



**BOARD OF DIRECTORS  
MEETING # 7 (2023-24)**

**April 5, 2024 – TPASC - In person**

**H. Dwinnell – Recording Secretary**

**Present:**

A. Mitchell  
L. D'Cruz  
R. Giggey  
A. Jurenovskis  
J. Morrison  
T. Oriwol  
J. Peetsma  
B. Sales

**Staff:**

D. Boles  
D. Muma  
H. Dwinnell

**Guest:**

Sydney McIvor

ITEM	ACTION
7-2024:01.1	<b>CALL TO ORDER</b> A.Mitchell called the meeting to order at 4:16 pm.
7-2024:02.1	<b>APPROVAL OF AGENDA</b> A.Mitchell declared the agenda accepted.
7-2024:03.1	<b>CONSENT AGENDA</b> <b>MOTION:</b> L. D'Cruz/J. Peetsma To approve the Consent Agenda including February 16, 2024 minutes and President Report. <b>CARRIED</b>
7-2024:04.1	<b>BOARD REPORTS</b> <b>President report – Consent Agenda</b> A.Mitchell stated that 2024/25 will have significant changes at the club level (Competition Calendar, RTR, New Sanctioning requirements and New Officials Pathway)
7-2024:04.2	<b>Finance and Audit Report</b> D. Muma presented the Financial Statements with higher than expected registration and some lower than expected expenditures which will result in a surplus. There was discussion regarding surplus.
7-2024:04.3	<b>Policy and Governance Report</b> R. Giggey reported that the committee reviewed the EDI Policy. L. D'Cruz presented the Policy providing a summary of steps taken to develop the policy and highlighting areas for the Board. It was suggested that language regarding Undue Hardship from the government legislation be used in the policy. S. McIvor, legal representative answered Board questions. <b>MOTION:</b> R. Giggey/A. Jurenovskis

To accept EDI Policy as amended.

**CARRIED**

L.D'Cruz

L. D'Cruz will thank Carlos Sayao for his guidance in preparing the policy.

7-2024:04.4

**Nominations Report**

A.Jurenovskis reported that the committee reviewed the current Nominations procedure and came to the consensus that the current procedure does not meet best practices. A recommendation to amend the procedure by adding a selection/prioritization process was presented to the Board. The Board discussion resulted in a request that the Nominations Committee develop a procedure to present to Board at end of April.

A.Jurenovskis

7-2024:04.5

**EDI Report**

See Motion approved 7-2024:04.4

7-2024:05.1

**OPERATION REPORT**

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

- Budget – COLA/Salary Adjustments/Wellness and announced and welcomed Ali Gur to the Swim Ontario team.
- Calendar development 2024-2028 has been sent to clubs
- Aquatic Sport Council – Aquatics Infrastructure Report well received. RFP has been issued to hire government relations consultant to develop white paper to illustrate report findings of the crisis upon us with lack of pools in Canada and specifically Ontario
- AGM – will be Virtual meeting on Wednesday September 18. Parliamentarian has been secured
- Fundraising Golf Tournament – Monday August 19 – Station Creek Golf – Gormley, Ontario
- Regional discussion
- Olympic Trials Update

7-2024:06.1

**NEW BUSINESS**

**2024-25 BUDGET**

D. Muma presented the 2024-25 Budget. There was discussion regarding registration fees with a possible 3 year cycle of fee increases and a commitment to spending on additional programming. A.Mitchell summarized budgeted staff expenses, COLA and additional hire.

**MOTION:** J. Peetsma/B. Sales

To approve budget presented with the following changes

- Registration fee increases be 50% to what was proposed
- Registration stat estimate be increased by 5% of proposed number
- Staff COLA 3% across Board.

**CARRIED**

Staff were requested to provide as soon as possible a Surplus spending plan and a review of Market salary rates.

Staff

**MOTION:** B. Sales/L. D'Cruz  
To approve all the reports presented.

**CARRIED**

7-2024:07.1 **EXECUTIVE SESSION – WITH STAFF**  
Not required.

7-2024:08.1 **Next Meeting**  
May 24, 2024 - virtual

7-2024:09.1 **ADJOURNMENT**  
**MOTION:** B. Sales  
To adjourn at 7:46pm.

7-2024:10.1 **EXECUTIVE SESSION – Board Only**  
Not required.