

SWIM ONTARIO 2019-2020 ANNUAL REPORT



PROUDLY PROVIDING 97 YEARS OF SERVICE

SWIM ONTARIO 2019-2020 ANNUAL REPORT CONTENTS

Welcome

Board Reports

President's Report	3
CEO and Operations Report	5
Finance and Audit Committee	15
Policy and Governance Committee	17
Nominations Committee	18

Committees of the CEO Reports

Sport Management Committee	19
Swim Ontario Coaches Committee	22
Swim Ontario Officials Committee	23
Awards Committee	25
Regional Directors Committee	27
Masters Committee	33

Partner Organization Reports

Ontario Aquatic Hall of Fame	36
------------------------------	----

Swim Ontario Award Recipients

37

Association Information

Association Profile	38
Association Directory	38
Board of Directors	39
Board of Directors Summary of Motions	40

Financial Information

Audited Financial Statements March 31, 2020	43
---	----

PRESIDENT'S REPORT

Greetings to our members and stakeholders. Whether attending our virtual AGM or on the deck, we are so happy to be together again – safe and back in the water.

The Year of the Mask

Swimming, like every organization, sport, family and individual, has walked a unique and challenging road over the past year due to the coronavirus. The 2019- 2020 swimming year was set to be one of our best, with a huge amount of effort invested in organization, improvement and excellence and to preparing for the 2020 Trials and the 2020 Olympic and Paralympic Games. Whether athletes were entry level, age-group, a member of a provincial team, para swimmers or masters – they were all impacted by the coronavirus.

The year was virtually split in two – the build and then the re-build. It has been seven months since our well-oiled machine came to an abrupt halt and crashed our expectations and dreams. What did materialize was a coordinated effort that is now riding out the storm and that will, in my opinion, make us stronger in the years and challenges to come. Through this storm it has been the dedication and thoughtfulness of swimmers, coaches, parents, volunteers, Regions and government that has brought us to a very strong re-start and allowed us to welcome our athletes back to a more resilient and supportive environment.

Strategic Plan 2021 – 2028

Approved by the Board this year, the implementation of the 2021-2028 Strategic Plan commenced with a few tactical elements beginning in 2020 – education forums, club manual, risk management tools, website development to name a few. The three performance priorities are:

- Performance Swimming
- Club Support, Engagement and Programming
- Organizational Excellence, Education and Governance

Where there is change, there is opportunity, and Covid 19 provided that. Together we have developed new approaches to training, demonstrated the importance that we place on the safety of our swimmers and staff, established new ways of meeting and communicating and, among other accomplishments, enhanced the collaboration with coaches and clubs. All of this puts us in good stead for the coming years.

In order to move forward effectively, the Board believes that it is prudent for us to review the Strategic Plan - to identify any changes required or opportunities previously not identified. Both Board and staff are committed to this review as soon as programs and competition have been safely established.

A Team Effort

In this special year, I want to congratulate and thank the staff of Swim Ontario for their unfailing effort and support in protecting our sport and its participants and in preparing for the transition back into the water. They never stopped working, helping to mitigate the impact of the shut-down and prepare for

the future. Even as we reduced hours over the summer, to provide relief to our budget challenges, it was not easy to get them to sit back and think of themselves.

The results of the staff efforts, in turn, were dependant on the understanding and cooperation of everyone involved. The response since the outbreak has demonstrated how much our clubs, coaches, officials, Regions, suppliers, partners, municipalities and government were and are there to support us. Special thanks goes to Swimming Canada, the Ontario Ministry of Heritage, Sport, Tourism and Culture Industries, the Canadian Swim Coaches Association, the Canadian Sport Institute of Ontario, our suppliers Nothers Signs & Recognition, Team Aquatic Supplies and ARENA and the federal government – all of whom have worked collaboratively and unfailingly to bring back safe sport.

To the Board

Finally, I would like to thank my fellow board members. I believe that it has been a productive year, if not one where we accomplished all that we had hoped to achieve. Last year members passed ByLaw changes that extended the Board terms to three years. This year four of the seven board members have put their names forward for re-election: David Shemilt, Chris Salvador, Carlos Sayao and myself. I want to thank these members for their contributions and know that they will be there to support swimming, one way or the other, in the future. Special thanks as well to all those external members of Board Committees and working groups.

Hoping to meet you again soon – in person.

Anne Bell
Swim Ontario President



CEO and Operations Report

Pre COVID:

The first line of my 2019 Annual report went like this: *Another fine swimming season is about to close and an even more exciting one is on the horizon.*

Fast forward six months to March 2020 and that horizon was changed to one of disbelief, uncertainty, disappointment and most definitely worry. Notwithstanding the sad news and inconsolable grief by people tragically affected by this virus, we in swimming have much to be proud of over the past year.

I want to express our tremendous gratitude to the front line workers, whether it be in healthcare, the supply chain delivery, the agencies that keep us safe, and the jurisdictions of the various levels of government who keep us informed. Your hard work and tireless, courageous efforts to feed us, care for us and keep us safe, make you true heroes and champions. Thank you!

The first six months of the 2019-2020 season for Swim Ontario and the Ontario swimming community was to carry on with the momentum from a successful 2019 season, developing a connection with stakeholders striving for improvement at all levels to govern, to serve, to continue a sport delivery plan of excellence and high expectations. We were in a good position to see swimming performances, camps, tours, competitions and learning opportunities continue to be a positive and vibrant process.

The months leading into the 2019-2020 swimming season exhibited a refreshed culture for Swim Ontario to include a larger leadership team, a working relationship with not only the Board of Directors and staff but that of the committee structure both Board and Operations. The direction from Anne Bell and the Board, recruiting people for committee work not only with a passion for swimming but an acumen of experience to strengthen the intent to be a best in class provincial sport organization. We initiated a values based leadership platform and a shared responsibility of learning with the Regional committee that reinforced a positive culture and relationship for an effective impact for Ontario swimming.

Swim Ontario subscribes to having strong and respectable relationships with our Sport Partners. Years of mutual respect and support with Swimming Canada; Ministry of Heritage, Sport, Tourism and Culture Industries; Canadian Sport Institute Ontario; Own the Podium; Ontario Para Sport Collective; Canadian Swim Coaches Association and the Coaches Association of Ontario has been a valuable asset as we worked together through many of the challenges of late.

As we are all quite aware, the conditions changed fast and furious March 12, 2020. We are still living and managing through the abrupt change that has dampened all our intentions for an exciting summer of racing in 2020. Fortunately, we were able to see most of our provincial competitive properties and many competitive moments throughout all the Regions take place prior to the shutdown. Unfortunately, the days and months after the realization of what the world is experiencing has challenged everyone.

We were pleased with the completion and acceptance of the 2021-2028 Strategic Plan in January by the Swim Ontario Board of Directors. The new plan to continue the momentum of performance, and top up

areas of club support and organizational excellence with a focussed approach, was learned from months of stakeholder's feedback and grew within the theme of the plan 'Optimizing our potential together'. A plan fueled by Engage—Inspire—Empower.

The 2021-2028 Strategic Plan presents Swim Ontario with an opportunity to further strengthen its **vision** of being a *“world leader in swimming excellence at all levels”*. The **directional goals** will be measured against the **mission**, *“best in class provincial sports organization, that supports performance and participation for life”*, and through education, mentoring, responsible governance and exceptional service Swim Ontario will have a continuing legacy of champions and be recognized as a leader in the delivery of swimming excellence. Progress of the strategy will be measured at all levels with **tactical elements**.

The Strategic Plan is driven by three priorities that form the foundation for success over the next eight years. Each priority overlaps with, and is dependent on, the others; they do not stand alone or act/operate independently. Collectively, they provide a powerful platform for Swim Ontario.

- 1) Performance
- 2) Club Support, Engagement and Programming
- 3) Organizational Excellence, Education and Governance.

The directional goals must be bold yet attainable and realistic. Establishing realistic goals motivates and inspires people. The last 7-years has been very encouraging for the organization. Swim Ontario must build on that momentum and address new areas of development.

Every two years a formal review of the Strategic Plan will be conducted to ensure it is on track and continues to meet the needs of the organization. This is vital as there are many factors that could influence the Plan during its 8-year lifespan. Adjustments and modifications will be made (when/if required). A Review Committee will be established and lead by Swim Ontario's CEO. The Committee will report directly to the Board. Review timelines: Summer 2022, 2024 and 2026.

Communication engagement is a common thread woven through each and all priorities. Swim Ontario is committed to the development and delivery of effective, meaningful and relevant communication with Regions, Clubs, Officials, Coaches, Performance Partners, Swimming Canada, etc. This is imperative. Swim Ontario is a diverse organization made up of varying sizes of clubs, regional and community uniqueness and we continue to develop the proper communication delivery through a combination of website, email, social media or webinars.

Coaches, Officials, Club Boards and Administrators development is a crucial component of each imperative and critical to the success of the provincial sport governing body. Swim Ontario recognizes the instrumental and influential leadership role that each group performs in shaping the development and life skills of young athletes while striving for excellence – both in and out of the pool. Swim Ontario is committed to building long-range plans for professional development, mentorship, education and retention, while providing a positive experience and supportive environment.

COVID:

The last six months of the 2019-2020 season for the Ontario Swimming community like everyone else has walked a unique and challenging road in recent months, due to the coronavirus. We are still very much being pressed to manage these unprecedented circumstances for the foreseeable future, however, there are positive realizations along the way and much to be grateful for.

Hindsight is 20/20 and if we knew then what we know today we may have done some things differently, but I'm confident that we have managed this situation as it pertains to the Swimming Community well.

During the early stages of the pandemic crisis management tool kits and manuals popped on social network feeds, we realized we have checked many of the boxes.

We:

- **Identified risks and continue to invest in expertise** (Legal; Employment; Insurance; Health & Safety), retaining services of professional experts to assist in a fact based and best practices to post on the COVID 19 page on our website. This remains as the main resource to our members and registrants. We went further to provide information and direction on the human side of the equation with our Digital Experience page.
- Continue the process of **analysis** of known and potential risks, potential solutions for recovery and everything in between with our sport partners and the various layers of government.
- Continue **evaluate** the findings, new information and feedback from members and partners.
- Continue to **treat** areas where we can, giving members and registrants' webinars, giving them the tools through real time links and information.
- **Act Now—Anticipate—Discuss with Stakeholders—Obtain advice** all in the effort to *reinforce our commitment to our mission towards a recovery plan/strategy*.

We were fortunate having preceding years of good fiscal development and management, where we were able to continue the daily and monthly operations not missing a beat during the lockdown. The organization was in a strong financial position in the event of some changes or directional challenges, however definitely not for a crisis like this, however the financial health and responsible leadership of previous years maintained stability and confidence throughout the past 6 months. My personal thanks to John Vadeika, former Executive Director of Swim Ontario, for setting the high standard for operations and forethought of preparedness. This allowed a team approach to hold steady and stay the course at a very difficult and challenging time and sets the manner of how we need to work on a recovery strategy.

We took steps to weather the storm of uncertainty, working a budget of 50% reduction in revenue and major cuts to spending including staff taking a salary reduction. We accessed, where possible, the federal support programs in order to function, to continue to protect the interest of the organization and its members as well be in a position to deliver a program to assist swimmers, coaches, volunteers



and clubs when the sport could return and be on a path of recovery. We took the often heard statement of 'we are in this together' to our daily routine.

Communication continues to be the staple to managing the challenges of the impact of the pandemic. Although staff worked from their homes, we met every day by conference and Zoom calls, we stayed connected to our Board of Directors and committees, we connected with our sport partners frequently, daily in some cases, we were connected to every level of government, and where possible volunteered for various working groups and panels all in effort to be informed and to convey the interests and concerns of our sport membership. For our membership, we held webinars, group calls, drew from the experience of our committee people and from others from the sport and business sectors.

We were able to:

- Develop and implement a Return to Swimming plan in partnership with Swimming Canada, our province and its jurisdictions for our clubs and participants to return safely and successfully. Thank you to the coaches, club volunteers for their commitment to develop and carry out plans in the manner required.
- Recognize achievements, milestones and successes with the weekly stories posted on the website, the 275 graduates during our virtual Graduation Ceremony, 265 swimmers who were able to put up respectable performances with our Top 20 in 2020 poster, the Annual Swim Ontario Awards ceremony this year delivered virtually over 4 days to give proper recognition. We continue to grow the Masters Swimming community this season offering the TAS/ARENA Swim Series as well some swag for their accomplishments
- Achieve OHPSI (Ontario High Performance Sport Initiative) Tier 1 recognition and the program support to continue striving for excellence.
- Partner with the Para Sport Collective and Swimming Canada to grow and advance para swimming in Ontario with the hiring of Darda Sales, Ontario Provincial Para Swimming Development Consultant
- Apply and receive valuable grants such as the Ontario Amateur Sport Fund; the Quest for Gold athlete support fund and other funds such as the Trillium Resilient communities' fund. We are prepared to best apply the federal relief support to PSOs (provincial sport organizations) when it becomes available to assist the most adversely affected in our swimming community.
- Develop and implement a Return to Racing Framework for our swimmers, clubs, coaches, officials and volunteers to participate in a safe, responsible and successful manner
- Deliver educational and learning opportunities throughout for our coaches, officials and club leaders with webinars, updated information documents, policies and procedures. We continue to strive to keep our swimming community informed in an environment of a safe, inclusive and diverse manner. We believe we have done well, but we know we all can do better.
- Conduct and report all the swimming business through a virtual Annual General Meeting abiding by all the necessary responsibilities and laws that govern our organization.

Yet to come:

- Recognize the Para swimming community similar to the Top 20 in 2020 poster initiative with the "movers and shakers" of Ontario Para swimming poster.

- Delivering performance development programs identifying swimmers, coaches regionally and provincially through a virtual platform.
- Share in the delivery of the Appropriate Athlete Development and Athlete Development Model with Swimming Canada
- Expanding the Swim Ontario leadership team (BoD, Staff and all committees) in a learning forum in various areas for recovery, for growth and education in areas we need help with 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.
- To help this process, a stakeholder's feedback survey will be presented to you in the next few weeks. Please participate to help all of us to be better and create a best in class swimming experience.
- Seek new revenue sources to top up existing programs or establish new ones.

We believe this: (as sport will be the catalyst to heal from this crisis)

“Sports have the power to change the world. It has the power to inspire, the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sports can create hope, where there was once only despair. It is more powerful than governments in breaking down racial barriers. It laughs in the face of all types of discrimination. Sports is the game of lovers” - Nelson Mandela

There is much for all of us to do, now and the months and perhaps years to come, striving to *optimize our potential... together* under conditions that we never imagined. 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 huge ask, however we are sport people. We have learned to be strong, to be driven, to be resilient and to be resourceful and innovative... because we are swimming people.

Thank you to the swimmers for your patience and perseverance of what you love and do when it was stopped abruptly; the dreams and aspirations put on hold and for the commitment you demonstrated throughout. Well done.

Thank you to the coaches who kept your swimmers engaged, leading and collaborating with your club leaders and facilities to step up, never losing faith in the return to the pool.

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

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

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

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

Thank you to the members who sit on the various committees, whether it be a Board Committee or Operations Committee. Your value added and input continues not only to move the organization forward, you have held this organization whole during these unique times.

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

Stay safe, stay well, and help others to be part of the solution as we fight this pandemic.

See you on the deck,

Dean Boles
Swim Ontario CEO/CTO
and Staff:

Darin Muma - Chief Operations Officer
Heather Dwinnell - Membership and Office Services Coordinator
Nicole Parent - Competition & Officials Development Services Coordinator
Lindsay Taylor - Coaching, Competition & Communication Coordinator
Christy Yaremczuk - Provincial and Performance Programs Coordinator
Stewart McLean - Regional and Provincial Team Program Coordinator
Brian Ward - Complaint, Dispute and Resolution Officer
Karen Wilson - Membership Services & Provincial Team Coordinator
Don Burton - Head Coach Ontario Swimming Academy
Amber Hutchinson - Sport Science Lead/Biomechanist
Olga Ogorodnyk - Volunteer Student Intern



2021 STRATEGIC PLAN 2028 HIGHLIGHTS

OVERVIEW



2021 STRATEGIC PLAN
2028 HIGHLIGHTS

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

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

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

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

PRIORITIES

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

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

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



ENGAGE INSPIRE EMPOWER

DIRECTIONAL GOALS



2021 STRATEGIC PLAN
2028 HIGHLIGHTS

PERFORMANCE SWIMMING

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

CLUB SUPPORT, ENGAGEMENT & PROGRAMMING

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

ORGANIZATIONAL EXCELLENCE, EDUCATION & GOVERNANCE

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

Finance and Audit Committee Report

The Finance & Audit Committee, including Bud Seawright, Tracy Bennett, Darren Richer, Corrine Owen, Jamie Peetsma, Andy Mitchell, and Tym Barker (Chair), brought a wide variety of business, municipal, and accounting expertise, as well as geographic representation from Northeast, Northwest, Central, Western, and Huronia regions. The committee had monthly meetings for the most part, and provided approved financial statements to the Board of Directors on a regular basis.

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, 2020 show total assets of CD \$1,740,306 which is higher than the previous year (\$1,568,439). At this point in time almost all of the assets are current assets. All equipment and capital assets have been fully depreciated, except for the recent leasehold improvements of \$10,394. The organization has a current Operational Reserve of \$1,297,811, of which \$396,052 has been internally restricted by the Board of Directors, and the remaining \$901,759 of unrestricted assets have no internal restrictions.

Total revenues for the 2019-20 fiscal year were \$2,896,003 which is approximately 18% greater than the previous year (\$2,446,810). Total expenses for the 2019-20 fiscal year were \$2,740,004, leaving a surplus of \$155,999 this year. The organization is in good financial position with approximately 78% of revenues coming from registration fees and competition fees, approximately 5% from other revenue generating activities, and approximately 17% from government grants.

The 2020-2021 annual budget was recommended for approval by the Finance & Audit Committee, and approved by the Swim Ontario Board of Directors. The budget went through a number of iterations trying to address the continually changing restrictions caused by the Covid-19 pandemic, including complete shutdowns of pool facilities across Ontario.

The Finance & Audit Committee and senior management decided it was prudent to prepare a budget for a “worst case scenario” where registration and competition revenues could significantly decrease compared to the previous year. Expenses were also reduced to minimize the potential draw on the operational reserves of the corporation - while maintaining staff, and a fully functional office to provide ongoing support to all Swim Ontario clubs. Swim Ontario staff also agreed to voluntarily reduce their salaries by 10% for a certain period of time. I’m sure all Swim Ontario members will join me in thanking staff very much for their contribution.

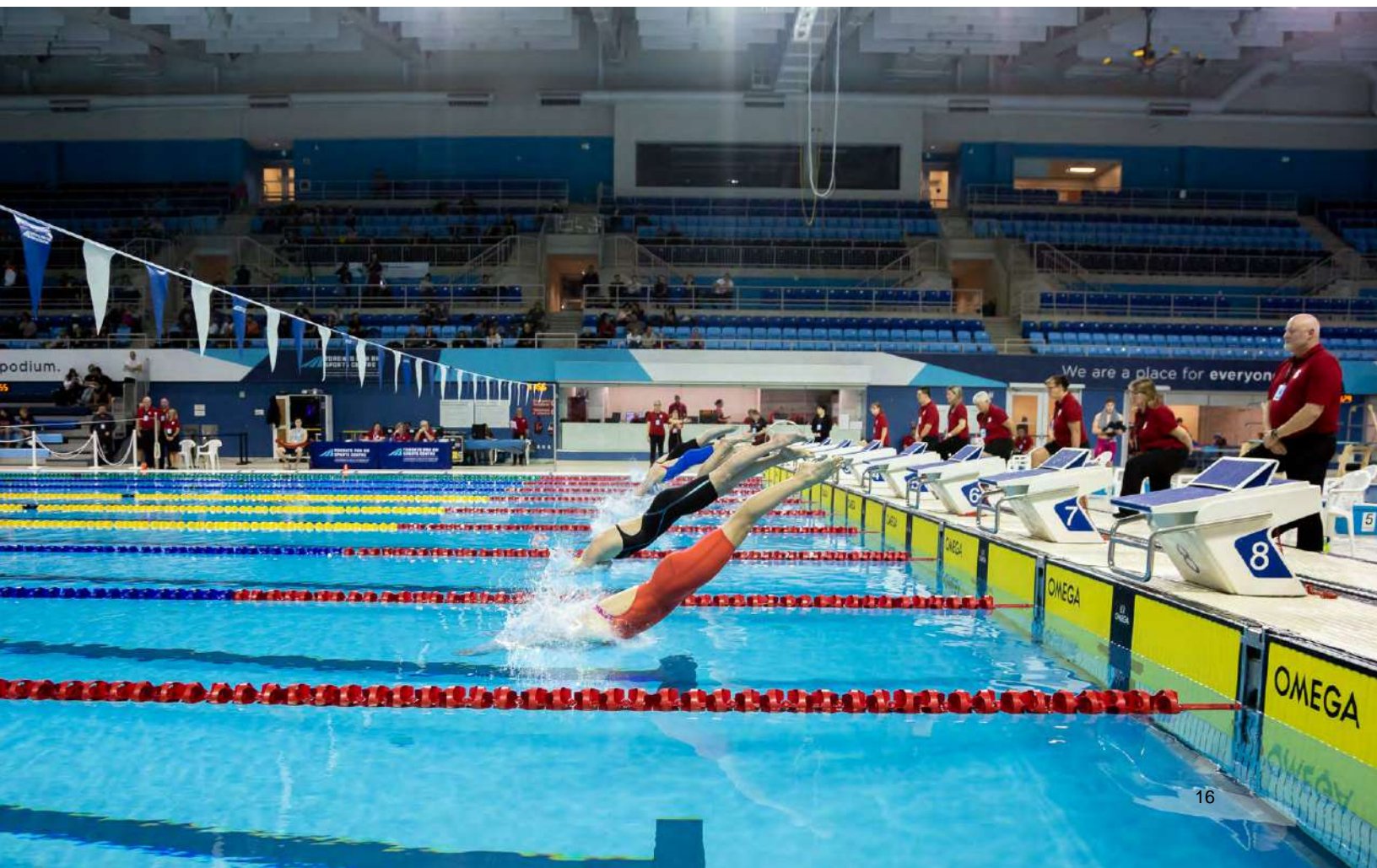
This approach resulted in a budget for 2020-21 where overall total revenues are budgeted at \$1,739,355, which is a reduction of approximately 40% compared to 2019-20. The 2020-21 budget assumes revenues from registration fees and provincial competitions could potentially decrease by up to 50% due to the Covid-19 pandemic. The budget assumes grant revenues similar to last year, but many other revenue expectations were also substantially reduced. Available government Covid-19 stimulus programs were leveraged where ever possible. Total expenses have been reduced approximately 30%

and are budgeted at \$2,016,050. In the proposed “worst case scenario”, this could produce a budgeted deficit of \$276,695, which would be covered by Operational Reserve funds if necessary.

Members should be aware that although the organization is currently in good financial position, the Covid-19 pandemic has put us all into uncharted territory. The Finance & Audit Committee, senior management, and the Board of Directors have made their best attempt to steer the corporation through these trying times, but if the pandemic and associated “lockdowns” were to continue for two or three years, there could be significant operational and financial risks to the corporation. As well, the number of issues and costs related to “Complaints, Discipline, and Appeals” continue to rise, and although the organization has insurance coverage there is always the possibility of significant financial risk.

I would like to thank the members of the 2019-20 Finance and Audit Committee for their time and effort during this past year, and Bud Seawright for covering some office visits due to my travel distance. 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.

Tym Barker
Finance and Audit Committee Chair



Policy and Governance Committee Report

Committee Members

David Shemilt (Chair), Michael Brown, Leslie Carter, Tini Le, Ula Ubani, Carlos Sayao, Darin Muma, Brian Ward.

The Policy and Governance Committee of Swim Ontario is a Standing Committee of the Board. It is responsible for advising the Board in fulfilling its responsibilities relating to strategic planning, governance, governance structure, and governing documents.

In fulfilling its mandate, the Committee performs the following key tasks:

- On an ongoing basis provide expertise to enhance the quality of Board discussion on policy and governance matters, and facilitate effective Board decision-making in these areas;
- Advise the Board on the adequacy and effectiveness of Swim Ontario's key governing documents and framework policies, including strategic purpose and values;
- Recommend to the Board, as required, amendments to its Bylaws;
- Review the policies, governing the role of the CEO to ensure consistency with the governance of Swim Ontario.
- Support the Board and the CEO in their government relations functions, related to governance issues, including liaison with Swimming Canada
- Perform such additional tasks as may be delegated to the Committee by the Board from time to time.

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

- Complaints, Discipline and Appeals Procedure;
- Complaints, Discipline and Appeals Policy
- Swim Ontario Abuse/Maltreatment Policy
- Swim Ontario Harassment Policy
- Swim Ontario Travel Policy
- Swim Ontario Travel Procedure
- Participant Safety Policy
- Swim Ontario Social Media Policy

The Board have identified other products that are in the review stage. Over the next year the Committee will continue the development of additional policy and procedures to improve our governance model, as well as the changes related to current legislative and other requirements in order to enhance the best practices of a modern provincial sport organization.

Respectively,

David Shemilt
Policy and Governance Committee Chair

Nominations Committee Report

Members: Jamie Peetsma (Chair), Leslie Carter, Paul Legault

The Nominations Committee is a standing Committee of the Swim Ontario Board of Directors that is responsible for ensuring that the Board of Directors is composed of persons sufficiently qualified and skilled to provide effective leadership to Swim Ontario.

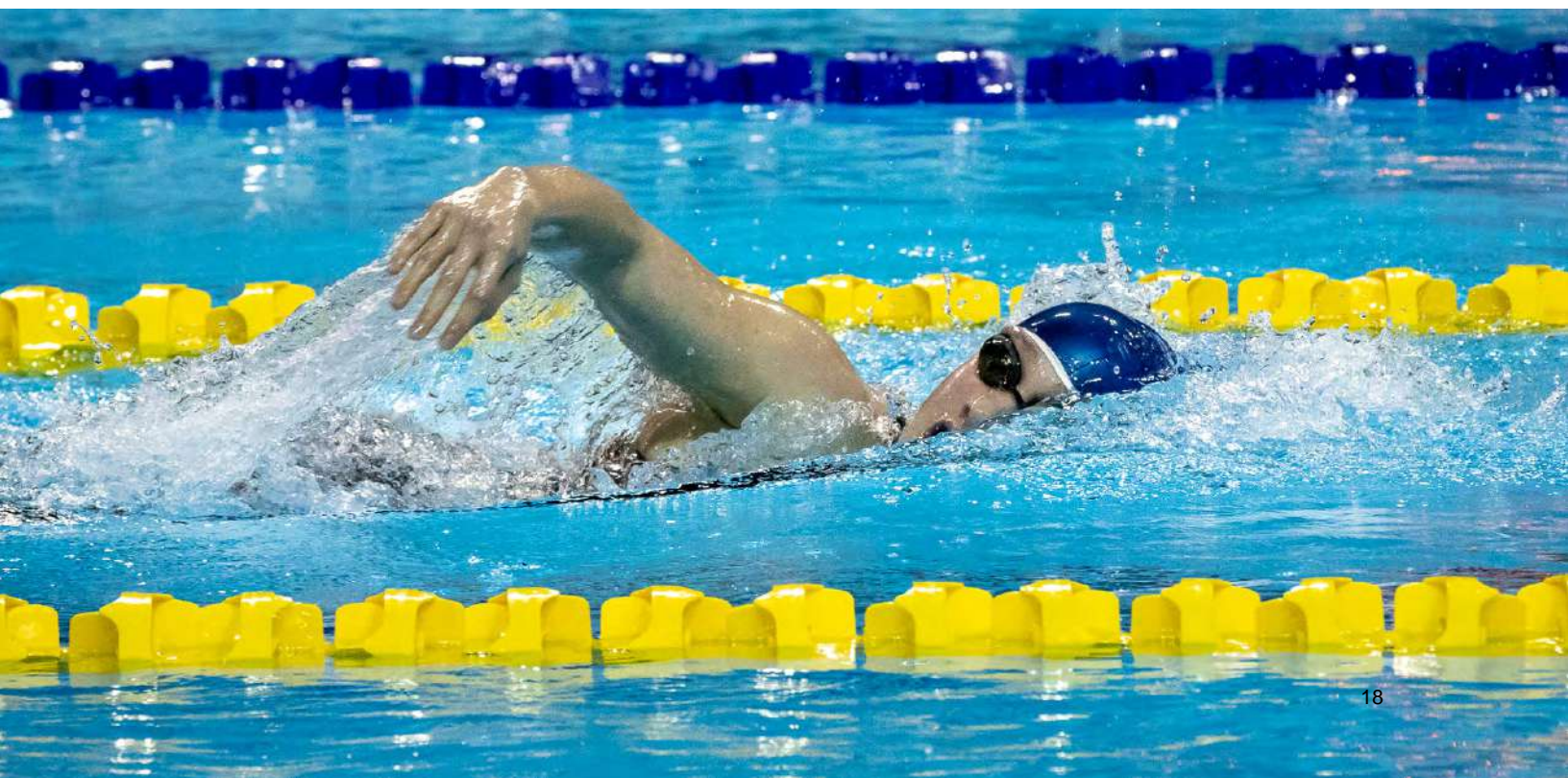
This year's nominations process was the same as last years, continuing with an online application form and an extended applications period, matching the delayed AGM. Each individual who submitted an Application and met the eligibility criteria set out in the Swim Ontario Bylaws was automatically confirmed as a Candidate for Director of the Swim Ontario Board of Directors. Nominations from the floor during the AGM will not be accepted.

The Nominations Committee thanks this year's nine Director Candidates for their commitment to Swim Ontario and extends its deep gratitude to the staff of Swim Ontario for its support over the past few months.

Finally, I would like to personally thank Leslie Carter and Paul Legault for their insight and work as members of the Committee.

Yours in swimming,

Jamie Peetsma
Nominations Committee Chair



Sport Management Committee Report

The Sport Management Committee Members: Chair – Christy Yaremczuk; Swim Ontario Staff – Dean Boles, Don Burton, Stewart McLean; Chela Breckon (SOCC representative), Daryle Martin (SOOC representative); Performance Coaches - Vicki Keith; Kevin Thorburn and Endi Babi; Byron MacDonald.

Swim Ontario would like to thank the Sport Management 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 mission, vision and goals.

Meeting format has been by in person or conference calls. Agenda items have included:

1. Review of 2019-2020 Provincial Competitions
2. Review of 2020-2021 Provincial Competitions
 - SMC had the goal of collecting the following data from 2019-2020 Provincial Competitions with the following to be reviewed and considered for 2020-2021:

OSC & OYJ:

- i. Bonus Swims clause
- ii. Sunday start times
- iii. Event Order both Able & Para
- iv. LC/SC Conversions
- v. Proposed Age Groups 13&U Female; 16&O Female; Female Relays: 14&U & 15&O

Festivals:

- i. Bonus Swims clause
- ii. Flipping sessions
- iii. LC/SC Conversions

Two events impacted the collection of this data:

1. Potential City of Toronto Labour strike:
Leading in to the Winter championship season, there was a possibility of a City of Toronto Labour strike that could have impacted the Ontario Winter Swimming Championships at the Etobicoke Olympium. In order to guarantee a competition, it was decided to run the competition at TPASC with a modified program. As a result a modified program was also run for the Winter Ontario Youth Junior Championships.
2. COVID19 Pandemic
On March 12, 2020, the Premier of Ontario announced a full lockdown of the province due to the COVID19 Pandemic. With the lockdown continuing into the summer, all provincial competitions were cancelled. In August of 2020, the Premier announced that Ontario was moving in to Stage 3 of the pandemic with events of 100 outdoors and 50 indoors being allowed. Swim Ontario began a review of a return to competition. In the process of this initial review, the Premier announced that Ontario had moved in to a “second wave” of the pandemic. Swim Ontario continues to review a return to competition, all within the parameters of the Provincial orders.

3. Status of discussion and support for of Multi-Year Provincial Competition Hosting Locations. Despite the pandemic, TPASC, Etobicoke Olympium, Markham Pan Am Pool and the Windsor Sportsplex have all agreed to keep placeholders held for Provincial competitions in 2021. SMC will continue to consider the review and discuss the viability of these competitions, the format, time standards, event order, etc. all under the parameters of the COVID19 pandemic. Although the host bid process is not able to be confirmed at this time, SMC has approved some process should remain in place.

Through the 2020-2021 Provincial Host Bid Process the following hosts have been confirmed:

2020-2021 Provincial Competition Dates/Locations

- Winter Festival 2021 – February 20-21 – at Markham Pan Am Pool
 - Winter OSC 2021 – March 4-7 at Toronto Pan Am Pool
 - Winter OYJC 2021 – March 11-14 at Markham Pan Am Pool
 - Spring Masters 2021 – March 20-21 at Etobicoke Olympium
 - Summer Festival 2021 Jun 25-27 - TBC
 - Summer OSC 2021 – July 8-11 at TPASC
 - Summer OYJC 2021 – July 8-11 at Markham Pan Am Pool
4. Review and support of the 2020-2021 Senior/Junior APF Funding Process/Administration both Able & Para – Due to the COVID19 Pandemic the APF funding will be at 50% previous season. The recipients to be posted on the Swim Ontario website.
 5. Review and support of the 2020-2021 Club Grant APF Funding Application – Due to the COVID19 Pandemic, the Club Grant program is under review by the SMC for 2020-2021.
 6. Review and support of a new Post-Secondary Scholarship Application Process – SMC approved the 2020-2021 program with a 50% support for 2021 and ongoing review for subsequent years. Application process to be posted on the Swim Ontario website October 31, 2020. SMC also approved consideration of a para post-secondary scholarship.
 7. Review and recommendations of *Ontario QFG Carding Criteria – posted on the Swim Ontario website - *subject to Ministry funding approval. In September of 2020, the Ministry announced it would issue cheques to the 2019 Q4G recipients. The 2020 Quest For Gold has not yet been announced by the Ministry.
 8. Open Water RFP 2020 & beyond – Due to the COVID19 pandemic, the two open water events planned for 2020 were cancelled. SMC will review 2021 under the parameters of the COVID pandemic and provincial orders.
 9. Provincial Tours & Camps – Camps and tours were hosted from September 2019 through to March 2020. Due to the COVID19 Pandemic, all programming planned from March through to current was cancelled. Swim Ontario and SMC are currently reviewing collaboration with Swimming Canada on a Youth ID program that will potentially include virtual opportunities in the fall and early winter of 2020 and potential in person camps in early 2021. All under the COVID19 parameters.
 10. Canada Games 2021 – Swim Ontario staff and SMC were in the process of planning Canada Games ID camps when the COVID19 pandemic hit. SMC had approved modified virtual Canada

Games ID camps from September 2020 through to December 2020 when the Canada Games Committee announced that due to COVID19 pandemic, the Canada Games will be postponed to 2022. Swim Ontario continues to review opportunities in line with Canada Games and within COVID parameters

Respectfully,

Christy Yaremczuk
Sport Management Committee Chair



Swim Ontario Coaches Committee Report

Good intentions are always well meaning, however there are sometimes unintended interruptions that delay those well placed intentions.

This is how I describe this moment in time. One might view it as an inaction of a committee but rather due to circumstances and a sense of urgency took on a different path, one very much of a real time action response. A meeting with Chela Breckon, 2018 SOCC chair, and myself met in December 2019 to map out a direction of the SOCC moving forward, with idea of having clear objectives and contributing to the greater circle of the leadership team for Swim Ontario.

Before that renewed process could be developed to form and put into action with a working committee, COVID hit.

As part of the immediate and urgent matter at hand, another form of coaching representation took place. Not one with Terms of Reference, or representation perspective or even a full scope of agenda items, but rather one for immediate action and response. Immediately in the pandemic shutdown Swim Ontario technical staff, lead by Ontario Swimming Academy coach Don Burton and Regional coordinator, Stu McLean, spent hours every day, week in and week out, in contact with coaches to know how they were doing, to understand what was happening with their club programs and in simple terms lend a listening ear and moral support with intent to serve the coaches the best possible way. From those conversations all staff and our sport partners we were able to post educational links, webinars, group conversations all in an effort to ease the understanding of such areas of employment, insurance and other government communications and give way to assist in the emotional drain all were experiencing. This weaved into Return to Swimming and Return to Racing as a carefully constructed and safe service delivery as you are familiar with today as we manage forward.

We still are very much in that reactive, proactive manner, however now we may see the opportunity to get back to our 2019 intentions and well-meaning actions to bring the Swim Ontario Coaches Committee back on line to align with the other operational committees.

Thank you to the committee prior to COVID for the work and plans laid out, to when we are at an appropriate time to pick up on as we work through a recovery and growth journey for Swim Ontario and the swimming community.

Dean Boles,
Staff committee member of the SOCC

Swim Ontario Officials Committee Report

The Swim Ontario Officials Committee (SOOC) is established to advise the Chief Executive Officer (CEO) of Swim Ontario in areas related to officiating and competitions in Ontario keeping in alignment with the Swimming Canada Officials, Competitions and Rules Committee (OCRC). The SOOC would like to thank the Regional Officials Representatives (ROR) and their support teams for their tireless efforts and support to member clubs in all aspects officials development strategies from education, certification, evaluation and recognition to ensure an optimized competitive environment for swimmers, coaches and officials at all Swim Ontario sanctioned competitions .

2019-2020 SOOC: Trevor Cowan & Nicole Parent (co-chairs) welcome two new members, Erik Apedaile and Ron Riley. They join long time members Paul Corkum (Ontario representative on the OCRC), Daryle Martin (Sport Management Committee representing the SOOC, and member of the OCRC workgroup on Education) & Rob Filion

2019-2020 RORs: YY Wong (Central), Charles Montpetit (Eastern), Mary Jane Smith (Huron), Connie Zwarich (North East), Jim Cumming (North West) and newly appointed ROR for Western Region, Ben Balkwill.

The 2019-2020 season was a unique one for the SOOC-ROR group. It began with the Officials Seminar and Level IV/V workshop on providing meaningful feedback in September, was quiet during the preparation for the 2020 Olympic and Paralympic Trials as many members of the SOOC were heavily involved in the preparations for this event to a very busy bi-monthly meeting schedule from April onwards due to the pandemic providing recommendations to both the Sports Management Committee and the CEO of Swim Ontario regarding the overall Return to Swimming Framework.

In particular, the 2019-2020 season consistent of:

- Protest and Jury of Appeal reference document
- Instructional webinar for Club Officials Administrators in Ontario
- 3 webinar series held in October, February and May for Officials Clinic
- Review of procedural changes necessary due to the Pandemic for the return to swimming
 - Registration of Officials
 - Officials Development Program
 - Action plan for Level 4/5 candidates scheduled for formal evaluations in 2020
 - On-deck evaluations procedures
 - Return to Officiating Survey
 - Return to Racing Framework
 - Best Practices for Officials in the return to racing

The SOOC also provided feedback and input to the CEO regarding enhancement to the registration system for officials and official clinic feedback for Swimming Canada. Swim Ontario continues to educate officials on the certification pathway and has oversight of Level II to V certification. All clinics, deck evaluation and certification requirements are maintained on the registration system.

Respectfully submitted,
Trevor Cowan and Nicole Parent
Chairs SOOC



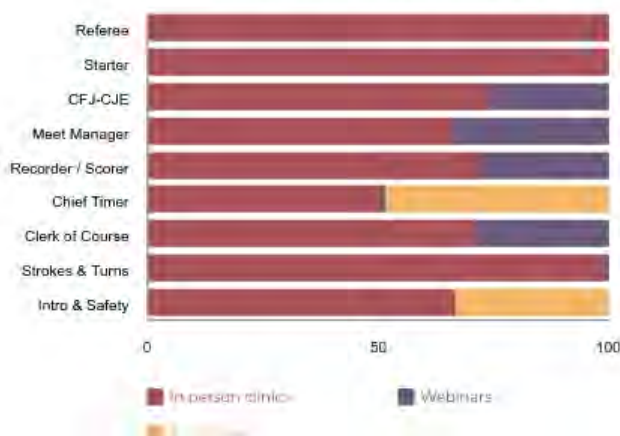
Swim Ontario Officials Committee

2019-20 YEAR IN REVIEW

8250 Registrants

EDUCATION

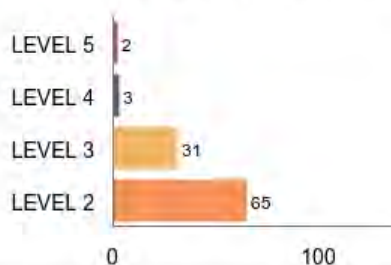
5000 officials attended clinics



1600+ Officials

Certified through clinics, experience at competitions & mentoring from senior officials. 13 level 4/5 formal evaluation were postponed due to the Pandemic

NEW CERTIFICATIONS



Funding & Financial

Support



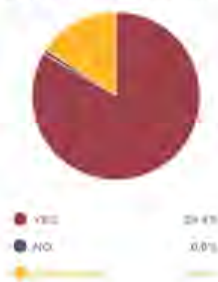
Over 90% of officials registration revenue went directly towards the development of officials with financial support, education and recognition of officials in Ontario

Return to Officiating Survey



Responded to the Survey

Return to Officiating when competitions resume?



Awards Committee Report

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

I would like to thank the Awards Committee members for their ongoing input. All wear multiple “hats” and their input has been very important to linking this committee to other committees and the overall Swim Ontario Strategic Plan.

Meeting format has been by in person or conference calls. Agenda items have included:

- i. Review and updates of Awards, Grants, Bursaries - Criteria, Applications on Swim Ontario website.
- ii. Review and discussion of Coach Awards
- iii. Review and discussion of Officials’ Awards
- iv. Update of Awards Calendar with application deadlines
- v. *Ongoing tapping in to external awards. Due to the COVID Pandemic, these awards have either been postponed to 2021 or celebrated virtually:
 - a. Toronto Sport Hall of Honour - postponed
 - b. Coaches Association of Ontario - virtual
 - c. Swimming Canada Awards
 - a. Big Splash – TBC
 - b. Masters Awards – Congratulations Gael Chaubet University of Toronto Athletics – Swimming Canada Excellence in Coaching 2020
 - c. Tihanyi Bursary – deadline October 15th, 2020
 - d. Ministry Awards – pending
 - e. Municipal Awards
 - f. Varsity Awards
 - g. Masters Awards:
 - a. For 2020 a two new Masters Performance Awards were recommended and approved: Masters Coaching Excellence Award & Masters Long Term Contribution. The recipients were celebrated as part of the 2019-2020 Swim Ontario virtual awards celebration.
- vi. Approval of 2019-20 Awards recipients for Swim Ontario – Due to the COVID19 pandemic, the [Swim Ontario Awards were celebrated virtually](#) from September 21-24, 2020. Thank you to JF Potvin who was the MC of these awards, Lindsay Taylor who worked her magic to create the virtual celebration and Nothers Awards who ensured that all recipients received their physical awards to their doorsteps. The virtual celebration is posted on the Swim Ontario website.
- vii. Approval of the 2019-2020 Dan Taylor TAS Regional Student Athlete Scholarship Recognition:

In June of 2019, long time swimming supporter Dan Taylor passed away. Swim Ontario, Team Aquatic Supplies and Arena collaborated together to propose the renaming of the TAS Student Athlete Scholarship, the Dan Taylor Team Aquatic Supplies Area Regional Student Scholarship. Due to the COVID19 pandemic, the 2019-2020 award was modified with Swim Ontario and TAS providing a total of twelve scholarships valued at \$250.00 each. These scholarships were awarded to the top qualifying male and female high school students from each of the six Swim Ontario regions who combine both swimming excellence and academic achievement.

The Dan Taylor Team Aquatic Supplies Arena Regional Student Athlete Scholarship commemorates Dan Taylor in recognition of his 40 year commitment to the sport of swimming in Ontario. Dan firmly believed that “it takes a region” to raise a swimmer and poured his heart and soul into supporting the North East Region swimming community as a volunteer coach, official, club administrator, Regional Chair and Swim Ontario Board member. Recipients of this scholarship reflect Dan Taylor’s strong belief that the sport of swimming builds good habits, confidence and discipline, makes youth into community leaders and teaches them how to strive for a goal, handle mistakes, and cherish growth opportunities both in the pool and in life.

In 2020, there were 53 TAS Applications. Swim Ontario would like to congratulate all applicants on both their academic and swimming pursuits. The grade point average was 92.5% and the point score average 689. Swim Ontario would also like to thank Team Aquatics Supplies for their ongoing support of this award and recognition of the high school student athletes.

- viii. Coordination for 2020 of Swim Ontario Virtual Awards.
- ix. Hall of Fame – Due to the COVID19 pandemic, the Hall of Fame will be celebrated in a virtual format in 2020
- x. [Graduating Class of 2020](#) – Swim Ontario hosted its first annual virtual celebration of graduating swimmers in 2020. Thank you to Karen Wilson, Lindsay Taylor, Stewart Maclean and JF Potvin for all the work that went in to recognizing the 2020 graduating class!!
- xi. Top 20 in 2020 – Swim Ontario created a poster of the top 20 in 2020 to celebrate the outstanding performances of Ontario athletes, notwithstanding the COVID pandemic. Each athlete was sent a poster, as was the Ontario club they are registered with.
- xii. Review of the Awards Committee Terms of Reference

In November of 2020 there will be a full review of the Awards Committee Terms of Reference, and all awards and terms of reference.

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

Respectfully,

Christy Yaremczuk
Awards Committee Chair

Regional Directors Committee Reports

Swim Ontario is proud of the ongoing relationship with our Regional Partners. Staff would like to commend each Region on the programming that they were able to deliver during the shortened 2019/2020 season and thank them for their contribution and assistance to staff during the Covid-19 pandemic.

Central Region - Submitted by Louise Barton, Regional Chair

It has been a strange season for sure but I know I don't have to tell any of you that. Clubs and coaches have worked hard keeping their athletes and members engaged and encouraged working towards a 'new' season. Thanks to Swim Ontario, our coaches and our clubs for all of the hard dedicated work.

It has also been a difficult year in our region with the loss of two of our formidable coaches, Murray Drudge and Kevin Thorburn. Over the many years of coaching they saw many achievements through their athletes, the coaches they taught and mentored and the parents they taught and educated. So much has already been shared of their lives, I cannot begin to repeat it or do it justice. Words are not enough.

Officials:

As of July 2020 -

Level 5	44
Level 4	26
Level 3	108
Level 2	231
Level 1	3040
Total	3449

We have run 4 CR officials clinics and are well attended in October, January and 2 in February.

Regional Meets:

Central Region held five Regional Meets in the 2019-20 season as follows:

Central Region Meets 2020						
Competition	Dates	Location	Hosts	# of Clubs	Swimmers	Swims
Central Region A Championships	30 Jan - 2 Feb 2020	Olympium	ESWIM	32	1045	4904
Central Region SC B Championships	6-9 Feb 2020	Markham	MAC	35	1365	5770
Central Region SC C Championships	21-23 Feb 2020	Olympium	OAK	30	1190	5725
Central Region LC B Championships	11-14 Jun 2020	Markham	COBRA & WD	Cancelled - COVID-19		
Central Region LC C Championships	19-21 Jun 2020	Olympium	York & NEW	Cancelled - COVID-19		

The meets held were successful and well received. We continue to look for future opportunities that can get our Central Region Competitive swimmers 'racing' and earning 'official times'.

Coaches:

We ran the Learn to Swim Camp in December and March this year. Running the camps at TPASC is a wonderful facility and central for our clubs. We are always looking for better weekends but of course are subject to the facility availability.

Athlete Financial Assistance

Central Region provided a Regional Athlete Performance Funding of \$800 to each of the following:

ESWIM - Caroline Carruthers, Sarah Mao, Justin Konik, Joshua Bird

MAC/OSA - Alexander Axon

SCAR/OSA - Emma Gao, Chiok Sze Yeo

NEW - Maksym Klakov

OAK - Jack Li

TSC - Charlie Skalenda

Eastern Region - Submitted by Rachelle Campbell, Regional Chair

The Eastern Ontario Region had 2 swimmers receive the Dan Taylor Team Aquatic Supplies Regional Scholarship:

Meg Wheeler and Alejandro Giggey - NKB

On December 13-15, 2019 we held the Learn to Train Camp/FUNDamentals camp, in conjunction with the OJI swim meet at the Toronto Pan Am Sports Centre. Several athletes from the region shared accommodations together, traveled together and swam together multiple times with great coaches supporting them. These athletes also attended an OJI finals session giving them a chance to see the skills they focused on in the pool earlier in action!

We would like to thank Martin McKend, Norma Perez, and Simon St-Pierre for organizing a successful camp.

During the same weekend Swim Ontario ran the OJI fundamentals camp. Coaches from all of Ontario run different skills stations and Eastern region had Rachelle Campbell run a fun Dolphin Kick station. Eastern Region provided funding for coaches to attain Safe Sport training. We also implemented Selected Eastern Ontario Athlete Funding (funding support to athletes selected to tour teams/events provincially and nationally; for example, FISU games or Japan Tour Team)

I would like to take this opportunity to thank Heather Page Fairley for her excellent work as Coaches Representative and look forward to working with her again this season!

Huronia Region – submitted by Trevor Cowan, Regional Chair

Huronia Region member clubs have worked diligently and collaboratively to Return to Operation following the shutdown due to Covid 19.

Prior to the shutdown, Huronia Region was able to come together to run a successful Short Course Regional Championships in Owen Sound. Thank you to Owen Sound Aquatic Club for hosting a great weekend. The Regional Committee continues to look at ways to further develop our Regional Championships and hope to continue our partnership with Northeast Region on a Long Course Championships again in the future.

The efforts put forth by the clubs and coaches have allowed our athletes to participate in open water, pool and dryland training to complete the 2019/2020 season. A special thank you to Rob Taylor from Orangeville Otters, who ran a Summer Virtual Dryland Championships for the region. This initiative was a great success.

As the 2020/2021 season began, a number of clubs are back in operation. While there are a number of challenges ahead, it is encouraging to see clubs back in operation with athletes in the water training. We are especially excited to welcome Hanover Swim Club as a new club affiliation for this coming season. We also continue to support our clubs efforts in moving forward in a positive and collaborative way.

Swim Ontario Awards Recognition:

Dan Taylor Team Aquatic Supplies Regional Scholarship Recipients:

Megan Calhoun - Owen Sound Aquatic Club
Evan Aguiar-Winter - Orangeville Otters Swim Club

Elizabeth Collins Ralph Award: Cathy Wackett

Friends of Swimming Award: Trevor Cowan

Finally, Huronia Region would like to thank all of our Athletes, Administrators, Coaches, Board Members and Families for the continued support and dedication to the sport of swimming.

Northeast Region - Submitted by Laurie Krawczuk, Regional Chair

This has been my first year as Regional Director for our region, and I have to say it has been an interesting one. It has been a year of challenges, discoveries, adaptation, but most of all, perseverance. Our region is still doing what it has always been known for, working together and supporting each other. The beginning of our season began with business as usual. Athletes and coaches were training hard and participating in our regional meets. The whole region was able to meet up at NEOR 1 on November 2nd and 3rd at Laurentian University. NEOR 2, NEOR 3 as well as our two TAS Top Fish Meets, which all went great. The Dave Kensit Short Course Memorial Meet offered some great racing. Unfortunately due to COVID 19, our last few meets of the year were cancelled which included NEOR 4, Top Fish 3, Fred Rams B Championships, and the Jeno Tihanyi Regional Long Course Championships.

Training Camps were held for our athletes including our Tour Team, in October, November, and January. Our final camps were cancelled due to COVID-19. We are looking at hosting virtual camps for the foreseeable future which may allow for more participants to gain access to this invaluable information. Congratulations to Dean Henze, our amazing Coaches Representative, on his Ontario Coaching Service Award! I was so pleased to hear of this news, because if anyone is deserving of an award, it's Dean. Dean has been inspiring athletes and coaches for years and has made a real impact on this sport. He is dedicated, motivating and has spent his career helping those who are striving to improve. He has a true gift in bringing out the best in his athletes, by teaching them when they are eager to be taught and supporting them through their journeys. It has been a pleasure working with him and our Region thanks him for all that he does. Thank you Dean! We couldn't do any of this without you!

Congratulations to our incredible Officials Representative, Connie Zwarich, on her Swim Ontario Lifetime Achievement Award! Connie is well respected, knowledgeable and is always there to help our volunteers on their journey to becoming a swim official. She's always there to lend a hand at various meets and she is a true gem. Thank you Connie!

Officials Clinics were offered throughout the season, with many officials working their way through their levels of certification and gaining valuable experience taking clinics, shadowing various positions on deck and getting sign offs and deck evaluations. We appreciate all of our awesome volunteers for helping us run meets and giving our athletes a chance to shine.

I would like to thank everyone at Swim Ontario for their guidance and support through all of the transitions NEOR has faced throughout this year. Your support has been greatly appreciated. NEOR is a very united, supportive community and I am so thankful to be a part of it. Even though we have faced a lot of drastic changes this past year, I have seen clubs getting creative and training virtually, working hard to promote team spirit through social media, hosting virtual banquets, awards and training wherever it was safe and approved to do so. NEOR is a group of dedicated people who are all working towards the same goal, which is not only excellence in sport, but also to foster a love for sport at all levels and to encourage swimming as a sport for life. Thank you Dan Taylor for all you have done to bring this region together. We will continue to make you proud.

Northwest Region - Submitted by Janet Hyslop, Regional Chair

It has been a challenging year for all regions and clubs in Ontario. The Northwest Region was looking forward to athletes competing in 2019/2020 and had set their sights on an Olympic year.

Despite Covid-19 the Northwest Region continued to develop all athletes from the grassroots to the national level. Early season performances placed 6 athletes on track for Olympic Trials and 2 athletes towards Canada Summer Games selection.

Most clubs managed through the spring either providing Dryland programming via Zoom and 2 Clubs were able to return to pool training in August.

Significant changes and adaptations will occur across the region this fall. Modified programs and late starts dates will hopefully allow clubs to continue providing services in this up and coming season. 9 clubs are affiliated in the region including a new club in Atikokan. Thunder Bay Thunderbolts welcome a new head coach, John McLeod.

Coaching development and compliance remains a challenge for small clubs.

The region would also like to acknowledge Matt Taylor of Dryden Dolphins and his coaching contributions and leadership in the region as Head Coach. Matt will step down from his role to focus on family life. Thank you Matt.

Officials Report:

The Northwest region continues to move officials up the ladder and are working hard at maintaining ODP in order to run an effective meet schedule that meets the needs of the region. Jim Cummings remains as Regional Officials representative.

WESTERN REGION - Submitted by Joni Maerten-Sanders, Regional Chair

Western Region started 2019-2020 where we had left off the season before, working on developing more camp opportunities and to continue supporting our swimmers. To do this Ashley Almas joined as a second Coaches rep to help Liz Moskal and myself keep the region progressing. We still did not have a ROR. The 2019-2020 season will always be remembered as the season that started amazing and ended abruptly.

We started the season with a Para Camp that was open to swimmers from all over Ontario. Building off the Regional camp from spring of 2019, the swimmers were able to set goals for the short course season

and continue to discuss the importance of knowing why they swim. The camp allowed swimmers and parents the opportunity to connect with others in the small community of swimming for athletes with an impairment. Coaches were encouraged to attend as it would provide an educational and networking opportunity with other coaches who also work with swimmers with an impairment. The pool session focused on basic stroke mechanics, starts and finishes. The camp was led and organized by Darda Sales. We held two camps in early Jan. Thank you to Guelph Marlins for running the camps again this season. We had 24 swimmers participate in the Learn to Train Camp. The camp focused on goal setting and skill development of all four strokes.

The Fundamentals camp had three stations focused on fr/bk, breaststroke and underwater work. There was also a parent education talk.

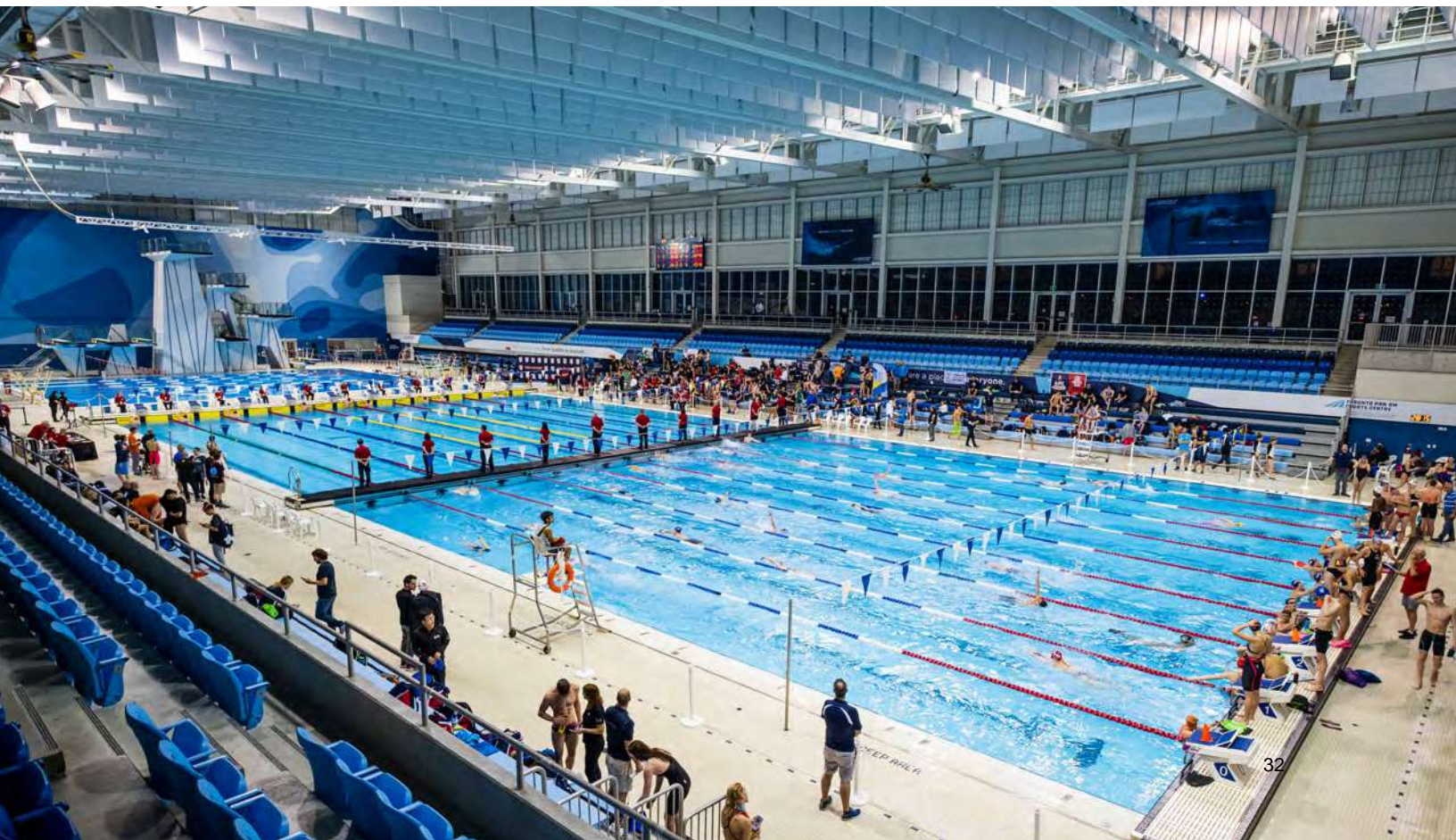
Thank you to everyone who helped with these camps.

REGIONAL MEETS:

Short Course was hosted by Brantford Aquatic Club in late January. The meet had over 800 swimmers, and over 80 swimmers reached a Provincial/Festival/AA or Eastern Time standard at the meet. The swimmers who reached the new standards were presented with an “I Made it @Western Regional” t-shirt. The Long course meet which was to be hosted by Windsor Aquatic Club was cancelled due to COVID, along with all swim meets in the Region.

Our continued thanks go out to all the outstanding officials, volunteers and coaches who made the meet a success.

We had several other initiatives that we worked on like a new Regional meet, and a travel camp, a coach’s education session and getting more teams involved in the Region but these were all cancelled due to COVID.



Masters Committee Report

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 and national structure.
- Support swimming for life.

Membership:

The Swim Ontario Masters Committee consists of masters swimmers and coaches from across the province, representing masters clubs of all sizes.

- | | |
|-------------------------|-----------------------------|
| • Katie Osborne (Chair) | • Dan Thompson |
| • Bud Seawright | • Ron Armstrong |
| • Jack So | • Ken Johnson |
| • Cindy Bertelink | • John McLeod |
| • Andy Ritchie | • Dean Boles (Swim Ontario) |
| • Terri MacDougall | |

Meetings:

Historically, the Committee held meetings approximately 8 times per year. During the 2019-20 season, the Masters Committee held 14 Committee meetings (including a half-day strategic planning session). Additional meetings were necessary to discuss changes to programs and services in light of COVID-19 restrictions. Committee members also participated in smaller working group meetings to address specific issues and initiatives.

Highlights:

The following sections provide highlights of the Swim Ontario Masters Committee's actions, initiatives and achievements in the 2019-2020 season.

Swim Ontario Masters Committee Strategic Planning

In December 2019, the Swim Ontario Masters Committee convened for a half-day strategic planning session. The resulting Swim Ontario Masters Strategic Plan helped the Masters Committee establish priorities and identify where it would focus energy and resources over the next one to three years. The Masters Plan is aligned with the larger Swim Ontario Strategic Plan. Briefly, the Masters Committee will focus on the following key areas:

Membership:	Increase the number of Swim Ontario Masters members and member clubs.
Programs:	Provide Swim Ontario members with a range of high-quality programs and services through the development of an annual integrated program calendar for masters swimmers, including swim meets, challenges, skills clinics, special events and online resources.
Communication:	Communicate effectively and regularly with masters swimmers and clubs through various channels, including a new website, social media and newsletters, and provide increased opportunities for input on masters issues.
Partnerships:	Develop and strengthen collaborative relationships with sponsors, age-group swimming, community and other partner organizations to support, promote and cross-promote events and programs, with a view to improving service delivery, increasing the profile of Swim Ontario, and promoting the benefits of membership.

Governance

- Took steps to ensure that masters clubs that completed their one-year probationary period would have voting privileges at the Fall 2020 AGM (adopted).
- Recommended to the Board that the new club application fee be suspended for the 2020-21 season (adopted).

Registration

- Reviewed the registration and fee structures for masters and recommended that Swim Ontario eliminate the previous “Competitive” and “Non-competitive” registration/fee categories and create a single, blended “Masters” registration/fee category (adopted).
- Achieved a 22 percent increase in the number of swimmers registered with Swim Ontario Masters from 2018-19 to 2019-20, and increased the number of masters clubs registered with Swim Ontario by over 10 percent.
- Continued efforts to increase registration and address the challenges arising from the ongoing divide in the Ontario masters swimming community.

Programs

- In response to feedback from masters swimmers the Committee focused on creating an integrated event calendar with increased opportunities to compete, as well as clinics, challenges and special events.
- Swim Ontario launched the first ever Masters Swim Series in 2019-20, sponsored by Arena/TAS. The Masters Committee would like to extend its thanks to our series sponsors and to meet hosts EOMAC, Whitby Swimming and Wilmot Masters Aquatic Aces.
- The first two meets in the Arena/TAS Swim Series utilized creative and efficient meet models that allowed masters swimmers to share pool space with age group swimmers for competition. The partnerships with age group swimming demonstrated the program efficiency and collaboration opportunities offered by Swim Ontario’s aligned and integrated structure. The meet partnerships

also provided an opportunity to expose age group swimmers to the world of masters swimming, and demonstrated Swim Ontario's commitment to "Swimming for Life."

- The third and final event in the Masters Swim Series demonstrated the importance and value of Swim Ontario's competition and hosting grant for masters.
- Swim Ontario Masters also hosted a 100x100 challenge to keep swimmers engaged and in the pool over the holidays, encouraged masters swimmers and coaches to participate in Swimming Canada's Monthly Challenges, and promoted use of Swim Ontario's digital resources.
- Both the Ontario and National Masters Swimming Championships were cancelled in 2020 due to the COVID-19 pandemic. However, even in the abbreviated season, Swim Ontario masters swimmers continued their record setting ways with a number of provincial and national records falling in the Arena/TAS swim series.
- The Committee reassessed its program offerings and began planning for return to competition with a focus on a phased return that will promote a safe environment for swimmers, coaches and officials. Competition for the 2020-21 season is likely to start with in-house time trials and virtual meets.

Communications and engagement

- Published regular Masters Newsletters and periodic updates.
- Promoted Swim Ontario events that may be of interest to masters swimmers, coaches and administrators.
- Held a #fishoutofwater contest to engage swimmers by having them sharing stories on social media of what new things they were doing to maintain health and wellness during pool closures.
- Developed and planned a Masters Spotlight Webinar Series for the 2020-21 season with a September 20 launch date for the first webinar: *Back to the Pool: Approaches and Key Learnings in This New COVID World*.
- Achieved a significant increase in traffic on social media sites during the 2020-21 season.

Respectfully,

Katie Osborne
Masters Committee Chair



Ontario Aquatic Hall of Fame Report

In September, 2019, the OAHOF inducted Reg Chappell (swimming) and Aaron Peltham (water polo) to the Hall. Ceremony was held on a Friday for the first time in decades as Swim Ontario sought to reenergize the Conference weekend.

Inductions are the culmination of many hours of research and preparation.

Anyone can nominate a candidate for induction at any time. Nomination information and forms are available on both the OAHOF and Swim Ontario web sites. Nominations are received at any time by the OAHOF Board of Directors and each is considered on its own merits. Approved nominations are then scheduled for induction at a mutually accepted date and time.

The OAHOF Board is a body of volunteers comprising 7 members. We are pleased to welcome recent OAHOF Inductee, Jenna Lambert to our midst to join Anne Ottenbrite-Muylaert, Vicki Keith Munro, Lisa Flood Jane Wright, Paul Corkum and myself at the Board table. Lisa also serves as Secretary and helps to keep us organized and up to date. Paul also edits the OAHOF Newsletter and will welcome any submissions for inclusion in future editions.

Swim Ontario Staff, primarily Nicole Parent, Karen Wilson and Heather Dwinnell, provide logistical 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, Swim Ontario and Etobicoke Swim Club make each induction ceremony financially possible.

Etobicoke Swim Club's annual Hall of Fame Meet in October is a welcome start for many to the season. At this time of writing, it remains to be seen whether this event will proceed in 2020.

Nominations for induction are always welcome. Forms are available on the OAHOF and Swim Ontario websites. Further information can be obtained from Lisa Flood at lisaaflood@sympatico.ca or rickhannahuxbridge@gmail.com.

Donations and sponsorship proposals are always welcome.

Rick Hannah
President



2019-2020 SWIM ONTARIO AWARDS RECIPIENTS

Irene & Bob Pirie Award

Swimmers of the Year

Maggie MacNeil - LAC

Javier Acevedo - AAC

Gus Ryder Trophy

Para Swimmers of the Year

Zach Zona – NHAC/CHP-Q

Aly Van Wyck-Smart - VVAC

Masters Awards

Female Performance Excellence – Karis Rasmussen EOMAC

Male Performance Excellence – Ron Armstrong EOMAC

Masters Coach – Doug Vanderby

Masters Long-Term Contribution – Bryan Finlay

Coach of the Year

Coach of the Year – Top Female Performance – Richard Bishop & Andrew Craven

Coach of the Year – Top Performance Male – Andrew Miller & Jack Bauerle

Coach of the Year – Top Para Female Performance – Ryan Jones

Coach of the Year – Top Para Male Performance – Mike Thompson

Dan Taylor TAS Scholarship

Raili Kary – SSAT

Daniel Ortiz – SLSC

Isabel Harri – TBT

Sam Chisolm – TBT

Meg Wheeler NKB

Alejandro Giggey NKB

Lauren Campbell LAC

Colin Campbell GMAC

Meghan Calhoun OSAC

Evan Aguiar-Winter OOSC

Leif Bouwman NYAC

Lea Bredschneider Award

Jonathan Korchuk

Ontario Coaching Service

Dean Henze

Olivier Renaud

Lifetime Achievement Award

Connie Zwarich

Roll of Honour

Mark Armstrong

Rose Bloch-Hansen

Rick Bremner

Angus Cunningham

Alison Gadsby

Kimberly Isaak

Jim Lawrie

Suzanne Paulins

Elizabeth Collins Ralph Trophy

Cathy Wackett

Gord Noddle Award

Darren Richer

Friends of Swimming

Trevor Cowan

Paul Corkum

Club Recognition Award

ESWIM

Most Improved Teams

Winter OYJ

Female Team – MSSAC

Male Team – LAC

Winter Festival

Female Team – NWN

Male Team – WSSC

Winter OSC

Female Team – GMAC

Male Team – COBRA

ASSOCIATION INFORMATION

ASSOCIATION PROFILE

Mission Statement

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

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

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

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

ASSOCIATION DIRECTORY

Head Office

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

Auditor

Aaron Reilly, Reilly Back LLP

Bank

Scotiabank

PARTNERS

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

Staff

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

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

John Vadeika, Chief Operating Officer
(Medical Leave)

Heather Dwinell, 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

Amber Hutchinson, Ontario Swim Academy Sport Science Lead
Email: amber@swimontario.com

Brian Ward, Complaints, Disputes and Appeal Officer
Email: info@swimontario.com

SWIM ONTARIO BOARD OF DIRECTORS 2019-2020

Anne Bell
President

Tym Barker
Finance and Audit Committee/Treasurer

David Shemilt
Policy and Governance Chair

Chris Salvador
Secretary

Carlos Sayao
Vice President

Jamie Peetsma
Nominations Chair

Robert Giggey
Director

SWIM ONTARIO FINANCE AND AUDIT COMMITTEE 2019-2020

TYM BARKER – Chair
Tracy Bennett
Andy Mitchell
Corrine Owen
Jamie Peetsma
Darren Richer
Bud Seawright

SWIM ONTARIO POLICY AND GOVERNANCE COMMITTEE 2019-2020

DAVID SHEMILT – Chair
Mike Brown
Leslie Carter
Tini Li
Carlos Sayao
Ula Urbani

SWIM ONTARIO NOMINATIONS COMMITTEE 2019-2020

JAMIE PEETSMA – Chair
Leslie Carter
Paul Legault

BOARD OF DIRECTORS SUMMARY OF MOTIONS 2019-2020

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
09/14/19	2.1	Approval of Agenda	R. Giggey/C. Sayao	To approve the agenda.	Carried
09/14/19	3.1	President	C. Sayao/C. Salvador	To nominate Anne Bell as President.	Carried
09/14/19	3.2	Vice-President	D. Shemilt/T. Barker	To nominate Carlos Sayao as Vice-President.	Carried
09/14/19	3.3	Treasurer/Finance and Audit Chair	D. Shemilt/C. Sayao	To nominate Tym Barker as Treasurer/Finance and Audit Chair.	Carried
09/14/19	3.4	Policy and Governance Chair	C. Sayao/T. Barker	To nominate D. Shemilt as Policy and Governance Chair.	Carried
09/14/19	3.5	Nominations Committee	D. Shemilt/C. Sayao	To nominate Jamie Peetsma as Nomination Chair.	Carried
09/14/19	3.6	Secretary	T. Barker/D. Shemilt	To nominate Chris Salvador as Secretary.	Carried
09/14/19	3.7	Signing Officers	T. Barker/D. Shemilt	The signing officers of Swim Ontario to be D. Boles, D. Muma, A. Bell, T. Barker, R. Hannah and B. Seawright.	Carried
09/14/19	10.1	Adjournment	D. Shemilt	To adjourn.	Carried
10/04/19	2.1	Approval of Agenda	D. Shemilt/C. Salvador	To approve the agenda.	Carried
10/04/19	3.1	Approval of Consent Agenda	D. Shemilt/C. Sayao	To take off the consent agenda: Approval of September 13, 2019 minutes Approval of September 14, 2019 minutes	Carried
10/04/19	3.2	Approval of minutes	D. Shemilt/C. Sayao	To approve the September 13, 2019 minutes.	Carried
10/04/19	3.3	Approval of minutes	J. Peetsma/C. Salvador	To amend the September 14, 2019 minutes attendance list and change the meeting was called to order by D. Boles not D. Thompson.	Carried
10/04/19	4.4	Policy and Governance	D. Shemilt/C. Sayao	The Policy and Governance Committee to include David Shemilt (Chair), Carlos Sayao, Mike Brown, Leslie Carter, Tini Li and Ula Urbani.	Carried
10/04/19	9.1	Adjournment	D. Shemilt	To adjourn.	Carried
10/19/19	1.1	Electronic Vote-Finance Committee	T. Barker/C. Sayao	The Finance and Audit Committee members for 2019-20 are: Bud Seawright, Tracy Bennett, Darren Richer, Corrine Owen, Andy Mitchell and Jamie Peetsma.	Carried 1 Abstention
11/01/19	2.1	Approval of Agenda	J. Peetsma/T. Barker	To approve the agenda, removing President's Report from Board Reports.	Carried
11/01/19	3.1	Approval of Consent Agenda	C. Salvador/J. Peetsma	To approve the Consent Agenda including October 4 and 19, 2019 minutes. President's Report and Facility Development Report.	Carried
11/01/19	10.1	Adjournment	D. Shemilt	To adjourn.	Carried
12/13/19	2.1	Approval of Agenda	D. Shemilt/J. Peetsma	To approve the agenda.	Carried
12/13/19	3.1	Approval of Consent Agenda	C. Salvador/R. Giggey	To approve the Consent Agenda including approval of November 1, 2019 minutes and President's Report.	Carried
12/13/19	4.2	Abuse/ Maltreatment Policy	D. Shemilt/C. Sayao	To approve the Abuse/Maltreatment Policy.	Carried
12/13/19	4.2	Harassment Policy	D. Shemilt/J. Peetsma	To approve the Harassment Policy.	Carried
12/13/19	4.2	Complaint, Discipline and Appeal Procedure	D. Shemilt/T. Barker	To approve the Complaint, Discipline and Appeal Procedure.	Carried
12/13/19	10.1	Adjournment	R. Giggey	To adjourn.	Carried
01/10/20	2.1	Approval of Agenda	C. Salvador/J. Peetsma	To approve the agenda.	Carried
01/10/20	3.1	Approval of Consent Agenda	C. Sayao/D. Shemilt	To approve the Consent Agenda including approval of December 13, 2019 minutes, President's and Operations Reports.	Carried
01/10/20	6.2	Strategic Plan	C. Sayao/D. Shemilt	To approve the Strategic Plan as presented subject to final comments of the Strategic Planning Committee.	Carried

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
01/10/20	10.1	Adjournment	T. Barker	To adjourn.	Carried
02/07/20	2.1	Approval of Agenda	D. Shemilt/J. Peetsma	To approve the agenda.	Carried
02/07/20	3.1	Approval of Consent Agenda	C. Sayao/D. Shemilt	To approve the Consent Agenda including approval of January 10, 2020 minutes and President's Report.	Carried
02/07/20	10.1	Adjournment	D. Shemilt	To adjourn.	Carried
03/13/20	2.1	Approval of Agenda	D. Shemilt/C. Salvador	To approve the agenda, moving COVID-19 following Approval of Consent Agenda.	Carried
03/13/20	3.1	Approval of Consent Agenda	J. Peetsma/D. Shemilt	To approve the Consent Agenda including approval of February 7, 2020 minutes and President's Report.	Carried
03/13/20	9.1	Adjournment	D. Shemilt	To adjourn the meeting.	Carried
04/17/20	2.1	Approval of Agenda	D. Shemilt/C. Salvador	To approve the agenda as circulated.	Carried
04/17/20	3.1	Approval of Consent Agenda	D. Shemilt/C. Sayao	To approve the Consent Agenda including approval of March 13, 2020 minutes.	Carried
04/17/20	10.1	Adjournment	J. Peetsma	To adjourn.	Carried
05/15/20	2.1	Approval of Agenda	J. Peetsma/R. Giggey	To approve the agenda including deferring budget and AGM planning to the June meeting.	Carried
05/15/20	3.1	Approval of Consent Agenda	R. Giggey/D. Shemilt	To approve the Consent Agenda including approval of April 17, 2020 minutes.	Carried
05/15/20	4.3	Travel Policy	D. Shemilt/C. Salvador	To approve Travel Policy with amendment to Responsibility Chart.	Carried
05/15/20	10.1	Adjournment	C. Salvador	To adjourn.	Carried
06/19/20	2.1	Approval of Agenda	R. Giggey/D. Shemilt	To approve the agenda with addition of Other Business – Black Lives Matter.	Carried
06/19/20	3.1	Approval of Consent Agenda	D. Shemilt/C. Salvador	To approve the Consent Agenda including approval of May 15, 2020 minutes and President's Report.	Carried
06/19/20	4.2	Budget	D. Shemilt/T. Barker	To approve budget as presented Version 16.	Carried
06/19/20	4.4	Nominations Committee	J. Peetsma/C. Sayao	That Leslie Carter and Paul Legault be named as members of Nominations Committee.	Carried
06/19/20	10.1	Adjournment	D. Shemilt	To adjourn.	Carried
07/17/20	2.1	Approval of Agenda	R. Giggey/D. Shemilt	To approve the agenda including Executive Session with Dean at conclusion of meeting.	Carried
07/17/20	3.1	Approval of Consent Agenda	J. Peetsma/D. Shemilt	To approve the Consent Agenda including approval of June 19, 2020 edited minutes and President's Report.	Carried
07/17/20	4.3	Approval of Procedures	C. Sayao/D. Shemilt	To adopt changes to Swim Ontario Procedures as outlined in P&G Report with one small correction that only New Masters Club Affiliation is accepted anytime.	Carried
07/17/20	4.3	Return to Play Policy	C. Sayao/D. Shemilt	To approve the Return to Play policy as presented.	Carried
07/17/20	4.3	Membership-Clubs Policy	C. Sayao/D. Shemilt	To adopt the updated Membership-Clubs Policy as presented.	Carried
07/17/20	4.3	Social Media Policy	C. Sayao/D. Shemilt	To approve the updated Social Media Policy as presented.	Carried
07/17/20	6.1	Adjournment	D. Shemilt	To adjourn the meeting.	Carried
07/21/20	1.1	COVID-19	D. Shemilt/C. Sayao	<p>To retract the Motion: In light of COVID-19 effects on our sport and the various stages of reopening within the province, Swim Ontario would like to clarify the 2020-21 Club Affiliation process..</p> <ol style="list-style-type: none"> 1. For clubs planning for a September, October or November Return To Swimming (RTS): <ol style="list-style-type: none"> a. Please complete the Club Affiliation form and submit it to Swim Ontario ASAP 	Carried

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
				<ul style="list-style-type: none"> b. Please submit your Fall RTS Program Plan to the RTS Committee 2. For clubs anticipating or planning for a December or later Return (RTS): <ul style="list-style-type: none"> a. Please contact Swim Ontario directly so we can discuss your individual situation and possible needs. 	
07/21/20	2.1	Cash Reserves	T. Barker	To retract the Motion: To grant authority to reduce Swim Ontario's net worth by \$100k, allowing staff to draw down on restricted cash reserves. If additional money is required a request will be brought to Finance Committee and Board.	Carried
07/21/20	3.1	Investments	T. Barker	To retract the Motion: When an investment should come up for renewal it will be renewed in a short term investment.	Carried
07/21/20	4.1	Finance Controls procedure	T. Barker/D. Shemilt	To approve the Finance Controls procedure as presented.	Carried
08/21/20	2.1	Approval of Agenda	J. Peetsma/R. Giggey	To approve the agenda as circulated.	Carried
08/21/20	3.1	Approval of Consent Agenda	C. Salvador/R. Giggey	To approve the Consent Agenda including approval of July 17, 2020 minutes and President's Report.	Carried
08/21/20	10.1	Adjournment	J. Peetsma	To adjourn.	Carried
09/18/20	2.1	Approval of Agenda	C. Salvador/R. Giggey	To approve the agenda as circulated.	Carried
09/18/20	3.1	Approval of Consent Agenda	C. Sayao/D. Shemilt	To approve the Consent Agenda including approval of August 21, 2020 minutes and President's Report.	Carried
09/18/20	5.2	Audit	T. Barker/J. Peetsma	To approve the March 31, 2020 Audit as presented.	Carried
09/18/20	11.1	Adjournment	D. Shemilt	To adjourn the meeting.	Carried
10/16/20	2.1	Approval of Agenda	C. Salvador/R. Giggey	To approve the agenda as circulated.	Carried
10/16/20	3.1	Approval of Consent Agenda	J. Peetsma/R. Giggey	To approve the Consent Agenda including approval of July 21, 2020, September 18, 2020 minutes and President's Report.	Carried
10/16/20	4.2	Operational Reserve Procedure	T. Barker/J. Peetsma	To approve the updated Operational Reserve Procedure as presented.	Carried
10/16/20	10.1	Adjournment	J. Peetsma/R. Giggey	To adjourn the meeting.	Carried

Financial Statements

Swim Ontario

For the year ended March 31, 2020

Table of Contents

	Page
Independent Auditor's Report	1 - 2
Statement of Financial Position	3
Statement of Operations	4
Statement of Changes in Net Assets	5
Statement of Cash Flows	6
Notes to Financial Statements	7 - 11
Schedule of Expenses	12 - 13

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, 2020 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, 2020 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, 2020, current assets and net assets as at March 31, 2020. The previous auditor's opinion on the financial statements for the year ended March 31, 2019 was modified accordingly because of the possible effects of this limitation of scope.

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
September 29, 2020



Swim Ontario**Statement of Financial Position
As at March 31, 2020**

	2020	2019
Assets		
Current assets		
Cash and short-term investments (note 3)	\$ 1,366,785	\$ 1,149,217
Accounts receivable	26,047	69,593
Prepaid expenses	50,188	49,557
Marketable securities, at market value	286,892	300,072
	1,729,912	1,568,439
Other assets		
Equipment and other capital assets (note 4)	10,394	-
	<u>\$ 1,740,306</u>	<u>\$ 1,568,439</u>
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 37,235	\$ 56,825
Due to Swimming Natation Canada (note 5)	394,866	359,408
	432,101	416,233
Net assets		
Restricted internally (note 6)	396,052	386,052
Invested in capital assets (note 4)	10,394	-
Unrestricted net assets	901,759	766,154
	1,308,205	1,152,206
	<u>\$ 1,740,306</u>	<u>\$ 1,568,439</u>

Commitments and contingent liabilities (note 8)
Subsequent event (note 11)

See accompanying notes to financial statements

Approved by the Board:

 Director
 Director

Swim Ontario

Statement of Operations

For the year ended March 31, 2020

	2020	2019
Revenue		
Registration fees and assessments	\$ 1,438,813	\$ 1,155,394
Government grant - OASF	144,155	144,155
Other grants	353,613	328,238
Provincial competition	663,131	440,966
Provincial programming	148,580	199,421
Conference fees	44,178	36,479
Nevada income	28,954	27,777
Fundraising and sponsorships	29,784	46,943
Education materials	6,629	11,191
Dividend income	3,533	3,905
Interest income	18,690	19,415
Gain (loss) on investments - unrealized	(18,839)	5,518
Miscellaneous	34,782	27,408
	<u>2,896,003</u>	<u>2,446,810</u>
Expenses (see schedule)		
Athletes	141,268	151,054
Coaches	91,933	80,837
Provincial competition	379,374	260,126
Regional program deliveries	69,556	105,346
Provincial programming	496,425	454,796
Clubs	54,478	45,823
Officials and volunteers	33,003	57,193
Governance	24,873	18,821
Miscellaneous projects	34,842	3,451
Staff expenses	1,051,092	898,439
Administration, operations and communications	363,160	323,188
	<u>2,740,004</u>	<u>2,399,074</u>
Excess of revenue over expenses	<u>\$ 155,999</u>	<u>\$ 47,736</u>

See accompanying notes to financial statements

Swim Ontario

Statement of Changes in Net Assets For the year ended March 31, 2020

	Invested in capital assets	Restricted internally	Unrestricted	2020 Total	2019 Total
Net assets at beginning of year	\$ -	\$ 386,052	\$ 766,154	\$ 1,152,206	\$ 1,104,470
Excess of revenue over expenses	(1,155)	-	157,154	155,999	47,736
Internally imposed restrictions (net)	-	10,000	(10,000)	-	-
Invested in equipment	11,549		(11,549)	-	-
Net assets at end of year	<u>\$ 10,394</u>	<u>\$ 396,052</u>	<u>\$ 901,759</u>	<u>\$ 1,308,205</u>	<u>\$ 1,152,206</u>

See accompanying notes to financial statements

Swim Ontario

Statement of Cash Flows

For the year ended March 31, 2020

	2020	2019
Funds derived from (applied to) operating activities		
Excess of revenue over expenses	\$ 155,999	\$ 47,736
Add (deduct) items which do not involve outlay of cash		
Amortization of equipment and other assets	1,155	-
Unrealized loss (gain) on investments	18,839	(5,518)
	175,993	42,218
Add (deduct) change in non-working capital accounts		
Accounts receivable	43,546	(59,016)
Prepaid expenses	(631)	(15,021)
Accounts payable and accrued liabilities	(19,590)	(33,157)
Due to Swimming Natation Canada	35,458	3,093
	234,776	(61,883)
Funds derived from (applied to) investing activities		
Purchase of equipment and other assets	(17,208)	(294,554)
Increase (decrease) in cash during year	217,568	(356,437)
Cash and short-term investments at beginning of year	1,149,217	1,505,654
Cash and short-term investments at end of year	<u>\$ 1,366,785</u>	<u>\$ 1,149,217</u>

See accompanying notes to financial statements

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2020

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 include bank balances, high interest savings accounts, and guaranteed investment certificates with a maturity date within 90 days of year end.

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, 2020

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.

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2020

2. Summary of significant accounting policies - continued

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.

3. Cash and short-term investments

	2020	2019
Cash in interest bearing accounts and other accounts	\$ 1,334,584	\$ 1,103,286
Cash in Nevada account	32,201	45,931
	<u>\$ 1,366,785</u>	<u>\$ 1,149,217</u>

4. Equipment and other capital assets

	2020		2019	
	Cost	Accumulated Amortization	Net	Net
Computer equipment	\$ 68,907	\$ 68,907	\$ -	\$ -
Office furniture and equipment	20,518	20,518	-	-
Leasehold improvements	21,846	11,452	10,394	-
Trademarks	513	513	-	-
	<u>\$ 111,784</u>	<u>\$ 101,390</u>	<u>\$ 10,394</u>	<u>\$ -</u>

5. Swimming Natation Canada fees

Swim Ontario acts as agent in collecting registration fees on behalf of Swimming Natation Canada (SNC) and the registration fees collected in 2020 were \$897,829 compared to \$892,999 for 2019. SNC issues invoices for their registration fees annually in September and March.

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2020

6. Restrictions on net assets

The Board of Directors has internally restricted \$396,052 (2019 - \$386,052) of unrestricted net assets to be held for the following purposes:

	2020	2019
Canada Games Reserve Fund	\$ 84,093	\$ 74,093
Relocation Reserve Fund	50,000	50,000
High Performance Reserve Fund	100,000	100,000
Long-term investment Reserve Fund	108,000	108,000
Move Us Forward Project	3,959	3,959
Special Projects Reserve Fund	50,000	50,000
	<u>\$ 396,052</u>	<u>\$ 386,052</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 a lease for office premises expiring August 31, 2023, the Organization is committed to minimum annual lease payments over the next 5 years of:

2021	\$ 27,239
2022	27,720
2023	28,394
2024	<u>12,031</u>
	<u>\$ 95,384</u>

9. Comparative figures

Certain comparative figures have been reclassified to conform to the financial statement presentation adopted in the current year.

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2020

10. Financial instruments

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

11. Subsequent event

Subsequent to March 31, 2020, the spread of the COVID-19 virus throughout the world has adversely affected the global economy and the sport of swimming. Government intervention to reduce the spread of the pandemic resulted in restrictions on individuals regardless of activity. This restriction limited the ability of Swim Ontario and associated swimming clubs to conduct their regular activities such as holding swim meets and competitions, and thus has had a significant effect on the sport of swimming. A majority of swimming pools remain closed as of the date of issue of this audit report, and management has taken action to reduce expenses and has leveraged available government COVID-19 stimulus programs to offset the financial impacts of the pandemic. Management is of the opinion that it has sufficient liquidity and operating reserve to continue operations for the foreseeable future until swimming resumes. Management does not know when the sport of swimming will resume, however continued decline in community transmission of COVID-19 would indicate a potential resumption of activities within the next fiscal year.

Swim Ontario

Schedule of Expenses

For the year ended March 31, 2020

	2020	2019
Athletes		
University post-secondary grant	\$ -	\$ 16,000
Athlete assistance	134,651	131,805
Canada Games	117	-
Para athlete performance funding	6,500	-
Paralympics	-	3,249
	<u>141,268</u>	<u>151,054</u>
Coaches		
Mentor visits	1,799	1,725
NCCP expenses	81,000	72,096
SOCC coaches ops projects	9,134	7,016
	<u>91,933</u>	<u>80,837</u>
Provincial competition		
Ontario Provincial Championships	234,375	23,137
AA - Provincials meet summer	-	34,420
OJI expenses	79,546	64,612
Provincial meets LOC contract	56,250	-
Meet materials	9,203	137,957
	<u>379,374</u>	<u>260,126</u>
Regional program programming		
Coaches education	30	2,665
Regional approved projects	56,696	75,950
Regional camp excellence projects	12,830	26,731
	<u>69,556</u>	<u>105,346</u>
Provincial programming		
CSC-ON-OHPSI	167,110	146,819
Provincial team projects	86,022	87,116
Provincial training camps	126,012	112,949
National Training Centre operations	40,000	40,000
Provincial conference weekend	70,462	43,019
Masters development fund	6,819	24,893
	<u>496,425</u>	<u>454,796</u>
Clubs		
High performance grant	51,000	45,334
Club visit program	3,478	489
	<u>54,478</u>	<u>45,823</u>

Swim Ontario

Schedule of Expenses - continued
For the year ended March 31, 2020

	2020	2019
Officials and volunteers		
Education materials	\$ 9,568	\$ 12,491
Officials development projects	22,186	43,447
PARA classifiers training	839	251
RAG - Officials training	410	-
SNC AGM	-	1,004
	<u>33,003</u>	<u>57,193</u>
Governance		
Board meetings	19,860	18,821
SO Board Professional Development	5,013	-
	<u>24,873</u>	<u>18,821</u>
Miscellaneous projects		
Hall of Fame grant	1,500	1,500
LOC National Meet Hosting	7,148	-
Marketing	2,229	1,951
Strategic planning	23,965	-
	<u>34,842</u>	<u>3,451</u>
Staff expenses		
Administration assistance	3,486	17,542
Salaries and benefits	864,418	684,445
SNC - Academy Centre grant	65,616	84,179
SNC - Prov. Academy Next Gen.	103,376	103,240
Professional development and other	14,196	9,033
	<u>1,051,092</u>	<u>898,439</u>
Administration, operations and communications		
Rent and office expenses	251,768	233,900
Communications	34,073	22,054
Complaint, dispute & appeal fees	11,956	-
Nevada expenses	10,229	16,556
Swim-A-Thon expenses	16,966	19,412
Move Us Forward project	-	31,266
Online enhancement	37,013	-
Amortization of equipment and other assets	1,155	-
	<u>363,160</u>	<u>323,188</u>
Total expenses	<u>\$ 2,740,004</u>	<u>\$ 2,399,074</u>