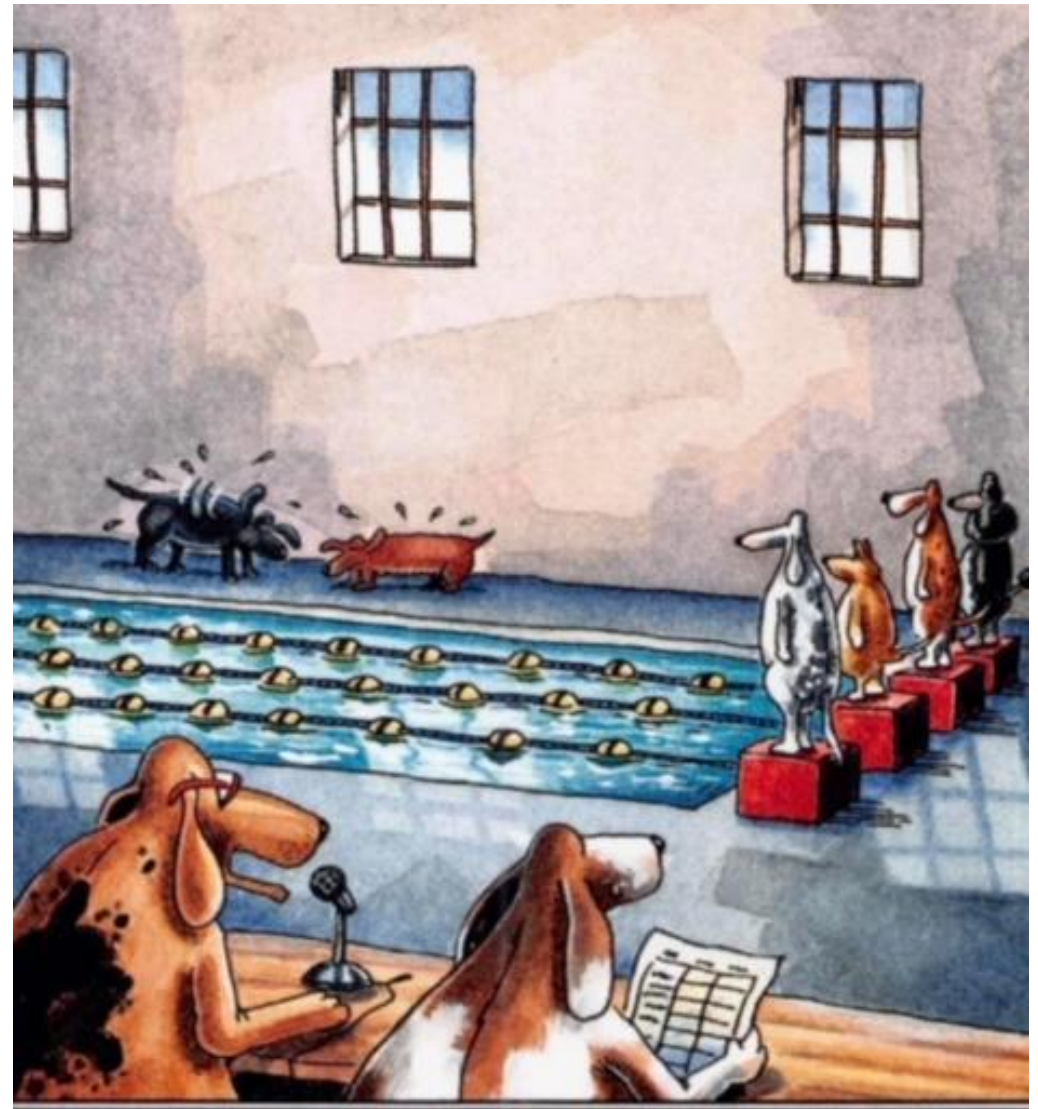




Presidents' Info Session
January 24, 2023



“Well, we’re ready for the males’ 100-meter freestyle, and I think we can rest assured that most of these athletes will select the dog paddle.”

AGENDA

President Welcome

Update of the third party Cyber Attack

SASHBEAR Foundation - “Making Waves for Mental Health”

Club Manual Update

Club Mentorship Pilot Project

Provincial Programming



**Update of the Cyber Attack
on
Third Party Service Provider that
houses some of Swimming
Canada data**



Latest Information

- [January 24 Update from Swimming Canada](#) emailed to clubs
- [Interim Swim Meet Process](#) communicated and underway.
 - Swimming Canada Interim Events page now operational - clubs can download meet package and event files
 - <https://www.swimming.ca/en/upcoming-meets/>
 - All previously sanctioned meets have been processed
 - Managing new sanctions now under the interim process
- Swim Ontario has received the interim process for swimmer registration. We will communicate tomorrow with clubs.
 - It will include the registration of new swimmers, returning swimmers, upgrades as well as transfers processes.



ENGAGE – INSPIRE – EMPOWER

Swimming Canada RTR Disruption

The Swimming Canada RTR remains down please see links to key updates, the interim sanctioning process and the interim events page below.

Key Links:

- Communication Updates: - <https://www.swimontario.com/news/swimming-canada-cyber-attack-updates/>
- Communication Interim Sanction Process: - https://admin.swimontario.com/document/Interim_Sanctioning_Process
- Event List - <https://www.swimming.ca/en/upcoming-meets/>
- Interim Swimmer Registration Process: - <https://www.swimontario.com/news/interim-swimmer-registration-processes/>

Swim Ontario Statement

A friendly reminder, as we all work together to continue our programs with a reduced infrastructure using interim procedures, that Swim Ontario will trust that all clubs and registrants will do everything possible to manage their affairs within both the letter and true spirit of Swim Ontario and Swimming Canada Policies and Procedures.

We all want what is best for the athletes and the sport. Please take the time to ensure anyone involved in managing or assisting with these interim systems are familiar with the expectations of the Code of Conduct and where to direct any concerns they may have.



ENGAGE – INSPIRE – EMPOWER

SASHBEAR
Foundation—
“Making Waves for
Mental Health”



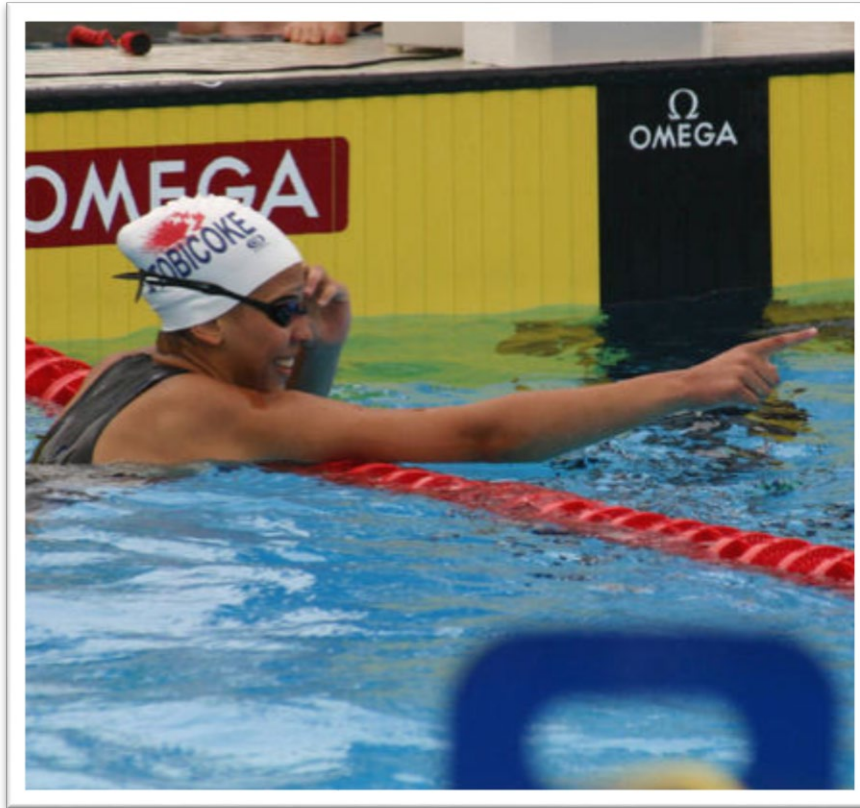


The Sashbear Foundation

The Sashbear Foundation: How we can help support your athletes

Swim Ontario
January 24, 2022

Sashbear – Our Origins



Sasha Menu Courey
1991-2011

- Lynn and Mike learned we all have a role to play in the recovery of someone who struggles.
- We can learn skills that can make things better and even save lives.
- They chose to turn tragedy into hope, and created the Sashbear Foundation



The Sashbear Foundation

Making waves on mental health and suicide prevention

About The Sashbear Foundation

- Represent Family Connections™ in Canada
 - 12-week skills program for family members, over 7000
 - Across Canada, French and English, free to participants
- Raising awareness of emotion dysregulation, suicide and mental health since 2011
 - Expert Education Series, conference presentations, community talks, workplace workshops
 - In Canada and internationally
- Sashbear's annual mental health awareness walk
 - May/June each year, 5 cities, hundreds of attendees



The Sashbear Foundation

Making waves on mental health and suicide prevention

Olympians at Sashbear Walk 2018



Back: Arif Virani, Olympians Michelle Toro, Tera Van Beilen, Heather MacLean, Brittany MacLean, Sashbear Mascot. Front: Lynn Courey



The Sashbear Foundation

Making waves on mental health and suicide prevention

Etobicoke Swim Club – Sashbear Walk 2022



Join us at the Sashbear Walk in May and June

- Toronto – Sunday, May 28, Sir Casimir Gzowski Park (Lakeshore and Windermere)
- Surrey BC, Edmonton AB, Montreal QC, St. John's NL



The Sashbear Foundation

Making waves on mental health and suicide prevention

Connect Emotionally with Validation:

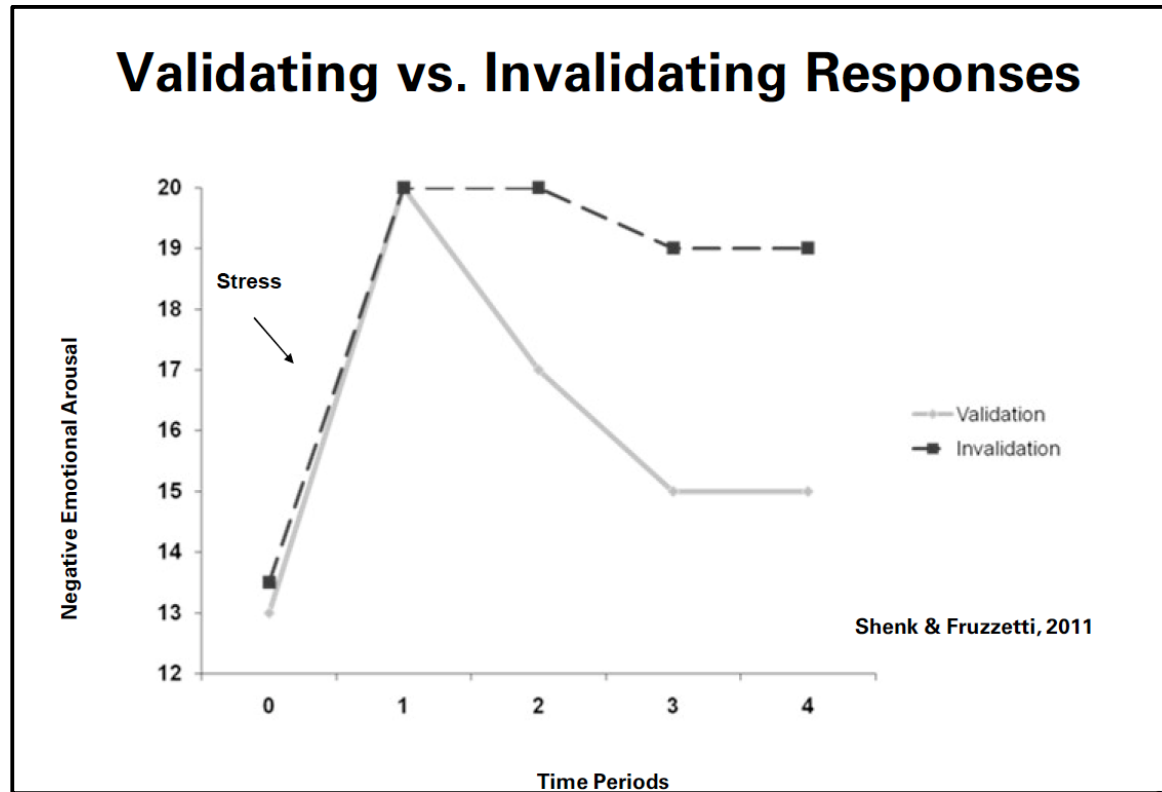
- Communicating **non-judgment and acceptance** in response to someone's outward expression of thoughts, emotions and behaviours



The Sashbear Foundation

Making waves on mental health and suicide prevention

Validation and Stress



Shenk, C. E., & Fruzzetti, A. E. (2011, February). The Impact of Validating and Invalidating Responses on Emotional Reactivity. *Journal of Social and Clinical Psychology*, 30(2), 163–183. <https://doi.org/10.1521/jscp.2011.30.2.163>



The Sashbear Foundation

Making waves on mental health and suicide prevention

Have you ever said things like this?

- “Yes, BUT ...”
- “Oh don’t worry about it”
- “It’s not such a big deal”
- “Hey, you shouldn’t feel this way”

We mean well, but sometimes it isn’t heard that way.



The Sashbear Foundation

Making waves on mental health and suicide prevention

The result of invalidation:

- Youth get defensive.
- Emotions escalate.
- They don't want to talk to us anymore, because we just "don't get it!"
- Stress levels go up and stay up.
- We are polarized and pushed further apart.



The Sashbear Foundation

Making waves on mental health and suicide prevention

What's the alternative? Validation!

TRY:

When being told about distressing emotions:

- Listen without judgment
- Communicate acceptance
- Avoid problem-solving



VALIDATION



The Sashbear Foundation

Making waves on mental health and suicide prevention

What can you do?

- Share info with your membership:
 - Forward Sashbear newsletter to membership
 - Post news items about Sashbear events and presentations in members' area of your website
 - Share our skills program brochure and info about our Expert Education Series (webinars)
 - Follow and like us on social media
 - Add the Sashbear Walk to your club calendar, and encourage youth to volunteer and participate in the Walk
- Sponsor the annual Sashbear Walk
- Invite us to do a presentation for your families or coaches



The Sashbear Foundation

Making waves on mental health and suicide prevention



The Sashbear Foundation

Making waves for mental health
and suicide prevention



www.sashbear.org



fcprogram@sashbear.org



@SashbearOrg



Sashbearorg



The Sashbear Foundation



@sashbearorg



The Sashbear Foundation

Making waves on mental health and suicide prevention

CRA Registered Charity #823390042RR0001

Club Policy and
Procedure Manual /
Tool Box update



Club Policy and Procedure Manual / Tool Box update

No pdf presentation - see video

Contact: darin@swimontario.com



Club Mentoring Pilot Project

Sharing Experiences and Best Practices with Clubs

The 2021-2028 Strategic Plan is driven by three (3) Priorities:

- 1) Performance Swimming**
- 2) Club Support, Engagement & Programming**
- 3) Organizational Excellence, Education & Governance**



ENGAGE – INSPIRE – EMPOWER

OVERVIEW



Swim Ontario is well-situated to continue and enhance its positioning as **a leader in Canada's sport community and as a global leader in swimming**. To maintain and enhance this positioning we need to continually innovate, seeking ways to reposition to build the sport, drive membership and in turn generate revenue that can be returned to the sport. The diversity of our club system must evolve and we, as an organization, must be prepared to alter our business model in order to meet marketplace demands (cultural and regional diversity, aging demographics, aging facilities, etc.).

Swimming is a lifelong activity. Swim Ontario, through its clubs and delivery partners, creates programs that leverage broad-based community activity. We must create member and partner programs that enhance our clubs' ability to increase membership through strategic alliances that will serve as a feeder system for our competitive streams.

The 2021-2028 Strategic Plan presents Swim Ontario with an opportunity to further strengthen its **VISION** of being a *“world leader in swimming excellence at all levels”*. The **DIRECTIONAL GOALS** will be measured against the **MISSION**, *“best in class provincial sports organization, that supports performance and participation for life”*, and through education, mentoring, responsible governance and exceptional service Swim Ontario will have a continuing legacy of champions and be recognized as a leader in the delivery of swimming excellence. Swim Ontario and the Ontario swimming community are guided by the following **CORE VALUES**:

- Safe, respectful, inclusive and welcoming environments
- People drive our success
- Commitment to service and delivery
- Collaboration, innovation, and personal development
- Empowerment, teamwork and unity
- Committed to winning
- Dedicated to excellence
- Integrity, accountability and risk consciousness of leadership
- Acknowledge and celebrate achievements

PRIORITIES

The Strategic Plan is driven by **3 PRIORITIES** that form the foundation for success over the next eight (8) years.

Each priority overlaps with the others. They do not stand alone or act / operate independently.

Each priority is dependent on the others. Collectively, they provide a powerful platform for Swim Ontario.



ENGAGE INSPIRE EMPOWER

DIRECTIONAL GOALS



PERFORMANCE SWIMMING

- Invest in the daily performance-training environment of targeted athletes, enhancing Swim Ontario's Performance Pathways:
 - World Class Performance Top 10
 - World Class Development Top 50
 - World Class Potential Top 100 and On-Track 1
 - Performance Identification On-Track 2 & 3, Prov, Nat & Int'l participation, Post Secondary, IPC
- Provide an enhanced provincial competitive strategy consistent with a performance pathway continuum aligned with the Appropriate Age Development strategy and Athlete Development Matrix.
- Develop athlete/coach tandems with best in class programs including in-reach and out-reach programming.
- Enhance the delivery of Swim Ontario hosted learning and training opportunities for clubs and regions.

CLUB SUPPORT, ENGAGEMENT & PROGRAMMING

- Develop comprehensive on-line resource and educational tools that guide club board members and administrators on structure, by-laws, policies and procedures, roles, responsibilities, marketing, delivery and succession planning
- Develop comprehensive best in practice educational tools for athletes, coaches and officials aligned with the Swim for Life Provincial Performance Pathways.
- Facilitate member Club management expertise, with a focus on retention and recruitment, via a club led mentorship program, coaches, volunteers and officials.
- Connect and align Regions to their respective Clubs to enhance overall Swim Ontario strategic goals and Provincial Performance Pathways.

ORGANIZATIONAL EXCELLENCE, EDUCATION & GOVERNANCE

- Develop and monitor risk management issues, putting necessary policies and procedures in place to manage and mitigate risk
- Create a 2-year, 4-year and 6-year financial plan, integrated with the strategic plan timeline review
- Educate club boards, coaches and officials on the SO Strategic Plan to maximize alignment, progression and enhancing sustainability of clubs and programs
- Conduct 'health check' protocols with clubs periodically to ensure positive progression and growth
- Implement effective communication strategies and channels to receive input from regions and members and ensure timely reporting, member engagement and service feedback
- Review staff capacity to meet technical programs delivery, member service needs, timely implementation of strategic plan initiatives and day-to-day business operations
- Engage the SO alumni network to enhance board & committee intellectual capital, support fundraising initiatives and provide advocacy and influence on the importance of aquatics
- Advocate for an aquatic sport friendly facility vision that enhances access and maximises training/competition opportunities for all Swim Ontario Clubs.

Club Health Check

Swim Ontario continues to seek ways to best serve its member clubs. One of the directional goals in the Swim Ontario Strategic Plan is to conduct 'health check' protocols with clubs to ensure positive progression and growth. We believe this short survey completed by president and head coach of our member clubs will assist Swim Ontario to better understand the Ontario landscape and create ways to address gaps and share best practices through out. (To be launched mid February)

Dry Side Questions:

- What is the current financial health of your club?
- Do you have club policies and procedures in place to address club membership questions? (EDI- Diversity & Inclusion, Refunds, Travel etc.) and the appropriate manner to receive complaints and manage appropriatly? (we ask you if you need assistance in this area)
- Is there a succession plan for the key positions in your club governance structure?
- How does your club attract and retain officials and volunteers

Club Health Check

The information you share in this survey will remain confidential and only for the use to understand and assist where possible. Swim Ontario staff will review the surveys, establish next steps in the process of better serving the Ontario Swimming Member clubs.

Wet Side Questions:

- Ratios—What are your current coach to swimmer ratios for competitive and pre competitive groups?
- How many consecutive weekends of racing do you have planned in the Yearly Training Plan?
- Do you have a plan for the inclusion of athletes with impairments into your programming?
- Do you have a Masters program?

Swim Ontario

Club Elevate
Mentor

CE

CE

CE

CE

CE

Club Elevate
Mentor

CE

CE

CE

CE

CE

Club Elevate
Mentor

CE

CE

CE

CE

CE

Pilot Project

Swim Ontario + Club Elevate □ Club Emerge

Ratio 1:5



ENGAGE – INSPIRE – EMPOWER

Mentoring Club- Characteristics

- Positive Organizational Traits
- Sound Governance & Leadership
- Engaged in the Provincial and National programming
- Demonstration of Growth through stable pathway environments

Leadership Within

(Best Practices by both Club Administration and Coaching)

Club Administration

- ✓ Policies & Procedures (aligned with Swim Ontario and Swimming Canada)
- ✓ Stable Finance Management
- ✓ Recruitment and Retention practices (volunteers, officials, swimmers, coaches)
- ✓ Fundraising
- ✓ Hosting Competitions
- ✓ Positive Relationships (City, Municipality, Facilities, Community)
- ✓ Board of Directors Model, Supporting committees
- ✓ COMMUNICATION strategies for all stakeholders

Coaching

- ✓ Programming Model (Grassroots to Provincial/National) Paralympic/Masters
- ✓ Staff Model (professional development and training)
- ✓ Philosophy for Development
- ✓ COMMUNICATION strategies

Expression of Interest- Mentee Clubs

Interested club to apply to Swim Ontario

Club President and Head Coach must register

Mentee Club will be assigned to a Mentor Club

A letter of understanding between Swim Ontario, the Mentor club and the Mentee Club will be in place.

Process & Work Plan

Three clubs have been approached by the CEO and have showed interest in the pilot program

A meeting with Presidents and Head Coaches of the invited clubs established tentatively January 19

This pilot project to be introduced at the President Info Session January 24

Create the Expression of Interest form

Work with the Mentor Clubs with a format (Swim Ontario expectations & the Club deliverables)

Send out invitations (Expression of Interest) for Club Mentee registration (end of February/early March)

First Meeting session Mid April

Expectations & other

Two meetings per season (April/September October)

Meetings (Virtual/ in person during the Fall Conference/in person AGM)

Swim Ontario staff and BoD (minimum 1 each) present during the meetings

Mentor Club to be marketed as “Club Elevate”

Mentee Club to be marketed as “Club Emerge”

Monthly check in between Swim Ontario and Club Elevate

Review and Evaluation October (rate success and determine expansion)

Coach Development



Building Fundamentals Coach Program

- 1 coach per club can take the online Swimming 101 course for \$100
- Age Group Clubs were assigned a date for their course, and information was sent to the Presidents and Head Coaches to apply by January 15.
- 60 Age Group Clubs have applied and been accepted
- If your Age Group club has not applied and still wants to, please contact Lindsay (lindsay@swimontario.com) by noon on **Thursday January 26**
- Masters and OUA clubs will be contacted regarding their date and submissions links by **Tuesday January 31**.
- After the Masters/OUA clubs have done their submissions any remaining open slots for courses will be sent out to all clubs who have applied for them to possibly submit a second coach for this program on a first come, first serve basis.



ENGAGE – INSPIRE – EMPOWER

Provincial Programming



Upcoming Projects

February 2-4: 400m and Up Training Initiative

- Twelve swimmers based on SCM results from Sept 1-Dec 31, 2022 in the 400m freestyle events and above.
- Five pool sessions led by MAC Head Coach Sean Baker focused on developing best practices for distance development

April 20-22: 400m and Up Training Initiative Session 2

- Same group of swimmers with a few additions.

May 4-5: 200M Youth Camp

- 40 Swimmers
- Focused on 200M stroke events + 200 IM

May 31-June 5: Mel Zajac International Swim Meet

- 12-16 Swimmers
- 2 Coaches
- Y.O.B 2005-2007

June 6-10: IM/Breastroke Camp



ENGAGE – INSPIRE – EMPOWER

2023/2024 Provincial Programming Considerations

EVENT	DATE	LOCATION	NOTES
400M and Up Training Initiative	February 2-4, 2023	TPASC	400/800/1500 Focused Events
Winter Festivals	Feb 18-19, 2023	Markham	Hosted by MAC
Ontario Youth Juniors	Feb 17-19, 2023	Etobicoke	Hosted by ESWIM
Ontario Swimming Championships	March 2-5, 2023	TPASC	Hosted by WS
Eastern Canadian Championships	March 16-19, 2023	Windsor	Hosted by WAC
Ontario Master Provincials	March 25-26, 2023	Etobicoke	Hosted by EOMAC
2023 Bell Canadian Swimming Trials	March 28-April 2, 2023	TPASC	Hosted by Swim Ontario
Ontario/Quebec Trials Camp	March 31-April 1, 2023	TPASC	Ontario hosted camp with Quebec held during trials
Canadian Open Water Trials	April 15-16, 2023	Grand Cayman	
400M and Up Training Initiative 2	April 20-22, 2023	TPASC	400/800/1500 Focused Events
200M Youth Camp 2	May 4-5, 2023	TPASC	200M Events + 200IM
Mel Zajac International Swim Meet	May 31-June 5, 2023	Vancouver	Swimmers 15-17 Years of Age
Provincial IM/Breastroke Camp	June 6-10, 2023	TPASC	Top 20 IM 19 and Under IM swimmers based on % of On track
Summer Festivals	June 16-18, 2023	TBD	No Host
Summer Ontario Youth Juniors	June 15-18, 2023	TBD	No Host
Summer Ontario Swimming Championships	July 6-9, 2023	TPASC	Hosted by WS
Para Race Debrief Camp	July 10, 2023	TPASC	20 Swimmers/Post OSC Debrief
Canadian Junior/Senior Championships	August 1-5, 2023	TPASC	Hosted by NYAC
Canadian Open Water Festival	August 12-13, 2023	Welland	Hosted By Swim Ontario

Questions?



ENGAGE – INSPIRE – EMPOWER