



NOMINEES FOR THE SWIM ONTARIO BOARD OF DIRECTORS

The Swim Ontario Board of Directors is comprised of nine (9) positions.

At the 2023 A.G.M., the Members shall, collectively, elect three Directors for three-year terms.

The following individuals have applied as nominees for the 2023 Board of Directors Elections.

Ahmed Abdelfattah
Peter Kryger
Tobias Oriwol

NOMINATIONS FROM THE FLOOR

Section 4.03 Nomination

An individual will be permitted to be nominated from the floor for election as a Director at a meeting of the Members. Such nomination will require a nominator and seconder from the voting Members present and will also require the attendance at the meeting and verbal or written acceptance of the nomination by the individual.

Candidates wishing to be nominated from the floor must provide the [required documentation](#) no later than 2PM Saturday September 23, 2023 to Nomination Chair, Janet Morrison - jk.n.ken@gmail.com

2023 Call For Nominations

Questionnaire & Biography

Name

Ahmed Abdelfattah

Email

fattahcanada2017@gmail.com

Tell us a bit about yourself: current profession, occupation, interests

Ahmed Abdelfattah is a former swimmer with 14 years of experience while representing Egypt at both the national and international levels between 1992 and 1996. When he moved to Canada he continued being involved in swimming when his daughter was swimming with different swimming clubs in Ottawa for 7 years before she decides to start her Water polo career.

Ahmed is a holder of 2 Masters degrees (M.Sc. of computer sciences and Masters of Business Administration) and P.hD degree in Software Engineering.

Professionally, Ahmed is the director of strategy in the world's biggest renewable energy company (Brookfield Renewable Energy) where he is leading the planning and execution of different initiatives and projects. Ahmed has a great experience in risk management, change management, project/program management, budget management, policy development, organization development and business planning.

Ahmed is interested to be part of the Swim ON board with a focus on improving communication among all members while supporting Swim Canada's vision of growing their staff, volunteers, members and partners. He also wants to support Swim Canada's policies, good governance, long-term organization health, as well as ensuring a safe sport environment for all swimmers.

Have you been involved with Swim Ontario or one of its affiliated clubs/regions?

Yes

If yes, what is the length of association and the scope of involvement?

In 2014, Ahmed started his swimming officiating, moving up through all the levels until he completed his level 5 in 2018. Throughout all the past years, Ahmed was always a part of all Swim Canada competitions including regionals, provincials, nationals, trials as well as the 2022 World cup team. Those years marks Ahmed's 9th season as a member of the Swim Canada community.

On the board level, Ahmed has served on different club board positions as a director at large, treasurer and as the VP of swimming and water polo clubs.

Are you able to devote the time and effort necessary?

Monthly Time Commitment:

- 1-3 hours Board Meetings
- 1-2 hours Committee Meetings
- 1-2 hours Reading Material
- 2-4 hours attending other events

Yes

Summarize your understanding of the mission of Swim Ontario and how you would support these in your role as a director.

Swim ON has 3 priorities as part of the mission to achieve the 21-28 Strategic plan.

- 1) How to invest more in the environment to create the targeted performance athletes. When we speak about environment, this has to include all factors (training programs, coaching programs, facilities, competition strategies, ...etc).
- 2) How to support clubs more to support the Swim ON vision. This will be through more digitalization processes (online training, online materials, ...etc.). Also support more digitalization for online educational tools for athletes, coaches and officials.
- 3) 3rd point is part of the Swim CANADA bigger mission which is excellence. This would come through risk mitigation processes, develop better financial plans, regular athletes health checks, facilities enhancements,etc..

As a director and with my 35 years experience, I would be able to help Swim ON with many parts especially the ones around,

- 1) Risk management, how to plan for future, maneuvers plans, future expectations.
- 2) Project and program management where I can lead anything from being an idea to be fully executed. This involves initiation, design, execution, testing, delivery and after support with all related financial, budget and resource management aspects.
- 3) With 10 years experience with Swim ON, being COC for different clubs, being level 5 attended almost all regional, provincials, high level swim meets over the last 9 years, I will be able to help maximizing training/competition opportunities for all Swim Ontario Clubs

How would you describe the role that Swim Ontario plays in promoting and supporting swimming in the local communities?

Swim Ontario serves as the provincial governing body of competitive swimming in Ontario. This means they are leading all clubs and which give them a better opportunity to promote swimming through all regions in ON.

Swim meets organized by clubs under Swim ON responsibility, gives a lot of creditability and secure handling of those meets. Parents find trust in this more than club handling it themselves.

I think Swim ON needs more involvement in communities to show and educate people more about Swim ON

What role do you see for Swim Ontario in promoting high performance athletes?

- 1) Swim meets organizing with all levels.
- 2) Officials planning and enhancements to make them more prepared for any swim meets.
- 3) Facilities
- 4) Safe sports initiatives
- 5) The 2-year, 4-year and 6-year financial plan, integrated with the strategic plan timeline review gives big advantage around taking proper actions in proper time.
- 6) support fundraising initiatives
- 7) Enhances access and maximizes training/competition opportunities for all Swim Ontario Clubs
- 8) Digitalization initiatives all over aspects (training, coaching, officials, ...etc.)

Please complete a short bio of approximately 200 words. Your completed Questionnaire and Bio will be published online in full and made available to the Swim Ontario Membership prior to the Board of Directors Elections at the annual Swim Ontario AGM.

Ahmed Abdelfattah is a former swimmer with 14 years of experience while representing Egypt at both the national and international levels between 1992 and 1996. When he moved to Canada he continued being involved in swimming when his daughter was swimming with different swimming clubs in Ottawa for 7 years before she decides to start her Water polo career.

Ahmed is a level 5 official since 2018. Throughout all the past years, Ahmed was always a part of all Swim Canada competitions including regionals, provincials, nationals, trials as well as the 2022 World cup team.

Those years marks Ahmed's 9th season as a member of the Swim Canada community.

On the board level, Ahmed has served on different club board positions as a director at large, treasurer and as the VP of swimming and water polo clubs.

Ahmed is the director of strategy in one of the biggest renewable energy company where he is leading the planning and execution of different initiatives and projects. Ahmed has a great experience in risk management, change management, project/program management, budget management, policy development, organization development and business planning.

Ahmed is interested to be part of the Swim Canada board with a focus on improving communication among all members while supporting Swim Canada's vision of growing their staff, volunteers, members and partners. He also wants to support Swim Canada's policies, good governance, long-term organization health, as well as ensuring a safe sport environment for all swimmers.

Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience	✓			

	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning	✓	✓	✓	

	Developer	Work Experience	Personal User	Comments
Information Technology		✓	✓	

	Manager	Support Position	Personal User	Comments
Human Resources		✓	✓	

	Professional Designation	Job Related	Volunteer Related	Comments
Financial Management	✓	✓	✓	
Fundraising			✓	
Marketing			✓	
Legal				

	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management	✓			

	Extensive Professional Experience	Some Professional Experience	Volunteer Experience	Comments
Public Relations		✓	✓	
Communications	✓			

Board Experience

	More than five years	Less than five years	No Experience	Comments
Served on Corporate Board			✓	
Served on Public Board		✓		

	More than five years	Less than five years	No Experience	Comments
Served on Not-for-Profit		✓		
Served on PSO Board		✓		
Served on Swim Ontario Committee		✓		
Served in Elected Office			✓	

Swimming Experience

	Club Board	Coach	Employee	Comments
Leadership Role	✓	✓	✓	

	Parent	Swimmer	Official	Comments
Involvement	✓		✓	

	Participant	Administrator/Coach	Governor/Official	Comments
Sports Experience	✓	✓	✓	

Diversity Profile

	Female	Male	Non-Binary	Other	Prefer Not to Answer
Gender		✓			

	Yes	No	Prefer Not to Answer
LGBTQ2S+		✓	
Person of Colour		✓	
Indigenous		✓	
Person with Disability		✓	

	Adult	Youth (18-30)	Senior (65+)
Age	✓		



Monday, August 28, 2023

2023 Call For Nominations

Questionnaire & Biography

Name

Peter Kryger

Email

peter.kryger@niagararegion.ca

Tell us a bit about yourself: current profession, occupation, interests

I currently work for Niagara Region as a Project Manager. I have been this type of work for over 15 years. I am a Professional Geoscientist (P. Geo.) and Project Management Professional (PMP). As a PMP, I initiate, plan, execute, monitor and close out large initiatives and projects and currently manage in excess of \$30M in projects.

In the last several years, as my family became more involved in swimming, I became interested in officiating (because I did not know a lot about swimming), and how swim meets run and function. In 2023 I obtained my Level 3 accreditation. As a result of being part of a small club (with little in house opportunities for learning) I was forced to seek out opportunities at away meets and allowed me to get to know officials in other municipalities. I have become quite interested in the officiating side of the sport, especially because swim meets require a large number of dedicated people, unlike most other sports I grew up playing and officiating.

I also enjoying outdoor activities such as mountain biking and hiking.

Have you been involved with Swim Ontario or one of its affiliated clubs/regions?

Yes

If yes, what is the length of association and the scope of involvement?

2014-2018- Garden City Aquatic Club (GCAC) - Official

2019-2023 - Brock Niagara Aquatics (BNA) – Official and Parent Advisory Committee.

I became involved in swimming around 2015, shortly after my son started swimming. I was not involved in swimming as child so everything was new. I was blown away by the amount of volunteer effort that was required to bring a swim meet together. As a result, I started getting involved in officiating as a way to better understand the sport and in an effort to give back.

Are you able to devote the time and effort necessary?

Monthly Time Commitment:

- 1-3 hours Board Meetings
- 1-2 hours Committee Meetings
- 1-2 hours Reading Material
- 2-4 hours attending other events

Yes

Summarize your understanding of the mission of Swim Ontario and how you would support these in your role as a director.

As per the Strategic Plan for Swim Ontario for 2021-2028, the Mission is stated as - Best in class provincial sports organization that supports performance and participation for life.

Using the skills I employ day to day as a PM, I would look to help Swim Ontario ensure that the priorities outlined in the Strategic Plan can be successfully completed. While the priorities remain fixed, Swim Ontario must remain flexible in order to meet changing needs and demands in the swimming community.

Using the principles of project management, which can also be applied to Swim Ontario there are clear examples of how to ensure success. Back in 2007, authors D.A. Chedley and R. St. Germain wrote an article entitled "The 10 Keys to Creating a Best-in-Class Project Organization. As part of this article, the authors wrote a small exhibit to help illustrate their points that could be applied to ensure the successful implementation of Swim Ontario's Strategic Plan.

As a Director, I would seek to employ the skills I use on a daily basis managing large projects to help Swim Ontario successfully implement the Strategic Plan and by doing so, encourage participation for life.

How would you describe the role that Swim Ontario plays in promoting and supporting swimming in the local communities?

Having been involved with smaller swim clubs, I can attest to the fact that Swim Ontario must play a significant role in assisting the local clubs and municipalities. It is clear to me that the general population and in fact many municipalities are not very knowledgeable with respect to competitive swimming, the needed pool time, the competition schedule and how that dictates training requirements at specific times of the year.

Swim Ontario has an important role to play in supporting the smaller and more remote clubs and helping their municipalities understand more about competitive swimming. As an example, in our area, when our team training (GCAC) was ramping up for higher level meets at the end of the season, our local pool would always close for maintenance, despite repeated discussions and attempts requesting it be done earlier or later in the year. This resulted in limited training opportunities and/or training in pools not designed for competitive swimming. Considering almost all municipalities have similar needs, Swim Ontario and other teams have dealt with similar issues. Leveraging information, templates, previous examples developed by Swim Ontario would reduce the operational burdens on newer and smaller teams. The expertise of Swim Ontario could also be used to help educate the municipalities in ensuring their facilities are best set up to support clubs.

What role do you see for Swim Ontario in promoting high performance athletes?

The day to day training of the majority of swimmers of all levels resides with the individual clubs. To ensure the high performance athletes are developed, Swim Ontario should be involved ensuring that clubs have the administrative know how to develop programs that offer athletes the opportunity to grow in the sport from an early age on through to those that are high performing. Swim Ontario can help to facilitate consistency across the province with their extensive knowledge base.

When high performance athletes are identified, Swim Ontario should be involved in transparent communication within the sport. For example, what training opportunities are available for high performance athletes, how do clubs, coaches and athletes leverage those opportunities. How could these opportunities be communicated to families so people newer to the sport know what is available. One way Swim Ontario has done this is via the posting of the Strategic Plan to the website for people to review.

Swim Ontario must be the conduit of information for the high performance athletes. A perfect example would be the promotion of the athletes that represented Ontario at the 2022 Summer Games, currently at World Juniors etc. By promoting these swimmers to the members of Swim Ontario, it serves to promote the success of these individuals and their respective clubs and entices other swimmers to work towards similar goals.

Please complete a short bio of approximately 200 words. Your completed Questionnaire and Bio will be published online in full and made available to the Swim Ontario Membership prior to the

Board of Directors Elections at the annual Swim Ontario AGM.

I am in my mid-40's, I have two children both of which were/are swimmers. Growing up I refereed soccer as well as coached and played for almost 40 years. I was not involved in swimming as a child so everything was new to me. I became involved in swimming around 2015, shortly after my son started swimming when I realized how much effort was required in order to run a successful swim meet. I started getting involved in officiating as a way to better understand the sport and to give back. I see getting with the Swim Ontario Board as one more way to give back.

As previously mentioned, I am a Professional Geoscientist and PMP working as a Project Manager. I am actively involved on a Board that represents and supports professionals in my field of work across Ontario and beyond. On this board (one of 47 across Canada and the US) I have served in varying roles including President.

From 2013-2019 I served a six-year term on my church board as the secretary, during which time we had a few significant accomplishments. The most significant of which was eliminating \$1.2 million in debt in 6 years using smart financial management and best management practices. During this period of time I was also instrumental in the development of both Human Resources and Administrative Manuals for staff. I continue to support my church, leading all new capital projects.

I also assist our local Community Foundation with the review of environmental grant applications to ensure that their funding (~\$200K/year) is dispersed to the most qualified applicants.

Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience		✓		

	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning		✓		

	Developer	Work Experience	Personal User	Comments
Information Technology		✓		

	Manager	Support Position	Personal User	Comments
Human Resources		✓		

	Professional Designation	Job Related	Volunteer Related	Comments
Financial Management		✓		
Fundraising			✓	
Marketing			✓	
Legal		✓		

	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management	✓			

	Extensive Professional Experience	Some Professional Experience	Volunteer Experience	Comments
Public Relations	✓			
Communications		✓		

Board Experience

	More than five years	Less than five years	No Experience	Comments
Served on Corporate Board			✓	
Served on Public Board			✓	

	More than five years	Less than five years	No Experience	Comments
Served on Not-for-Profit	✓			
Served on PSO Board			✓	
Served on Swim Ontario Committee		✓		
Served in Elected Office			✓	

Swimming Experience

	Club Board	Coach	Employee	Comments
Leadership Role	✓			BNA Parent Advisory Committee

	Executive	Board	Employee	Comments
Swim Ontario				Finance Committee

	Parent	Swimmer	Official	Comments
Involvement	✓		✓	Level 3 Official

	Competitive Swimmer	Masters Swimmer	Recreational Swimmer	Comments
Participation			✓	

	Team Member	Lifelong Training	Olympian	Comments
Sports Values	✓			

	Participant	Administrator/Coach	Governor/Official	Comments
Sports Experience	✓	✓	✓	

Diversity Profile

	Female	Male	Non-Binary	Other	Prefer Not to Answer
Gender		✓			

	Yes	No	Prefer Not to Answer
LGBTQ2S+		✓	

	Yes	No	Prefer Not to Answer
Person of Colour		✓	
Indigenous		✓	
Person with Disability		✓	

	Adult	Youth (18-30)	Senior (65+)
Age	✓		

2023 Call For Nominations

Questionnaire & Biography

Name

Tobias Oriwol

Email

toriwol@gmail.com

Tell us a bit about yourself: current profession, occupation, interests

I am the father of two young children who love the water and love swimming. Much of my free time is spent with my wonderful family being outdoors, biking, camping, and swimming. I have worked in the real estate development and investment industry since my graduate studies and I currently am the Vice President of Investments for Tricon Residential, a Toronto and New York Stock Exchange listed owner and developer of residential rental buildings in North America. These days, I am trying to spend more time swimming and working out on my own as my children are starting to have more predictable schedules.

Have you been involved with Swim Ontario or one of its affiliated clubs/regions?

Yes

If yes, what is the length of association and the scope of involvement?

I swam for the Etobicoke Swim Club from 1999 - 2006 and for the Toronto Swim Club from 2010 - 2012, where I represented Canada at multiple Pan American, Pan Pacific, and Commonwealth Games, along with World Championships and my second Olympics (London 2012). My time swimming in Ontario was in addition to my time in Montreal, where I was born and where I represented Pointe Claire in the 2008 Beijing Olympics.

Are you able to devote the time and effort necessary?

Monthly Time Commitment:

- 1-3 hours Board Meetings
- 1-2 hours Committee Meetings
- 1-2 hours Reading Material
- 2-4 hours attending other events

Yes

Summarize your understanding of the mission of Swim Ontario and how you would support these in your role as a director.

I swam competitively from the age of 6 to 27 and the sport was the focal point of my life throughout that time. All of my decisions in life up to that point were made in an effort to maximize performance. Since then, I have gone on to live in different cities, started a family, and grew my professional career, and swimming has become less of a priority. I have a deep personal understanding of what it takes to support performance at a high level, and have come to appreciate the considerations that go into participating in the sport later on in life. I believe this first hand knowledge will prove instrumental in serving as a director of Swim Ontario, and is supplemented by my skills and experience gained in real estate private equity sector.

How would you describe the role that Swim Ontario plays in promoting and supporting swimming in the local communities?

My experience with Swim Ontario as a high performance athlete at the community level has always been positive, with Swim Ontario's support and presence having been made through camps, representation at swim meets, and mentoring. I have a strong understanding how Swim Ontario can be helpful for high performance and I look forward to learning how the organization supports the participation for life aspect of its mission among those who are beyond the traditional years of competitive swimming.

What role do you see for Swim Ontario in promoting high performance athletes?

I see Swim Ontario as having a unique perspective on athlete development, with its close relationships to clubs and coaches, yet distant enough to see the big picture and strategize at a higher level. Beyond directing additional resources to high performers (which seem to be always needed), I believe Swim Ontario should be able to identify and nurture high performance prospects in a longer-term, more strategic way than perhaps clubs or Swim Canada is able to.

Please complete a short bio of approximately 200 words. Your completed Questionnaire and Bio will be published online in full and made available to the Swim Ontario Membership prior to the Board of Directors Elections at the annual Swim Ontario AGM.

Swimming has been a defining part of my life since the age of six. Swimming taught me the mindset of identifying and pursuing goals and that mindset brought me to two Olympics, to degrees at Stanford University and Harvard University, and to a successful career in real estate private equity investment. I believe it is my duty and it would be my honour to serve on the Swim Ontario Board of Directors in order to give back to the swimming community and to help Swim Ontario in its vision to be a world leader in swimming excellence at all levels.

I bring a unique educational and business background that straddles both the US and Canada, having collaborated with stakeholders in the community, all levels of government, and some of the world's largest investment funds in my capacity as a real estate private equity investor. I hope to combine my expertise in negotiation, finance, and business strategy with my foundation as an elite athlete to serve the mission and needs of Swim Ontario.

I have watched in awe as Ontario swimmers have performed spectacularly over the last years and believe that we find ourselves at a critical juncture in our culture and in amateur sport, where issues of equity, inclusivity, and Safe Sport will shape our futures and legacy if not properly addressed. I would cherish the opportunity to help navigate these times while continuing to promote high performance at all levels and in all domains of life.

Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience	✓			

	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning	✓	✓	✓	

	Developer	Work Experience	Personal User	Comments
Information Technology		✓	✓	

	Manager	Support Position	Personal User	Comments
Human Resources	✓			

	Professional Designation	Job Related	Volunteer Related	Comments
Financial Management	✓			
Fundraising				
Marketing	✓			
Legal		✓		

	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management	✓			

	Extensive Professional Experience	Some Professional Experience	Volunteer Experience	Comments
Public Relations		✓		
Communications		✓		

Board Experience

	More than five years	Less than five years	No Experience	Comments
Served on Corporate Board			✓	
Served on Public Board			✓	

	More than five years	Less than five years	No Experience	Comments
Served on Not-for-Profit			✓	
Served on PSO Board			✓	
Served on Swim Ontario Committee			✓	
Served in Elected Office			✓	

	Parent	Swimmer	Official	Comments
Involvement		✓		

	Competitive Swimmer	Masters Swimmer	Recreational Swimmer	Comments
Participation	✓			

	Team Member	Lifelong Training	Olympian	Comments
Sports Values	✓	✓	✓	

	Participant	Administrator/Coach	Governor/Official	Comments
Sports Experience	✓			

Diversity Profile

	Female	Male	Non-Binary	Other	Prefer Not to Answer
Gender		✓			

	Yes	No	Prefer Not to Answer
LGBTQ2S+		✓	
Person of Colour		✓	
Indigenous		✓	
Person with Disability		✓	

	Adult	Youth (18-30)	Senior (65+)
Age	✓		