

SWIM ONTARIO ANNUAL REPORT 2022-2023



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BOARD REPORTS

PRESIDENTS REPORT

The past 2022-2023 season witnessed a full return to swimming activities in Ontario. Club programs mostly returned to pre-pandemic levels, the competition calendar was full, and our high-performance swimmers continued to excel at events around the world.

Throughout the challenges of COVID and our recovery, one thing has remained constant; the dedication of the men and women who make our sport the special experience it continues to be for our swimmers.

I would like to thank our coaches, who each day teach not only the mechanics of swimming, but also the life skills that will help our athletes throughout all of their life's endeavours.

Thank you to the club administrators, board members, registrars, COCs and others without whose help the club system, which is the foundation of swimming in Ontario, could not exist. These individuals go beyond their role as parents and apply their skills for the betterment of the sport and young people in general.

I would also like to thank the many individuals who participate as swim officials. Many, on a regular basis, work multiple sessions of multiple meets. Without their willingness to help organize and run our competitions, our swimmers would not have the opportunity to compete and enhance their skills.

To everyone - coaches, administrators, officials and all other volunteers, swimmers and families - I would like to say a sincere thank you.

This past year has seen Swim Ontario launch many new and innovative programs and approaches including

- A new mentorship program designed to assist clubs in learning from others and adopting best practices
- New tools to assist clubs to adapt to legislative changes and to adhere to safe sport regulations
- New investments in regional programming, swimmer advancement, official development, and coaches training.
- A club assistance program designed to assist clubs to manage the recovery from the Swimming Canada data breach
- A transition to an expanded nine-member board

Swim Ontario has worked hard this past year to communicate effectively with its members. This is culminating in our first "in person" conferences since 2020, has featured regular president's calls, included surveys to solicit a broad range of views, and sought the engagement of coaches, officials, and others through our many operational committees.

During 2022-23 we also had an opportunity to display our Ontario swimming community on a national and international stage through a number of events including:

- The full return of the Ontario Junior International Championship
- Staging of a World Cup event at Toronto TPASC
- Hosting four Swimming Canada national events; Eastern Ontario Canadian Championship, Bell Trials, Canadian Swimming Championship, and the Canadian Open Water Festival

As important as it is to celebrate our past success, it is also important we focus on the challenges we face as Swim Ontario starts its second century of service. This includes:

- Expanding participation in the swimming community so its composition reflects the multicultural and diverse population that is indicative of today's Ontario
- Continuing to pursue Safe Sport policies so that our athletes, coaches, officials, and volunteers enjoy an environment that is healthy and supportive – and one that is respectful, equitable, and free from all forms of harassment and abuse.
- Working with other aquatic partners to encourage governments at all levels to invest in new aquatic facilities
- Providing new and expanded learning and training opportunities for swimmers, coaches, officials, and volunteers
- Implementing a new official's pathway that helps attract new volunteers, provides enhanced training, and helps to ensure fair competitions
- Working with Swimming Canada and other partners, effectively introduce a new, innovative, and user friendly registration system
- Working to streamline and make more effective the ODR and sanctioning processes

I would be remiss if I didn't take an opportunity to thank our staff. They work tirelessly to ensure that clubs, coaches, officials, and of course swimmers are supported in their roles. They are constantly multi-tasking, finding innovative approaches to get things done, and consistently achieving good results.

In closing, I would also like to thank my colleague board members for their volunteer contribution and the roles they have fulfilled in the past year. I would especially like to thank Anne Bell, Carlos Sayao, and Tym Barker, for their service as each of their current terms come to an end.

Stay safe, be well, and in all things be kind.

Submitted in service,

Andy Mitchell

Swim Ontario Board of Directors President



CEO AND OPERATIONS REPORT

The 2022-2023 swimming season was one of GROWTH; an encouraging signal that the personal resolve, resilience and perseverance that were the foundation during the prior year's recovery and rebuild of Ontario Swimming. Thank you to everyone who stayed the course and put their shared beliefs, values and responsibilities to work. You all have done well!

The Rebound...

Registration comparisons

	2022-2023	2021-2022	2020-2021	2019-2020
All member classes	21,747	19,326	12,352	19,621
Competitive	12,112	11,115	7,790	12,591
Pre- Comp	6,154	5,418	3,056	4,677
University	423	410	137	440
Masters	1,883	1,362	555	905
Coaches	1,174	1,021	771	1,008
Officials	9,300	7,600	2,600	8,000

Ontario grown/based swimmers and coaches continue to represent Canada.

2023 World Championship (Olympic Stream) 14 swimmers/ 3 support staff

2023 World Para Championships 6 swimmers

2023 Pan Am Games 14 swimmers, 2 support staff

2023 World Jr Team 9 swimmers, 4 support staff

2023 Para Pan Am Games TBD

2023 World Masters Championships 24 masters swimmers

This is who we are...

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 through the Member Club. A volunteer Board of Directors, and several committees, both Board and Operational, direct the organization. A full-time professional staff working in a remote/in office hybrid model manages the policies, procedures and operations. Swim Ontario offices are now located at the Toronto Pan Am Sports Centre in Scarborough.

This is what we do...

Swim Ontario is guided by its Strategic Plan, currently being 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 refreshed each of the priorities, as well added language, to reflect the current landscape driven by today's expectations.

- Enhance Para swimming coach development through a focussed program in conjunction with Para sport partners and opportunities.
- Review and consider engagement in the Ontario Para Sport Games with the goal of developing the performance pathway for Para swimmers and coaches.
- Support local clubs to help understand and create an inclusive environment that recognizes the value of diversity and equity.
- Develop policy and review current operational processes for continuous efforts to ensure diverse perspectives and lived experiences in the workplace.

As we continue to have our Strategic Plan guide the organization, we turned our intentions into actions during the 2022-2023 season in varying ways in order to bring the operations of Swim Ontario closer to the clubs and the clubs closer to the organization for a stronger Ontario swimming community.

Swim Ontario is proud to be committed with, and recognized by, our Performance Partners investing, supporting and leading the various performance pathways, towards the Paris and Los Angeles Olympic and Paralympic Games.

Swim Ontario is proud and grateful for having strong and respectable relationships with our Sport Partners. Years of mutual respect and support with Swimming Canada, Ministry of Tourism, Culture and Sport (MTCSS), Canadian Sport Institute Ontario (CSIO), Own the Podium (OTP), Ontario Para Sport Collective (OPSC), Canadian Swim Coaches Association (CSCA) and the Coaches Association of Ontario (CAO) have been immeasurably valuable as we continue to work together to move forward. These performance relationships also include our partner facilities—Toronto Pan Am Sport Centre (TPASC), Markham Pan Am Centre (MPAC); Windsor International Aquatic and Training Centre (WIATC)

Key initiatives and actions in the 2022-2023 season:

- The Swim Ontario Board grew from seven to nine welcoming more diversity, equity and inclusion.
- We are pleased to grow our staff from ten to twelve to help service all the needs and requirements of an ever changing sporting landscape. We welcomed Aryanna Fernandes as Swimming Experience and Administrative Support Coordinator in June and Heather Bruce as the Grassroots Development Coordinator in September.
- Further development of Para Swimming in Ontario with programs such as ‘Pools to Schools’ and the REACH seminars that continue to grow and gain momentum.
- There was an unfortunate bump in the road for all clubs here in Ontario and across Canada with the Cyber Breach on the Swimming Canada registration system. Fortunately, with some very good work by Swimming Canada staff and Swim Ontario staff, a recovery and rebuild was possible. Swim Ontario, with a good will approach, offered financial support to clubs to replace lost information, and assist with the time spent to do so. Seventy clubs who were compliant received support for the additional time and inconvenience.
- Recognition of 280 high school and post-secondary graduates for the fourth year in a row, with certificates handed out at the Ontario Swimming Championships in July.
- Swim Ontario President Andy Mitchell hosted three Presidents’ Town Hall webinars, including a Club Feedback Forum. Updates for bylaw changes and other policy and governance status updates including ONCA (Not for Profit Corporations Act), Code of Conduct and Dispute

Resolution Officer (DRO) information was also communicated. DRO training to take place during the 2023 conference.

- 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 is a wide range of topics and strengths, we need guidance from experts to bring social interests and challenges to the forefront and 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 the EDI Committee of the Board (Equity, Diversity Inclusion), 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.
- 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. The data collection is now being transformed into a 'white paper' to be used in discussion with various levels of government.
- A "Think Tank" group of representatives from the Sport Development Committee, Regional Coaches, Officials' representation and Technical staff met twice, leading to an update during the 2023 conference to develop a competitive structure including calendar, performance development and program enhancement for 2025-2028.
- In partnership with the Ontario Aquatic Hall of Fame, we are pleased to have four inductions at this year's Awards and Hall of Fame celebration. Inductees include Raymond Brown (Athlete), Dan Taylor, Paul Corkum and Rick Hannah (Builders).
- Swim Ontario and the swimming community of volunteers, officials, clubs and our valued partners were able to host a World Cup in October, followed by the Ontario Jr International in December with the intent of bringing the world to us. On the national level, Windsor Aquatic Club and their local collective delivered the Speedo Eastern Canadians, while North York Aquatic Club hosted the Canadian Speedo Summer Championships. We delivered a healthy example of what was, our provincial championship properties both winter and summer- a big thank you to the host clubs: Whitby, OAK, Lakeshore, Markham, ESWIM, EOMAC, and Richmond Hill.
- We continue to invest in coach education and key learning experiences. The Next Gen Coaching program was launched in September for 10 coaches with a mix of in-person and virtual sharing led by 11 time Olympic Coach Tom Johnson. The Coach Accelerator Program launched to assist coaches at the Senior Coach level in 2022 and the Age Group Coach level in 2023. The various camps and tours offered to swimmers lead by our leading coaches also played well for all coaches to experience. Eight initiatives from local, to national and international provided educational experience to 125 swimmers and 30 coaches throughout the season.
- Our Officials committee was very active developing and servicing a significant growth in officials participation and certification at all levels with impressive numbers of 9,300 registered officials completing clinics and E-modules and 26 new level 4 and 5 officials. Outstanding work by all.
- We continue to seek out new partnerships that will enhance our pursuit to be a best class provincial sport organization. The **TAS Orange Cap** day in acknowledgement of Truth & Reconciliation. **Swim Drink Fish**, are advocates for clean water, protection of water and environment. **Head to Head** programming brings Olympians to the club, regional and provincial level to share their stories motivating the next generation. Most recently, **Myrtha Pools Canada** have shown great interest in supporting Swim Ontario.

We continue to invest in the lifeline of our sport:

- Regional and provincial programming for Paralympic and Olympic stream coaches and athletes
- Master's programming
- Officials' development
- Coaches' development
- Club Development
- Regional development
- EDI initiatives

With all this in mind, we continue to ask for feedback to help staff and committee members to plan and deliver all facets of the swimming program—when we hear from you, we listen and we value the feedback.

New Pilot Projects

The Club Wet and Dry survey summary:

- To date 20% of the clubs have submitted
- Financial Health: 61% Healthy/36% Coping/.02% Vulnerable
- Club Budget: 29-70% took up by Salary/Pool costs 20-80%
- Policies & procedures: In place 83%/Non or no response 14%/Require Assistance 36%
- Succession Plans: No plan 39%
- Volunteer status: Mandatory 55%/Acknowledge 'non home club' sessions 31%/Accommodation Assistance 31%
- Officials Succession Planning: No plan 39%/Officials projections 61%
- Community Relations: No community interaction 53%
- Coach Development plans: Identified 63%/ Budgeted Support 42%
- Inclusion Plan: 47% say they engage and offer programming for an inclusive experience

Competitions Feedback (Festivals, OYJ, OSC)

- Responses 62
- Lead Coach 38/Assistant 16/ Administrator 4/Board member 3
- Championship Meets: 43 consider as championships/ 15 do not/ 3 were unsure
- Performance Benchmarks: 57 agreed/ 5 said no/ 1 unsure
- Well structure competitions: 34 said yes/ 24 said no/ 4 unsure
- Changes required: 28 said yes/ 18 said no/ 4 unsure
- Bid Process (are they aware/): 18 yes/ 19 no/23 unsure

Club Mentorship and Partnership Program:

We have launched the Club Mentorship program where three identified clubs (Oakville Aquatic Club, Barrie Trojans and Whitby Swimming) will each have 6 clubs 'under their wing' with the idea of sharing best practices from the dry side of things and the wet side, a catalyst for future networking. Each virtual call will have a staff and board member to listen in and assist where possible. Information sharing will assist both staff and BoD to understand first-hand the swimming community landscape.

New Revenue Generation (NRG) Stream

Work continues to develop this project with a strategy to include approaches to alumni and external foundations.

The guiding principles of the NRG are based on the same for the National Sport Trust Fund where applicable tax receipts can be processed.

- Advance performance through support to individual athletes and teams that expand their training and competitive opportunities.
- Expand the sport to individuals and communities unable to continue in, or access the sport due to social, discriminatory, or financial challenges.

A golf tournament advisory group has formed to develop a plan for Swim Ontario to host a golf tournament for the summer of 2024.

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. Our technical focus will be the competition and program calendar in the 2025-2028 period to align best with the Swimming Canada 'Canadian Way' national events calendar. We will aim to have a plan in place and communicated to the clubs by January 2024.

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.

Consider this:

*Hard Work is a choice, Attitude is a choice, Discipline is a choice, Excellence is a choice. We believe we have a swimming community who share these time honoured values. We are **Stronger Together!***

Swimming people have GRIT. When pressure and the more challenging moments arrive, they embrace them with strength and courage. Swimming people who possess Grit & Resilience have an ability to endure, push beyond their limits and do whatever it takes.

Thank you to the swimmers showing grit to train, learn, compete and strive for the highest level possible in the sport that you love, fueled by your dreams and aspirations. Well done.

Thank you to the coaches who keep your swimmers engaged, leading and collaborating with your club executives, members and facilities to step up to show continual improvement and strive for next level progression.

Thank you to the parents, for choosing competitive swimming, for being a part of a swim club and contributing in many ways, and supporting your swimmer's dreams in an above and beyond manner.

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

Thank you to the provincial competition hosts who stepped up, carried out tens of thousands of swims and allowed thousands of swimmers to return to racing in provincial championships.

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 as we continue to do better. (Team Aquatic Supplies, ARENA, and Nothers the Award Store).

Thank you to the Swim Ontario Board of Directors for their time and commitment to the organization and positive support for the member clubs and its members. Thank you for your support, your forward thinking, leadership and positive encouragement.

Thank you to our Summer Student interns Suki Sharma and Calise Moldowa 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 insight and lived experiences, not only to move the organization forward, but you have held this organization whole as we work to improve and move the sport forward.

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 rise to a challenge and steer the organization and program towards continued success.

Stay safe, stay well, and help others to experience the positive possibilities and potential this great sport and community brings through a respectful and welcoming manner.

See you on the deck soon,

Dean Boles 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 - Swim Ontario Para Swimming Development Coordinator
Aryanna Fernandes - Swimming Experience Development Coordinator
Heather Bruce - Grassroots Development Coordinator

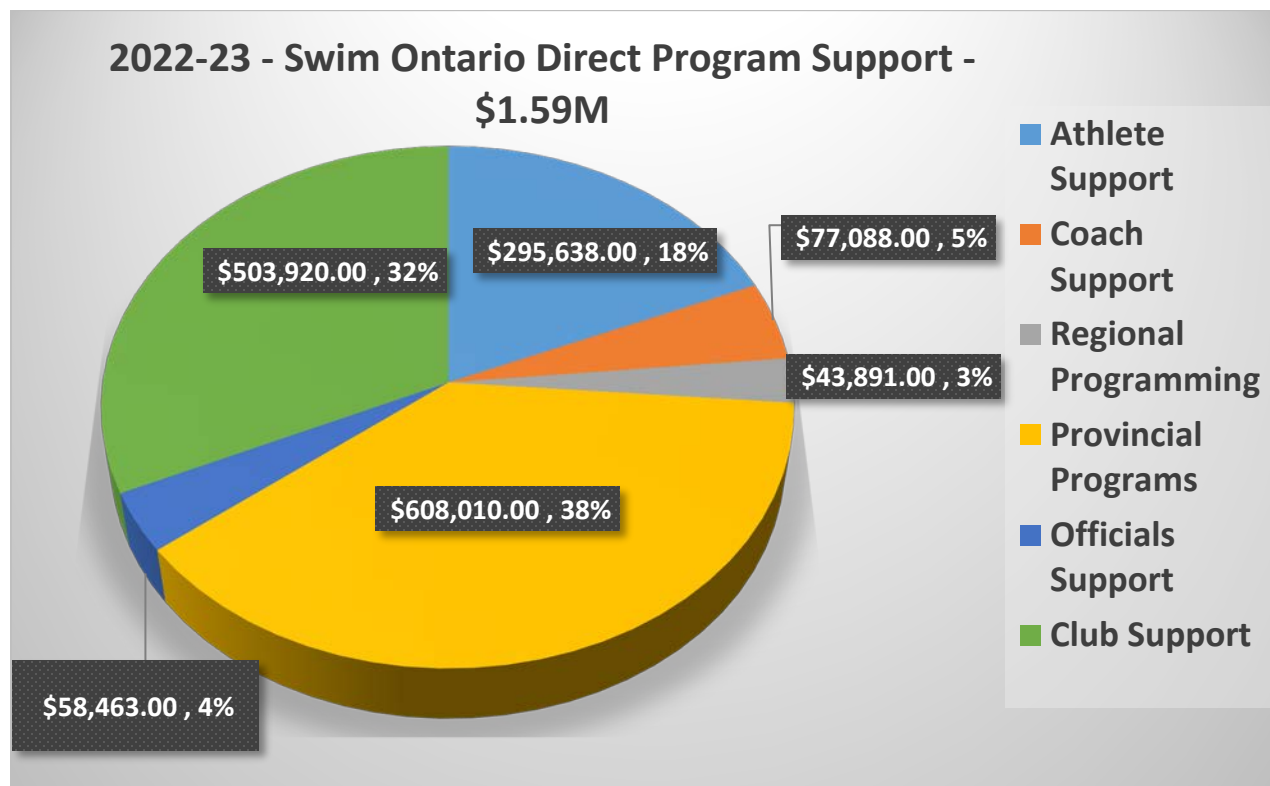
FINANCE AND AUDIT COMMITTEE

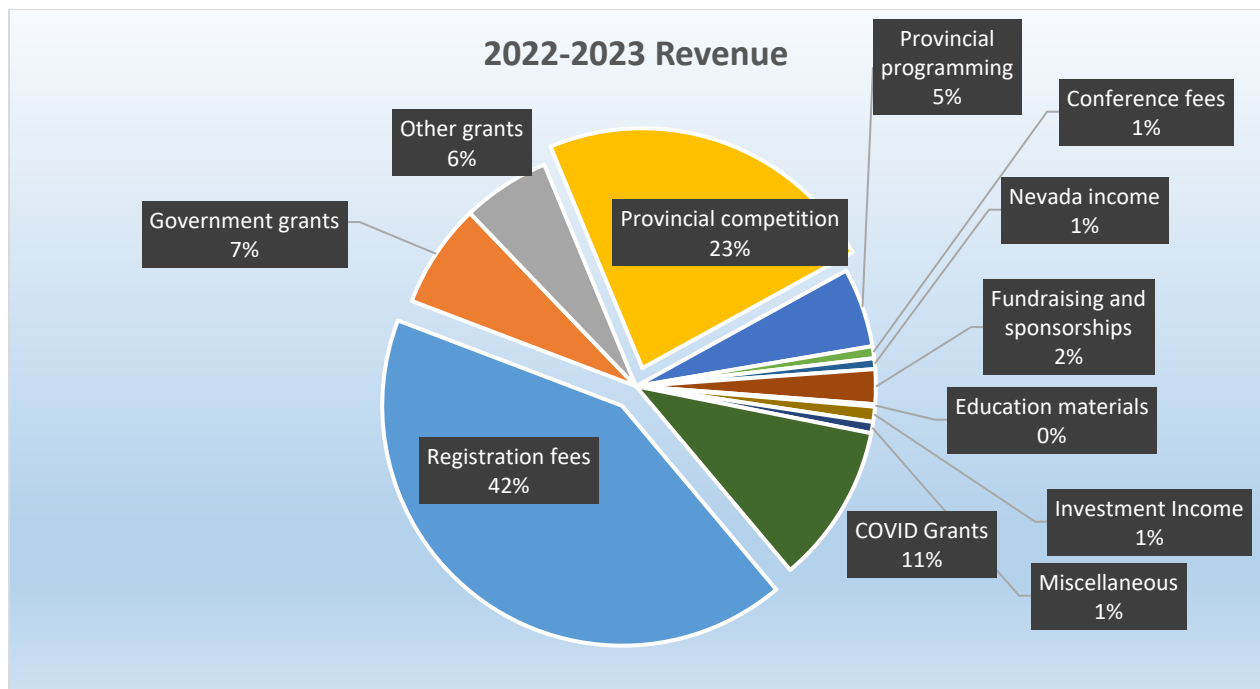
The Finance and Audit Committee, including Tracy Bennett, Corrine Owen, Tym Barker, Andy Mitchell, Bud Seawright and Jamie Peetsma (Chair), brought a wide variety of business, municipal, and accounting expertise, as well as geographic representation from across the province. The committee had eight meetings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

Again this year, Swim Ontario 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 2023 show total assets of \$2.9MM which is slightly lower than the previous year 3.6MM. This was due to Accounts Payable, having a lower balance. At this point, all but 4K of the assets are current except for some equipment purchases. The organization has a current Operational Reserve of \$1.96MM, 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 \$3.18MM which is approximately 140% of prior year \$2.26MM. Total expenses for the fiscal year were \$3.6MM, leaving an operational deficit of \$(438,560) this year. COVID support from the Federal and Provincial Governments of \$386,600 provided grants and has left Swim Ontario with a small deficit of \$(51,960).

A total of 504K was spent back directly to clubs in support money.





Swim Ontario has bounced back from the COVID Years with approximately 42% of revenues coming from registration fees, 24% from Government Grants. 23% from Competition fees and 11% from other revenue generating activities. Leadership exercised fiscal responsibly and provided COVID Grant money to clubs ending the year with a small deficit.

The 2023-2024 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, strategic and club spending.

The Finance & Audit Committee and senior management prepared a budget at 100% revenue where registration and competition revenues would be back to pre-Covid. An increase in expenses was also introduced to ensure that Swimming in Ontario was being supported as we look for growth in the sport.

This approach resulted in a budget for 2023-24 where overall total revenues are budgeted at \$2.96MM, 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 no COVID grant revenues from last year, other revenue expectations were budgeted at baseline.

Total expenses have been increased from of a baseline and are budgeted at \$3.32MM

The approved budget comes in with a deficit of \$(369K) 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 look for growth in Swimming.

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 2022-2023 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.

Respectfully,

Jamie Peetsma

Treasurer/Chair - Finance and Audit Committee



POLICY AND GOVERNANCE COMMITTEE

The Policy and Governance Committee is responsible for advising the Board in fulfilling its responsibilities relating to governance and its governing documents including policies and by-laws. 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;
- recommends to the Board, as required, amendments to its By-laws; and
- performs such additional tasks as may be delegated to the Committee by the Board from time to time.

The following products were reviewed and updated over the past year:

- updates to the BOD Duties and Responsibilities;
- updates to the Complaints, Discipline, and Appeals procedure;
- updates to the Committee's Terms of Reference;
- updates to the PIPEDA Policy and Protection of Personal Information Procedure;
- updates to the Significant Changes to Member Club Procedure;
- updates to the New Club Application Policy and Procedure;
- recommended updates to By-laws related to Term Limits, changes to ONCA, and probationary periods;
- updates to the Code of Conduct; and
- updates to the Competition Policy.

The work of the committee could not be completed without the full support of Swim Ontario staff, including Darin Muma, Heather Dwinnell, Brian Ward, and Dean Boles, and I would like to take this opportunity to acknowledge my sincere appreciation to our committee members: Leslie Carter, Carlos Sayao, Anne Bell, and Brad Sales.

Respectively,

Robert Giggey
Policy and Governance Committee Chair

NOMINATIONS COMMITTEE

Members: Janet Morrison (Chair), Anne Bell, Paul Legault

Per the Swim Ontario corporate by-laws:

The Nominations Committee 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 mandate, the committee identified five priorities:

- Encourage **greater diversity** on the board. This includes representation from the ethno-racial community, indigenous individuals, persons who identify as LGBTQ+, persons with a disability and other identifiable groups.
- Strive toward a **gender balance** on the board that better reflects the swimming community
- Encourage **increased geographic representation**.
- Actively recruit for **core competencies**.
- Provide **relevant, timely information** about the candidates to electors.

The committee also updated their Terms of Reference and worked with the Policy & Governance Committee to:

- Address consequences of changes to membership/terms
- Review the Policy on Determination of Eligible Director Candidates
- Review and update the Complaint, Discipline and Appeal Procedure

In 2023, three Directors will be elected to the board. Committee members actively solicited nominations through personal networks and the Policy & Governance committee. Those efforts produced three nominations prior to the AGM.

Three Directors are leaving the Board this year, all of whom have made significant contributions to Swim Ontario and our sport. On behalf of the Nominations Committee, I want to thank them for their years of dedicated service. The entire organization is also indebted to staff for their support in facilitating the nominations process.

Respectfully submitted,

Janet Morrison

COMMITTEES OF THE CEO REPORTS

SPORT DEVELOPMENT COMMITTEE

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

Swim Ontario would like to thank the Sport Development Committee members for their on-going input. The Sport Development Committee is a great example of how the swimming community will always be “STRONGER TOGETHER”

Meeting format though 2022-2023 has been via zoom meetings with two in person meetings with SDC participating in a “THINK TANK SESSION” and Provincial Program Session. Agenda items have included:

1. Review of 2022-2023 Provincial Competitions within the context of Return to Competition/COVID Recovery and the Provincial COVID Recovery Framework
For the 2022-2023 Season – the focus of SDC was on the following:
 - i. Communication of and adherence to Swim Ontario Return to Competition Plan
 - ii. 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
 - iii. Support of a fully implemented suite of Provincial Competitions – Winter and Summer Festivals; OYJ; OSC & Masters Championships
 - iv. Support of the full suite of Youth, Junior, Distance, Stroke and Para Camps & Tours
 - v. Support of Regional, Fundamentals, Learn to Train and Development Camps & Clinics
 - vi. Support and alignment of Swim Ontario and Swimming Canada Performance Programming
 - vii. Support of the Swim Ontario Open Water Clinics & Provincials at Gravenhurst, Gull Lake
 - viii. Follow up participation in “THINK TANK” Series to review 2023-2024 Provincial Programming and 2025-2028 Programming
 - ix. Support of 2023 Provincial Competition Calendar & Programming
 - x. Review of Athlete Performance Criteria
 - xi. Review of Ministry Funding – Quest For Gold; OHPSI
 - xii. New format of Club Grant Program
 - xiii. Review of Scholarship Program
 - xiv. Full format of Regional Dan Taylor/TAS Regional Scholarship
 - xv. Support of Club Mentor; Coach Mentor Programming
2. Consideration of 2022-2023 Provincial Competitions – Details can be found on the Swim Ontario website at <https://www.swimontario.com/athletes/competitions>
3. Review of 2023-2024 & 2025-2028 Programming will be a part of the Stronger Together Swim Ontario Conference
4. Status of discussion and support of a 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 2023-2024 season.

5. 2023-2024 Provincial Competition Host – a full list can be found on the Swim Ontario website at <https://www.swimontario.com/athletes/competitions>
6. Review and support of the 2023-2024 Senior/Junior APF Funding Process/Administration both Able & Para – The recipients to be posted on the Swim Ontario website at <https://www.swimontario.com/athletes/funding-initiatives>
7. Review and support of the 2023-2024 Club Grant APF Funding Application – Due to the COVID19 Pandemic, the Club Grant program was updated in 2022-2023 season and will be offered in the 2023-2024 season.
8. Review and support of a new Post-Secondary Scholarship Application Process – An ongoing review of this program is underway and will be part of the 2023 Swim Ontario Stronger Together Conference. A further update of this program will be posted on the Swim Ontario website in October 2023. SDC also approved consideration of a para post-secondary scholarship.
9. Review and recommendations for Quest for Gold. The Ministry awarded the 2023 funding directly to Sport Canada carded athletes and also implemented an expanded program to include flexibility in how provincial sport organizations distributed the funds. As a result, funds went directly to athletes, as well as to clubs. SDC and Swim Ontario provided feedback to the Ministry that this flexible program is supported by the Ontario swimming community.
10. Open Water 2023 – Swim Ontario was pleased to offer the 2023 Open Water Provincial Championships events in Gravenhurst at Gull Lake Park. A special thank you to the Town of Gravenhurst, Al Shaw, Bev Wicks, all local officials and volunteers, Mary Jane Smith, all officials, volunteers, including EMS and lifeguards, and “all hands on deck” Swim Ontario staff, who made this events possible. A special thank you to all clubs who entered in this event with historic entries at over 600. SDC will review 2024 opportunities for Open Water webinars, and event opportunities for 2024 within the context of the success of 2022 and 2023, well as Swimming Canada support and outcomes for open water in Ontario and Canada.
11. SDC supported the Swimming Canada Open Water Festival. Swimming Canada Open Water Festival – Swim Ontario played a role in the preparation and on site delivery of the 2023 Swimming Canada Open Water Festival in Welland, Ontario. Thank you to all Ontario officials and volunteers who contributed.
12. Provincial Virtual and In Person Camps – A wide range of virtual and in person camps were hosted from September 2022 through to August 2023 from regional, to development, to youth id, stroke id, to Para, to distance, and open water. A big thank you to all who supported and participated. Swim Ontario and SDC are currently reviewing collaboration with Swimming Canada on 2023 fall and 2024 opportunities.

Christy Yaremczuk

SWIM ONTARIO COACH COMMITTEE

Comprised of eight 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. The committee will be expanding to the original ten members for the 2023/2024 season with the inclusion of members representing the para coaching community and varsity coaching community.

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)
Liz Moskal (Western)

SOCC Coaches at Large

Tom Langridge (GO)
Chris Ellul (SCAR)
Mike McWha (WAC)

The Swim Ontario Coaching Committee continues to provide key input to the Performance Programming staff on matters related to key programming initiatives, coach development athlete funding, diversity and inclusiveness and alignment of our programming deliverables with the strategic plan. A key focus this past season has been changes to the provincial competition deliverables for the 2023/2024 season and the development of the competition plan for the 2024/2025 seasons.

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.

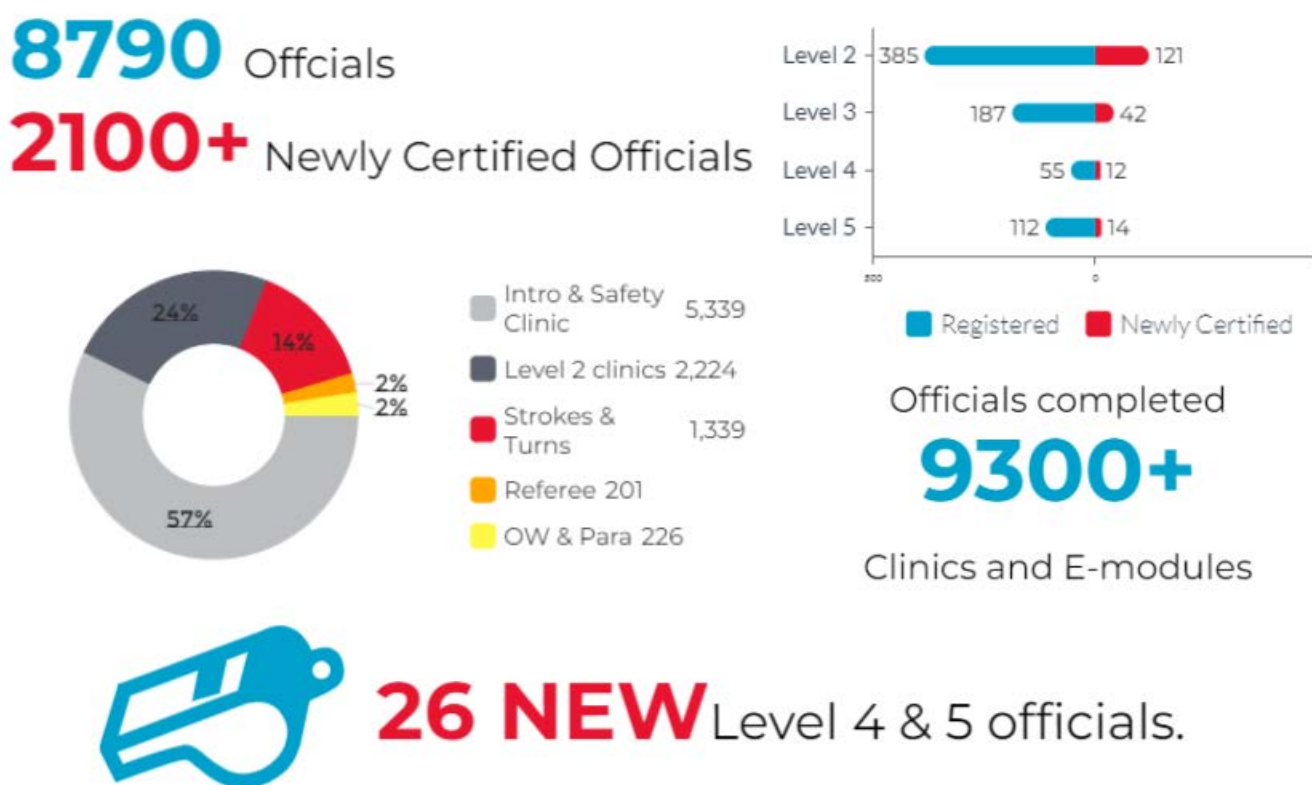
Stewart McLean



SWIM ONTARIO OFFICIALS COMMITTEE

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).

Swim Ontario saw a significant increase in registration from the last two years bringing the total number of registered officials to approximately 8800 officials, including over 1900 newly certified Level 1 officials. Although there was a decrease to the overall number of active Level 2 to 5 officials, through mentorship and evaluations there was a near record number of newly certified Level 2 to 5 was reached this season. With an increase in officials taking e-modules from the education system, officials completed over 9300 clinics and e-modules over this past season.



Swim Ontario is committed to the development and support of Ontario Swim Officials at all levels of competition. We understand the importance of providing proper training and opportunities for officials to progress and achieve their goals. A new set of initiatives from SOOC were put in place to create an inclusive and supportive environment for swim officials across the province. Financial Assistance is now in place to deliver clinics, conduct referee assessments, attend regional, provincial and national level competitions to provide mentorship or to gain experience for advancement in all areas of swimming officiating.

During the 2022/2023 season, a workshop for evaluators was conducted to begin the process of providing evaluating criteria. More of these workshops are planned for next season for both evaluators

and mentors so that Swim Ontario can establish a unified approach to mentoring feedback and evaluation criteria. These workshops will enhance the skills and knowledge of evaluators and mentors, ultimately benefiting the development of officials and promoting consistent and effective officiating practices.

The SOOC has ensured that Swimming Canada's new official's certification pathway is developing in a manner that will have a clear understanding of the different positions and options available for potential new officials. By providing training material and guidance to Swimming Canada, the SOOC aims to contribute to the development of a comprehensive and inclusive certification pathway that meets the needs and aspirations of potential new swimming officials and those already in progress through with the current certification pathway.

As well, with the coming changes to the certification pathway, the SOOC and Regional Officials Representatives have undergone a review of the current Officials Development Procedure (ODP). The new ODP will be based on a tier competition eligibility which will be determined by the number of qualified and certified officials in various positions and will not be based on club size. This ensures that clubs can continue their official development without being denied the opportunity to host competitions. The new ODP, which will take effect in the 2024-2025 season encourages clubs to engage their officials' progression through assigned roles at competitions, which will complement the club's ability to host and assist at meets.

A new rule book was rolled out during the 2022/2024 season and the committee continues to update their documentation with all the World Aquatics rule changes, as well as numbering.

2022-2023 SOOC: Trevor Cowan & Nicole Parent (co-chairs) along with members Daryle Martin (Ontario representative on the OCRC & Sport Management Committee representing the SOOC), Ron Riley, Anita Scheffel-Woo, Darren Richer & Rob Filion.

2022-2023 RORs: YY Wong (Central), Charles Montpetit (Eastern), Mary Jane Smith (Huronion), Connie Zwarich & Nancy Riopel (North East), Cathy Alex (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



AWARDS COMMITTEE

The Awards Committee Members: Chair – Christy Yaremczuk, Stewart McLean (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 the criteria for awards in the 2023 season. We would also like to thank all Swim Ontario staff, Provincial Competition Hosts/Volunteers from clubs – ESWIM, MAC, RHAC, EOMAC, LSC, OAK and WS - who help with presentation of our awards and to our 2023 summer students – Calise Moldowa and Suki Sharma our Swim Ontario Summer Students who helped with presentation of awards and preparation of the 2023 Awards program.

Meeting format in 2023 remained flexible and adapted as our meetings adapted with some in person, conference calls and/or zoom meetings where applicable. Agenda items have included:

- i. Transition to full awards recognition at all of our provincial properties, as well as annual awards dinner
- ii. Review and updates of Awards, Grants, Bursaries- Criteria, Applications on Swim Ontario website.
- iii. On-Going Review of Awards Committee
 - a. Masters Awards
 - b. Special Recognition Awards
 - c. Special Recognition Videos
 - d. Open Water Pioneers Recognition
 - e. Para video and recognition
- iv. Volunteer Features
- v. Review and discussion of Coach Awards
- vi. Review and discussion of Officials’ Awards
- vii. Update of Awards Calendar with application deadlines
- viii. Renewal of TAS/ARENA to include:
 - a. Swimmer of the Month
 - b. Para Awards
 - c. Record Breakers
 - d. Dan Taylor TAS/Arena Scholarship – Return to full implementation in 2023
- ix. 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.
- x. *On-going tapping in to external awards, now coming back on-line transitioning out of the pandemic:
 - a. Toronto Sport Hall of Honour
 - b. Coaches Association of Ontario
 - c. Swimming Canada Awards
 - d. Ministry Awards – vetting and re-set with the Provincial election.
 - e. Municipal Awards – vetting with the regional chairs
 - f. Varsity Awards

g. Masters Awards:

For 2023 we have recommended three Masters Awards

1. Masters Coaching Excellence Award
2. Masters Long Term Contribution.
3. Masters Athlete Swimming Performance.

These Masters Awards will be presented at the 2023 Swim Ontario Awards Dinner

- h. Approval of 2022-23 Awards recipients for Swim Ontario to be presented at the 2023 Swim Ontario Awards Dinner.
- i. Thank you to JF Potvin, MC of these awards, Lindsay Taylor who once again worked her magic to create an incredible celebration, and Nothers Awards for support on capturing and celebrating through the awards how we are stronger together.
- j. Approval of the 2022-2023 Dan Taylor TAS Regional Student Athlete Scholarship
- k. Hall of Fame – Thank you to the Ontario Aquatic Hall of Fame for planning the 2023 induction of Rick Hannah, Paul Corkum, Dan Taylor, and Raymond Brown to be presented at the 2023 Swim Ontario and Hall of Fame Awards Dinner.
- l. Graduating class of 2023 – Thank you to Karen Wilson, Lindsay Taylor, Aryanna Fernandes, Suki Sharma and Calise Moldowa for coordinating this certificate recognition program.
- m. Open Water Provincials - Thank you to all sponsors, Town of Gravenhurst, all local, regional, provincial and Quebec officials and volunteers for the recognition of the host team, officials, volunteers and those swimmers who participated.
- n. World Aquatic Championships, Para World Swimming Championships, World Junior Championships, Masters World Championships, 2023 Pan American Games Team Ontario Recognition; North American Indigenous Games: Swim Ontario is proud to recognize and congratulate these teams at the 2023 Swim Ontario Awards Dinner.
- o. In March 2024 there will be a full review of the Awards Committee Terms of Reference, and all awards.

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

Christy Yaremczuk

REGIONAL COMMITTEE

Swim Ontario continues to value each member of our Regional committee. We would like to thank each member for their contribution during the 2022/2023 Season. The following committee members continue to be fierce advocates for Ontario Swimming.

Central Region: Louise Barton (Chair), Olivier Renaud (Coaches Rep)

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), Liz Moskal (Coaches Rep)

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 Coach from the Northeast Region, Dean Henze, for his years of service as the regional technical lead and member of numerous committees and boards. Dean has been and will continue to be a trusted voice to Swim Ontario moving forward. **Thank you, Dean.**

The 22/23 season saw the next stage in a return to full programming regionally, as most regions were able to host one or more regional performance camps. These camps focused on swimmers at the grassroots level in both the Olympic and Paralympic streams, educational and mentorship opportunities for coaches and implementation of new para opportunities. Swim Ontario would like to thank the 245 swimmers and over 70 coaches, facilitators, facilities, and service providers who participated in the return of these camps to the regions.

Swim Ontario continues to look at ways to best engage our regional partners in the development of grassroots swimming in the province. Beginning with the 2023/2024 season, Swim Ontario will have a designated staff member focused on Grassroots Development throughout the province. The members of the regional committee are pleased to welcome Heather Bruce who will take on the role beginning in September of 2023.

Finally, members of the Regional Committee would like to congratulate the swimmers, coaches, officials and support staff who represented Ontario and Canada at the 2023 World Championships, 2023 World Para Swimming Championships, 2023 World Junior Championships and those who have been named to the 2023 Pan Am and Para Pan Am Games in Chile. 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 active 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:

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

Highlights:

The 2022-2023 season was the first full season not to be directly impacted by lockdowns. Continuing with the momentum we gathered at the end of last season we delivered a full schedule of masters swimming events.

Highlights of the activities and initiatives undertaken by the Swim Ontario Masters Committee in the 2022-2023 season include:

- Organized seven swim meets throughout the season: Semi-Serious, IM Fast, Susan Douglas Memorial, ROC Masters, Stephen Forsey Masters, Ontario Provincials, World Warm-ups — and two open-water events: Open Water Masters Championships and the Canadian Open Water Festival
- Actively promoted the Canadian Masters Swimming Championships in Calgary and Worlds Masters Championship in Fukuoka. In preparation for the Worlds Championships, we hosted a meet specifically to offer a long course meet experience prior to the event. We also designed a cap to celebrate the event and offered it free to all Swim Ontario participants.
- We had an incredibly successful Provincials Championship with 421 participants, 83 provincial records, 45 national records, and 2 world records broken.
- Continued to publish regular newsletters and periodic updates and notices of events to clubs, coaches and swimmers, and utilized social media to inform and engage masters swimmers.

- Continued to achieve 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).
- Recognized the achievements of the following masters swimmers, coaches, and volunteers for the 2022-2023 season:
 - Female Performance Award: Katie Osborne
 - Male Performance Award: Dan Thompson
 - Coaching Award: Nancy Black
 - Long-time Contribution Award: Chris Smith

Respectfully,

Jack So



EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

The Equity, Diversity, and Inclusion (“EDI”) Committee is an ad-hoc committee of the Swim Ontario Board struck in June 2022. The need and opportunity for enhanced consideration of EDI in the swimming community, particularly in the context of rebuilding post-pandemic, was recognized by the Swimming Experience Committee.

The EDI Committee’s mandate is to guide and assist Swim Ontario in attaining its current policy objectives of:

- encouraging equity, inclusion and universal participation within its clubs, associated committees, and registrants;
- supporting universal participation within its programs and activities; and
- pledging fair and equitable opportunities within Swim Ontario and a working environment free of discrimination.

The Committee implemented a variety of items on its Work Plan, including:

- Providing advice and recommendations about metrics for Swim Ontario to collect better demographic data on the various participants in the swimming community, including through the Swim Ontario and Swimming Canada registration systems.
- Considering ways to strengthen the current Swim Ontario EDI Policy with reference to best practices both within and outside the sport sector.
- Brainstorming on potential outreach programming initiatives and educational tools to foster broader participation, with consideration of successes in para swimming as a possible model.
- Working with consultants to set EDI priorities for Swim Ontario and to explore ways to provide clubs the support they need to grow their membership reflective of the diversity of their local community. A focus here has been the EDI program in this year’s Swim Ontario Conference, which is designed to build on 2022 learnings and to support clubs with practical tips and strategies.

A big thank you goes out to all EDI Committee members: Leela D’Cruz, Robert Giggey, Jacky Beckford Henriques, Darda Sales, Heather Sinclair, and Fisiha Kebede. I would also like to thank the Swim Ontario staff for their support, and particularly Dean Boles and Darin Muma.

Carlos Sayao
EDI Committee Chair

SWIM ONTARIO PARA DEVELOPMENT PROJECT

The mission of the Swim Ontario Para Development project is to grow membership of para swimmers across the province, enhance alignment of para swimming programs and opportunities, and facilitate para swimmer high performance outcomes. To accomplish this mission, four areas of focus have been identified; Education, Marketing, Alignment, Engagement. Throughout the 2022/2023 season, headway was made in each of these areas.

Activities within the area of Education included;

- Presentations at the Swim Ontario Conference and the CSCA Conference, and the University of Toronto
- Initiation of the Becoming Para Ready Initiative which provided training and support to four clubs,
- Continuation of the Pools to Schools program,
- A Swimming with Dystonia panel which was held in partnership with the Dystonia Medical Research Foundation of Canada
- Para Swimming Matters video which debuted at Summer OSC.

The Pools to Schools program, mentioned above, also serves as a marketing opportunity as the program entails elite para swimmers, who have represented Canada at the Para Pan Am Games, Paralympic Games or World Championships giving virtual presentations to classrooms across the province. During the 2022/2023 school year, 52 presentations were given, reaching over 3100 students and teachers. Additionally Marketing activities included;

- Two multi-sport try it events, held in partnership with the Ontario Cerebral Palsy Sports Association (OCPSA) (Ottawa and London)
- Booths at the Active Living Conference (Variety Village), the Niagara Parasport Festival, and the Ottawa Inclusive & Para Sport Expo.

There is quite a bit of overlap between the Alignment (enhancing the para athlete development pathway) and Engagement (strengthening connections between athletes, coaches, and the greater community) areas of focus. Activities in these areas included;

- Supporting the development and implementation of an Intro to Para Swimming program at Carleton University, and the initiation of a partnership between WS and the Abilities Center
- Three provincial para camps (November, May, July) including the first Para Debrief camp which was held after OSC in July
- Inclusion of Level 1 para swimmers into Ontario Festival Championships to help enhance community connection and competitive opportunity for new para swimmers
- Inclusion of exhibition para relays at Summer OSC
- Tour team to the inaugural Ken Demchuk International Invitation in British Columbia

Darda Sales

PARTNER ORGANIZATION REPORTS

ONTARIO AQUATIC HALL OF FAME

In September 2022, the Ontario Aquatic Hall of Fame inducted Darda and Brad Sales after many years of waiting for an occasion to conduct a live induction. Their acceptance speeches were diverse and appreciated by all. Dan Thompson was presented with a Special Achievement Award, a recognition accorded to those who have served as President of both Swim Ontario and Swimming Canada.

In 2023, we will welcome four new members to the Ontario Aquatic Hall of Fame, the largest class of inductees in many years. Congratulations to Ray Brown (Swimmer) and Dan Taylor, Paul Corkum and Rick Hannah (Builders) on their induction to the OAHOF.

The OAHOF Board is a body of volunteers comprising seven members. We are fortunate to include Anne Ottenbrite-Muylaert, Vicki Keith Munro, Lisa Flood, Jane Wright, Jenna Lambert, Trevor Scheffel and Rick Hannah at the Board table, with Rick serving as President and Lisa as Secretary. The Newsletter editor's chair remains vacant.

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 the OAHOF induction ceremony financially possible. Etobicoke Swimming's annual Hall of Fame Meet is scheduled for October 13-15 and the Etobicoke Olympium continues to house OAHOF plaques and displays.

Nominations for induction are always welcome. Forms are available on the [Swim Ontario websites](#). Anyone can make a nomination. All are considered for approval and then scheduled for induction. Further information can be obtained by emailing aquatichalloffame@gmail.com

Donations and sponsorship proposals are always welcome.

Rick Hannah
OAHOF President

Irene & Bob Pirie Trophies

Female: Margaret (Maggie) MacNeil – LAC

Male: Joshua Liendo – HPCO

Gus Ryder Trophy

Female: Katie (Jaime) Cosgriffe - OAK

Male: Zach Zona – CHP – QUEBEC

Coach of the Year Olympic Program – Highest Performing Female Athlete

Richard Bishop – LSU

Coach of the Year Olympic Program – Male Athlete

Ryan Mallette – HPCO & Anthony Nesty - GATORS

Coach of the Year Paralympic Program – Highest Performing Female Athlete

Dave Tontini - OAK

Coach of the Year Paralympic Program – Male Athlete

Mike Thompson – CHP – QUEBEC

Masters Swimming Performance Award – Female Athlete

Katie Osborne - GRAN

Masters Swimming Performance Award – Male Athlete

Dan Thompson – AURO

Masters Swimming Excellence in Coaching

Nancy Black - SQUALL

Masters Swimming Long-Term Contribution Award

Chris Smith – AURO

Lea Bredschneider Award

Jordan Hotta – HSC

Ontario Coach Service Award

Karen Hillis – ROC

Melanie MacKay - OAK

Dan Taylor Team Aquatic Supplies Regional Scholarships

Jessica Sheng – MAC
Viviane Partridge – GO
Evangeline Cooke – CATS
Brie Reid – SSAT
Kaitlin Luu – TBT
Amaris Peng – LAC

Central Region
Eastern Region
Huron Region
North East Region
North West Region
Western Region

Kevin Zhang - ESWIM
Jordan Schaepper - NKB
Jordi Vilchez - BTSC
James Bertrim - SLSC
Sam Chisholm - TBT
Alexander Lackovic - WAC

Most Improved Teams

Women

Ottawa Y Olympians
York Swim Club
Brock Niagara Aquatics
Killer Whale Swim Team
Thunder Bay Thunderbolts
Region of Waterloo Swim
Club

Winter Festivals
Winter OYJ
Winter OSC
Summer Festivals
Summer OYJ
Summer OSC

Men

Whitby Swimming
Pickering Swim Club
Windsor Essex Swim Team
Orangeville Otters Swim Club
North York Aquatic Club
Owen Sound Aquatic Club
Uxbridge Swim Club

Team Aquatic Supplies Friend of Swimming Award

David Grossman
Steve Papai
Darren Richer
Jim Snow

Gord Noddle Memorial Award

Andy Mitchell

Lifetime Achievement Award

Arthur James McCready – SWOTT

Roll of Honour

Christine Hodson Mitchell - TRENT

Elizabeth Collins Ralph Trophy

Rob Kavanagh – North West 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

875 Morningside Ave.
Toronto, ON M1C 0C7
Telephone 647-578-3638
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 Tourism, Culture and Sport
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

Email: lindsay@swimontario.com

Christy Yaremczuk, Provincial and Performance
Programs Coordinator

Email: christy@swimontario.com

Karen Wilson, Membership Services & Provincial
Team Coordinator

Email: karen@swimontario.com

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

Aryanna Fernandes, Swimming Experience
Development Coordinator

Email: aryanna@swimontario.com

Heather Bruce, Grassroots Development

Email: grassrootsdevelopment@swimontario.com

BOARD OF DIRECTORS SUMMARY OF MOTIONS 2022-23

October 7 – August 18, 2023

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
10/07/22	2.1	Agenda	J.Morrison/J. Peetsma	To approve the agenda including Board only Session.	Carried
10/07/22	3.1	AGM Motion	A.Mitchell/C. Sayao	The Swim Ontario Board of Directors directs staff to undertake a review of the new club affiliation application procedure in response to AGM Motion	Carried
10/07/22	4.1	Elections	C. Sayao/r. Giggey	The officers will be: President – Andy Mitchell Vice-President – Robert Giggey Treasurer – Jamie Peetsma Secretary – Janet Morrison	Carried
10/07.22	5.1	2023 AGM	A.Bell/B.Sales	The AGM to be September 24, 2023 subject to review of the 2022 AGM.	Carried
10/07/22	7.3	Signing Officers	J. Peetsma/J.Morrison	The Signing Officers to be D. Boles, D. Muma, A. Mitchell, J. Peetsma, A. Bell, B. Seawright.	Carried
10/07/22	9.1	Adjournment	B.Sales/T. Barker	The meeting adjourned at 12:58pm.	Carried
10/29/22	3.1	Consent Agenda	A.Bell/J. Morrison	To approve the consent agenda including September 9, and October 7 Board minutes and President Report.	Carried
10/29/22	4.2	Finance/Audit	B.Sales/J.Morrison	Moved that the October financial report be accepted and that staff be asked to propose, for Board considerations, one time spending proposals to assist in implementing priorities identified in the Strategic Plan discussion of October 29 th and that the chairs of the EDI and Governance committees make similar proposals to the Board. Timing to review the proposal should be determined by CEO based on the availability of information and staff resources.	Carried
10/29/22	6.1	Adjournment	R.Giggey	The meeting adjourned at 4:00pm	Carried
11/18/22	3.1	Consent Agenda	A.Bell/J.Morrison	To approve the consent agenda including October 29 Board minutes and President Report.	Carried
11/18/22	4.2	Finance Report	J.Peetsma/L. D'Cruz	Moved that the November financial report be accepted.	Carried
11/18/22	4.3	Policy/Governance Report	R. Giggey/B.Sales	Moved that the revised CDA policy be approved in principle, subject to the changes discussed and agreed to by the Board. These changes will be tracked and circulated to the Board for any immediate feedback or concerns. Barring any further changes, the policy is to enter into force on November 25, 2022.	Carried
11/18/22	5.1	Operations Report	A.Bell/B.Sales	Moved that the CEO report be accepted.	Carried
11/18/22	8.1	Adjournment	B.Sales/J. Morrison	The meeting adjourned at 1:15pm.	Carried
12/13/22	3.1	Minutes	J.Morrison/A.Bell	To approve the November 18, 2022 Board minutes.	Carried
12/13/22	2.1	CDA policy	A.Bell/R.Giggey	To accpe the 2 updates to the CDA policy.	Carried
12.13.22	8.1	Adjournment	J. Morrison/B.Sales	The meeting adjourned at 12:50pm	Carried
1/17/23	2.1	Agenda	R.Giggey/A.Bell	To approve the agenda as circulated.	Carried
1/17/23	3.1	Consent Agenda	L.D'Cruz/R. Giggey	To approve the consentt agenda including December 13, 2022 Board minutes and President Report.	Carried
1/17/23	4.3	TOR Policy & Governance	A.Bell/L.D'Cruz	To approve the revised TOR as presented to be implemented immediately.	Carried

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
1/17/23	4.4	Nominations	J.Morrison/C.Sayao	To approve 2023 Nominations Committee members – Anne Bell, Paul Legault and Janet Morrison.	Carried
1/17/23	9.1	Adjournment	C. Sayao/L. D'Cruz	The meeting adjourned at 8:55pm.	Carried
2/10/23	02.1	Agenda	B.Sales/A. Bell	To approve the agenda as circulated.	Carried
2/10/23	03.1	Consent Agenda	J.Peetsma/L. D.Cruz	To approve the Consent Agenda including the January 17, 2023 Board minutes and President Report..	Carried
2/10/23	9.1	Adjournment	J. Morrison/A.Bell	The meeting adjourned at 1:06pm.	Carried
3/17/23	3.1	Consent Agenda	L. D'Cruz/A.Bell	To approve the consent agenda including February 10, 2023 Board minutes and President Report.	Carried
3/17/23	4.2	Finance and Audit	A.Bell/L.D'Cruz	To approve the 3 components of staffing increases and the Club Cyber Breach support.	Carried
3/17/23	4.3	Policy and Governance	R. Giggey/A. Bell	To approve the revised PIPEDA policy.	Carried
3/17/23	4.3	Policy and Governance	R. Giggey/C.Sayao	To approve the revised Significant Change procedures as presented.	Carried
3/17/23	9.1	Adjournment	L. D'Cruz	The meeting adjourned at 1:34 pm.	Carried
4/21/23	3.1	Executive Session	J. Morrison/J.Peetsma	Conference fee up to \$200.00 per club be added to Affiliation fees for 2023/24.	Carried
4/21/23	3.1	Executive Session	L. D'Cruz/B. Sales	Remuneration added to budget for CEO - \$4,000.00	Carried
4/21/23	3.1	Executive Session	R. Giggey/J. Peetsma	To authorize up to \$15,000.00 for CEO to create a remuneration enhance for staff.	A.Mitchell,L.D'Cruz, R.Giggey, J.Morrison, J.Peetsma, B Sales, C. Sayao – in agreement T. Barker – against Carried
4/21/23	3.1	Executive Session	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
4/21/23	3.1	Executive Session	J. Peetsma/T. Barker	To approve the 2023-24 budget.	Carried
4/21/23	4.1	Consent Agenda	L. D'Cruz/T. Barker	To approve the consent agenda including March 17, 2023 minutes and President Report.	Carried
4/21/23	5.3	Policy and Governance	R. Giggey/J. Peetsma	To approve the revised Board of Directors Duties and Responsibilities procedure.	Carried
4/21/23	5.4	Nominations	C. Sayao/R. Giggey	To approve the Nominations Committee Terms of Reference as presented.	Carried
4/21/23	11.1	Adjournment	J. Morrison	The meeting adjourned at 8:55am.	Carried
5/25/23	4.3	Policy and Governance	R. Giggey/J. Morrison	To approve the New Club Affiliation policy as presented with Board edits.	Carried
5/25/23	9.1	Adjournment	C. Sayao/J. Peetsma	To adjourn the meeting at 1:06pm.	Carried
6/10/23	3.1	Consent Agenda	A.Bell/J. Morrison	To approve the Consent Agenda including May 25, 2023 minutes and President Report.	Carried
6/10/23	5.1	Reports	A.Bell/R.Giggey	To accept presented reports.	Carried
6/10/23	9.1	Adjournment	C. Sayao/R. Giggey	The meeting adjourned at 1:06 pm.	Carried
6/10/23	EV1	Amended By-Law	R. Giggey/J. Morrison	To approve the amended By-Law regarding Directors Terms: Section 4105 TERM Each Director's term shall be as follows: a) Each Director shall serve for a period of three (3) years. Each Director's term shall commence at the conclusion of each AGM at which such Director is elected b) Subject to subsection c) below, a Director may serve for a maximum of three 3-year terms	Carried

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
				and is not eligible to stand for election for a fourth 3- year term c) A director who was elected or appointed to a term of less than 3 years is eligible to serve for one additional 3 year term. Delete Section 4.08	
7/21/23	11-3	Consent Agenda	A.Bell/J.Morrison	To approve the Consent Agenda including June 16, 2023 minutes and President Report.	Carried
7/21/23	4.2	Finance Report	A.Bell/L.D'Cruz	To accept Finance and Audit Report.	Carried
7/21/23	4.3	Policy & Governance	R.Giggey/A.Bell	The Board will propose to its members, at the upcoming AGM changes to the by-laws as presented.	Carried
7/21/23	4.3	Policy & Governance	R. Giggey/L.D'Cruz	The Board will propose to its members, at the upcoming AGM, changes to the by-laws as described in "Proposed by-law changes – probationary period, discipline, terms", to be combined with the other changes.	Carried
7/21/23	4.4	Nominations Report	R. Giggey/A. Bell	To accept the Nomination Report.	Carried
7/21/23	4.5	EDI Report	J. Morrison/A. Bell	To accept the EDI Report.	Carried
7/21/23	5.1	Operations Report	R. Giggey/J. Morrison	To accept the Operations Report.	Carried
7/21/23	7.1	Executive Session	J. Morrison/L. D'Cruz	To move meeting into camera.	Carried
7/21/23	7.1	Executive Session	A.Bell/R. Giggey	To move meeting out of camera.	Carried
7/21/23	9.1	Adjournment	R. Giggey/L. D'Cruz	To adjourn the meeting at 1:24pm.	Carried
8/18/23	4.2	Finance Report	A.Bell/J. Peetsma	To accept the March 31, 2023 Audited Statements for presentation at the AGM.	Carried
8/18/23	4.3	Policy& Governance	R.Giggey/A.Bell	To approve the Competition Pollicy as presented.	Carried
8/18/23	4.3	Policy & Governance	R.Giggey/A.Bell	The Board approves Code of Conduct Procedure Version 6 pending edits related to Section 12 and some grammar updates.	Carried
8/18/23	9.1	Adjournment	J. Morrison/J. Peetsma	To adjourn the meeting at 1:16 pm.	Carried

Financial Statements

Swim Ontario

For the year ended March 31, 2023

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Reilly Back LLP
302 - 305 Renfrew Drive
Markham, ON L3R 9S7
Tel: 905-477-4262
Fax: 866-262-0072

REILLY | BACK
Chartered Professional Accountants

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, 2023 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, 2023 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, 2023, current assets and net assets as at March 31, 2023.

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 27, 2023

Swim Ontario

Statement of Financial Position

As at March 31, 2023

	2023	2022
Assets		
Current assets		
Cash and short-term investments (note 3)	\$ 2,507,919	\$ 3,098,346
Accounts receivable	217,176	45,087
Prepaid expenses	96,368	73,970
Marketable securities, at market value	38,300	294,538
	2,859,763	3,511,941
Other assets		
Internally restricted marketable securities	108,000	108,000
Equipment and other capital assets (note 4)	3,963	14,470
	\$ 2,971,726	\$ 3,634,411
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 102,033	\$ 638,035
Due to Swimming Natation Canada (note 5)	906,997	827,918
Deferred revenue	-	113,802
	1,009,030	1,579,755
Canada Emergency Business Account loan	-	40,000
	1,009,030	1,619,755
Net assets		
Restricted internally (note 7)	396,052	396,052
Invested in capital assets (note 4)	3,963	14,470
Unrestricted net assets	1,562,681	1,604,134
	1,962,696	2,014,656
	\$ 2,971,726	\$ 3,634,411

Commitments and contingent liabilities (note 8)*See accompanying notes to financial statements*

Approved by the Board:

Andy Mitchell _____ Director

Janet Morrison _____ Director

Swim Ontario

Statement of Operations

For the year ended March 31, 2023

	2023	2022
Revenue		
Registration fees and assessments	\$ 1,506,795	\$ 1,256,344
Government grant (note 6)	253,342	239,979
Other grants	212,689	386,467
Provincial competition	835,845	139,194
Provincial programming	191,822	117,767
Conference fees	29,067	14,886
Nevada income	26,046	29,012
Fundraising and sponsorships	84,147	4,362
Education materials	5,795	1,351
Dividend income	7,644	9,829
Interest income	29,311	3,224
Gain (loss) on investments - unrealized	(57,569)	15,737
Gain on investments - realized	30,329	27,155
Miscellaneous	27,034	19,000
	<u>3,182,297</u>	<u>2,264,307</u>
Expenses (see schedule)		
Athletes	295,638	156,982
Coaches	77,088	48,557
Provincial competition	532,863	88,051
Regional program deliveries	43,891	12,478
Provincial programming	608,010	174,274
Clubs	503,920	157,487
Officials and volunteers	58,463	3,401
Governance	4,496	2,948
Miscellaneous projects	80,134	47,518
Staff expenses	1,057,438	1,037,115
Administration, operations and communications	358,916	321,541
	<u>3,620,857</u>	<u>2,050,352</u>
Excess (deficiency) of revenue over expenses before undernoted items	(438,560)	213,955
COVID-19 relief (note 9)	<u>386,600</u>	<u>309,790</u>
Net excess (deficiency) of revenues over expenses	<u>\$ (51,960)</u>	<u>\$ 523,745</u>

See accompanying notes to financial statements

Swim Ontario

Statement of Changes in Net Assets
For the year ended March 31, 2023

	Invested in capital assets	Restricted internally	Unrestricted	2023 Total	2022 Total
Net assets at beginning of year	\$ 14,470	\$ 396,052	\$ 1,604,134	\$ 2,014,656	\$ 1,490,911
Excess (deficiency) of revenue over expenses	(10,507)	-	(41,453)	(51,960)	523,745
Net assets at end of year	<u>\$ 3,963</u>	<u>\$ 396,052</u>	<u>\$ 1,562,681</u>	<u>\$ 1,962,696</u>	<u>\$ 2,014,656</u>

See accompanying notes to financial statements

Swim Ontario

Statement of Cash Flows

For the year ended March 31, 2023

	2023	2022
Funds derived from (applied to) operating activities		
Excess (deficiency) of revenue over expenses	\$ (51,960)	\$ 523,745
Add (deduct) items which do not involve outlay of cash		
Amortization of equipment and other assets	5,334	7,443
Realized loss on disposal of capital assets	5,774	-
Realized gain on investments	(30,329)	(27,155)
Unrealized loss (gain) on investments	57,569	(15,737)
	(13,612)	488,296
Add (deduct) change in non-working capital accounts		
Accounts receivable	(172,089)	29,726
Prepaid expenses	(22,398)	(2,670)
Accounts payable and accrued liabilities	(536,002)	461,871
Due to Swimming Natation Canada	79,079	220,739
Deferred revenue	(113,802)	4,543
	(778,824)	1,202,505
Funds derived from (applied to) investing activities		
Purchase of equipment and other assets	(600)	(10,685)
Purchase of short-term investments and marketable securities, net	228,997	(58,915)
	228,397	(69,600)
Funds derived from (applied to) financing activities		
Proceeds (repayment) of loan, net of forgiveness	(40,000)	10,000
Increase (decrease) in cash during year	(590,427)	1,142,905
Cash and short-term investments, beginning of the year	3,098,346	1,955,441
Cash and short-term investments, end of the year	\$ 2,507,919	\$ 3,098,346

See accompanying notes to financial statements

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2023

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, high interest savings accounts and guaranteed investment certificates with a maturity date of one year or less. 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, 2023

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, 2023

3. Cash and short-term investments

	2023	2022
Cash in interest bearing accounts and other accounts	\$ 1,366,328	\$ 3,056,494
Restricted cash in Nevada account	56,550	41,852
Guaranteed investment certificate with annual interest rate of 1.50%, maturing April 19, 2023	507,130	-
Guaranteed investment certificate with annual interest rate of 3.85%, maturing June 30, 2023	84,834	-
Guaranteed investment certificate with annual interest rate of 5.05%, maturing November 29, 2023	151,807	-
Guaranteed investment certificate with annual interest rate of 5.20%, maturing March 11, 2024	315,924	-
Guaranteed investment certificate with annual interest rate of 5.20%, maturing March 11, 2024	25,346	-
	<u>\$ 2,507,919</u>	<u>\$ 3,098,346</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

	2023		2022	
	Cost	Accumulated Amortization	Net	Net
Computer equipment	\$ 84,908	\$ 80,945	\$ 3,963	\$ 8,696
Office furniture and equipment	20,518	20,518	-	-
Leasehold improvements	-	-	-	5,774
Trademarks	513	513	-	-
	<u>\$ 105,939</u>	<u>\$ 101,976</u>	<u>\$ 3,963</u>	<u>\$ 14,470</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 \$952,048 (2022 - \$839,620). SNC issues invoices for their registration fees bi-annually in September and March. The amount payable to SNC as at March 31, 2023 is \$906,997 (2022 - \$827,918).

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2023

6. Government grants

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

	2023	2022
Ontario Amateur Sport Fund (OASF)	\$ 144,155	\$ 144,155
Funding to Member Community Sport Clubs	-	37,324
Quest for Gold	109,187	58,500
	<u>\$ 253,342</u>	<u>\$ 239,979</u>

7. 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.

8. Commitments and contingent liabilities

The Organization is committed to two leases for office premises expiring August 31, 2023 and August 31, 2024, and an office equipment lease expiring July 21, 2026. The Organization is committed to minimum annual lease payments over the next 5 years of:

2024	\$ 42,379
2025	15,676
2026	5,196
2027	<u>1,299</u>
	<u>\$ 64,550</u>

9. COVID-19 relief

The organization received funding from several programs including:

	2023	2022
Canada Emergency Wage Subsidy (CEWS)	\$ -	\$ 106,351
Canada Emergency Rent Subsidy (CERS)	-	17,390
Canada Emergency Business Account loan forgiveness	-	10,000
Other Provincial COVID-19 relief	386,600	-
Other Federal COVID-19 relief	-	89,049
Swimming Natation Canada support	-	87,000
	<u>\$ 386,600</u>	<u>\$ 309,790</u>

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2023

10. Financial instruments

a. *Interest rate risk*

The Organization is exposed to interest rate risk with respect to interest earned on its guaranteed investment certificates.

11. Comparative figures

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year earnings.

Swim Ontario

Schedule of Expenses

For the year ended March 31, 2023

	2023	2022
Athletes		
University post-secondary grant	\$ 13,500	\$ 26,000
Athlete assistance	143,686	61,901
Canada Games	79,420	2,500
Quest For Gold athlete assistance	21,000	
Para athlete performance funding	38,032	66,581
	<u>295,638</u>	<u>156,982</u>
Coaches		
Mentor visits	58	11
Education materials	1,700	
NCCP expenses	74,028	48,546
SOCC coaches ops projects	1,302	-
	<u>77,088</u>	<u>48,557</u>
Provincial competition (recovery of)		
Ontario Provincial Championships	339,363	14,325
SAT grants	-	(3,924)
OJI expenses	84,937	34,621
Open Water expenses	18,263	25,029
Provincial meets LOC contract	90,300	18,000
	<u>532,863</u>	<u>88,051</u>
Regional program programming		
Regional approved projects	20,473	12,478
Regional medals and meet materials	14,356	
Regional camp excellence projects	9,062	-
	<u>43,891</u>	<u>12,478</u>
Provincial programming		
CSC-ON-OHPSI	260	10,800
Provincial team projects	185,362	2,322
Provincial training camps	86,875	3,769
National training center operations	10,000	-
Provincial conference weekend	166,904	38,032
Masters development fund	5,139	430
OSA programming costs	13,786	16,596
Program enhancement costs	50,749	16,616
Facility rental	88,935	85,709
	<u>608,010</u>	<u>174,274</u>

Swim Ontario

Schedule of Expenses - continued
For the year ended March 31, 2023

	2023	2022
Clubs		
High performance grant	85,500	37,500
Club visitation program	6,301	-
Club support	412,119	-
Community support	-	119,987
	<u>503,920</u>	<u>157,487</u>
Officials and volunteers		
Education materials	\$ 5,176	\$ 1,124
Officials development projects	53,287	671
Officials mentorship travel	-	1,606
	<u>58,463</u>	<u>3,401</u>
Governance		
Board meetings	4,496	2,948
Miscellaneous projects		
Hall of Fame grant	4,500	-
LOC National Meet Hosting	6,156	44,241
Marketing	32,433	3,277
Strategic planning	37,045	-
	<u>80,134</u>	<u>47,518</u>
Staff expenses		
Administration assistance	15,699	3,600
Salaries and benefits	915,895	835,511
SNC - Academy Centre grant	1,326	84,458
SNC - Prov. Academy Next Gen.	108,301	106,588
Professional development and other	16,217	6,958
	<u>1,057,438</u>	<u>1,037,115</u>
Administration, operations and communications		
Rent and office expenses	295,725	248,631
Communications	24,583	28,454
Complaint, dispute & appeal fees	8,928	8,445
Nevada expenses	11,500	16,348
Swim-A-Thon expenses	2,346	9,480
Online enhancement	10,500	2,740
Amortization of equipment and other assets	5,334	7,443
	<u>358,916</u>	<u>321,541</u>
Total expenses	<u>\$ 3,620,857</u>	<u>\$ 2,050,352</u>