



**BOARD OF DIRECTORS  
MEETING #8 (2022-2023)**

**April 21, 2023**

**In Person**

**H. Dwinnell – Recording Secretary**

**Present:**

A. Mitchell  
T. Barker  
L. D'Cruz  
R. Giggey  
J. Morrison  
J. Peetsma  
B. Sales  
C. Sayao

**Staff:**

D. Boles  
D. Muma  
H. Dwinnell

**Absent:**

A. Bell

ITEM	ACTION
8-2023:01.1	<b>CALL TO ORDER</b> Andy Mitchell called the meeting to order at 5:00pm
8-2023:02.1	<b>APPROVAL OF AGENDA</b> Andy Mitchell moved the Executive Session and Budget Presentation to beginning of meeting and declared Agenda approved.
8-2023:03.1	<b>EXECUTIVE SESSION</b> The Board conducted an Executive Session with Dean Boles.  <b>MOTION:</b> J. Morrison/J. Peetsma Conference fee up to \$200.00 per club be added to Affiliation fees for 2023-24. <b>CARRIED</b>  <b>MOTION:</b> L. D'Cruz/B. Sales Remuneration added to budget for CEO - \$4,000.00 <b>CARRIED</b>  <b>MOTION:</b> R. Giggey/J. Peetsma To authorize up to \$15,000.00 for CEO to create a remuneration enhancement for staff.  A.Mitchell – in agreement L. D'Cruz – in agreement R. Giggey – in agreement J. Morrison – in agreement J. Peetsma – in agreement B. Sales – in agreement C. Sayao – in agreement T. Barker – against <b>CARRIED</b>

**MOTION:** C. Sayao/R. Giggey

To allocate money in budget to compensate CEO based on his Annual performance. Once amount has been determined comes back to Board for final approval.

**CARRIED**

**MOTION:** J. Peetsma/T. Barker

To approve the 2023-24 budget.

**CARRIED**

D. Muma and J. Peetsma will adjust budget with these additions.

D. Muma  
J. Peetsma

8-2023:04.1

**APPROVAL OF CONSENT AGENDA**

**MOTION:** L. D'Cruz/T. Barker

To approve the consent agenda including March 17, 2023 Board minutes and President Report.

**CARRIED**

8-2023:05.1

**BOARD REPORTS**

**President Report** – Consent Agenda

8-2023:05.2

**Finance and Audit Report**

See motions at conclusion of Executive Session.

8-2023:05.3

**Policy and Governance Report**

R. Giggey provided a summary of the committee's work plan. There will be several procedure updates forthcoming for Board approval. He presented the Board of Directors Duties and Responsibilities Procedure updated with the Board feedback previously received.

**MOTION:** R. Giggey/J. Peetsma

To approve the revised Board of Directors Duties and Responsibilities procedure.

**CARRIED**

8-2023:05.4

**Nominations Report**

Janet Morrison circulated Terms of Reference prior to the meeting. The intent is to adopt the procedure used last season with the goal of diversifying the Board and to take an active approach to seek candidates.

**MOTION:** C. Sayao/R. Giggey

To approve the Nominations Committee Terms of Reference as presented.

**CARRIED**

8-2023:05.5

**EDI Report**

C. Sayao and L. D'Cruz gave presentation and provided Saturday April 22<sup>nd</sup> workshop outline.

8-2023:06.1

**OPERATIONS REPORT**

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

- April 22 session outline
- Trials - great swims
- Successful Ministry hosting grant incorporating para in OJI
- Club mentorship program – identified 3 mentor clubs with 21 clubs involved
- Wet and dry survey distributed
- Competition feedback survey distributed
- Partner and sponsorship agreements – Nothers rebate cheque received
- 2 summer students hired – 1 subsidized through government funding
- Anne Bell’s Aquatic Alliance report
- Conference keynote speaker update
- Swimming Canada announced Sport Lomo as the developer for the new RTR
- Part time position Experience Development Co-ordinator – goal is for mid-June hire.
- Need to reconnect regions – goal is to have someone in the field to help lead

8-2023:07.1 The meeting recessed at 9:00pm until Saturday April 22 8:30am.

8-2023:08.1 The meeting reconvened at 8:35 am. D. Muma provided Risk Update report. C. Sayao and D. Muma will meet to discuss Swim Ontario Code of Conduct procedure.

C. Sayao  
D. Muma

8-2023:09.1 D. Boles introduced Wendy Kane, who provided an update to the Revenue Generation project

#### **NEW BUSINESS**

There was no new business.

8-2023:10.1

#### **NEXT MEETING**

- May 25 - noon

8-2023:11.1

#### **ADJOURNMENT**

**MOTION:** J. Morrison

The meeting adjourned at 8:55am.