



SWIM ONTARIO 2018-2019 ANNUAL REPORT



PROUDLY PROVIDING 96 YEARS OF SERVICE

SWIM ONTARIO 2018-2019 ANNUAL REPORT CONTENTS

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BOARD REPORTS

PRESIDENT'S REPORT

Moving Forward Together for Success

Aristotle said that, "The whole is greater than the sum of its parts."

We are better connected working together balancing the high-performance goals and objectives of Swim Ontario with the development goals of our member clubs. Our key learning from the Move Us Forward report was that the board has to be able to balance the organizations high performance needs with those needs of our member clubs to develop world leading age group development programs. As we listen to management this key learning has remained top of mind with the board over this past year.

Special Thanks to our Staff

We are fortunate to have a great staff at Swim Ontario and on behalf of the board and our member clubs I'd like to thank them for their continued passion and commitment to the organization. We were fortunate to have Dean Boles rejoin Swim Ontario on January 1, 2019 as our CEO/CTO. His energy, expertise and passion has already been felt by the organization. With any new leader we, as an organization, need to give him time to understand the environment, present his vision for Swim Ontario and get to know the people. Thankfully, Dean grew up in the Swim Ontario system and understands better than anyone the "DNA" of the organization. Finally, we send our very best thoughts to John Vadeika and his family and hope his recovery is going well.

Special Thanks to our Regions

The Swim Ontario board is thankful for the dedication of our six regions and their continued leadership. We had a good discussion with the regional leaders at our May Face to Face board meeting and we are working towards finding ways through the new Strategic Plan to increase dialogue and input from these very important stakeholders. This is a critical part of balancing our high-performance needs and those of our member clubs right across the province.

As a board we would like to recognize the tremendous contribution of Dan Taylor who passed away recently and send the organization's condolences to his family; we all lost a great friend in Dan. He firmly believed that "it takes a region" to raise a child and poured his heart and soul into supporting the Northeast Region swimming community as a volunteer coach, official, club administrator, Regional Chair and Swim Ontario Board member. To recognize Dan, Swim Ontario has renamed the Regional Scholarship program the Dan Taylor Team Aquatic Supplies Regional Student Athlete Scholarship. Recipients of this scholarship will reflect Dan's strong belief that the sport of swimming builds good habits, confidence and discipline, making youth into community leaders and teaching them how to strive for their goals, handle mistakes, and cherish growth opportunities both in the pool and in life. Dan will be remembered for being passionate, positive and being a mentor to many.

Swim Ontario is the Heart of Canadian Swimming

Certainly, since the 2016 Olympics and Paralympics in Rio, Swim Ontario has been the heart of Canadian Swimming. Our athletes continue to lead international performances, motivating the Canadian swimming community from coast to coast.

In 2019, we continued to grow our strong family of 140 clubs, with over 20,000 swimmers; competitive and non-competitive, from grassroots swimmers to Olympians to our ever-growing Masters swimming community. We continue to have so much to be proud of, but we cannot become complacent. We instead need to drive harder; working together to create systems and programs at all levels of the organization that will perpetuate and grow a long-term legacy for success.

We continue to listen and implement changes based on the Move Us Forward Report

The 2018-2019 Swim Ontario Board continued to listen and act. While many of the changes from the Move Us Forward project will be weaved into the 2021-2028 Strategic Plan, we have worked with management to move many of the strategic recommendations forward already. The following are examples of that progress:

Performance Leadership

- Hired Dean Boles January 1, 2019 as our CEO/CTO
- Approved the spending to increase resources assigned to performance leadership

Organization Capacity

- Led the initiation of the 2021-2028 Strategic Plan process
- Approved the 2019 budget (Revenue/Expense plan) that helped facilitate investment in staff resources with short term focus on communication investments (new website, etc.)
- Supported the development of tools and resources for small and medium clubs

Governance

- Ensured that the Board governs and directs the organization, not just approve plans (board owns and plans its agendas)
- Discussed board succession planning and extending Directors terms
- Developed board performance evaluations
- Discussed plans for ongoing board/member engagement

Our Values Swimmers First

One of the greatest things about our sport is the people it attracts. Their incredible passion and their willingness to give back and help others who aspire to be the very best they can be. We must hold those values close and always treat everyone with respect; even though we may disagree from time to time, we must always focus on what is best for our swimmers.

Our New 2021-2028 Strategic Plan

The development of the new Strategic Plan is well underway and needs to be approved by the Board early in 2020. I'm proud to have chaired the Board directed Strategic Planning Committee and want to thank out Facilitator Wendy Kane, and committee members Dean Boles, Tym Barker, Daryle Martin, Jennifer Button, Sheilagh Croxon, John Grootveld, Bud Seawright, Peter Jurenovskis, David Shemilt and Carlos Sayao for agreeing to serve on this committee. We are working through Swim Ontario's Vision, Mission and Values, and identifying the key imperatives and setting goals, objectives and outcomes, including High Performance, Club Development, Service Delivery and Organizational Structure. Strategic Plans in today's sport environment need to be a living breathing document and we should expect a mid-term refresh and constant tweaking along the way. An update will be presented at the AGM with board oversight and the committee will work with Swim Ontario stakeholders to test the assumptions and generate input over the fall. This is an exciting time for Swim Ontario and we want to make sure, as was highlighted in the Move Us Forward report, that it has stakeholder input and is communicated properly with strong, clear outcomes.

A Final Thank You

Finally, I'd like to extend special thanks to our outgoing director Paul Legault who has spent over 16 years on the Swim Ontario Board of Directors and has attended every AGM except one in the last 16 years. Paul has always been there for Swim Ontario, always putting the interest of our swimmers first, and we thank him for his service. Paul has served as President of the Perth Stingrays, Eastern Regional Director, Swim Ontario Director at Large, Swim Ontario Vice President, Chair of the Finance Committee, Chair of the Nominating Committees and Chair of Sport Management Committee.

Dan Thompson
Swim Ontario Board of Directors President

CEO AND OPERATIONS REPORT

Another fine swimming season is about to close and an even more exciting one is on the horizon.

The 2018-2019 season for Swim Ontario and Ontario Swimming could be viewed no differently than the ones before, however below the surface much of what no one sees, how the organization continues to govern, to service, progress with many of its deliverables and in some cases the progression, is slow but steady. Above the surface, Ontario Swimming is attended to well in regards to Swimming Performance, Camps, Tours, Competition and Learning Opportunities.

Most evident are the sustained swimming performances of Ontario swimmers and coaches consistently progressing, improving and contributing to Canadian Swimming and on the international stage. This summer, seven national teams represented Canada around the world with 49 Ontario Swimmers, their coaches, and officials are a part of the momentum that has been developed through the current Strategic Plan, focussed towards Tokyo 2020. Congratulations to all!

Make no mistake - these current moments of success are not by chance, but by design. The design from the Swim Ontario organization to support the various pathways and partnerships towards performance. The continued focus to challenge coaches, clubs and swimmers to be a part of the delivery through

camps, tours and funding support programs and be aligned with the principles and goals of the performance partners such as Swimming Canada, Own the Podium, Ministry of Tourism, Culture and Sport, Canadian Sport Institute Ontario and the legacy of the Toronto Pan Am Games. Growth is still very much a part of the organization from grassroots through to age group development to senior performance all the way to Masters to complete the full continuum of swimming and all the wonderful attributes that is experienced.

Growth does not come without challenge. Although we have added facilities to the GTA through the Pan Am legacy, we still find the potential of our sport delivery stifled due a lack of facilities; upgraded or new. The collaborative manner in which we work together to exercise for flexible, nimble and creative means and solutions is critical as swimming performance continues to progress. With such comes additional costs and challenges to support the solutions and the realities of the conditions, whether it be financial or human time impact of travel, hosting and service. This collaboration needs to continue for successful championship deliveries for the future. Thank you for all who keep an open mind, work collaboratively, contribute, support and participate in the competitive swimming business.

It is a privilege to be back in Canada working for and with Swim Ontario, an organization with a rich tradition of performance, strong leadership and commitment to the sport, its members and the valued partnerships throughout. I am fortunate to be surrounded by a great staff who lead and serve for the best interest of the organization and its members, as well as professionally minded and values shared working relationship with the current Board of Directors and Committees.

The latter part of the 2018 season leading into the 2019 was one of review of which initiated some key actions currently in process:

- The Board of Directors and Staff to focus on Governance, Performance Leadership and Organization Capacity.
- Expanding the staff roster and re-directing roles and responsibilities to help balance and improve work load efficiency to meet the demand of the growing organization.
- Investing in a new website platform, modernize and improve office function, efficient delivery of information to the membership.
- Engage Regions, Clubs, Coaches, Officials and partners to assist in information, education and service delivery. Provide opportunities of growth for learning and positive experience.
- To be current with the evolving sport environment, legislation, compliance in order to respond and act accordingly to the challenges and risks that face the organization and its members.
- Develop and deliver tools and resources for club success and sustainability.
- Commence and develop the process for the next Strategic Plan.

The activity of 2019 has been all of this and more.

- We are developing a leadership team approach with Board and Staff with clear roles and responsibilities utilizing the input from the various committees with emphasis of Regional engagement.
- We will have a new website platform launched by the end of the year with improved means communication, resourcefulness and celebration of achievements and milestones.
- We continue and expand the working relationships with our sport partners and are very excited to be able to share and develop, together with clubs, the Club Manual and the all pertinent

policies and procedures specifically to that of Safe Sport, Rowan's Law and more to come to meet today's sport environment and necessary alignment and compliance requirements. The first of many steps is the 2019 Conference and follow-up meetings in each of the Regions.

- The 2021-2028 Strategic Planning process is months in, guided by the Committee with a snapshot of direction now with the intent a finished document in January of 2020 for implementation for 2021.

There is much to be a part of as we strive to *optimize our potential... together*. Promoting and sharing values based culture, strategies, goals and objectives to continue the pursuit of excellence in the performance arena, the growth, sustainability and successful club businesses, supporting programs with focus on the well-being of all who participate in the sport of competitive swimming here in Ontario and Canada.

Thank you to the Swim Ontario Board of Directors for their time and commitment to the organization, a special acknowledgement of appreciation to Dan Thompson and Paul Legault who have each in their own way given much to the organization and have left positive imprints for others to carry on. Although no longer on the Board, we are never too far from a helping hand when asked as we welcome the new 2019-2020 Board of Directors.

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 to move the organization forward.

A huge thank you to the Swim Ontario staff for their above and beyond call to serve and to lead the organization and its members each and every day, protecting and upholding the core values and providing quality care to best accomplish what we have in the past and strive to be better moving forward.

There are times where we will need to be reminded what it means or why it is important to do the right thing. Fortunately, we have a reminder and example in the actions of a man who gave 40 years of himself to the sport of swimming in Ontario. Dan Taylor emulates that 10 times over. Dan will be missed but not forgotten. We will embrace "WWDTD"; what would Dan Taylor do?

On behalf of Swim Ontario, and Ontario Swimming as a whole, thank you to all who make it happen every day, every swim meet, and every new achievement. The individuals collectively making a positive impact as we all strive to inspire those who aspire to be the best they can be.

I continue to look forward to being a part of this organization and great sport, to roll up my sleeves alongside those doing the same.

See you on the deck,

Dean
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
Alex Vragovic - Summer Student
Amber Hutchinson - Sport Science Lead (Maternity Leave)
Short Term Placements:
Carolyn Taylor - Biomechanist
Ryan Jones - Associate Coach, Para Ontario Swimming Academy

FINANCE AND AUDIT COMMITTEE

The Finance & Audit Committee, including Bud Seawright, Dan Taylor, Tracy Bennett, Darren Richer, Corrine Owen, Paul Legault, and Tym Barker (Chair), brought a wide variety of business and accounting expertise, as well as geographic representation from Northeast, Northwest, Central, Western, and Eastern regions. The committee had monthly meetings and provided approved financial statements to the Board of Directors on a regular basis.

The Finance & Audit Committee dealt with a number of items this year, including:

- Improved monthly financial statements, including revised line items and grouping of income and expense accounts to allow better analysis of the organization, and to provide as much transparency as possible.
- Implemented process for the committee to cross reference monthly balance sheet to month-end bank/investment statement balances to ensure proper oversight.
- Reviewed the need for a line of credit while the organization is in a strong financial position. The committee decided not to pursue a line of credit at this time.
- Reviewed day-to-day financial controls and authorization procedures with Heather Dwinnell. In my opinion the internal day-to-day financial controls are transparent and being followed very thoroughly.
- Discussed the need to increase the required Operational Reserve due to the substantially increasing annual revenues and expenses of the organization. Final decision on the recommended amount was deferred until later in the fiscal year.
- Committee Chair spent time with the CEO/CTO and COO to review in detail the 2019-2020 annual budget and rationale.

This year Swim Ontario again retained the services of James A. Gibbs, CPA, to perform the annual audit. The audited financial statements for the year ending 31 March, 2019 show total assets of CD \$1,568,439 which is slightly higher than the previous year (\$1,550,767). At this point in time all of the assets are current assets. All equipment, leasehold improvements, and other capital assets have been fully depreciated and have current book value of \$0. The organization has a current Operational Reserve of \$1,152,206, of which \$386,052 has been internally restricted by the Board of Directors, and the remaining \$766,154 of unrestricted assets have no internal restrictions.

Total revenues for the 2018-19 fiscal year were \$2,446,810 which is approximately 12% greater than last year (\$2,177,106). Total expenses for the 2018-19 fiscal year were \$2,399,074, leaving a surplus of \$47,736 this year. The organization is in good financial position with approximately 73% of revenues coming from registration fees and competition fees, approximately 7% from other revenue generating activities, and less than 20% from government grants. Due to the retirement of the current auditor, a new auditor will be required for 2020. The Finance & Audit Committee recommends the firm Reilly Back LLP be retained for the 2020 annual audit. Kristine Back from the firm Reilly Back LLP has performed the field work for the current auditor the past several years and is well versed in the Swim Ontario account.

A substantial re-engineering of next year's annual budget (2019-2020) was performed during February and March 2019 as a result of the Move Us Forward recommendations and direction from the Swim Ontario Board of Directors, and the vision of the new CEO/CTO. I would like to thank Dean Boles and Darin Muma for all of their hard work and many revisions that resulted in a well thought out budget to support the vision of the organization moving forward.

Significant increases to both revenues and expenses were required to accomplish the key performance indicators outlined in the Move Us Forward project. These included the addition of a CEO/CTO position, additional staff to meet increasing workloads, improved communications to members, increased service delivery to member clubs, and increased support to Officials' and Club development.

The 2019-2020 annual budget was recommended for approval by the Finance & Audit Committee, and the Swim Ontario Board of Directors approved the budget prior to the end of the fiscal year (March 31, 2019). Annual revenues for 2019-2020 are budgeted at \$2,771,550, with the increases coming primarily from increased registration fees and an increase in Gold Bonus fees. Note that Swim Ontario's competitive swimmer registration fees had only increased approximately 15% over the previous 10 years. The 2019-2020 budgeted revenues assume small decreases in both the OSAF and OHPSI grants next year. Total expenses are budgeted at \$2,869,400, leaving a budgeted deficit of \$97,850, which will be covered by reserve funds if necessary. This deficit amount would be zero (breakeven) if the increased Gold Bonus fees were collected for an entire fiscal year.

Members should be aware that although the organization is in good financial position, the demands on both finances and staff resources will continue to increase in order to support the growing number of "Complaints, Discipline, and Appeals" issues. The financial risks relating to complaints have not been too onerous this year, but the number of issues and costs continue to rise, and although the organization has insurance coverage there is always the possibility of significant financial risk.

I would like to thank the members of the 2018-19 Finance and Audit Committee for their time and effort during this past year, especially Bud Seawright for covering 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
Swim Ontario Finance and Audit Committee Chair

PROGRAM POLICY COMMITTEE

Members 2019

Anne Bell (Chair), Mike Brown, Carlos Sayao, David Shemilt and John Gerrard.

It is the role of the Program Policy Committee to:

- a) provide expertise that enhances the quality of Board of Directors discussion on policy
- b) consider the adequacy and effectiveness of key policy and governing documents
- c) facilitate effective governance practices

Staff are key contributors to the Committee's work in recognizing opportunities for improvements; often resulting from changes in laws and/or the identification of new or evolving risks.

In 2019 the Committee began the process to address the recommendations for improvements to governance from the Move Us Forward report of 2018.

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

- Recommendations to the membership on changes to the Swim Ontario Bylaws that reflect the current organization structure and that clarify the role of the CEO and president;
- The development and implementation of a Board Performance Evaluation Tool;
- Complaints, Discipline and Appeals Policy;
- Coach's Registration Policy;
- Role of the CEO Policy;
- Role of the President Policy;
- Board Duties and Responsibilities Policy;
- Board Orientation Package

Many other products are in the review stage. Over the next year the Committee will continue the development of additional policy and processes to improve our governance model, as well as the changes coming forward related to Safe Sport and club development. It will be another busy year.

Respectfully,

Anne Bell
Swim Ontario Program Policy Committee Chair

NOMINATIONS COMMITTEE

Members: Carlos Sayao (Chair), Jennifer Button, Tracy Bennett

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 the process instituted last year, but with a few enhancements such as an online application form and an extended applications period (we all know how

busy the summer months can be!). 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.

In addition to its recruiting role, this year the Committee was tasked with drafting a new Board policy concerning the Determination of Eligible Director Candidates, in light of the outcomes of the Move Us Forward report and the policy was adopted by the Board in August 2019. It does not substantially change the nominations process, but provides additional clarity and detail in respect of a few key overarching principles to guide Director recruitment.

The Nominations Committee thanks this year's seven Director Candidates for their commitment to Swim Ontario, and also 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 Jen Button and Tracy Bennett for their excellent work as members of the Committee.

Yours very truly,

Carlos Sayao
Swim Ontario Nominations Committee Chair

COMMITTEES OF THE CEO REPORTS

SPORT MANAGEMENT COMMITTEE

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 to other committees and the overall Swim Ontario mission, vision and goals. The Sport Management Committee members are Paul Legault (Chair), Dean Boles, Christy Yaremczuk, Stewart McLean, Chela Breckon, Daryle Martin, Don Burton, Vicki Keith, Kevin Thorburn, and Byron MacDonald.

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

1. Review of 2018-2019 Provincial Competitions (2018-2019 Provincial Competition Summary Table Attached)
2. Review of 2019-2020 Provincial Competitions
Data was collected from 2018-2019 Provincial Competitions with the following to be reviewed and considered for 2019-2020:

OSC

- 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

- i. Introduce a 13& Under age category for Females
- ii. Time Standard: CJC 2018 +1.5% (as per other age groups)
- iii. Recommend that we have 5 age groups for standards and 4 age groups for finals & scoring
- iv. Recommend Relay Age change

Age Groups	Female	Male
QTs	13&U, 14, 15, 16, 17&O	14&U, 15, 16, 17, 18&O
Finals	13&U, 14, 15, 16&O	14&U, 15, 16, 17&O
Relays	14&U, 15&O	15&U, 16&O

Festivals:

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

Based on this review and recommendations, the 2019-2020 Provincial Competition Summary Table and Time Standards for OSC will be finalized following the 2019 Swim Ontario Conference & AGM

3. Discussion and support for of Multi-Year Provincial Competition Hosting Locations.
After discussion and support from the SMC to move to multi-year facility event agreements for Provincial Competitions, Swim Ontario met with facility supervisors at TPASC, Etobicoke Olympium, Markham Pan Am Pool and Windsor Sportsplex to discuss multi-year event agreements. A strategy was put in place with TPASC being the facility to host Summer OSC to 2024 and the remainder of the facilities to host in an alternating fashion, the Winter OSC, Winter and Summer OYJ with Summer and Winter Festivals remaining as open facility bids. There will continue to be a host bid process each year for each of the provincial competitions.

Through the 2019-2020 Provincial Host Bid Process the following hosts have been confirmed:

- **Winter Ontario Festival Championships** – February 22-23, 2020
HOST: WINDSOR AQUATIC CLUB; FACILITY: Windsor International Aquatic & Training Centre
- **Winter Ontario Youth Junior Championships** – March 5-8, 2020
HOST: RICHMOND HILL AQUATIC CLUB; FACILITY: Markham Pan Am Pool
- **Winter Ontario Swimming Championships** – March 5-8, 2020
HOST: ETOBICOKE SWIM CLUB; FACILITY: Etobicoke Olympium
- **Ontario Masters Provincials** – April 24-26, 2020
HOST: TBC – Facility Etobicoke Olympium
- **Summer Ontario Festival Championships** – June 19-21, 2020
HOST: LONDON AQUATIC CLUB; FACILITY: London Canada Games Pool
- **Summer Ontario Youth Junior Championships** – July 2-5, 2020
HOST: MARKHAM AQUATIC CLUB; FACILITY: Markham Pan Am Pool
- **Summer Ontario Swimming Championships** – July 2-5, 2020
HOST: CENTRAL REGION

4. Review and support of the 2019-2020 Senior/Junior APF Funding Process/Administration both Able & Para – posted on the Swim Ontario website
5. Review and support of the 2019-2020 Club Grant APF Funding Application Process/Administration – posted on the Swim Ontario website
6. Review and support of a new Post-Secondary Scholarship Application Process – posted on the Swim Ontario website
7. Review and recommendations of *Ontario QFG Carding Criteria – posted on the Swim Ontario website - *subject to Ministry funding approval
8. Open Water RFP 2020 & Beyond – in process
9. Provincial Tours & Camps (see the attached chart for 2018-2019 and *2019-2020 – subject to Ministry funding approval)
10. Review of Provincial Record Application Process
11. First look at Canada Games

Respectfully,

Paul Legault
Sport Management Committee Chair



2018-2019 Provincial Competition Details

Name	Ontario Festival Champs (Winter) (FEST)	Ontario Youth-Junior Champs (Spring) (OYJ) (Formerly Spring AA Championships)	Ontario Swimming Champs (Spring) (OSC) (Formerly Spring Provincial Championships)	Ontario Masters Swimming Champs (OMSC)	Ontario Festival Champs (Summer) (FEST)	Ontario Youth-Junior Champs (Summer) (OYJ) (Formerly Summer AA Championships)	Ontario Swimming Champs (Summer) (OSC) (Formerly Summer Provincial Championships)
Dates	Feb. 16-17, 2019	Mar. 7-10, 2019 First weekend of March Break	Feb. 28-Mar. 3, 2019	April 26-28, 2019	June 14-16, 2019	June 27-30, 2019 Same weekend as OSC	June 27-30, 2019
Location	Etobicoke	Markham	Etobicoke	Etobicoke	Markham	Brantford	TPASC
Days	2 days	4	4	3	3	4	4
Course	SC	LC	LC	SC	LC	LC	LC
Format	Timed Finals	Heats / Finals	Heats / Finals	Timed Finals	Timed Finals	Heats / Finals	Heats / Finals
Age Groups	10&U, 11, 12, 13	13&U, 14, 15, 16&O	14&U, 15, 16, 17&O, PARA	Masters	10&U, 11, 12, 13	13&U, 14, 15, 16&O	14&U, 15, 16, 17&O, PARA
Relay Age Groups	11&U 12-13	max 2 per club 14&U 15&O 16&O 800 F.R. - OPEN	max 2 per club 15&U 16&O 800 F.R. - OPEN	Masters	11&U 12-13	max 2 per club 14&U 15&O 16&O 800 F.R. - OPEN	max 2 per club 15&U 16&O 800 F.R. - OPEN
Qualifying	1 FEST QT	1 OYJ QT	1 OSC QT	No qualifying	1 FEST QT	1 OYJ QT	1 OSC QT
Meet		4 or more OSC QTs				4 or more OSC QTs	
De-Qualifying							
Qualifying Standards	Festivals Standards (same as last season)	Youth-Juniors Standards (same as AA from last season) Separate standards for 17&Over	Swimming Canada CJC/CSC Standards +1.5%		Festivals Standards (same as last season)	Youth-Juniors Standards (same as AA from last season) Separate standards for 17&Over	Swimming Canada CJC/CSC Standards +1.5%
Targeted numbers	800 - 900	600 – 750	550 - 675	300	800 - 900	600 – 750	550 - 675
Max events	6	8	8	6	7	8	8
Bonus Events	1 QT = 3 Bonus 2 QTs = 2 Bonus 3 QTs = 1 Bonus 4 or more QTs = No Bonus	1 QT = 2 Bonus 2 or more QTs = 1 Bonus without exceeding maximum No Bonus 400 Free/IM, 800 and 1500Free	1 QT = 2 Bonus* 2 or more QTs = 1 Bonus without exceeding max* * All bonus swimmers must make the B QT No Bonus 400 Free/IM, 800 and 1500Free		1 QT = 3 Bonus 2 QTs = 2 Bonus 3 QTs = 1 Bonus 4 or more QTs = No Bonus	1 QT = 2 Bonus 2 or more QTs = 1 Bonus without exceeding maximum No Bonus 400 Free/IM, 800 and 1500Free	1 QT = 2 Bonus* 2 or more QTs = 1 Bonus without exceeding max* * All bonus swimmers must make the B QT No Bonus 400 Free/IM, 800 and 1500Free

Swim Ontario Provincial HP Development Program 2018-2020: Dates for 2018-19		
Date	Description	Notes
Sept 28-29	Youth Camp 1 Male TPASC	YOB 2003-2005 – Olympic Event top 4 National AG Ranking Selection from LCM 2018 Swimming Canada Selection
Oct 6-12	Youth Olympic Games TPASC	
Oct 12-13	Youth Camp 1 Female <i>Swim Like a Girl Camp</i>	YOB 2004-2006 Olympic Event top 4 National AG Ranking Selection from LCM
October 26-27	Open Water Camp TPASC	YOB 2003: By Invitation based off April/July Performance Windows
Nov 8-9	Para Outlier in-reach Camp TPASC	Team Ontario based off selection standards
Dec 14-16	OJI at TPASC	Japan and GB/Scotland confirmed to attend
Dec 15	OJI Fundamentals Clinic	Open Registration
Dec 16	OJI Masters Clinic	Open Registration
Jan 10-13 (TBC)	TYR Pro Series Knoxville	Absolute Based on OnTrack Rank and World Rank LCM 2018
Feb 7 - Feb 8	Para Outlier in-reach Camp	Team Ontario based off selection standards
Feb 15-24	Provincial Jr. Team /OSA Away Camp (24-32)	Based on absolute OnTrack and % of OnTrack LCM 2018
Feb 23-24	SO Festival Champs	Etobicoke
March 1-4	SO Provincial Champs	Etobicoke
March 7-10	SO OYJ Champs	Markham
March 8-9	Youth Camp 2 M (same swimmers as # 1)	YOB 2003-2005 – Olympic Event top 4 National AG Ranking Selection from LCM
March 15-16	Youth Camp #2 F (same swimmers as # 1)	YOB 2004-2006 - Multi Event Selection from LCM 2018
April 11-14	Speedo Eastern Champs	Quebec City (U Laval)
May 3-6	Open Water Train/Race Camp Miami	YOB 2003: By Invitation based off April/July Performance Windows
May 9-13	Para Train /Race Camp	Team Ontario based off selection standards
May 17-19	M & F Combined Youth Team Camp at OSA	M: YOB 2003-2005 & F: YOB 2004-2006 SO will likely add swimmers based on results from Provincials
June 6-9	TYR Pro Series Santa Clara	Absolute Based on OnTrack Rank and World Rank LCM 2017
June 21-23	SO Festival Champs	Markham
June 27-30	SO OSC Champs	TPASC
June 27-30	SO OYJ Champs	Brantford
July 3	SO Open Water Championships	Professors Lake
July 25-29	RBC Canadian Jr. swimming Champs	Repsol Centre – Calgary
August 8-11	RBC Canadian Swimming Champs	Pan Am Pool – Winnipeg

Swim Ontario Provincial Events Calendar - 2019-2020 – Updated July 9, 2019		
Date	Description & Location	Notes
Sept 27-29	Male Prospects Camp – at TPASC	13-15 YR OLDS, 20 athletes % of 15 year old On Track Times Olympic Events, selection off Summer 2019 performances Registration Fee - \$150 Powered by OSA
Oct 4-6	Female Prospects Camp – at TPASC	12-14 YR OLDS, 20 athletes % of 15 year old On Track Times Olympic Events, selection off Summer 2019 performances Registration Fee - \$150 Power by OSA
October 25-27	Race Camp TBC – at TPASC	8 Females: 15-17; 8 Males 16-18 1% of 15 year old On Track 3 – 100 & 200 events Selection off Summer 2019 performances Registration Fee - \$150 Powered by OSA
Nov 4-10	Pan Canadian Open Water & Distance Camp – at Barbados	Selection off Summer 2019 performances Registration Fee – TBD Powered by OSA
Nov 7-8	Swim Ontario Para Camp – Location TBC	Selection off Summer 2019 performances Registration Fee - \$150 Powered by OSA
Dec 6-8	Speedo Can Am Swimming Open – Location TBC	Swimming Canada Selection
Dec 13-15	OJI at TPASC	Japan confirmed to attend
Dec 16-23	Swim Ontario International Tour – at Japan	14&O; 6 athletes regardless of gender Top 50 carded in Ontario; SNC carding list; World Rankings SEPT 2019 Registration Fee - TBD
Jan 9-12	TYR Pro Series Meet – at Knoxville	14&O; 12 athletes regardless of gender Top 50 carded in Ontario; SNC carding list Registration Fee - TBD
Jan 31-Feb 1	Swim Ontario Youth Camp (Combined) – Location TBC	16 Females: 12-14; 16 Males: 13-15 + 4 alternates 3-5% of On Track Times; selection off Summer 2019 performances Registration Fee - \$150 Powered by OSA
Feb 6-8	Swim Ontario Para Camp – Location TBC	TBC Powered by OSA
Feb 22-23	Winter Ontario Festival – at Windsor	Ontario Festival Championships Standards
March 5-8	Winter Ontario Swimming Championships – at Etobicoke	Ontario Swimming Championships Standards
March 5-8	Winter Ontario Youth Junior Championships – at Markham	Ontario Youth Junior Championships Standards
March 16-20	Futures Camp – at TPASC	20 Females: 12-14; 20 Males; 13-15 By Application Registration Fee – TBD Powered by TPASC & Swim Ontario
14		

Swim Ontario Programming after April 1, 2020... is subject to 2020-2021 Budget approval		
March 30-April 4	Canadian Olympic & Paralympic Swimming Trials – at TPASC	Swimming Canada Standard
April 16-19	Speedo Eastern Champs – Location TBC	Swimming Canada Standard
April 29-May 4	Open Water Meet & Camp – Swim Miami	TBC
May 25-26	Canadian Open Water Swimming Trials – Cayman Islands	Swimming Canada Standard
May 14-17	Swim Ontario TRI Meet – at TPASC	12 Females YOB – 2004 12 Males YOB – 2005 % of 15 year old On Track times; selection off March/April 2020 performances Registration Fee – TBD
June 5-7	Swim Ontario Junior Race Tour – TBC	8 Females & 8 Males - TBC Selection off March/April 2020 performances Registration Fee - TBD
June 19-21	Summer Festival -at London	Festival Championships Standards
June 24-30	European Tour – Location TBC	14&O – 8-10 athletes regardless of gender Top 50 carded not on the Olympic Team; selection off March/April 2020 performances Registration Fee – TBD
July 2-5	Summer Ontario Swimming Championships – at TPASC	Ontario Swimming Championships Standards
July 2-5	Summer Ontario Youth Junior Championships – at Markham	Ontario Youth Junior Championships Standards
July 7	SO Open Water Championships – Location TBC	TBC
July 10-12	Speedo Can Am Para Swimming Championships – Location TBC	Swimming Canada Selection
July 22-27	2020 Canadian Junior Swimming Championships – Location TBC	Swimming Canada Standard
July 25- August 6	2020 Olympic Games – Tokyo	Swimming Canada Selection
August	North American Challenge Cup – TBC	TBC
August 6-9	Canadian Swimming Championships – Location TBC	Swimming Canada Standard
August 26-September 4	2020 Paralympic Games – Tokyo	Swimming Canada Selection

SWIM ONTARIO COACHES COMMITTEE

It has been my pleasure to serve you and Swim Ontario again this season as the Chair of the Swim Ontario Coaches Committee.

Representation

As the organization moves ahead with detailed planning and coordination, I happily met with the Board on behalf of Ontario Coaches on two occasions. I was able to contribute to a group discussion concerning the strategic plan updating process on May 10th 2019, along with my committee member Don Burton as well as participating in a personal interview on May 18th 2019, relating to the same work being done by the Board and staff. During those conversations, I brought forward elements of the Coaches Consultation which took place in season 2018/2019:

1. Coaches are facing a new reality with athletes having more complicated lives than ever before – mental health, digital media, drug use/vaping, consent, safe spaces, etc. are all elements of teenage life that coaches need help preparing for.
2. Most Coaches report that their largest challenges centre on board/coach relations. Swim Ontario can play a stronger role in helping Coaches to navigate Board politics and, in reciprocity, helping Boards to understand their roles within the clubs.
3. Finding ways to productively collaborate is essential. Working in silos does not promote excellence in Ontario Swimming. Swim Ontario can take the lead on creating more dynamic ways to bring us together and demonstrate by example, through various mechanisms, what proactive and collective leadership looks like.

In addition, Don Burton and I were able to submit on October 11th 2018 a detailed proposal concerning the annual Swim Ontario Conference. Outlined therein were recommendations made to the Board on how to make the conference more appealing and relevant to Ontario Coaches, based on the feedback of our consultations and discussions. Specifically, we noted:

1. Timing - Host on a weekend that does not conflict with other conferences (Sept 12-15 suggested)
2. Location – Secure a venue that is attractive for a retreat-like feel to allow for focussed learning and social/networking opportunities
3. Promotion – Secure speakers and venue by January 20th 2019 so that there is lead time to market the event
4. Timeline – Start earlier in the week so that the normal Sunday AGM can be moved to Saturday for increased participation and to consider the travel schedule of our Northern members
5. Speakers – A list of six presenters was proposed. A clear linkage to panel presentations is needed so to flesh out relevance to Fundamentals, LTT and TTT coaches.
6. Logistics & Hospitality – Provide a welcoming and fun environment for learning. Consider inclusivity and respect for people foremost.
7. Measurement – Introduce a formal feedback mechanism annually so that SO can learn from each offering of what did and did not work

Professional Development Funding

During this season, we also reviewed and approved two Professional Development Applications:

- Kevin Anderson – \$1,891.22 for his expenses to travel to the University of Alabama to work with Coaches Jonty Skinner and Dennis Pursley for one week. The purpose was to learn about sprint training in freestyle and their approach to developing underwater dolphin kick speed. He also spent time with Coach Chris Collier on distance programs.
- Janet Hyslop - \$2,714.19 for her experience as the Junior Pan Pacific Coach Apprentice

Recommendations

I feel strongly that the Coaching Consultations that were conducted in 2018-2019 demonstrated that a mechanism for Coaches to input broadly into planning is needed. The principles of *Community Empowerment* are devices used by many leadership tables to collect the evidence required to make informed decisions, and to draw out the contributions of the members through their increased ownership of the process. I believe that this is the ideal function of the SOCC and so will make a strong recommendation that Swim Ontario revisit the Terms of Reference for this committee to reflect on the communication strategies being brought forward in the updated Strategic Plan.

In closing, I would like to thank Swim Ontario and the Coaches who supported me while I recovered from a significant accident and brain injury this winter. I was not able to perform my duties as Chair to my normal capacity during this time and your compassion and support was very appreciated.

If you would like to read our conference proposal in full, please email me at ppsccoach@gmail.com.

Yours in Swimming,

Chéla Breckon
Swim Ontario Coaches Committee Chair

SWIM ONTARIO OFFICIALS COMMITTEE

The Swim Ontario Officials Committee (SOOC) is established to advise the Chief Executive Officer (CEO) of Swim Ontario in areas related to officiating and competitions in Ontario, keeping in alignment with the Swimming Canada Officials, Competitions and Rules Committee (OCRC). 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.

2018-2019 SOOC: Trevor Cowan & Nicole Parent (co-chairs), Paul Corkum (Ontario representative on the OCRC), Daryle Martin (Sport Management Committee representing the SOOC, chair of the SOOC-ED and member of the OCRC workgroup on Education) & Rob Filion

2018-2019 ROR: YY Wong (Central), Charles Montpetit (Eastern), Mary Jane Smith (Huron), Connie Zwarich (Northeast), Jim Cumming (Northwest)

Paul and Daryle continue to advocate for Ontario officials on the OCRC and their workgroups,

addressing the frequently asked questions and feedback received from Ontario officials. The OCRC continues to provide interpretations of rules and procedures. These are communicated as soon as available to Ontario officials through bulletins and memos.

The SOOC members with ROR collaboration completed several projects and provided recommendations to both the Sports Management Committee and the CEO of Swim Ontario. In particular, the 2018-2019 season consistent of several projects such as:

- The swim season began with a workshop for Evaluators which led to
 - Review and updated Certification Forms for Level 4 & 5 & Referee Assessment Form
 - Review and revamping of tools and guidance for Referees
- A webinar was also held to capture all Level 5 officials in Ontario with the message from the Evaluator workshop.
- Instructional webinar for Club Officials Administrators in Ontario
- Revamping of the Infraction wording reference card
- Review of Roles and Responsibilities for Club Official Chairs and Administrators
- Competition Coordinator and Evaluator post competition surveys (ongoing)

The SOOC also provided feedback and input to the CEO regarding enhancement to the registration system for officials, the e-learning modules & 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. The SOOC recognized and supported clubs with strategies needed to run the expanded and updated provincial competition schedule giving that championship experience to a greater percentage of Ontario swimmers.

Respectfully submitted,

Trevor Cowan and Nicole Parent
Swim Ontario Officials Committee Co-Chairs



Swim Ontario Officials Committee

2018-19 YEAR IN REVIEW

8500 Registrants

FUNDING & FINANCIAL SUPPORT

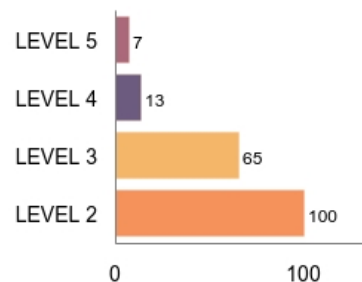


Revenue for Official's development services comes from officials registrations. Over 75% of expenses were for the delivery of the Swimming Canada certification pathway with financial support and recognition for instructors, mentors & evaluators and officials seeking certification in para swimming, open water and the next levels of certification from Level 1 through FINA.

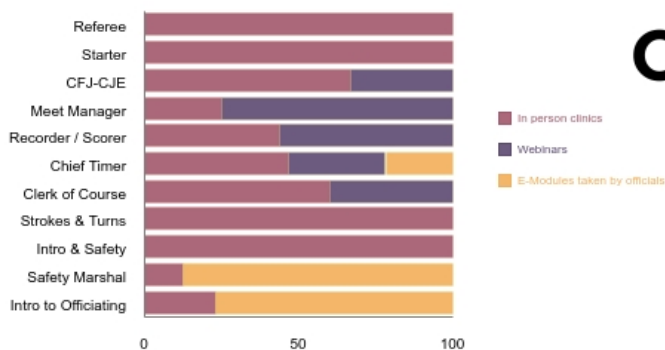
2000+ Officials

certified through clinics,
experience at competitions &
mentoring from senior officials.

NEW CERTIFICATIONS



EDUCATION



4500 Officials

educated through in-person
clinics, live online webinars &
E-learning modules.

AWARDS COMMITTEE

I would like to thank the Awards Committee members for their on-going input. All serve on various other committees and their input has been very important to various committees and the overall Swim Ontario Strategic Plan. Committee members are Christy Yaremczuk (chair) Chela Breckon (SOCC representative), Joni Maerten-Sanders (Regional representative), Nicole Parent (SOCC) and Karen Wilson (Hall of Fame)

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. On-going tapping in to external awards. Key awards:
- vi. Toronto Sports Hall of Fame - 2018 congratulations to Kylie Masse who was named female athlete of the year
- vii. Toronto Sport Hall of Honour - 2019
Applications have been submitted for:
 - FEMALE ATHLETE OF THE YEAR - Kylie Masse
 - RELAY TEAM OF THE YEAR - Canadian Women's World Championship Relay 4x100 Relay
 - COACH OF THE YEAR - Ben Titley
 - COACH OF THE YEAR - Linda Kiefer
- viii. Coaches Association of Ontario
- ix. Swimming Canada Awards
 - Congratulations to Linda Kiefer who received the 2018 Coach of the Year Female Athlete
 - Congratulations to Kylie Masse who received the 2018 Female Athlete of the Year
- x. Ministry Awards
- xi. Municipal Awards
- xii. Varsity Awards - Congratulations to University of Toronto Varsity Blues coaches Byron MacDonald and Linda Kiefer who received the OUA Women's Coach of the Year Award 2018-2019.
- xiii. Masters Awards -
 - For 2019 a new Masters Performance Award was recommended and approved.
- xiv. Approval of 2018-2019 Award recipients for Swim Ontario
- xv. Approval of the 2018-2019 TAS 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 to the Dan Taylor Team Aquatic Supplies Area Regional Student Scholarship. Swim Ontario, TAS and Arena will provide a total of twelve scholarships valued at \$500.00 each. These scholarships will be 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.

This 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 Northeast 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 2019, there were 57 TAS Applications. Swim Ontario would like to congratulate all applicants on both their academic and swimming pursuits. The grade point average was 92.5% with an average point score of 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.

- xvi. Coordination for 2019 of Swim Ontario Awards, SOCC Awards Celebration & Hall of Fame Banquet Dinner.
- xvii. Review of the Awards Committee Terms of Reference

In November of 2019 there will be a full review of the Awards Committee Terms of Reference, and all awards.

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

Respectfully,

Christy Yaremczuk
Swim Ontario Awards Committee Chair

REGIONAL COMMITTEE

It’s been a pleasure to work with the members of the Regional Committee this season and they have been very welcoming to me in my new role as Regional Programs Coordinator. This committee and its work really underlines the importance of the Regions to Swimming in Ontario. The quality of initiatives and the constant focus of the needs of the athletes and the clubs is inspiring and exciting to be associated with.

It is my pleasure to provide the following reports from our Regional Chairs.

Respectfully,

Stewart McLean
Regional Programs Coordinator

CENTRAL REGION:

Submitted by Louise Barton

Athletes from Central Region have seen many accomplishments this season, thanks to their incredible efforts, excellent coaching and support from their clubs and family. There are too many to recognize but we wish to acknowledge that every swim is an accomplishment to that athlete. Congratulations!

Officials:

As of July 2019 -

Level 5	48
Level 4	26
Level 3	107
Level 2	236
Level 1	3259
Total	3676

We have run three Central Region officials clinics throughout the course of the season and were well attended in October, January and March.

Regional Meets:

Central Region held five Regional Meets in the 2018-19 season:

- **CR LC 'A' Champs**, Jan 31– Feb 3
Host : Etobicoke Swim Club @ Olympium - 29 clubs
- **CR SC 'B' Champs**, Feb 7-10
Hosts :Markham/Dorado @ Markham - 32 clubs
- **CR SC 'C' Champs**, Feb 22-24
Host: NYAC @ Olympium - 27 clubs
- **CR LC 'B' Champs**, Jun 6-9
Hosts: COBRA/NEW @ Markham - 33 clubs
- **CR SC 'C' Champs**, Jun 16-18
Hosts: Lakeshore/Mallards @ Olympium - 26 clubs

Coaches:

We ran Regional Training Camps in December and March this past season. Running the camps at TPASC is a wonderful facility and central for our clubs. We are always looking for better weekends but that is are subject to the facility availability.

Athlete Financial Assistance:

Central Region provided a Regional Athlete Assistance Grants of \$500 to the following:

ESWIM: Caroline Carruthers, Sarah Mao, Justin Konik, Joshua Bird
MAC: Victoria Kwan, Brooke Switzer, Connor Walker
MSSAC: Colin Wang

OAK: Collyn Gagne, Callum MacPherson
TSC: Katja Pavicevic, Kennady Kilger
USC: Shannon Meadway
VVAC: Megan Sherwin, Ruby Stevens
WD: Ethan Placek

We also provided Regional assistance to:

World Junior Championships:

Joshua Liendo (NYAC)
Graysen Bernard (TSC)
Katrina Bellio (ESWIM)
Hanna Henderson (ESWIM)

FISU Games:

Victoria Kwan (TSC)
Colin Gagne (OAK)
Matthew Dans (TSC)
Hanna Genich (TSC)
Eli Wall (TSC)
Cameron Kidd (TSC)
Miranda Stever (TSC)
Kennedy Goss (GGST)

EASTERN REGION:

Submitted by Rachelle Campbell

Eastern Region had a number of high points throughout the 2018-2019 Season. I would like to begin by thanking the members of the Regional Committee. Coaches Chair Heather Page-Fairley (NKB) and our Officials Chair Charles Montpetit worked diligently throughout the season provide great training opportunities for Coaches, Athletes and Officials. I would also likely thank the Board Members and Families in Eastern Region who supported Regional initiatives this season.

Regional Camps:

Eastern Region was very excited to host a Learn to Train Camp for 24 athletes at TPASC in conjunction with Ontario Junior International. The camp focused on stroke fundamentals and starts. We were also able to run dryland sessions (activation) and educational session with the help of Swim Ontario staff and CSIO staff. Special thanks to Marty McKend for leading the camp and the other attending coaches for running a very successful opportunity.

OJI Fundamentals Camp:

Eastern Region was very proud to have 30+ athletes attend and participate in the OJI Fundamentals Camp. This opportunity allowed our younger athletes to experience their first camp and have a great learning opportunity in a dynamic group environment. I was also very pleased with the number of coaches who attended and participated in the camp.

Performance:

Eastern Region had three athletes qualify for the 2019 FISU Games. Congratulations to Montana Champagne (GO) and Erika Seltenreich-Hodgson (HPC-Van/GO) and Alexandre Perreault (OTTSC) and their coaches Dave Heinbuch (Ottawa U), Jason Allen (GO), Tom Johnson (HPC-Van) and Blair Tucker (OTTSC)

We also had two athletes represent Canada and Eastern Region at the 2019 BestFest Open Water Camp/Competition. Congratulations to David Quirie and Madison Archer from NKB and their Coach Scott Faithful on their selection.

Finally, I'd like to congratulate all of the athletes and coaches who represented Eastern Region on National and Provincial Teams as well as those who attended National and Provincial camps throughout the season.

Regional Championship Meets:

Two very successful Regional Championship meets were held this season. I would like to thank the organizers at NKB and the volunteers from across the Region who provided a great environment for our athletes to succeed.

HURONIA REGION:

Submitted by Trevor Cowan

Hurononia Region continues to develop and foster a truly collaborative approach to programming to best serve our member clubs, athletes, officials and coaches.

Regional Camps:

We hosted two training camps (one Learn to Train and one Fundamentals) this past season. Both camps provided great learning opportunities for our athletes but also provided a strong working environment for our coaches to come together and share information.

Video Clinics:

This season we offered five video sessions with the assistance of Jim Snow. These sessions saw regional clubs partnering up and sharing resources to provide great feedback as our athletes prepared for the summer performance window. It also provided key professional development and educational opportunities for our younger coaches.

Performance:

We continued our Regional collaboration with Team Huronia at Canadian Junior Championships. This team experience allowed our National level athletes to come together in a Performance team environment. The initiative offered a two day staging/team building camp and video race analysis through RaceTek. The feedback from coaches highlighted an improved approach to racing and performance aided by the team environment. Special thanks to the coaching staff and the chaperones for their approach to the entire event.

NORTHEAST REGION:

Submitted by the NEOR Regional Committee Members

Northeast Region continues to strive to be leader amongst Regions with regards to programming and training opportunities for all of its Athletes, Coaches and Officials. I would like to congratulate every club across the Region for very strong 2018-2019 Season.

Regional Camps:

Six Regional Camps were held this season (two Fundamentals, two Learn to Train and two Learn to Compete). These camps were well supported by our Regional Clubs and offered great educational opportunities for our athletes and coaches. Thank you to the staff at CT33 and SLSC for helping to organize these camps and to the Regional Coaching Leadership for continuing to challenge our athletes and coaches with these camps.

Regional Team:

Nine athletes represented Team NEOR at the 2018 Ontario Junior International. This team initiative has been an ongoing highlight for our Regional athletes since its inception. It forces our athletes to step up to a higher level of performance in the early part of the season as well as implanting the requisite tactical elements needed to compete at the National and International level.

Performance:

This year we have seen an increase in the number of clubs with qualifying athletes at the Festival, Provincial and National levels. This naturally led to opportunities for athletes and coaches to build relationships that facilitated access to high-level competition experience.

Canadian Junior Championships saw first-time national qualifier Danika Ethier (KAP) medal in both 100 and 200 breaststroke setting a new 13-14 year old NEOR regional record in 100 breaststroke. Raili Kary (SSAT), a national veteran, also medalled in both 100 and 200 backstroke.

We would like to congratulate Nina Kucheran (SLSC) on her selection to and her performance at the 2018 Junior Pan Pacs and 2019 FISU Games. Nina's performance really highlights the development of a true Regional athlete. Congratulation as well to the staff at Sudbury Laurention Swim Club and Florida State University for their fine work with Nina.

Finally, on behalf of everyone involved in Northeast Region, we would like to acknowledge the recent passing of our Chair Dan Taylor. Dan was strong and supportive voice for swimming in Northeastern Ontario for over 40 years as a coach, official, club president and Regional Chair. Dan always emphasized the importance of the Regions in Ontario Swimming and the importance of the Clubs to the Regions. It is with great honour that we try to continue Dan's work for the athletes, coaches, officials and administrators in our Region.

NORTHWEST REGION

Submitted by Janet Hyslop

The Northwest Region continues to strive for development from the grassroots to high performance. Many clubs have seen changes in the past year that will shake up and change the region as we move forward. Coaching and Officials development and compliance remains a challenge for our smaller clubs however, the region provides Swimming 101 courses and a number Officials training opportunities annually and continue to encourage leadership in each club and community.

The region would like to acknowledge Stu McLean and his contributions to shaping and building the future of the region with his commitment as Head Coach of the Thunderbolts Swim Club since 2006. His role as coaches representative and driver of regional camps and excellence has supported a competitive group of athletes that will continue to lead the region.

The region also welcomes Tommaso Panizza as new Head Coach of the Thunderbolts and we look forward to his leadership in the region.

Finally, the region would also like to acknowledge Dawnn Taylor of FFAST and her contributions and leader in the region as Head Coach for over a decade. She celebrated her retirement from her position this spring, we wish her the best as she moves onto new challenges.

Regional Highlights:

Regional swimmers made headway at both the National and International levels this year with the highlight of Gabe Mastromatteo (KSS) representing Canada at the Junior Pan Pacs (Gold Medal in 100 Breast, Silver 400 mixed MR and Bronze in men's 400 MR), FINA World Championships, FINA World Junior Championships (Silver 50 Breast, Bronze mixed 400 MR)

WESTERN REGION:

Submitted by Joni Maerten-Sanders

As I look back at the 2018-2019 season, Western Region has a lot to be proud of. We have had a fabulous year in the pool, and we are working towards a fantastic 2019-2020 season and Olympic Trials. Thank you to all the coaches, board members and officials that help make this region great. Thank you to Liz Moskal for being our Coaches rep this past season. We are still in need of a Regional Officials representative for this coming season.

A huge congratulations to Maggie MacNeil (London Aquatic Club) for her Gold medal performance at 2019 World Championships and to former WEST swimmer Kylie Masse on defending her world title in the 100 Back. Lots to get excited about in Western Region!!!

Regional Meets:

This past season we changed our standards to have Regional meets be more manageable in the 8 lane pools due to the diving restrictions in many of our pools. Both long and short course meets were very successful with over 60 swimmers reaching a Festival/OYJ/Provincial or Eastern Standard at each of the meets. Thank you to London Aquatic Club for hosting Short Course and Windsor Aquatic Club for hosting Long Course. Our continued thanks go out to all the outstanding officials, volunteers and coaches who help make these meets a success.

Training Camps:

In September 2018, we ran our very first Open Water Camp at Deer Creek. The camp was run by Brian Lindsay (CYPS) and Joni Maerten-Sanders (WAAC.) 12 athletes, representing 5 of the Regional clubs (WAAC, STJJ, GMAC, BROCK and CYPS) attended and learned about Open Water swimming. The camp also included a racing opportunity at either the 1 Km or 3.8 km distance. We are very excited to offer this opportunity for the 2019/2020 season.

Paralympian Darda Sales (LAC) ran two very successful Para Camps. These camps have been a great educational opportunity for the athletes as well as coaches and the athletes parents. Camp 1 focused on goal setting and dryland/injury prevention Camp 2 reviewed the goals that the athletes set for short course, established goals for long course and continued to discuss the importance of "why you swim."

30 swimmers born between 2005-2007 representing 12 Regional clubs (GHAC, WAC, BRANT, CYPS, GMAC, LAC, WAAC, GCAC, HAC, WEST, CAJ, CW) at a Learn to train camp and were selected based on

TOP 10 performances in their best event. The camp, hosted by the Guelph Marlin Aquatic Club, focused on goal setting and skill development of all four strokes. Dryland included core and medicine ball work. Thank you to Kendra and GMAC staff for hosting.

The Fundamentals Camp, hosted by GMAC, had a dryland session, three stations in the pool focusing on free/back, breaststroke and underwater work. There was also a parent education talk. Swimmers from seven swim clubs (CW, WAAC, GHAC, BRANT, STJJ, GMAC, GHAC) and coaches participated. Thanks to all who helped make this a great day for our 10 and unders.

Focus of the CJC camp was on drills and skills, major work on underwater skills, and a rock-climbing dryland session, and swimmers from three clubs participated (GMAC, WAAC and GHAC).

Coaches Education Session:

Video Feedback for Swimmers and Coaches was hosted by WRMS and Mike Finch. The session went very well, with many coaches in attendance and wanting more of this kind of hands on education for our coaches in the region.

Highlights:

Swimmers who made teams from Western Region:

- Tour Teams: Madison Broad CYPs, Genevieve Sasseville CYPs and Ian Friesen CW
- Junior Devo Team: Genevieve Sasseville GYPs, Madison Broad CYPs, David Hickey LAC
- Ontario Open Water: Quinn Matteis CYPs and Ian Friesen CW
- Open Water National team BEST FEST: Kenna Smallegange High point winner
- Ontario Swimming Championships: Western Region sweeps the boys high point award winners (Quinn Matteis CYPs, Russell Burton GMAC, Ian Friesen CW, Brendan Oswald WAC)
- Para Pan Am Games: Angela Marina BRANT, Caleb Arndt WRMS, Tyson MacDonald WRMS, Emma Grace VanDyk GCAC
- FISU University Games: Charis Huddle LAC
- Pan Am Games: Madison Broad CYPs
- World Juniors: Genevieve Sasseville CYPs and Kenna Smallegange (Open Water) BAD
- Para Worlds: Zack Zona NHAC

MASTERS COMMITTEE

Masters membership continues to increase at a slow but steady rate with 1100 registered members, 626 competitive and 474 non-competitive, across 34 clubs, an increase of 20% over last year.

I would like to thank the Swim Ontario Master committee and staff for their efforts and time this past year. The 2018-19 committee members were Katie Osborne, Cindy Bertelink, Jack So, Dan Thompson, Andy Ritchie, and Ken Johnson supported by Swim Ontario staff Dean Boles and Lindsay Taylor.

We continue to meet the challenges of developing the Swim Ontario Masters brand by maintaining the progress achieved last year with the registration categories and special events. We identified the need to host events and competitions as our first priority early this season and implemented the Masters meet and event hosting grant of \$1000.00 and \$500.00 respectively from the Masters Development fund.

We had a successful Swim Ontario Provincial Championship in April with quite a few World, Canadian, and Provincial records being set. The meet was followed by a well-attended town hall meeting led by CEO/CTO Dean Boles.

Swimming Canada has recently hired a Masters Coordinator full time staff member to work with a Masters committee to support National Masters programming. Cynthia Pincott will start in September with developing the National Championship to be held in Etobicoke in May. With Swimming Canada now as the single National body, fees have also been reduced for the new season

For next year we are planning the Arena Masters Swim Series, with meets throughout the year following a format to award points to encourage participation leading up to Provincials, where the prizes donated by Arena will be awarded.

In December at the Ontario Junior International meet Masters will take over TPASC between sessions for the first IM Fast competition, followed by a reception and chance to attend finals to watch some of the fastest future masters compete. This is a great opportunity to bring the Masters community together with Age Group swimming to show how we can support each other.

As part of the 2028 Strategic Planning committee along with many other Masters swimmers and coaches, I can report that Masters Swimming will be an integral part of the next Strategic Plan with a shift from solely performance to a more balanced swim for life approach.

Bud Seawright
Swim Ontario Masters Committee Chair

PARTNER ORGANIZATION REPORTS

ONTARIO AQUATIC HALL OF FAME

In September 2018 the OAHOF inducted Jenna Lambert and Dean Boles, a fitting gesture for two remarkable careers. Dean then surprised us by resuming his Ontario presence by becoming CEO/CTO of Swim Ontario in January of this year. Welcome back!

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 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. Secretary Lisa Flood facilitates communications while Directors Paul Corkum, Anne Ottenbrite-Muylaert, Vicki Keith, Jane Wright and Shawn Button are ever supportive and contributory. 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 donations from many sources. Team Aquatic Supplies, Nothers Sign Recognition, Swim Ontario and Etobicoke Swim Club make each induction ceremony financially possible, and Etobicoke Swim Club's annual Hall of Fame Meet in October is a welcome start for many to the season.

Nominations for induction, donations and sponsorship proposals are always welcome. Further information can be obtained from Lisa Flood at lisaflood@sympatico.ca or myself at rickhannahuxbridge@gmail.com.

Rick Hannah
Ontario Aquatic Hall of Fame President

SWIM ONTARIO AWARDS RECIPIENTS

Irene & Bob Pirie Trophy

Margaret MacNeil - LAC & Yuri Kisil - WD/HPCO

Gus Ryder Trophy

To be presented at the 2020 Winter OSC

Friend of Swimming

Jean-Francois Potvin

Gord Noddle

Tym Barker

Elizabeth Collins Ralph Award

Dave Denyer

John Grootveld Memorial Award

Dan Taylor

Roll of Honour

Cathy Money Cathy Wackett YY Wong

Lifetime Achievement Award

Dave Shewfelt Dennis Eves

Swim Ontario Club Recognition

Golden Horseshoe Aquatic Club

Swim Ontario Masters Award

Kalis Rasmussen

Team Aquatic Supplies Regional Scholarships

Female

Central Region	Honor Brodie-Foy (TSC)
Eastern Region	Megan Wheeler (NKB)
Huronian Region	Ella Rennie (BTSC)
North East Region	Raili Kary (SSAT)
North West Region	Hannah Johnsen (TBT)
Western Region	Madeline Gatrall (WAC)

Male

Chris Fox (OAK)
David Quirie (NKB)
Cameron Johnsen (TBT)
Thomas Boyd (SLSC)
Cameron Johnsen (TBT)
Brendan Oswald (WAC)

Swim Ontario Coach Awards

Lea Bredschneider Award

John Van Herk

Ontario Coach Service Award

Beth Majtenyi

Coach of the Year Awards

Top Female Swimmer

Richard Bishop & Andrew Craven

Top Male Swimmer

Ben Titley

Top Female Para Swimmer

To be presented at the 2020 Winter OSC

Top Male Para Swimmer

To be presented at the 2020 Winter OSC

Most Improved Team Awards

Male

Crest Swimming

Thunder Bay Thunderbolts

Goulbourn Sea Hawks

Etobicoke Swim Club

RAMAC Aquatic Club

Region of Water Swim Club

Competition

Winter Festival

Summer Festival

Spring OYJ

Summer OYJ

Spring OSC

Summer OSC

Female

Garden City Aquatic Club

Kingston Blue Marlins

Garden City Aquatic Club

Brantford Aquatic Club

RAMAC Aquatic Club

Ajax Aquatic Club

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

James Gibbs, C.A.

Bank

Scotiabank

Staff

Dean Boles, Chief Executive Officer
Direct Line: 416 426-7227
Email: dean@swimontario.com

Darin Muma, Interim Chief Operating Officer
Direct Line: 416-426-7223
Email: darin@swimontario.com

John Vadeika, Chief Operating Officer (Medical Leave)
Direct Line: 416-426-7225
Email: john@swimontario.com

Heather Dwinell, Membership & Office Services Coordinator
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Email: christy@swimontario.com

Karen Wilson, Membership Services & Provincial Team Co-ordinator
Direct Line: 416 426-8526
Email: karen@swimontario.com

Don Burton, Ontario Swim Academy Head Coach
Email: don@swimontario.com

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

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

SWIM ONTARIO BOARD OF DIRECTORS 2018-2019

DAN THOMPSON
President

TYM BARKER
Treasurer

ANNE BELL
Program Policy Chair

JOHN GERRARD
Secretary (Sept 2018 – May 9, 2019)

PAUL LEGAULT
Vice President

CHRIS SALVADOR
Secretary (May 10 – September 2019)

CARLOS SAYAO
Nominations Chair

DAVID SDEMILT
Director

SWIM ONTARIO FINANCE AND AUDIT COMMITTEE 2018-19

TYM BARKER – Chair
Tracy Bennett
Paul Legault
Corrine Owen
Darren Richer
Bud Seawright
Dan Taylor

SWIMONTARIO PROGRAM POLICY COMMITTEE 2018-19

ANNE BELL – Chair
Mike Brown
Carlos Sayao
David Shemilt

SWIM ONTARIO NOMINATIONS COMMITTEE

CARLOS SAYAO – Chair
Tracy Bennett
Jennifer Button

BOARD OF DIRECTORS SUMMARY OF MOTIONS 2018-2019

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
09/21/18	2.1	Approval of Agenda	P. Legault/T. Barker	To approve the agenda with the addition of Short Term Strategy for Management and Staffing.	Carried
09/21/18	3.1	Minutes	C. Atkinson/M. Brown	To approve the August 13, 2018 Board of Directors Minutes.	Carried
09/21/18	3.2	Minutes	C. Atkinson/M. Brown	To approve the August 27, 2018 Electronic Vote minutes.	Carried
09/21/18	4.1	Interim ED Appointment	P. Legault/D. Leckie	To appoint Darin Muma as Acting Executive Director with signing authority and ability to hire up to one full time employee on a month to month contract.	Carried
09/21/18	4.1	Salary Adjustment	P. Legault/D. Leckie	The incoming Board to review Darin Muma's salary and recommend adjustment.	Carried
09/21/18	6.1	In-Camera Session	M. Brown/D. Leckie	To go into In-Camera session Board Only.	Carried
09/21/18	8.1	Adjournment	T. Barker	To adjourn.	Carried
09/23/18	2.1	Approval of Agenda	A.Bell/C. Salvador	To approve the agenda with the addition of Interim Executive Director status.	Carried
09/23/18	3.1	President	P. Legault/T. Barker	To nominate Dan Thompson as President.	Carried
09/23/18	3.2	Vice President	A.Bell	To nominate Paul Legault as Vice President.	Carried
09/23/18	3.3	Treasurer/Finance and Audit Chair	C. Salvador/P. Legault	To nominate Tym Barker as Treasurer/Finance and Audit Chair.	Carried
09/23/18	3.4	Policy and Planning Chair	P. Legault/D. Thompson	To nominate Anne Bell as Policy and Planning Chair.	Carried
09/23/18	3.5	Nominations Chair	D. Thompson/A. Bell	To nominate Carlos Sayao as Nominations Chair.	Carried
09/23/18	3.6	Secretary	D. Thompson/T. Barker	To nominate John Gerrard as Secretary.	Carried
09/23/18	3.7	Signing Officers	A.Bell/C. Salvador	The signing officers of Swim Ontario to be Dan Thompson, Bud Seawright, Rick Hannah, Tym Barker, Darin Muma	Carried
09/23/18	7.1	Adjournment	T. Barker	To adjourn.	Carried
10/19/18	2.1	Approval of Agenda	A.Bell/P. Legault	To approve the agenda with the following additions under New Business: Drop Box, Skype, Calendar updates, Consent Agenda and for future meetings to add as regular agenda item – Board Performance.	Carried
10/19/18	3.1	Minutes	C. Salvador/T. Barker	To approve the September 21, 2018 Board of Directors minutes.	Carried
10/19/18	3.2	Minutes	P. Legault/J. Gerrard	To approve the September 23, 2018 Board of Directors minutes.	Carried
10/19/18	8.1	Adjournment	J. Gerrard	To adjourn.	Carried
11/23/18	2.1	Approval of Agenda	A.Bell/C. Sayao	To approve the agenda.	Carried
11/23/18	3.1	Minutes	A.Bell/C. Sayao	To approve the October 19, 2018 Board of Directors minutes.	Carried
11/23/18	4.5	Executive Session	A.Bell/C. Sayao	To go into Executive Session with staff remaining.	Carried
11/23/18	4/5	Executive Session	A.Bell/C. Sayao	To come out of Executive Session.	Carried
11/23/18	8.1	Adjournment	T. Barker	To adjourn.	Carried
01/18/19	2.1	Approval of Agenda	A.Bell/P. Legault	To approve the agenda.	Carried
01/18/19	3.1	Minutes	C. Sayao/C. Salvador	To approve the November 23, 2018 Board of Directors minutes, removing C. Salvador as in attendance.	Carried
01/18/19	4.2	2020-2024 TOR	A.Bell/P. Legault	To approve the 2020-2024 TOR with updates.	Carried
01/18/19	8.1	Adjournment	J. Gerrard	To adjourn.	Carried
02/22/19	2.1	Approval of Agenda	A. Bell/P. Legault	To approve the agenda.	Carried

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
02/22/19	3.1	Approval of Consent Agenda	A.Bell/C. Salvador	To approve the Consent agenda item.	Carried
02/22/19	14.1	Adjournment	P. Legault	To adjourn.	Carried
03/29/19	2.1	Approval of Agenda	C. Salvador/A.Bell	To approve the agenda removing the motion to revise the Complaint Discipline and Appeal Policy from the Consent Agenda.	Carried
03/29/19	3.1	Approval of Consent Agenda	A.Bell/C. Sayao	<p>To approve the consent agenda including:</p> <ul style="list-style-type: none"> To remove the Motion to revise Complaint Discipline and Appeal Policy Approval of February 22, 2019 minutes To approve Motion: To propose the following changes to the Swim Ontario By-Laws, to be put to a vote of the Members at the 2019 AGM and to take effect at the 2019 AGM if approved by the Members: To amend Section 4.03 Election to state: Directors shall be elected as follows: a)At the 2019 AGM, the Members shall, collectively elect three Directors for a three-year term b)At the 2020 AGM, the Members shall, collectively, elect two Directors for a three-year term; and two Directors for a one-year term c)At the 2021 AGM, the Members shall, collectively, elect two Directors for a three-year term d)Beginning at the 2022 AGM and at each subsequent AGM, the Members shall, collectively, elect in rotation three, two and two Directors each year. To amend Section 4.04 Term to state: Each Director's term shall be as follows: a)Except for the two Directors Elected at the 2020 AGM for a one-year term pursuant to Section 4.03(b), the term for each Director shall be for a period of three (3) years. Each Director's term shall commence at the conclusion of each AGM at which such Director is elected. b)A Director may serve for a maximum of three consecutive terms and is not eligible to stand for election for a fourth consecutive term. 	Carried
03/29/19	4.4	2019-20 Budget	P. Legault/C. Salvador	To approve the 2019-2020 budget as per document circulated.	Carried
03/29/19	7.1	Adjournment	P. Legault	To adjourn the meeting.	Carried
05/10/19	2.1	Approval of Agenda	A.Bell/C. Salvador	To approve the agenda.	Carried
05/10/19	3.1	Approval of Consent Agenda	C. Sayao/T. Barker	<p>To approve the consent agenda including:</p> <ul style="list-style-type: none"> Approval of March 29, 2019 minutes 	Carried

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
				<ul style="list-style-type: none"> President's Report MOTION: Approval of Revised Complaint, Discipline and Appeal policy MOTION: Approval of Revised Coach Registration policy 	
05/10/19	4.1	Appointment of Secretary	A.Bell/P. Legault	To appoint Chris Salvador as Secretary.	Carried
05/10/19	4.5	Financial Management	T. Barker/P. Legault	To give authority for all financial management including bank accounts and investments to CEO and COO which ED currently had.	Carried
05/10/19	4.6	Nominations Committee Members	C. Sayao/C. Salvador	To approve Tracy Bennett and Jen Button as members of the Nominations Committee.	Carried
05/10/19	9.1	Adjournment	P. Legault	To adjourn the meeting.	Carried
06/21/19	2.1	Approval of Agenda	P. Legault/C. Sayao	To approve the agenda.	Carried
06/21/19	3.1	Appointment of Director to Fill Vacancy	C. Sayao/P. Legault	To appoint David Shemilt to Swim Ontario Board of Directors.	Carried
06/21/19	4.1	Approval of Consent Agenda	C. Salvador/P. Legault	To approve consent agenda including: <ul style="list-style-type: none"> Approval of May 10, 2019 minutes President's Report 	Carried
06/21/19	5.4	By-Law changes	C. Sayao/A. Bell	To approve the following By-Law changes as Notices of Motion at AGM <ol style="list-style-type: none"> Change all references to the ED to CEO To amend Section 4.03 Election to state: Directors shall be elected as follows: <ol style="list-style-type: none"> At the 2019 AGM, the Members shall, Collectively, Elect three Directors for a three-year term At the 2020 AGM, the Members shall, collectively, elect two Directors for a three-year term; and two Directors for a one-year term At the 2021 AGM, the Members shall, collectively, elect two Directors for a three-year term Beginning at the 2022 AGM and at each subsequent AGM, the Members shall, collectively, elect in rotation three, two and two Directors each year. To amend Section 4.04 Term to state: Each Director's term shall be as follows: <ol style="list-style-type: none"> Except for the two Directors elected at the 2020 AGM for a one-year term pursuant to Section 4.03 (b) the term for each Director shall be for a period of three (3) years. Each Director's term shall commence at the conclusion of each AGM at which such Director is elected A Director may serve for a maximum of three consecutive terms and is not eligible to stand for election for a fourth consecutive term To amend Section 7.01 <ol style="list-style-type: none"> Policy and Governance Committee shall advise the Board in fulfilling its oversight responsibilities as those relating to the 	Carried

DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
				strategic planning, policy development, governance, governance structure and governing documents; e. Define Board Committees and CEO Committees To amend Section 7.01 to begin with "All Board Committees shall be chaired by Directors appointed by the Board" To amend Section 7.03 Committees of the Chief Executive Officer The CEO may from time to time create Committees on such terms and conditions as necessary to deal with matters over which the CEO has authority and which the CEO deems necessary to support the achievement of the desired direction of the organization.	
06/21/19	5.5	Office Renovations	C. Salvador/D. Shemilt	To approve up to \$15,000.00 from the Office Relocation Restricted Fund for office renovation costs not covered by the Tennant Improvement Allowance (TIA) outlined in our new lease.	Carried
06/21/19	10.1	Adjournment	D. Shemilt	To adjourn the meeting.	Carried
08/16/19	2.1	Approval of Agenda	C. Salvador/A. Bell	To approve the agenda.	Carried
08/16/19	3.1	Approval of Consent Agenda	A.Bell/C. Sayao	To approve consent agenda including: <ul style="list-style-type: none"> • Approval of June 21, 2019 minutes • President Report • President's AGM report • Approval of Bylaw Changes for 2019 AGM 	Carried
08/16/19	4.3	Policy Approvals	A.Bell/C. Sayao	To approve three (3) policies as presented; Role of the CEO, Role of the President and Board of Directors Duties and Responsibilities.	Carried
08/16/19	4.4	Audited Statements	T. Barker/D. Shemilt	To approve the March 31, 2019 audited statement.	Carried
08/16/19	4.4	Auditor	T. Barker/C. Salvador	To approve Reily Back LLP as the auditor for 2019-20 to be presented to membership at the AGM.	Carried
08/16/19	4.5	Policy	C. Sayao/A. Bell	To approve the policy Determination of Eligible Director Candidates as presented.	Carried
08/16/19	9.1	Adjournment	D. Shemilt	To adjourn the meeting.	Carried

FINANCIAL STATEMENTS

SWIM ONTARIO

March 31, 2019

JAMES G. A. GIBBS
CHARTERED PROFESSIONAL ACCOUNTANT

SWIM ONTARIO
FINANCIAL STATEMENTS
MARCH 31, 2019

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INDEPENDENT AUDITOR'S REPORT

To the Directors and Members of Swim Ontario

Qualified Opinion

I have audited the financial statements of Swim Ontario which comprise the statement of financial position as at March 31, 2019 and the statements of operations, changes in net assets, and cash flows for the year then ended and notes to the financial statement, 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, 2019 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.

Basis for Qualified 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, I was 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, 2019, current assets and net assets as at March 31, 2019. My opinion on the financial statements for the year ended March 31, 2018 was modified accordingly because of the possible effects of this limitation of scope.

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of Swim Ontario in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with those requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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 Swim Ontario's ability to continue as a going concern, disclosing, as applicable, matters for assessing Swim Ontario's ability to continue as a going concern and using the going concern basis of accounting unless management either intends to liquidate Swim Ontario or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Swim Ontario's financial reporting process.

(continues)

1.

Independent Auditor's Report to the Directors and Members of Swim Ontario (continued)

Auditor's Responsibility for the Audit of the Financial Statements

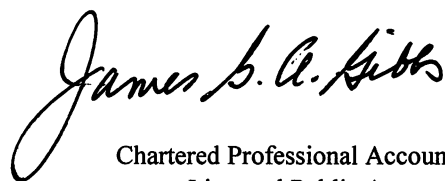
My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion.

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 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, I exercise professional judgment and maintain professional skepticism throughout the audit. I 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 my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than 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 Swim Ontario'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 estimates and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Swim Ontario's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause Swim Ontario 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.

I 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 I identify during the audit.

Sutton West, Ontario
August 16, 2019



Chartered Professional Accountant
Licensed Public Accountant

Swim Ontario



STATEMENT OF FINANCIAL POSITION

As at March 31

	2019	2018
ASSETS		
Current assets		
Cash and short-term investments <i>(note 3)</i>	1,449,289	1,505,654
Accounts receivable	69,593	10,577
Prepaid expenses	49,557	34,536
	1,568,439	1,550,767
Equipment and other capital assets <i>(note 4)</i>	-	-
	1,568,439	1,550,767
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	56,825	89,982
Due to Swimming Natation Canada <i>(note 8)</i>	359,408	356,315
	416,233	446,297
Net assets		
Invested in equipment and other capital assets	-	-
Restricted internally <i>(note 5)</i>	386,052	417,318
Unrestricted net assets	766,154	687,152
	1,152,206	1,104,470
	1,568,439	1,550,767

(See accompanying notes)

Approved on behalf of the Board:

	Director
	Director

Swim Ontario

STATEMENT OF OPERATIONS

Year ended March 31

	2019	2018
REVENUE		
Registration fees and assessments	1,155,394	1,122,749
Government grant - OASF	144,155	144,155
Other grants	328,238	403,259
Provincial competition	440,966	288,537
Provincial programming	199,421	61,172
Conference fees	36,479	24,053
Nevada income	27,777	44,011
Fundraising and sponsorships	46,943	35,864
Education materials	11,191	6,605
Investment income	28,838	15,569
Miscellaneous	27,408	31,132
	2,446,810	2,177,106
EXPENSES (schedule)		
Athletes	151,054	258,076
Coaches	80,837	75,111
Provincial competition	260,126	114,230
Regional program deliveries	105,346	67,894
Provincial programming	454,796	412,085
Clubs	45,823	40,467
Officials and volunteers	57,193	27,889
Governance	18,821	9,212
Miscellaneous projects	3,451	-
Staff expenses	898,439	751,813
Administration, operations and communications	323,188	311,292
	2,399,074	2,068,069
Excess of revenue over expenses	47,736	109,037
<i>(See accompanying notes)</i>		

Swim Ontario

STATEMENT OF CHANGES IN NET ASSETS

Year ended March 31

	Invested in capital assets	Restricted internally	Unrestricted	2019 Total	2018 Total
Net assets, beginning of year	-	417,318	687,152	1,104,470	995,433
Excess of revenue over expenses	-	-	47,736	47,736	109,037
Internally imposed restrictions (net)	-	(31,266)	31,266	-	-
Invested in equipment	-	-	-	-	-
Net assets, end of year	-	386,052	766,154	1,152,206	1,104,470

(See accompanying notes)

Swim Ontario

STATEMENT OF CASH FLOWS

Year ended March 31

	2019	2018
OPERATING ACTIVITIES		
Excess of revenue over expenses	47,736	109,037
Items not involving cash:		
Amortization of equipment and other assets	-	3,560
Net change in non-cash working capital:		
Accounts receivable	(59,016)	31,731
Prepaid expenses	(15,021)	6,643
Accounts payable and accrued liabilities	(33,157)	28,523
Due to Swimming Natation Canada	3,093	(466,638)
Net cash expended through operating activities	(56,365)	(287,144)
INVESTING ACTIVITIES		
Purchase of equipment and other assets	-	-
Net cash expended through investing activities	-	-
Net decrease in cash during the year	(56,365)	(287,144)
Cash and short-term investments, beginning of year	1,505,654	1,792,798
Cash and short-term investments, end of year	1,449,289	1,505,654

(See accompanying notes)

Swim Ontario

NOTES TO FINANCIAL STATEMENTS

March 31, 2019

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 the Income Tax Act.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared by management in accordance with Canadian generally accepted accounting principles for not-for-profit organizations and include the following significant accounting policies:

Financial instruments

The Organization’s financial instruments comprised of cash and short-term investments, accounts receivable and accounts payable, are recorded at fair value at the year-end date.

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.

Fees and merchandise sales are recognized as revenue when received.

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

March 31, 2019

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Use of estimates

The preparation of the Organization's financial statements, in accordance with Canadian generally accepted accounting principles, 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.

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.

3. CASH AND SHORT-TERM INVESTMENTS

	2019	2018
Cash in interest bearing accounts	1,300,624	1,374,159
Shares of Bank of Montreal and Royal Bank	102,734	96,785
Cash in Nevada account	45,931	34,710
	1,449,289	1,505,654

4. EQUIPMENT AND OTHER CAPITAL ASSETS

	2019		2018	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Computer equipment	68,907	68,907	-	-
Office furniture and equipment	20,518	20,518	-	-
Leasehold improvements	10,297	10,297	-	-
Trademarks	513	513	-	-
	100,235	100,235	-	-

Swim Ontario

NOTES TO FINANCIAL STATEMENTS

March 31, 2019

5. RESTRICTIONS ON NET ASSETS

The Board of Directors has internally restricted \$386,052 (2018 - \$417,318) of unrestricted net assets to be held for the following purposes:

	2019	2018
Canada Games Reserve Fund	74,093	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	35,225
Special Projects Reserve Fund	50,000	50,000
	386,052	417,318

6. 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.

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. 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 2019 were \$897,829 compared to \$892,999 for 2018. SNC issues invoices for their registration fees annually in September and March.

9. COMMITMENTS

Under the terms of a lease for office premises expiring August 31, 2023, the Organization is committed to minimum annual lease payments of \$26,565 in 2020, \$27,239 in 2021, \$27,720 in 2022, \$28,394 in 2023 and \$12,031 in 2024.

10. COMPARATIVE FIGURES

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

9.

Swim Ontario

SCHEDULE OF EXPENSES

Year ended March 31

	2019	2018
Athletes		
University post-secondary grant	16,000	20,000
Athlete assistance	131,805	125,936
Canada Games	-	45,378
Paralympics	3,249	66,762
	151,054	258,076
Coaches		
Mentor visits	1,725	139
NCCP expenses	72,096	70,118
SOCC coaches ops projects	7,016	4,854
	80,837	75,111
Provincial competition		
Ontario Summer Games	23,137	-
AA - Provincials meet summer	34,420	-
OJI expenses	64,612	20,299
Meet materials	137,957	93,931
	260,126	114,230
Regional program deliveries		
Coaches education	2,665	-
Regional approved projects	75,950	45,871
Regional camp excellence projects	26,731	22,023
	105,346	67,894
Provincial programming		
CSC-ON-OHPSI	146,819	204,961
Provincial team projects	87,116	68,443
Provincial training camps	112,949	63,283
National Training Centre operations	40,000	40,000
Provincial conference weekend	43,019	34,459
Masters development fund	24,893	939
	454,796	412,085
Clubs		
High performance grant	45,334	40,004
Club visit program	489	463
	45,823	40,467

10.

Swim Ontario

SCHEDULE OF EXPENSES

Year ended March 31

	2019	2018
Officials and volunteers		
Education materials	12,491	6,048
Officials development projects	43,447	21,029
PARA classifiers training	251	614
SNC AGM	1,004	198
	57,193	27,889
Governance		
Board meetings	18,821	9,212
	18,821	9,212
Miscellaneous projects		
Hall of Fame grant	1,500	-
Marketing	1,951	-
	3,451	-
Staff expenses		
Administration assistance	17,542	19,439
Salaries and benefits	684,445	591,449
SNC - Academy Centre grant	84,179	33,500
SNC - Prov. Academy Next Gen.	103,240	99,755
Professional development and other	9,033	7,670
	898,439	751,813
Administration, operations and communications		
Rent and office expenses	233,900	220,929
Communications	22,054	20,364
Nevada expenses	16,556	30,779
Swim-A-Thon expenses	19,412	20,885
Move Us Forward project	31,266	14,775
Amortization of equipment and other assets	-	3,560
	323,188	311,292
Total expenses	2,399,074	2,068,069

