022 swimming season was one of recovery and rebuild, with reminders of the starts and stops we all experienced. Thank you to everyone for their personal resolve, resilience and perseverance that helped to carry our community throughout culminating to a wonderful summer of swimming.

Swim Ontario is celebrating its 100th Anniversary this year!

The Ontario Section of the Canadian Amateur Swimming Association (now Swimming Canada) was founded in 1922. During the early years of the organization, the majority of the clubs were located in the Southern Ontario area and were affiliated with the local YMCAs. In 1951, Ontario had 28 affiliated clubs and 569 swimmers. The C.A.S.A. Ontario Section changed its name to Swim Ontario in 1988 to reflect the name change made at the national level.

As of September 1, 2021, there were 140 clubs and varsity teams with approximately 15,000 registered swimmers, 900 coaches, 6000 officials and 20,000 swimming volunteers throughout Ontario.

Swim Ontario is the non-profit sport governing body responsible for the organization and regulation of swimming in the province. Swim Ontario promotes excellence by structuring, regulating and supporting various programs, which encourage the maximum development of each individual swimmer. The organization is directed by a volunteer Board of Directors, and its policies, procedures and operations are managed by a full-time professional staff located at the offices of Swim Ontario in North York, Ontario.

Throughout the summer we were able to share some of the organization's rich history, nostalgia and one of a kind and original pieces of swimming history at the provincial events with a Pop Up history kiosk. We will cap off this wonderful milestone during the 2022 Swim Ontario Conference, Awards, Ontario Aquatic Hall of Fame inductions, and Gala Celebration on September 23-24.

Swim Ontario is guided by its Strategic Plan. The current plan is driven by three priorities that form the foundation for success for the 2021-2028 period: **Performance—Club Support—Organizational Excellence**. Each priority is dependent on and overlaps with the others, and collectively they provide a powerful platform for Swim Ontario. Engage-Inspire-Empower is the fuel that drives those priorities forward. Every two years, a formal review of the Strategic Plan will be conducted; the first review will be in the fall of 2022.

With this in mind, one of the directives relating to the Priorities is the Club Health Check. The intent is to bring the operations of Swim Ontario closer to the clubs. We will be launching a Club Dry & Wet Goal and Objective survey in October for the Club Presidents and Head Coaches to complete. As we form a better knowledge and understanding of our clubs and the people involved, we will be seeking to develop a program for identified Mentor Clubs to help aid other clubs from their experience and knowledge of successful best practices and overarching organizational excellence throughout.

Consider the story of the Farmer:

So is with our lives... Those who want to live meaningfully and well must help enrich the lives of others, for the value of a life is measured by the lives it touches. And those who choose to be happy must help others find happiness, for the welfare of each is bound up with the welfare of all...

-Call it power of collectivity...

-Call it a principle of success...

-Call it a law of life.

The fact is, none of us truly wins, until we all win!

Author Unknown

Story in full at the end of this report.

It was a very busy summer including the World Championships (Olympic Stream in Budapest, Hungary and the Paralympic stream in Madeira, Portugal), the Commonwealth Games in Birmingham, England, Provincial Championships deliverables and the Canada Games in Niagara. Every participating swimmer at these inspirational events demonstrated resilience and adaptability and provided the rest of our swimmers inspiration to find personal successes of their own. The results and stories behind the performances, the grace, poise and tenacity of these athletes gives everyone who watched the motivation to rebound from a very challenging time as they find their way back to their own pools, teams, friends and teammates.

Swim Ontario is proud to have committed itself as a Performance Partner throughout, investing, supporting and leading where required as we make our way towards the Paris and Los Angeles Olympic and Paralympic Games. Swim Ontario is proud and grateful to have strong and respectable relationships with our Sport Partners. Years of mutual respect and support with Swimming Canada, Ministry of Heritage, Sport, Tourism and Culture Industries, Canadian Sport Institute Ontario, Own the Podium, Ontario Para Sport Collective, Canadian Swim Coaches Association and the Coaches Association of Ontario have been valuable as we continue to work together through the challenges that are behind us and the new ones that arise as we move forward.

Key initiatives and actions in the 2021-2022 season:

- Swim Ontario supported clubs, swimmers, coaches and officials with pooled financial support from the province and federal governments 1.3 million dollars during the pandemic. See the details in the Finance Committee report.
- A successful return to in person training camps and tours in the fall of 2021, leading into the return of the Ontario Junior International with a strong national attendance.
- A focus on Para Swimming development with programs such as 'Pools to Schools' and the REACH webinar series. The Para Swimming Tour in December was one of our developing initiatives with more to come.
- There was an unfortunate bump in the road to recovery in January 2022 due to the impact of the spread of variants just as the swimming community was getting up and rolling, which resulted in another pause.

- With this unexpected pause, a re-tooled Spring competition program was created and offered in 4 locations across the province Windsor, Scarborough and Markham and Masters in Etobicoke.
- With the return of swimming with the province opening up, we were about to deliver a full summer championships program including Festival (Etobicoke), Ontario Youth Junior (Markham), Ontario Swimming Championships (TPASC) and Open Water Championships (Gravenhurst)
- Recognition of 277 high school and post-secondary graduates for the third year in a row with certificates handed out at the Ontario Swimming Championships in July.
- Swim Ontario President Anne Bell hosted three Presidents' Town Hall webinars including a Club Feedback Forum as well updates for bylaw changes and other policy and governance status updates including ONCA (Ontario Not for Profit Corporations Act).
- Swim Ontario continues to recognize and expand the leadership team (Board of Directors, staff and committees) in a learning forum in various areas for recovery, for growth and education. As there are a wide range of topics and strengths, we need guidance from experts to bring social interests and challenges to the forefront, add value to the 2021-2028 Strategic Plan and the actions required to be better. The newly created Swim Ontario Swimming Community Experience committee expanded to a Equity, Diversity, Inclusion (EDI) Committee of the Board, chaired by Swim Ontario Vice President Carlos Sayao, addressing social recognitions, including transgender status, to help all of us to be better and create a best in class swimming experience.
- As part of the directives from the Strategic Plan, we are seeking out opportunities for new revenue generation to help deliver programs associated with EDI and the growing need for Grassroots development and introduction to the sport of swimming. Swim Ontario now can process donations and other sources through the National Sport Trust Fund with applicable tax receipts for donors and fundraising strategies including a golf tournament for the spring/summer 2023.
- Swim Ontario partnered with the three other aquatic sports and Lifesaving Canada to develop an Aquatic Facility Resource paper for Clubs, Cities and Municipalities to refer to as a current information tool to build new sport training friendly facilities.
- A "Think Tank" group of representatives from the Sport Management Committee, Regional Coaches, Officials' representation and Technical staff came together twice, with another scheduled for later in September, to develop a competitive structure including calendar, performance development and program enhancement
- In partnership with the Ontario Aquatic Hall of Fame and using the 100 years of archived information and memorabilia, we created and delivered a video reflecting on the 30 years the Hall has been recognizing Athletes, Builders and Pioneers of our sport including the other Ontario Aquatic sports. The wonderful history of swimming added great value to the traveling Ontario Swimming History kiosks at Swim Ontario summer events.
- Team Ontario wins the Canada Games Swimming Title!— A great experience had by the swimmers, coaches, staff, officials and volunteers.
- In person Conference in September 2022 with the theme of 'The Power of Community - Celebrating 100 years of Passion, Perseverance and Pride in Ontario Swimming' with attention to the well-being of all.

As we anticipate the return to a more open 2022-2023 season, we value the experience we learned in reaching the swimming community via virtual processes deep in the pandemic. We will continue to offer educational spaces and pieces for clubs and its members throughout the upcoming season to continue to bring the 2021-2028 Strategic plan into play.

There is much for all of us to do. As we take steps forward, we still need to be nimble and adaptable, and in many respects for the years to come, striving to optimize our potential together. Promoting and sharing a values based culture, strategies, goals and objectives in the pursuit of excellence in the performance arena, the growth, sustainability and successful club businesses, supporting programs with a focus on the well-being of all who participate in the sport of competitive swimming here in Ontario and Canada. This is a huge ask, however we are sport people and we have learned to be strong, to be driven, to be resilient and to be resourceful and innovative.

Thank you to the swimmers for your patience, perseverance and commitment to a sport that you love, while the dreams and aspirations put on hold during the starts and stops throughout the past two years.

Thank you to the coaches who kept your swimmers engaged, leading and collaborating with your club executives, members and facilities to step up and not lose faith in the return to the pool.

Thank you to the parents, who place sport in a high regard, and for the confidence in your swimmer, your coach and your club to persevere and rise through this unnerving time.

Thank you to the volunteers, officials and club administrators who are the glue to the clubs and the heart and foundation to our sport.

Thank you to the provincial competition hosts who stepped up, carried out tens of thousands of swims, allowing thousands of swimmers to return to racing. Thank you North York Aquatic Club, Windsor Aquatic Club, Etobicoke Swimming, Richmond Hill, Whitby Swim Club, Crest Swimming, Markham Aquatic Club and Etobicoke Olympium Masters Aquatic Club. Your members, volunteers and officials helped bring life back to our sport.

Thank you to Ben Titley, Head Coach of the High Performance Centre Ontario for 10 years, where he played a leading role in bringing Canadian and Ontario swimming to the international arena, including multiple medal winning performances at the World Championships and Olympic Games, setting a bar of excellence at the highest level ever in Canadian swimming. We wish him and his family well as he leads the Spanish team in Sant Sugat del Vailes.

Thank you to Amber Hutchinson, Sport Science Lead/Biomechanist for the Ontario Swimming Academy for 9 years of service and excellence to many swimmers and coaches in Ontario. Amber is now the Technical Lead-Performance Programs for Ontario Cycling.

Thank you to our sport partners, facility partners and sponsors. We value your commitment to our sport and the people involved, and for the support, guidance and counsel during recent times.

Thank you to the Swim Ontario Board of Directors for their time and commitment to the organization under these trying times. Thank you for your support, your forward thinking, leadership and positive encouragement.

Thank you to our Summer Student interns Aryanna Fernandes, Savannah Baker and Quinn Matteis for the huge amount of work and responsibility to make all our summer events a huge success.

Thank you to the members who sit on the various committees. Your valued additions and input continues not only to move the organization forward, but you have held this organization whole during these unique times.

A huge thank you to the Swim Ontario staff for their above and beyond call to serve and lead the organization and its members each and every day, protecting and upholding the core values of the organization and providing quality care to best accomplish what we have in the past and strive to be better moving forward. Personally for me, there is no better crew to weather a storm, one that we continue to experience.

Stay safe, stay well, and help others to experience the possibilities and potential this great sport and community brings.

See you on the deck soon,

Dean Boles
Swim Ontario CEO/CTO

and Staff:

Darin Muma - Chief Operations Officer
Heather Dwinnell - Membership and Office Services Coordinator
Nicole Parent - Competition & Officials Development Services Coordinator
Lindsay Taylor - Coaching, Competition & Communication Coordinator
Christy Yaremczuk - Provincial and Performance Programs Coordinator
Stewart McLean - Regional and Provincial Team Program Coordinator
Brian Ward - Complaint, Dispute and Resolution Officer
Karen Wilson - Membership Services & Provincial Team Coordinator
Don Burton - Head Coach Ontario Swimming Academy
Darda Sales - Para Swimming Development Coordinator

As promised, the full Farmer story. We need to help others be better so we can be better.

There was a farmer who grew excellent quality corn. Every year he won the award for the best grown corn. One year a newspaper reporter interviewed him and learned something interesting about how he grew it. The reporter discovered that the farmer shared his seed corn with his neighbors. "How can you afford to share your best seed corn with your neighbors when they are entering corn in competition with yours each year?" the reporter asked.

"Why sir," said the farmer, "Didn't you know? The wind picks up pollen from the ripening corn and swirls it from field to field. If my neighbors grow inferior corn, cross-pollination will steadily degrade the quality of my corn. If I am to grow good corn, I must help my neighbors grow good corn."

So is with our lives... Those who want to live meaningfully and well must help enrich the lives of others, for the value of a life is measured by the lives it touches. And those who choose to be happy must help others find happiness, for the welfare of each is bound up with the welfare of all...

*-Call it power of collectivity...
-Call it a principle of success...
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The fact is, none of us truly wins, until we all win!

FINANCE AND AUDIT COMMITTEE REPORT

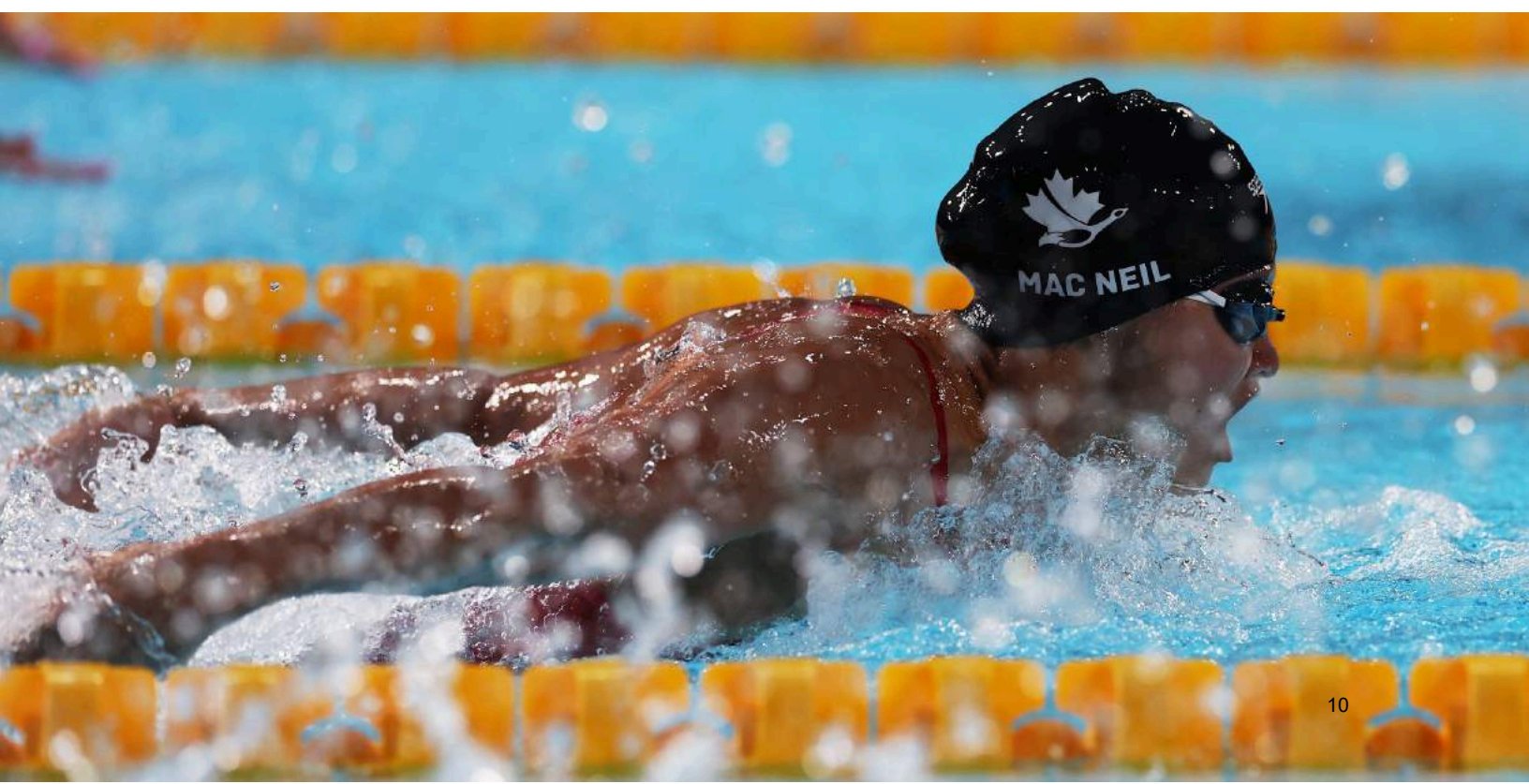
The Finance & Audit Committee, including Tracy Bennett, Corrine Owen, Tym Barker, Andy Mitchell, Bud Seawright and Jamie Peetsma (Chair), brought together a wide variety of business, municipal, and accounting expertise, as well as geographic representation from across the province. The committee had 10 meetings this past year and provided approved financial statements to the Board of Directors on a regular basis.

This year Swim Ontario again retained the services of Aaron Reilly, of Reilly Back, LLP to perform the annual audit. The audited financial statements for the year ending 31 March 2021 show total assets of \$3,634,411 which is higher than the previous year's \$2,462,599. This was due to Accounts Payable, the majority a SNC payment having not been made at Year End. At this point all but 15K of the assets are current except for some equipment purchases. The organization has a current Operational Reserve of \$2,014,656, of which \$396,052 has been internally restricted by the Board of Directors, and the remaining unrestricted assets have no internal restrictions.

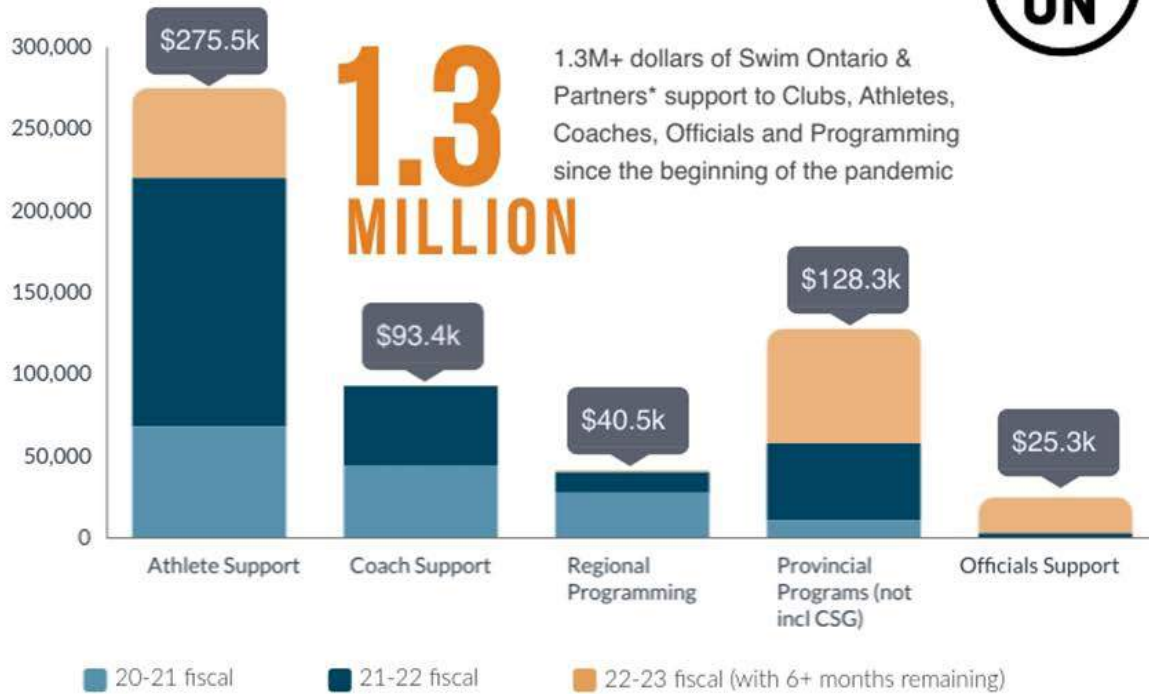
Total operating revenues for the fiscal year were \$ 2,264,307 which is approximately 145% of prior year \$1,553,320 and 78% of 2 year ago of \$2,896,003. Total expenses for the fiscal year were \$ 2,050,352, leaving an operational surplus of \$213,955 this year. COVID support from the Federal and Provincial Governments of \$309,790 provided grants and has left Swim Ontario with a surplus of \$523,745, which a majority will be spent back in programming in 2022-2023 fiscal.

As of this writing \$160,000 has been spent with clubs in 2021-2022 and a further 369,000 was spent thus far in 2022-2023.

The graphic on the next page highlights the total support that Swim Ontario has provided over the last 3 seasons.



Swim Ontario Support

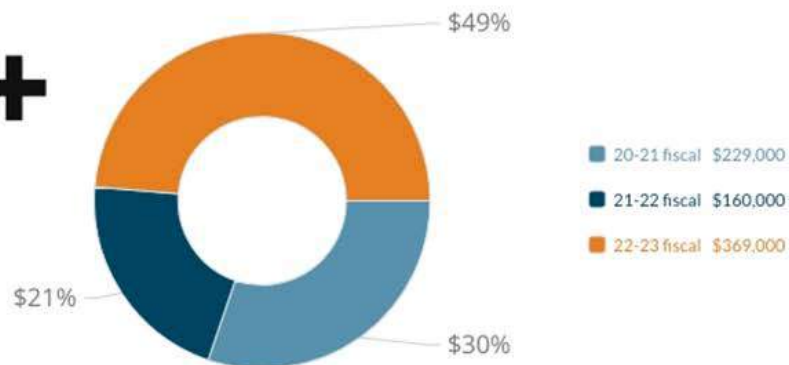


Club Support

COVID + other

OVER THE LAST 3 FISCALS,

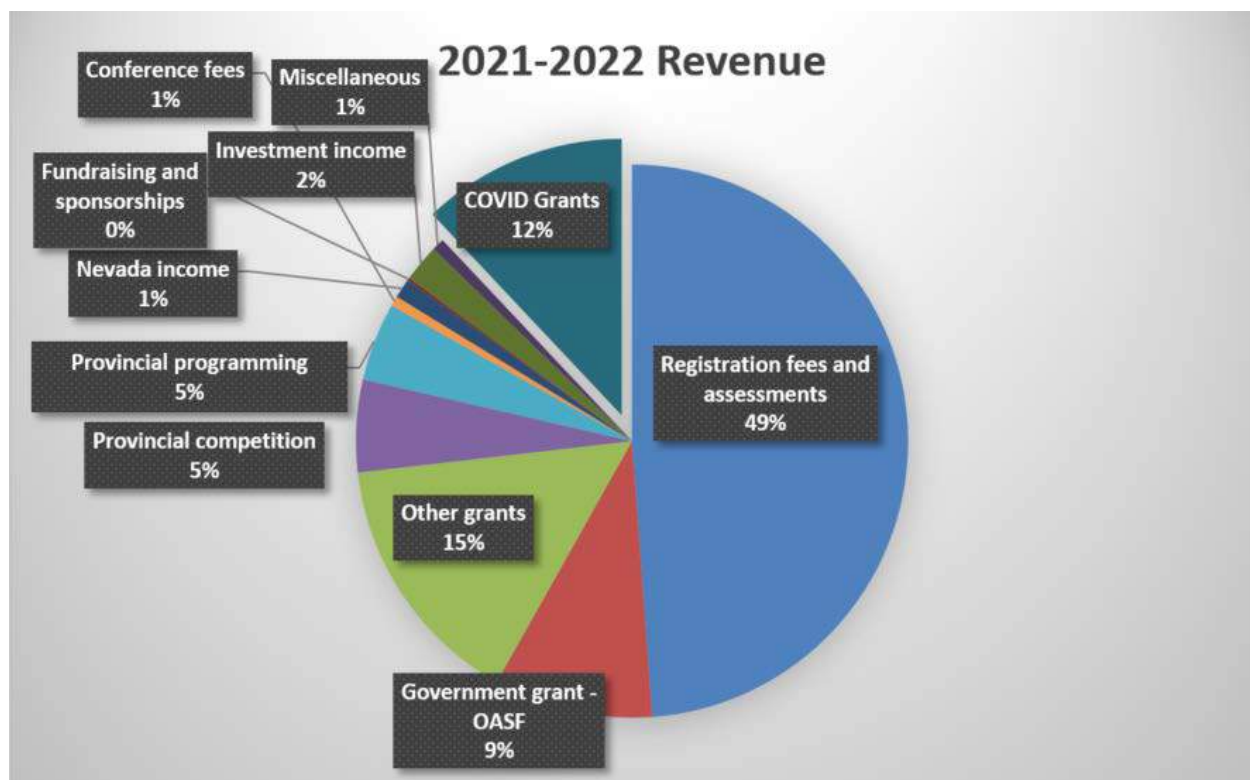
750K+
IN CLUB
SUPPORT



* PARTNERS



Made with VISME



Swim Ontario weathered the second year of COVID with approximately 49% of revenues coming from registration fees, 36% from Government Grants and only 5% from Competition fees and 10% from other revenue generating activities. Leadership exercised fiscal responsibility, allowing the corporation to generate a small surplus on operations and larger surplus from Covid Relief that will be spent back this year.

The 2022-2023 annual budget was recommended for approval by the Finance & Audit Committee and approved by the Swim Ontario Board of Directors. The budget went through several iterations trying to balance operational support and spending with clubs.

The Finance & Audit Committee and senior management decided it was prudent to prepare a budget at 100% revenue where registration and competition revenues would be back to a baseline year. An increase in expenses was also introduced to ensure that Swimming in Ontario was being supported as we emerge from a challenging two years.

This approach resulted in a budget for 2022-23 where overall total revenues are budgeted at \$3,221,055, including an allocation of reserves of 480K.

The 2021-22 budget assumes revenues from registration fees and provincial competitions would come in at 100% of a baseline year.

The budget assumes a slight decrease in grant revenues from last year, other revenue expectations were budgeted at baseline.

Total expenses have been increased from a baseline year and include the 523K spend back with clubs and are budgeted at \$3,686,350.00.

The approved budget comes in with a deficit of \$(465,295.00) which would be covered by Operational Reserve funds.

I would like to thank Dean Boles (CEO/CTO) and Darin Muma (COO) for all their hard work and many revisions that resulted in a well thought out budget to support the vision of the organization moving forward as we come out of COVID restrictions.

Members should be aware that although Swim Ontario has a Healthy Balance sheet, the demands on both finances and staff resources will continue to increase to support the growing number of “Complaints, Discipline, and Appeals” issues. The financial risks relating to complaints have not been too onerous this year, but the number of issues and costs continue to rise, and although the organization’s insurance coverage is comprehensive, there is always the possibility of financial risk.

I would like to thank the members of the 2021-2022 Finance and Audit Committee for their time, insight, and effort during this past year. Also, many thanks to Swim Ontario staff Dean Boles, Darin Muma, and Heather Dwinnell, and accountant Al Versi, for their diligent work and guidance throughout the year.

Jamie Peetsma

Treasurer/Chair - Finance and Audit Committee



POLICY AND GOVERNANCE COMMITTEE REPORT

Committee Members: Robert Giggey (Chair), Leslie Carter, Janet Morrison, Carlos Sayao,
Staff Liaisons: Darin Muma, Brian Ward

The Policy and Governance Committee is a Standing Committee of the Board. It is responsible for advising the Board in fulfilling its responsibilities relating to strategic planning, governance, governance structure, and governing documents. In fulfilling its mandate, and with the assistance of staff, the Committee performs the following key tasks:

- provides expertise to enhance the quality of Board discussion on policy and governance matters, and facilitates effective Board decision-making in these areas;
- advises the Board on the adequacy and effectiveness of Swim Ontario's key governing documents and framework policies, including strategic purpose and values;
- recommends to the Board, as required, amendments to its Bylaws;
- reviews the policies, governing the role of the CEO to ensure consistency with the governance of Swim Ontario;
- supports the Board and the CEO in their government relations functions, related to governance issues, including liaison with SNC; and
- performs such additional tasks as may be delegated to the Committee by the Board from time to time.

The following products were created, reviewed or amended with the help of the Committee in the past year:

- Complaints, Discipline, and Appeals process;
- Swim Ontario By-Laws in relation to changes to the Ontario Not for Profit Corporations Act; and
- Board orientation material.

The Committee and Board have identified other items to be reviewed, including the New Club Application Procedure and Financial Controls procedures. Over the next year the Committee, with staff, will continue the work on these and the above noted products as well as the development of additional policy and procedures as needed.

Respectively,

Robert Giggey
Policy and Governance Committee Chair

NOMINATIONS COMMITTEE REPORT

Members: Andy Mitchell (Chair), Dan Thompson, Andrew Perry, Cathi Brown

The nomination committee is charged in the corporate by-laws to:

“The Nominations Committee that will be responsible to solicit and receive nominations for the election of the Directors, pursuant to the relevant Swim Ontario policies and procedures, with a view to encouraging the identification and nomination of qualified candidates that represent the diversity of Swim Ontario’s Registrants and stakeholders”

In carrying out its responsibility the committee identified five priorities:

1. Encourage greater diversity on the board.
2. Strive towards a gender balance that better reflects the swimming community
3. Increase geographic representation
4. Recruit individuals with desired core competencies
5. Provide relevant information about the candidates to the electors

In 2022 five positions will be elected to the board. Three individuals will be selected to serve three-year terms replacing individuals whose terms have expired, one individual will be elected to a two-year term and represents an addition to the board and one individual will be elected to a one-year term and also represents an addition to the board.

The addition of two board members and the manner of their selection was approved in a by-law amendment adopted at the 2021 AGM.

The committee solicited nominations through communications with individuals involved with the many aspects of Swim Ontario activities. We are pleased that, as of September 1, eight individuals have put their names forward to serve on the board.

The Nominations Committee thanks this year’s three Directors whose terms have expired for their commitment to Swim Ontario and extends its gratitude to the staff for its support in facilitating the nominations process

Finally, I would like to thank Dan Thompson, Andrew Perry, and Cathi Brown for their work as members of the Committee.

Andy Mitchell
Nominations Committee Chair

SPORT MANAGEMENT COMMITTEE REPORT

The Sport Management Committee Members: Chair – Christy Yaremczuk; Swim Ontario Staff – Dean Boles, Don Burton, Stewart McLean (Regional Committee Chair), Daryle Martin (SOOC representative); Performance Coaches – Vicki Keith; Rob Novak; Byron MacDonald, Ryan Mallette.

Meeting format throughout 2021 and 2022 has been via conference calls and zoom meetings with in person meetings with SMC participating in two Think Tank sessions, with a third happening shortly after this AGM. Agenda items have included:

1. Review of 2021-2022 Provincial Competitions within the context of Return to Competition/COVID Recovery and the Provincial COVID Recovery Framework. For the 2021-2022 Season – the focus of SMC was on the following:
 - A. Communication of and adherence to Swim Ontario Return to Competition Plan
 - B. Flexible/Adapted competition opportunities via the Swim Ontario Competition Plan with opportunities for in-house time trials, dual competitions, tracking of performance results with the Swim Ontario performance tracker and masters performance tracker programs
 - C. Support of a Spring Forward April 2022 Provincial Program
 - D. Support of the Swim Ontario Summer Programming
 - E. Support of Canada Games Selection
 - F. Support and alignment of Swim Ontario and Swimming Canada Performance Programming
 - G. Support of the Swim Ontario Open Water Clinics & Provincials at Gravenhurst, Gull Lake
 - H. Participation in the “Think Tank” Series to review 2023 Provincial Programming and beyond
 - I. Support of 2023 Provincial Competition Calendar & Programming
 - J. Review of Athlete Performance Criteria
 - K. Review of Ministry Funding – Quest For Gold; OHPSI
2. Consideration of 2022-2023 Provincial Schedule – Details can be found [HERE](#).
3. Status of discussion and support for of Multi-Year Provincial Competition Hosting Locations. TPASC, Etobicoke Olympium, Markham Pan Am Pool and the Windsor International Sportsplex have all agreed to work on a multi-year facility agreement. TPASC, the Olympium and Markham Pan Am agreements are in place for the 2023 season.
4. 2023 Provincial Competition Host – a full list can be found [HERE](#).
5. Review and support of the 2022-2023 Senior/Junior/Para APF Funding Process. The recipients will be posted [HERE](#).
6. Review and support of the 2021-2022 Club Grant APF Funding Application – Due to the COVID19 Pandemic, the Club Grant program remains under review by the SMC for 2022-2023.

7. Review and support of a new Post-Secondary Scholarship Application Process – An ongoing review of this program is underway. A further update of this program will be posted on the Swim Ontario website by October 15, 2022. SMC also approved consideration of a para post-secondary scholarship.
8. Review and recommendations for the Quest For Gold funding program. The Ministry awarded the 2021 funding directly to athletes and announced that the program for 2022 would be expanded to include flexibility in how provincial sport organizations distributed the funds. As a result, funds went directly to athletes, as well as to clubs.
9. Open Water 2022 – Swim Ontario was pleased to offer the 2022 Open Water Provincial Championships events in Gravenhurst, Gull Lake Park. A special thank you to Orangeville Otters Swim Club, Town of Gravenhurst, Mary Jane Smith, all officials, volunteers, including EMS and lifeguards, and “all hands on deck” Swim Ontario staff, who made this event possible. A special thank you to all clubs who entered in this historic event. SMC will review 2023 opportunities for Open Water webinars, and event opportunities for 2023 within the context of the success of 2021 and 2022, as well as Swimming Canada support and outcomes for open water in Ontario and Canada.
10. Provincial Virtual and In Person Camps – A wide range of virtual and in person camps were hosted from September 2021 through to August 2022 from regional, to development, to youth id, stroke id, to Para, to Canada Games. A big thank you to all who supported and participated. Swim Ontario and SMC are currently reviewing collaboration with Swimming Canada on 2022-2023 opportunities. More details can be found [HERE](#) as they become available.
11. Canada Games 2021 (2022) – A big congratulations to Team Ontario at the Canada Games!! Thank you to Stu McLean, Karen Wilson, Cathy Parry and all involved in the selection, the camps, and the Games itself!



SWIM ONTARIO COACHES COMMITTEE REPORT

Comprised of ten members, the Swim Ontario Coaches Committee consults the CEO, staff and the Sports Management Committee on matters related to provincial programming initiatives, regional programming initiatives and provincial competitions.

Swim Ontario would like to thank the following coaches who are currently serving as members of the SOCC.

SOCC Regional Representatives

- Olivier Renaud (Central)
- Heather Page-Fairley (Eastern)
- Morgan Kierstead (Huron)
- Dean Henze (Northeast)
- Ashley Almas/Liz Moskal (Western)

SOCC Coaches at Large

- Tom Langridge (GO)
- Chris Ellul (SCAR)
- Pierre Lafontaine (SWOTT)
- Mike McWha (WAC)

The Swim Ontario Coaching Committee has spent most of the season focused on providing input to the Performance Programming project. This project has involved discussions around how to further develop key programming initiatives, athlete funding, competition deliverables, diversity and inclusiveness and alignment of our programming deliverables with the strategic plan.

Coaches have taken part in two think tank discussions, with a third scheduled for September 2022. This discussion will help formulate a plan that will carry Swim Ontario through 2026. The committee would like to thank the members of the Sport Management Committee, Officials Committee and members of the coaching and administrative community who have assisted in this project.

Stewart McLean

SWIM ONTARIO OFFICIALS COMMITTEE REPORT

The Swim Ontario Officials Committee (SOOC) is established to advise the Chief Executive Officer (CEO) of Swim Ontario in areas related to officiating and competitions in Ontario keeping in alignment with the Swimming Canada Officials, Competitions and Rules Committee (OCRC).

2021-2022 SOOC: Trevor Cowan & Nicole Parent (co-chairs) along with members Paul Corkum (Ontario representative on the OCRC), Daryle Martin (Sport Management Committee representing the SOOC, and member of the OCRC), Ron Riley, Anita Scheffel-Woo, Darren Richer & Rob Filion.

2021-2022 RORs: YY Wong (Central), Charles Montpetit (Eastern), Mary Jane Smith (Huron), Connie Zwarich (North East), Jim Cumming (North West) and Ben Balkwill (Western).

A warm thank you for the tireless work from RORs, the Referee Evaluation sub-committee and SOOC members.



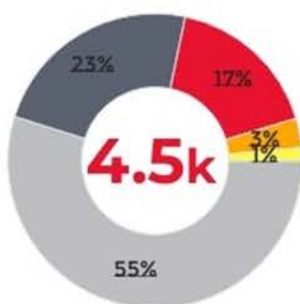


Swim Ontario Officials Committee

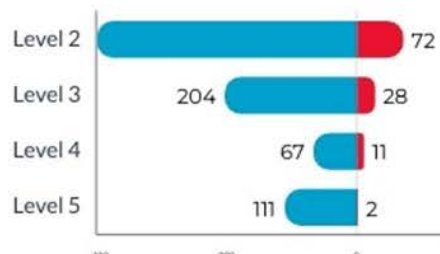
SEASON 2021-22 IN REVIEW

6650 Officials

1200+ Newly Certified Officials



Intro & Safety Clinic	2,475
Level 2 clinics	1,057
Strokes & Turns	770
Referee	145
OW & Para	64



Officials completed
4500+

Clinics and E-modules

97% of Host clubs resumed competitions

filling **19K** officials positions

445 sanctions with

900 sessions and **220K+** swims



2 Return to Racing &

Officiating
Webinars



**SOOC
Meetings**



Addition of **2** members to help with rebuilding
phase and long term succession planning.



A new Referee Evaluation sub-
committee supporting and mentoring Level 4/5
candidates.

13 NEW Level 4 & 5 officials.



AWARDS COMMITTEE REPORT

The Awards Committee Members: Chair – Christy Yaremczuk, Stewart McLean (Chair of Regional Chair and SOCC), Nicole Parent (SOOC) & Karen Wilson (Hall of Fame)

I would like to thank the Awards Committee members for their on-going input. All wear multiple “hats” and their input has been very important to linking this committee into other committees and the overall Swim Ontario Strategic Plan. Thank you to the Swim Ontario Board, Regional Chairs and Masters Committee for their input into criteria for awards in 2022 as we transition back to live awards. A very special thank you to our Swim Ontario 100 Year Anniversary Committee - Natalie Lychy, Linda Liberta, Paul Legault, Jim Snow, Heather Dwinnell, Lindsay Taylor, Dean Boles and our summer students Aryanna Fernandez, Savannah Baker and Quinn Matteis - for all the work put into the 100 Year Pop Ups, and 100 Year Gala showcasing an incredible 100 Years of the swimming community in Ontario! Swim Ontario also featured interviews and special recognition of past and current Team Ontario members leading into the Canada Games as well as highlighting some long standing members leading up to the 100 Year Celebration.

Meeting format in 2022 remained flexible and adapted with in person, conference calls and/or zoom meetings where applicable. Agenda items have included:

- A. Transition out of pandemic and back to in person awards recognition and/or flexibility to adapt to hybrid or virtual recognition.
- B. Review and updates of Awards, Grants, Bursaries - Criteria, Applications on Swim Ontario website.
- C. Establishment of a Swim Ontario 100 Year Anniversary Committee
 - a. Plan the 100 Year Gala
 - b. Special Recognition Awards
 - c. Special Recognition Videos
 - d. 100 Year Pop Up at featured at Swim Ontario competitions
 - e. Special 100 Year Logo Created, Medals created
- D. Canada Games Features
- E. Review and discussion of Coach Awards
- F. Review and discussion of Officials' Awards
- G. Update of Awards Calendar with application deadlines
- H. Renewal of TAS/ARENA to include:
 - a. Swimmer of the Month
 - b. Para Awards
 - c. Record Breakers
 - d. Dan Taylor TAS/Arena Scholarship
- I. Various webinars offered to clubs and coaches on awards and grant opportunities for clubs to apply and celebrate local, regional and provincial community recognition and programming.
- J. Ongoing tapping in to external awards, now coming back online transitioning out of the pandemic:
 - a. Toronto Sport Hall of Honour

- b. Coaches Association of Ontario
- c. Swimming Canada Awards
- d. Big Splash – TBC
- e. Ministry Awards – vetting and re-set with the Provincial election.
- f. Municipal Awards – vetting with the regional chairs
- g. Varsity Awards
- h. Masters Awards: For 2022 we have recommended three Masters Awards to be presented at the 2022 Swim Ontario 100 Year Gala.
 - i. Masters Coaching Excellence Award
 - ii. Masters Long Term Contribution.
 - iii. Masters Athlete Swimming Performance.
- K. Approval of 2021-22 Awards recipients for Swim Ontario to be presented at the 2022 Swim Ontario 100 Year Gala.
- L. Thank you to JF Potvin, MC of these awards, Lindsay Taylor who once again worked her magic to create an incredible celebration, to Jim Snow for the video collaboration, and Nothers Awards for working on the very special 100 Year Celebration Awards presented at the Gala.
- M. Approval of the 2021-2022 Dan Taylor TAS Regional Student Athlete Scholarship
- N. Ontario Aquatic Hall of Fame – Thank you to the Hall of Fame for planning the 2022 induction of Brad and Darda Sales to be presented live at the Swim Ontario 100 Year Celebration Gala.
- O. Graduating class of 2022 – Thank you to Karen Wilson, Lindsay Taylor, Aryanna Fernandes and Savannah Baker for coordinating this certificate recognition program.
- P. Open Water Provincials Gravenhurst – Gull Lake Recognition. Thank you to all sponsors, Town of Gravenhurst, Orangeville Otters, for the recognition of the host team, officials, volunteers and those swimmers who participated.
- Q. World Swimming Championships SC & LC, Para World Swimming Championships, Commonwealth Games, 2022 Canada Games Team Ontario Recognition: Swim Ontario is proud to recognize and congratulate these teams at the 2022 Swim Ontario 100 Year Anniversary Gala.
- R. In March 2023 there will be a full review of the Awards Committee Terms of Reference, and all awards and terms of reference.

I look forward to continuing to collaborate with the Awards Committee to celebrate and promote the great achievements of our swimming community members.

Respectfully,

Christy Yaremczuk

REGIONAL COMMITTEE REPORT

Swim Ontario continues to value each member of our Regional committee. We would like to thank each member for their contribution during the 2021/2022 Season. The following committee members continue to be fierce advocates for Ontario Swimming.

- **Central Region:** Louise Barton (Chair), Olivier Renaud and Steve Downs (Coaches Reps)
- **Eastern Region:** Rachelle Campbell (Chair), Heather Page-Fairley (Coaches Rep)
- **Huronian Region:** Trevor Cowan (Chair), Morgan Kierstead (Coaches Rep)
- **Northeast Region:** Victoria Hingst (Chair), Dean Henze (Coaches Rep)
- **Northwest Region:** Janet Hyslop (Chair), Tom Hainey (Coaches Rep)
- **Western Region:** Joni Maarten-Sanders (Regional Chair), Ashley Almas and Liz Moskal (Coaches Reps)

These committee members continue to play a key role in advising Swim Ontario staff on matters related to policy and procedures, programming, officiating, club advocacy and club operations. Swim Ontario would like to thank outgoing Regional Chair from the Northeast Region Lawrie Krawchuk for her diligent work over the past two seasons in the role.

A key highlight to the season was that Regions across the province were able to deliver Regional Championship meets for the first time in over two years. This was a key step to driving the sport forward in the province again. A special thank you to the Meet Managers, Competition Coordinators, officials, facility staff, volunteers, coaches and swimmers for making this happen.

We continue to look at ways to best use our Regional partners as a connection to the swimming community. This started with adding the Regional Coaches to the Swim Ontario Coaches Committee for the 2021/2022 season which added a regional perspective to programming items. In 2022/2023 we look at ways to develop our programming going forward. In 2022/2023, we hope to evolve the role of the Regional Chairs to cement the focus on the administrative side of Swim Ontario.

Finally, members of the Regional Committee would like to congratulate the swimmers, coaches, officials and support staff who represented Ontario and Canada at the 2022 World Championships, 2022 World Para Swimming Championships, 2022 Commonwealth Games, 2022 Canada Summer Games and the 2022 Junior Pan Pacific Championships. The performances throughout the course of the summer have been truly inspirational for the entire swimming community.

Stewart McLean

SWIM ONTARIO MASTERS COMMITTEE

The Swim Ontario Masters Committee Mandate:

- Grow and support masters swimming in all its forms in the province.
- Promote fun, fitness, friendship, well-being, and competition for adults through swimming.
- Deliver on the promise of service excellence and operational efficiency associated with being a part of an aligned and integrated provincial, national, and international structure.
- Support swimming for life.

The Swim Ontario Masters Committee:

Members of the Swim Ontario Masters Committee represent clubs big and small from across the province. Committee members include age group and masters coaches, Olympians, competitive pool swimmers, open water swimmers, triathletes, and fitness swimmers. In addition to their knowledge of and passion for the sport of swimming, members bring a wide range of professional experience and skills to the work of the Committee. Current members of the committee are:

- | | |
|----------------------------------|-----------------------------|
| ● Katie Osborne (outgoing Chair) | ● Dan Thompson |
| ● Jack So (incoming Chair) | ● Annamay Oldershaw |
| ● Bud Seawright | ● Jessica Cawthorn |
| ● Andy Ritchie | ● Naomi Brown |
| ● Terri MacDougall | ● Dean Boles (Swim Ontario) |

We welcome our two newest members, Jessica Cawthorn and Naomi Brown, and extend our thanks to all of the Masters Committee members for their hard work during the 2021-2022 season, especially in the face of significant pandemic challenges.

Highlights:

The masters swimming community continued to be impacted by the COVID-19 pandemic during much of the 2021-2022 season. While a lockdown in early 2022 led to another painful round of pool closures, masters swimmers were soon delighted to see an extended return to the pool and the resumption of masters swim programs across the province. Reopenings and the removal of restrictions allowed a long-awaited return to pool and open water competition, and inspired Committee members as they began to plan for the 2022-2023 season.

Highlights of the activities and initiatives undertaken by the Swim Ontario Masters Committee in the 2021-2022 season include:

- Offered a Virtual Rankings initiative when the swimming community faced restrictions on in-person competitions.
- When pandemic restrictions were lifted and the competitions could be safely held, Swim Ontario hosted the Masters Spring Forward Invitational in March 2022, the first masters meet in over two years.

- Encouraged Ontario masters clubs and swimmers to participate in the Canadian Masters Swimming Championships in Quebec City in May 2002.
- Published regular newsletters and periodic updates and notices of events to clubs, coaches and swimmers, and utilized social media to inform and engage masters swimmers.
- Included a masters category for the 2022 Ontario Open Water Championships at Gull Lake and promoted the event to Swim Ontario masters clubs and swimmers.
- Achieved significant growth in Swim Ontario's masters membership, with a focus on growing masters swimming through integrated clubs (clubs with age group and masters swimming).
- Added a Masters-Open category for integration of para swimmers in Masters competitions.
- Planned an active Competition Calendar for the 2022-2023 season, including the Arena-TAS Swim Series and the 2023 Ontario Masters Swimming Championships to be hosted by EOMAC and held at the Etobicoke Olympium March 25 and 26, 2023.
- Recognized the achievements of the following masters swimmers, coaches, and volunteers for the 2021-2022 season:
 - Female Performance Award: Lynn Marshall
 - Male Performance Award: Chris Smith
 - Coaching Award: Duane Jones
 - Long-time Contribution Award: Charlie Lane



SWIM ONTARIO SWIMMING COMMUNITY EXPERIENCE COMMITTEE

The Swimming Community Experience Committee has been active since May of 2021, with one main intent to strive for further engagement of the organization's members and registrants. The ability to draw on a diverse group of individuals, both currently active and non-active in swimming but all with experience, insight and knowledge and an open minded approach, helps the sport be better.

The committee continues to develop the topics of discussion that cross the spectrum of Inclusivity and Diversity, Social Consciousness and Social issues in sport, bringing closer the potential of what is written in policy or understanding to that of reality.

"To pledge fair and equitable opportunities within Swim Ontario and a working environment free of discrimination. Discrimination on the grounds of gender, race, ancestry, national or ethnic origin, colour, age, sexual orientation, family status, marital status, mental or physical disability, or religion is expressly forbidden in the Swim Ontario workplace, in any Swim Ontario sport-related activity, in any of the employment or recruitment practices of Swim Ontario or in any Swim Ontario sanctioned swim programs."

- From the Swim Ontario Equity and Inclusion Policy

Focus Buckets:

EDI Equitable, Diversity, Inclusion	Audience Development	Communication Strategies	Club Excellence	Marketing 101
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My appreciation to committee members: Darda Sales, Jacky Beckford-Henriques, Leela D'Cruz, Natalie Lychy, Laura McPhie, Heather Sinclair, Pamela Stein, Chris Salvador and Kulin Matchhar.

As the sport comes away from the impact of the pandemic, the committee will continue to address the national statistics pre pandemic in swimming registration experiences an attrition rate of approximately 23% each year. The data also shows the length of time in the sport and age of the athlete is critical to this decline. We must identify and work toward areas to retain participants longer in the sport.

In collaboration with Team Aquatic Supplies, Orange Cap Day has launched across the country recognizing Truth & Reconciliation September 30th 2022. Proceeds will go to the Indigenous Sport Circle in support of swimming at the North American Indigenous Games. Information can be found at [HERE](#)

In March 2022, the Board launched an ad-hoc committee focussed on EDI, with Vice President Carlos Sayao as chair. The EDI committee is working with growing need for education and understanding of social consciousness and issues in sport, we also are working with the latest ruling from FINA regarding transgender athletes and participants in sport. Thank you to the EDI committee members: Carlos Sayao, Robert Giggey, Jacky Beckford Henriques, Leela D'Cruz, Darda Sales, Heather Sinclair, Fishia Kebede.

Dean Boles

ONTARIO AQUATIC HALL OF FAME REPORT

In September 2021, the OAHOF inducted Murray Drudge and Kevin Thorburn posthumously as Swimming Builders. Video of this induction can be found [HERE](#).

We look forward to the inductions of Darda and Brad Sales this year and the recognition of Dan Thompson with the Special Achievement Award.

Anyone can nominate a candidate for induction at any time. Nomination information and forms are available on the [Swim Ontario website](#). Nominations can be received at any time and each is considered on its own merits. Approved nominations are then scheduled for induction at a mutually acceptable date and time.

The OAHOF Board is a body of volunteers comprising seven members. We were saddened by the passing of staunch member Paul Corkum this past spring after his years of hard work and dedication to the committee and aquatics in Ontario. We are pleased to welcome Trevor Scheffel to our midst to join Anne Ottenbrite-Muylaert, Vicki Keith Munro, Lisa Flood, Jane Wright, Jenna Lambert and myself at the Board table. The Newsletter editor's chair is vacant at present and volunteers would be welcomed.

Swim Ontario staff, primarily, Karen Wilson and Heather Dwinnell, provide logistical support both throughout the year and during the inductions.

The Hall gratefully acknowledges the support, both in money and in kind from many sources. Team Aquatic Supplies, Nothers Sign Recognition, Etobicoke Swimming and Swim Ontario make each induction ceremony financially possible.

Etobicoke Swimming's annual Hall of Fame Meet is scheduled for October 15-16 at the Etobicoke Olympium which continues to house OAHOF plaques and displays.

Nominations for induction are always welcome. Forms are available on the Swim Ontario website [HERE](#). Further information can be obtained from [Lisa Flood](#) or [myself](#).

Donations and sponsorship proposals are always welcome.

Rick Hannah,
Ontario Aquatic Hall of Fame President



2021-2022 Swim Ontario Awards

Irene & Bob Pirie Trophies

Female: Summer McIntosh – Etobicoke Swim Club/High Performance Centre Ontario

Male: Joshua Liendo – North York Aquatic Club/High Performance Centre Ontario

Gus Ryder Trophy

Female: Jordan Tucker – Guelph Marlins Aquatic Club

Male: Matthew Cabraja – City of Brampton Regional Aquatics/University of Toronto

Coach of the Year – Highest Performing Female Swimmer

Ryan Mallette – High Performance Centre Ontario

Ben Titley – High Performance Centre Ontario

Coach of the Year – Highest Performing Male Swimmer

Ryan Mallette – High Performance Centre Ontario

Ben Titley – High Performance Centre Ontario

Coach of the Year – Highest Performing Para Female Swimmer

Sarah MacDonald – Guelph Marlins Aquatic Club

Coach of the Year – Highest Performing Para Male Swimmer

Byron MacDonald – University of Toronto

Kim Inglis-Clarke – Cobra

Ian Roopnarine – Cobra

Swim Ontario Masters Swimming Long-Term Contribution Award

Charlie Lane – Etobicoke Olympium Masters AC

Swim Ontario Masters Swimming Excellence in Coaching Award

Duane Jones – Techno Sport

Swim Ontario Masters Swimming Performance Award

Lynn Marshall – CARMA – Carleton Masters Swimming

Chris Smith – Trillium Y Masters Swim Club/Swim Ontario Masters

Lea Bredschneider Award

Dave Desmarais – Belleville Beast Swim Team

Katrina Carter – Hanover Swim Club

Ontario Coach Service Award

Ron Campbell – Cambridge Aqua Jets

Janet Hyslop – Kenora Swimming Sharks



2021-2022 Swim Ontario Awards

Dan Taylor Team Aquatic Supplies Regional Scholarships

Central Region

Male - Steve Frantskevich – RAMAC Aquatic Club

Female - Nicole Lau – Aurora Ducks Swimming

Female – Katie Cosgriffe – Oakville Aquatic Club

Northwest Region

Male - Sam Chisholm – Thunder Bay Thunderbolts

Female – Kaitlyn Luu – Thunder Bay Thunderbolts

Northeast Region

Female – Hayley MacFarlane – Sault Surge Aquatic Team

Female – Kaelyn Albert – Sault Surge Aquatic Team

Eastern Region

Male – Olivier Risk

Female – Meg Wheeler

Western Region

Male – Quinn Matteis – Windsor Aquatic Club

Female – Taya Hutchison – Windsor Aquatic Club

Female – Amaris Peng – London Aquatic Club

Huronian Region

Male – Quinton Rodgers – Owen Sound Aquatic Club

Female - Blythe Wieclawek – Orillia Channel Cats

Provincial Team Awards 2022

Summer Festivals

Women – Hanover Swim Club

Men – Dorado Stars Swim Club

2022 Summer OYJ

Women – Swim Ottawa

Men – ROC Swimming

2022 Summer OSC

Women – Brock Niagara Aquatics

Men – Sudbury Laurentian Swim Club



2021-2022 Swim Ontario Awards

Friends of Swimming

Ed Garcia
Jeff Holmes
Daryle Martin
Al Shaw
Mary Jane Smith
Bev Wicks

Gord Noddle Memorial Award

Christie McMann
Carlos Sayao

Lifetime Achievement Award – 30 years of service

Kathy Peterson – North West Region
Bruce Sheppard (2018) – Eastern Region

Roll of Honour – 20 years of service

Paul Corkum – Central Region
David Delzotto - North West Region
Jim Lawrie (2017) – Central Region & Huronia Region
Daryle Martin – North West Region
Kimberly McGowan – Huronia Region
Annette Otter – Central Region

John Grootveld Memorial Award

Paul Corkum – PICK
Alex Vanderkam – LAC

Elizabeth Collins Ralph Award

Stewart Nutt - Huronia Region

ASSOCIATION INFORMATION

ASSOCIATION PROFILE

Mission Statement

Swim Ontario, its affiliates and stakeholders will provide an environment through which its participants lead Canadian swimming on all levels.

Swim Ontario is the non-profit sports governing body responsible for the organization and regulation of swimming in the Province. The organization is led by a volunteer Board of Directors, and administered by a full-time professional staff, located in Toronto.

Swim Ontario is pleased to offer a full continuum of swimming as a grassroots community sport through to international presence and swimming for life. The organization has 140 swimming clubs, 20,000 registered swimmers, 1,000 registered coaches supported by 8,000 registered officials and a dedicated volunteer base within the club delivery.

Swim Ontario strives to create and deliver an image for competitive swimming as a sport that embraces fun, personal excellence instilling dedication and self-discipline in a safe and healthy environment. We pride ourselves as a sport of the highest possible values.

ASSOCIATION DIRECTORY

Head Office

1 Concorde Gate, Suite 200B
Toronto, ON M3C 3N6
Telephone 416-426-7220
Fax 416-426-7356
E-mail info@swimontario.com
Web Site www.swimontario.com

Auditor

Aaron Reilly, Reilly Back LLP

Bank

Scotiabank

PARTNERS

Swimming Canada
Ministry of Heritage, Sport, Tourism & Culture Industries
Own the Podium
Canadian Sport Institute Ontario
Ontario Para Sport Collective
Canadian Swim Coaches Association
Coaches Association of Ontario
Ministry of Heritage & Sport – Canadian Government

Staff

Dean Boles, Chief Executive Officer
Email: dean@swimontario.com

Darin Muma, Interim Chief Operating Officer
Email: darin@swimontario.com

John Vadeika, Chief Operating Officer
(Medical Leave)

Heather Dwinnell, Membership & Office Services Coordinator
Email: heather@swimontario.com

Nicole Parent, Competition & Officials Development Service Coordinator
Email: nicole@swimontario.com

Lindsay Taylor, Coaching, Competitions & Communications Coordinator
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Christy Yaremczuk, Provincial and Performance Programs Coordinator
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Karen Wilson, Membership Services & Provincial Team Coordinator
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Stu McLean, Regional and Provincial Team Coordinator
Email: stu@swimontario.com

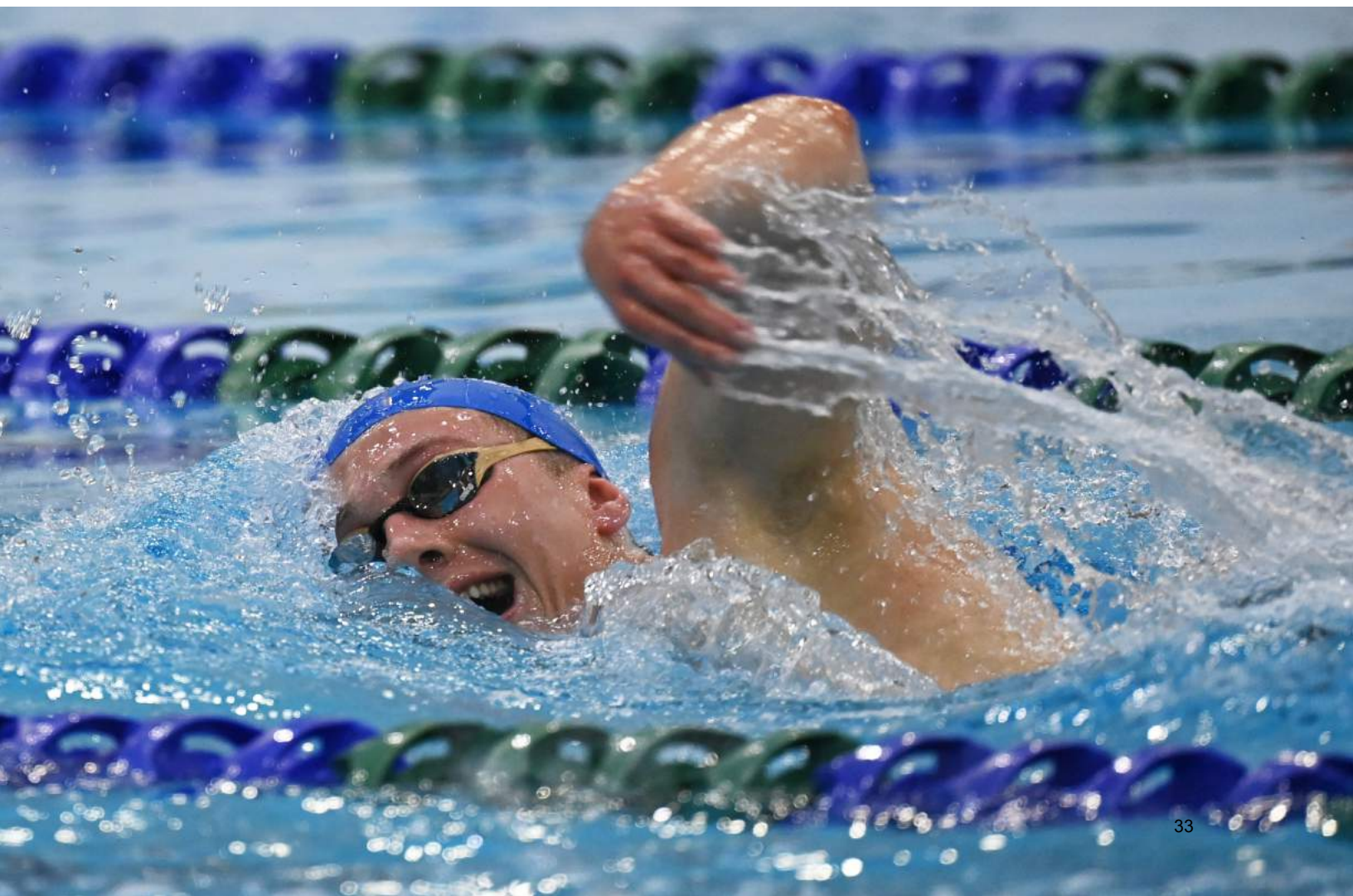
Don Burton, Ontario Swim Academy Head Coach
Email: don@swimontario.com

Darda Sales, Para Swimming Development Coordinator
Email: paradevelopment@swimontario.com

BOARD OF DIRECTORS SUMMARY OF MOTIONS 2021-22

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
09/28/21	3.1	Elections	C. Sayao/J. Peetsma	To nominate Anne Bell as President.	Carried
09/28/21	3.2	Elections	R. Giggey/J. Peetsma	To nominate Carlos Sayao as Vice-President.	Carried
09/28/21	3.3	Elections	C. Sayao/A. Mitchell	To nominate Jamie Peetsma as Treasurer.	Carried
09/28/21	3.4	Elections	J. Peetsma/C. Sayao	To nominate Andy Mitchell as Secretary.	Carried
09/28/21	3.5	Signing Officers	J. Peetsma/A. Mitchell	To approve D. Boles, D. Muma, A. Bell, R. Hannah, B. Seawright and J. Peetsma as signing officers.	Carried
09/28/21	9.1	Adjournment	R. Giggey/J. Morrison	To adjourn.	Carried
10/22/21	2.1	Agenda	J. Morrison/R. Giggey	To approve the agenda as circulated.	Carried
10/22/21	3.1	Consent Agenda	J. Peetsma/R. Giggey	To approve the Consent Agenda including the September 17 & 28, 2021 minutes and President Report.	Carried
10/22/21	10.1	Adjournment	A.Mitchell/J. Peetsma	To adjourn the meeting at 1:22pm.	Carried
11/19/21	3.1	Agenda	J. Peetsma/R. Giggey	To approve the agenda as circulated.	Carried
11/19/21	4.1	Consent Agenda	A.Mitchell/J. Peetsma	To approve the Consent Agenda including the October 22, 2021 minutes and President Report.	Carried
11/19/21	10.1	Adjournment	J. Morrison/C. Sayao	To adjourn the meeting at 12:46pm.	Carried
01/21/22	3.1	Agenda	J. Morrison/A.Mitchell	To approve the agenda as circulated.	Carried
01/21/22	4.1	Consent Agenda	C. Sayao/J. Peetsma	To approve the Consent Agenda including the President Report and November 19, 2021 minutes, noting that the December meeting was cancelled.	Carried
01/21/22	11.1	Adjournment	R. Giggey/J. Peetsma	To adjourn the meeting at 1:22pm.	Carried
02/18/22	2.1	Agenda	J. Peetsma/A. Mitchell	To approve the agenda as circulated.	Carried
02/18/22	3.1	Consent Agenda	J. Morrison/R. Giggey	To approve the Consent Agenda including the President Report and Jan. 21/22 minutes.	Carried
02/18/22	10.1	Adjournment	A.Mitchell/R. Giggey	To adjourn the meeting at 1:22 pm.	Carried
03/25/22	2.1	Agenda	J. Peetsma/A. Mitchell	To approve the agenda as circulated.	Carried
03/25/22	3.1	Consent Agenda	A.Mitchell/R. Giggey	To approve the Consent Agenda including the President Report and February 18, 2022 minutes.	Carried
03/25/22	4.2	Budget	A.Mitchell/J. Peetsma	To approve the staff salary adjustments, while the 2022-23 Budget to be presented at the next Board meeting for approval.	Carried
03/25/22	10.1	Adjournment	C. Sayao/J. Peetsma	To adjourn the meeting at 1:30pm.	Carried
04/29/22	02.1	Agenda	J. Peetsma/J. Morrison	To approve the agenda as circulated.	Carried
04/29/22	03.1	Consent Agenda	A.Mitchell/J. Morrison	To approve the Consent Agenda including the President Report and March 25, 2022 minutes.	Carried
04/29/22	04.2	Budget	A.Mitchell/J. Morrison	To approve the 2022-23 Budget – Version 10 as presented.	Carried
04/29/22	10.1	Adjournment	A.Mitchell/C.Sayao	To adjourn the meeting at 1:35pm.	Carried
05/27/22	2.1	Agenda	C. Sayao/J. Peetsma	To approve the agenda as circulated.	Carried
05/27/22	3.1	Consent Agenda	A.Mitchell/J. Peetsma	To approve the Consent Agenda including the President Report and April 29, 2022 minutes.	Carried
05/27/22	4.4	Nominations	A.Mitchell/C. Sayao	To authorize proceeding with the Call for Nominations.	Carried
05/27/22	5.1	Registration fees	J. Morrison/C. Sayao	If requested, Swim Ontario will refund up to 5/12ths of registration fees for BORC swimmers for the 2021-22 season.	Carried
05/27/22	6.1	Risk Management	A.Mitchell/J. Morrison	To adopt the recommendations of the Risk Management Committee	Carried
05/27/22	10.1	Adjournment	C. Sayao/A. Mitchell	To adjourn the meeting at 1:15pm.	Carried
06/24/22	2.1	Agenda	J. Peetsma/J. Morrison	To approve the agenda as circulated.	Carried

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
06/24/22	3.1	Consent Agenda	A.Mitchell/T. Barker	To approve the Consent Agenda including the President Report and May 27, 2022 minutes	Carried
06/24/22	10.1	Adjournment	A.Mitchell/C Sayao	To adjourn the meeting at 8:50pm.	Carried
07/22/22	2.1	Agenda	J. Peetsma/J. Morrison	To approve the agenda as circulated.	Carried
07/22/22	3.1	Consent Agenda	J. Morrison/R. Giggey	To approve the Consent Agenda including the President Report, June 24, 2022 minutes and notes from June 25, 2022 Board Session.	Carried
07/22/22	4.2	Audit	J. Peetsma/A. Mitchell	To accept the March 31, 2022 Audited Statements.	Carried
07/22/22	4.2	Reserve Fund	J. Peetsma/T. Barker	To approve the release of up to 70k of Canada Games Reserve fund for 2022 Canada Games expenses.	Carried
07/22/22	6.1	Investments	J. Peetsma/C. Sayao	To remove John Vadeika as a signing authority for Perfect Timing Family Wealth Investments.	Carried
07/22/22	10.1	Adjournment	C. Sayao/J. Morrison	To adjourn the meeting at 12:55pm.	Carried
09/09/22	2.1	Agenda	A.Mitchell/J. Peetsma	To approve the agenda as circulated.	Carried
09/09/22	3.1	Minutes	J. Morrison/T. Barker	To approve the July 22, 2022 minutes as circulated.	Carried
09/09/22	4.3	Directors Welcome	R. Giggey/J. Morrison	To accept the Directors Welcome Handbook recommendations with addition that an offer to all candidates standing for election to the Board be invited to participate in committees.	Carried
09/09/22	11.1	Adjournment	A.Mitchell/C. Sayao	To adjourn the meeting at 1:14pm	Carried



Financial Statements

Swim Ontario

For the year ended March 31, 2022

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To the Directors and Members of Swim Ontario

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Swim Ontario (the "Organization") which comprise the statement of financial position as at March 31, 2022 and the statements of operations, changes in net assets, and cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion section of my report, the accompanying financial statements present fairly, in all material respects, the financial position of Swim Ontario as at March 31, 2022 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

Basis for Opinion

In common with many not-for-profit organizations, Swim Ontario derives revenue from fees and fundraising projects, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of Swim Ontario. Therefore, we were not able to determine whether any adjustments might be necessary to revenue, excess of revenue over expenses and cash flows for the year ended March 31, 2022, current assets and net assets as at March 31, 2022.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Reilly Back LLP
Licensed Public Accountants

Markham, Ontario
July 13, 2022

Swim Ontario**Statement of Financial Position
As at March 31, 2022**


	2022	2021
Assets		
Current assets		
Cash and short-term investments (note 3)	\$ 3,098,346	\$ 1,955,441
Accounts receivable (note 10)	45,087	74,813
Prepaid expenses	73,970	71,300
Marketable securities, at market value	402,538	349,817
	<u>3,619,941</u>	<u>2,451,371</u>
Other assets		
Equipment and other capital assets (note 4)	14,470	11,228
	<u>\$ 3,634,411</u>	<u>\$ 2,462,599</u>
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 638,035	\$ 216,164
Due to Swimming Natation Canada (note 5)	827,918	607,179
Deferred revenue	113,802	118,345
	<u>1,579,755</u>	<u>941,688</u>
Canada Emergency Business Account loan (note 6)	40,000	30,000
	<u>1,619,755</u>	<u>971,688</u>
Net assets		
Restricted internally (note 7)	396,052	396,052
Invested in capital assets (note 4)	14,470	11,228
Unrestricted net assets	1,604,134	1,083,631
	<u>2,014,656</u>	<u>1,490,911</u>
	<u>\$ 3,634,411</u>	<u>\$ 2,462,599</u>

Commitments and contingent liabilities (note 10)

See accompanying notes to financial statements

Approved by the Board:

 Director

 Director

Swim Ontario

Statement of Operations

For the year ended March 31, 2022

	2022	2021
Revenue		
Registration fees and assessments	\$ 1,256,344	\$ 900,455
Government grant (note 8)	239,979	144,155
Other grants	386,467	315,067
Provincial competition (loss)	139,194	(171)
Provincial programming	117,767	59,875
Conference fees (loss)	14,886	(100)
Nevada income	29,012	28,407
Fundraising and sponsorships	4,362	12,709
Education materials	1,351	243
Dividend income	9,829	6,872
Interest income	3,224	7,517
Gain (loss) on investments - unrealized	15,737	50,220
Gain (loss) on investments - realized	27,155	8,860
Miscellaneous	19,000	19,211
	<u>2,264,307</u>	<u>1,553,320</u>
Expenses (see schedule)		
Athletes	156,982	68,550
Coaches	48,557	44,873
Provincial competition (recovery of)	88,051	(1,184)
Regional program deliveries	12,478	28,060
Provincial programming	174,274	141,737
Clubs	157,487	-
Officials and volunteers (recovery of)	3,401	(3,794)
Governance	2,948	-
Miscellaneous projects	47,518	5,120
Staff expenses	1,037,115	958,984
Administration, operations and communications	321,541	494,880
	<u>2,050,352</u>	<u>1,737,226</u>
Excess (deficiency) of revenue over expenses before undernoted items	213,955	(183,906)
COVID-19 relief (note 11)	<u>309,790</u>	<u>366,612</u>
Net excess of revenues over expenses	<u>\$ 523,745</u>	<u>\$ 182,706</u>

See accompanying notes to financial statements

Swim Ontario

Statement of Changes in Net Assets
For the year ended March 31, 2022

	Invested in capital assets	Restricted internally	Unrestricted	2022 Total	2021 Total
Net assets at beginning of year	\$ 11,228	\$ 396,052	\$ 1,083,631	\$ 1,490,911	\$ 1,308,205
Excess of revenue over expenses	3,242	-	520,503	523,745	182,706
Net assets at end of year	<u>\$ 14,470</u>	<u>\$ 396,052</u>	<u>\$ 1,604,134</u>	<u>\$ 2,014,656</u>	<u>\$ 1,490,911</u>

See accompanying notes to financial statements

Swim Ontario

Statement of Cash Flows

For the year ended March 31, 2022

	2022	2021
Funds derived from (applied to) operating activities		
Excess of revenue over expenses	\$ 523,745	\$ 182,706
Add (deduct) items which do not involve outlay of cash		
Amortization of equipment and other assets	7,443	3,881
Realized loss (gain) on investments	(27,155)	-
Unrealized loss (gain) on investments	(15,737)	(50,220)
	488,296	136,367
Add (deduct) change in non-working capital accounts		
Accounts receivable	29,726	(48,766)
Prepaid expenses	(2,670)	(21,112)
Accounts payable and accrued liabilities	461,871	178,929
Due to Swimming Natation Canada	220,739	212,313
Deferred revenue	4,543	118,345
	1,202,505	576,076
Funds derived from (applied to) investing activities		
Purchase of equipment and other assets	(10,685)	(4,716)
Purchase of marketable securities	(58,915)	(12,704)
	(69,600)	(17,420)
Funds derived from (applied to) financing activities		
Proceeds of loan, net of forgiveness	10,000	30,000
Increase in cash during year	1,142,905	588,656
Cash and short-term investments, beginning of the year	1,955,441	1,366,785
Cash and short-term investments, end of the year	\$ 3,098,346	\$ 1,955,441

See accompanying notes to financial statements

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2022

1. Nature of operations

Swim Ontario, (the “Organization”) is a sports governing body responsible for the organization and regulation of amateur competitive swimming in the province of Ontario. The Organization is incorporated without share capital under the laws of Ontario as a not-for-profit organization and is exempt from income tax under section 149.1(1) of the Income Tax Act.

2. Summary of significant accounting policies

a. *Basis of Accounting*

These financial statements have been prepared by management in accordance with Canada accounting standards for not-for-profit organizations (“ASNPO”) in Part III of the CPA Canada Handbook.

b. *Revenue recognition*

The Organization follows the deferral method of accounting for contributions which include support from the public and government. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Income from investments is recognized as revenue when earned, including the unrealized portion of capital gains.

Fees and merchandise sales are recognized as revenue when received.

c. *Cash and short-term investments*

Cash and short-term investments includes bank balances and high interest savings accounts. Cash subject to restrictions that prevent its use for current purposes is included in restricted cash.

d. *Equipment and other capital assets*

Equipment and other capital assets are stated at cost. Amortization is calculated on the straight-line basis annually in amounts sufficient to amortize the cost of the assets over their estimated useful lives as follows:

Trademarks	15 years
Office furniture and equipment	10 years
Leasehold improvements	5 years
Computer equipment	3 years

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2022

2. Summary of significant accounting policies - continued

e. *Financial instruments*

Initial and subsequent measurement

The Organization initially measures its financial assets and liabilities at fair value, except for certain related party transactions that are measured at the carrying amount or exchange amount, as appropriate.

The Organization subsequently measures all its financial assets and liabilities at cost or amortized cost.

Financial assets and liabilities measured at amortized cost include cash and cash equivalents, accounts receivable, and accounts payable and accrued liabilities.

Impairment

For financial assets measured at cost or amortized cost, the Organization determines whether there are indicators of possible impairment. When there is an indicator of impairment, and the Organization determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in income. If the indicators of impairment have decreased or no longer exist, the previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in income.

f. *Use of estimates*

The preparation of the Organization's financial statements, in accordance with ASNPO, requires management to make estimates and assumptions which affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses for the year. Actual results could differ from these estimates.

g. *Contributed services*

Volunteers contribute many hours annually to assist the Organization in carrying out its activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

h. *Impairment of long-lived assets*

Equipment and other capital assets subject to amortization are tested for recoverability whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognized when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the long-lived asset exceeds its fair value.

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2022

3. Cash and short-term investments

	2022	2021
Cash in interest bearing accounts and other accounts	\$ 3,056,494	\$ 1,925,714
Restricted cash in Nevada account	41,852	29,189
	<u>\$ 3,098,346</u>	<u>\$ 1,954,903</u>

The Organization has a license with the Alcohol & Gaming Commission of Ontario to sell Nevada lottery tickets. A condition of maintaining this license is that the Organization is required to maintain a separate bank account to account for the receipts and disbursements of this program. Cash that is maintained in the Nevada account is restricted for purposes of this program only.

4. Equipment and other capital assets

	2022		2021	
	Cost	Accumulated Amortization	Net	Net
Computer equipment	\$ 84,308	\$ 75,612	\$ 8,696	\$ 3,144
Office furniture and equipment	20,518	20,518	-	-
Leasehold improvements	21,846	16,072	5,774	8,084
Trademarks	513	513	-	-
	<u>\$ 127,185</u>	<u>\$ 112,715</u>	<u>\$ 14,470</u>	<u>\$ 11,228</u>

5. Swimming Natation Canada fees

Swim Ontario acts as agent in collecting registration fees on behalf of Swimming Natation Canada (SNC). Total registration fees collected amount to \$839,620 (2021 - \$605,006). SNC issues invoices for their registration fees bi-annually in September and March. The amount payable to SNC as at March 31, 2022 is \$827,918 (2021 - \$607,179).

6. Canada Emergency Business Account loan

During the year the Organization received proceeds of \$20,000 (2021 - \$40,000) in respect of the Canada Emergency Business Account ("CEBA") loan. This loan bears interest at a rate of 0% per annum during the initial term expiring December 31, 2023. No principal repayments are required during the initial term of the loan. If the Organization has repaid \$40,000 of the loan prior to December 31, 2023, the remaining balance of the loan will be forgiven. \$10,000 (2021 - \$10,000) of this forgiveness has been recorded as income in the current year. If a balance still exists as at January 1, 2024, interest will commence at a rate of 5% per annum with any remaining balance on the loan becoming fully repayable on December 31, 2025.

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2022

7. Restrictions on net assets

The Board of Directors has internally restricted \$396,052 (2021 - \$396,052) of unrestricted net assets to be held for the following purposes:

	2022	2021
Canada Games Reserve Fund	\$ 84,093	\$ 84,093
Relocation Reserve Fund	50,000	50,000
High Performance Reserve Fund	100,000	100,000
Long-term investment Reserve Fund	108,000	108,000
Move Us Forward Project	3,959	3,959
Special Projects Reserve Fund	50,000	50,000
	<u>\$ 396,052</u>	<u>\$ 396,052</u>

8. Government grants

The organization has received government funding from the Ministry of Heritage, Sport, Tourism and Culture, allocated as follows:

	2022	2021
Ontario Amateur Sport Fund (OASF)	\$ 144,155	\$ 144,155
Funding to Member Community Sport Clubs	37,324	-
Quest for Gold	58,500	-
	<u>\$ 239,979</u>	<u>\$ 144,155</u>

The Funding to Member Community Sport Clubs has been granted to Swim Ontario to administer to local member clubs. To facilitate this process, the organization requested that member clubs submit an application to receive the funds. As the organization has acted as the agent in this transaction, the revenue has been presented in its net amount. The organization was permitted to retain 10% of the funding received to compensate for the administrative costs associated with administering the funds. The organization has also utilized \$119,987 (2021 - \$nil) of its own funds to add to the total amount paid out to member clubs. The total amount owing to the member clubs is \$455,900 (2021 - \$nil) and is contained within accounts payable and accrued liabilities.

9. Capital management

The Organization's capital is comprised of funds invested in capital assets and in restricted and unrestricted funds. The unrestricted fund balance is maintained at a level that is sufficient to meet annual operating requirements. Management develops annual operating budgets that are approved by the Board of Directors. Actual results are compared to budgets monthly and the Board is notified when changes to plans are required.

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2022

10. Commitments and contingent liabilities

The Organization is committed to a lease for office premises expiring August 31, 2023 and an office equipment lease expiring July 21, 2026. The Organization is committed to minimum annual lease payments over the next 5 years of:

2023	\$	33,590
2024		17,227
2025		5,196
2026		5,196
2027		1,299
		<hr/>
	\$	62,508

11. COVID-19 relief

The organization received funding from several programs including:

	2022	2021
Canada Emergency Wage Subsidy (CEWS)	\$ 106,351	\$ 242,591
Canada Emergency Rent Subsidy (CERS)	17,390	18,846
Canada Emergency Business Account loan forgiveness	10,000	10,000
Other Provincial COVID-19 relief	-	90,872
Other Federal COVID-19 relief	89,049	3,526
Swimming Natation Canada support	87,000	777
	<hr/>	<hr/>
	\$ 309,790	\$ 366,612

12. Financial instruments

In the opinion of management, the Organization is not exposed to significant credit, currency, market or other risks arising from its financial instruments.

Swim Ontario

Schedule of Expenses

For the year ended March 31, 2022

	2022	2021
Athletes		
University post-secondary grant	\$ 26,000	\$ 9,150
Athlete assistance	61,901	57,900
Canada Games	2,500	-
Para athlete performance funding	66,581	1,500
	<u>156,982</u>	<u>68,550</u>
Coaches		
Mentor visits	11	25
NCCP expenses	48,546	42,252
SOCC coaches ops projects	-	2,596
	<u>48,557</u>	<u>44,873</u>
Provincial competition (recovery of)		
Ontario Provincial Championships	14,325	(3,146)
SAT grants	(3,924)	1,962
OJI expenses	34,621	-
Open Water expenses	25,029	-
Provincial meets LOC contract	18,000	-
	<u>88,051</u>	<u>(1,184)</u>
Regional program programming		
Regional approved projects	12,478	27,893
Regional camp excellence projects	-	167
	<u>12,478</u>	<u>28,060</u>
Provincial programming		
CSC-ON-OHPSI	10,800	130,399
Provincial team projects	2,322	2,661
Provincial training camps	3,769	3,072
Provincial conference weekend	38,032	3,515
Masters development fund	430	2,090
OSA programming costs	16,596	-
Program enhancement costs	16,616	-
Facility rental	85,709	-
	<u>174,274</u>	<u>141,737</u>
Clubs		
High performance grant	37,500	-
Community support	119,987	-
	<u>157,487</u>	<u>-</u>

Swim Ontario

Schedule of Expenses - continued
For the year ended March 31, 2022

	2022	2021
Officials and volunteers (recovery)		
Education materials (recovery)	\$ 1,124	\$ (3,945)
Officials development projects	671	151
Officials mentorship travel	1,606	-
	<u>3,401</u>	<u>(3,794)</u>
Governance		
Board meetings	2,948	-
Miscellaneous projects		
Hall of Fame grant	-	215
LOC National Meet Hosting (recovery)	44,241	(1,703)
Marketing	3,277	1,608
Strategic planning	-	5,000
	<u>47,518</u>	<u>5,120</u>
Staff expenses		
Administration assistance	3,600	-
Salaries and benefits	835,511	787,921
SNC - Academy Centre grant	84,458	66,030
SNC - Prov. Academy Next Gen.	106,588	99,361
Professional development and other	6,958	5,672
	<u>1,037,115</u>	<u>958,984</u>
Administration, operations and communications		
Rent and office expenses	248,631	205,481
Communications	28,454	25,852
Complaint, dispute & appeal fees	8,445	12,334
Nevada expenses	16,348	11,458
Swim-A-Thon expenses	9,480	6,837
Online enhancement	2,740	5,811
Amortization of equipment and other assets	7,443	3,881
COVID-19 relief	-	223,226
	<u>321,541</u>	<u>494,880</u>
Total expenses	<u>\$ 2,050,352</u>	<u>\$ 1,737,226</u>