



Notice of Changes to Elections Process and Recommended Candidates

To the Membership,

The Nomination Committee (the Committee) is charged in the corporate by-laws to:

"Nominations Committee is responsible for ensuring, on a continuing basis, that candidates for the Board of Swim Ontario are qualified, skilled and diverse persons capable of, and committed to, providing effective leadership to Swim Ontario"

In carrying out its responsibilities, this year, the Committee was tasked with reviewing the policy relating to the election of Director candidates (Policy on the Determination of Eligible Director Candidates, or the "Policy") and making changes, where necessary, to align it with industry best practices.

The Committee consulted with legal counsel, the Policy and Governance Committee, and the Equity, Diversity, and Inclusion Committee, and obtained the approval of the Board to make changes to and update the Policy to reflect industry best practices. The updated Policy is attached to this letter at **Appendix 1.**

Summary of Elections Process:

Briefly, this year, the Nominations Committee has recommended a candidate for every available seat. The election process will begin with a single motion in which all recommended candidates will be put forth for election. The results of the motion will be tallied as any other voting motion, meaning that club delegates' votes will be weighed based on the voting rights conferred in Swim Ontario's By-Laws. If the motion passes, the recommended candidates will effectively be elected to the Board of Directors, and a general election will not be held. If the motion fails, a general election will be held and all candidates who submitted completed applications will be eligible for election.

Nominations from the floor will be solicited prior to the vote on the motion to elect the recommended slate. Should any candidates put their names forward at that time, the vote on the motion will still proceed as planned. If the motion fails, all candidates (including those nominated from the floor) will be given two minutes to speak to the Membership prior to the general election.

Recommended Candidates:

As of August 26th, seven individuals submitted valid applications to serve on the Board. The Nominations Committee interviewed all of the candidates who are not currently on the Board, and has



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identified four candidates from the entire pool of applicants to recommend to the Membership for election. The Nominations Committee's reasons for recommending these candidates can be found below.

Reasons:

This year, the Nominations Committee has recommended a candidate for every available seat. The Committee feels strongly that the recommended candidates have a personal connection to Swim Ontario and its activities and offer valuable professional experience that addresses the needs of the Board and the gaps in the Board's skills matrix. Importantly, after interviewing the candidates, the Nominations Committee believes the recommended slate standout as ambassadors for the organization.

Andy Mitchell

Over the past 2 years, Andy has demonstrated effective and strategic leadership as the President of the Board of Directors. Prior to that, he was a member of the Board of Directors and served on Swim Ontario's Finance Committee. Re-electing Andy will ensure continuity on the Board of Directors and preserve institutional knowledge. Besides being actively engaged in the swimming community (as a club administrator, parent, and level 5 official who officiates over 200 sessions per year) Andy offers past governance and policy experience with Swim Ontario, and other not-for-profit boards. Although now retired, Andy provides a unique perspective having had a long and successful career in the public service, serving as an MP for 13 years, a member of the Federal Cabinet for 8 years, Mayor and Deputy Mayor of Selwyn Township, Chief of Staff for the Leader of the Opposition, and Senior Advisor within the Ontario government.

Robert Giggey:

As the current Vice-President of the Board and Chair of the Policy and Governance Committee, Robert has proven his ability to lead effectively. Robert has significant governance experience serving on corporate, public, and not-for-profit Boards of Directors. Robert has been actively engaged with the leadership of Swim Ontario but also with its activities as a swimmer, parent, official, and coach. He provides a valuable experience and perspective for the Board.

Taylor Bond:

Taylor is a former competitive swimmer, having swam across Canada at the age-group and collegiate levels and lived around the world. Taylor's professional attributes include a professional designation in marketing and he has professional fundraising and operational experience as a founder and member of the executive in a private corporation. These professional qualities and aptitudes are currently lacking on the Board. Taylor has substantial not-for-profit and board experience, with significant experience in developing and implementing DEI initiatives. He would provide a unique and important perspective to



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Board discussions around Swim Ontario's new Diversity, EI policy and the practical considerations around its implementation. Notably, Taylor is an independent candidate. He can provide a non-biased and objective perspective to Swim Ontario issues as neither he, nor any of his close family, have been affiliated with any clubs over the past several years.

Ahmed Abdelfattah (two-year term):

Ahmed has been very involved in the swimming community for many years, having swam at the National level for Egypt prior to immigrating to Canada and, subsequently, continued his involvement as a parent and official, reaching his Level 5 in 2018. Notably and demonstrating his lifelong commitment to the sport, Ahmed has remained involved in Swim Ontario and Swimming Canada activities despite his children learning to love a new sport and has volunteered his time and has been a valued member of two Swim Ontario committees over the past year (the Policy & Governance Committee and the Officials Committee). Ahmed has prior governance experience serving on other not-for-profit and public Boards of Directors. His professional skills and experience includes financial management, business strategy and planning, managerial responsibilities, risk management, and policy development; all competencies which would complement the skills of the other Directors on the Board and ensure continuity in essential skills required for an effective Board as the terms of other Directors cycle through to termination. Ahmed is being recommended for the two-year term because he expressed this as his preference.

The application materials for <u>all</u> eligible candidates who submitted their completed applications on or before August 2, 2024, can be found under **Appendix 2**.

Legal Counsel will speak to the new Policy and we will address any questions regarding the new elections process at the AGM.

Sincerely,

Andrea Jurenovskis

Chair, Nominations Committee

Andrea Jurenovskis

Board of Directors

Appendix 1



POLICY MANUAL

SECTION	GOVERNANCE	POLICY #	C-001
SUBJECT	Determination of Eligible Director Candidates	EFFECTIVE	August 2019
AUTHORIZED BY	Board of Directors	REVISED	June 2024

Purpose

The purpose of this policy is to outline the process for and considerations relevant to determining eligible candidates for election to the Board of Directors, as outlined in Bylaw 4.02 and described further in this policy.

Policy Statement

Swim Ontario is governed by a skills-based Board of Directors comprised of nine (9) people. Successful candidates for positions on the Board of Swim Ontario are qualified and skilled people capable of, and committed to, providing effective leadership to Swim Ontario and are evaluated based on a skills matrix. Candidates are recruited and selected based on their demonstrated ability to fill needed competencies on the Board and ability to contribute to the leadership of Swim Ontario.

Application

The Nomination Committee has primary responsibility for the application of this policy, as set out below. There shall be no appeal from a decision of the Nominating Committee.

Body	Action
Board of Directors	Appoints a Chair to the Nominations Committee annually, following the Annual General Meeting.
	Approves members of the Nominations Committee, as recommended by the Committee Chair.
Nominations Committee	Oversee and administer this Board Nominations Policy to recruit, identify and recommend a slate of Board members.
	Inform the Board of Directors of the slate of candidates that satisfy the eligibility criteria set out in Bylaw 4.02 and the criteria identified in this Nominations Policy.
Staff	Provides support to the Nominations Committee in the preparation and distribution of notices, the receipt of nominations and in the recruitment of candidates.

Nomination Criteria

The Nomination Committee will evaluate potential Board members in accordance with the below criteria:

- Demonstrated commitment to the mission and values of Swim Ontario;
- Swimming background and knowledge as an athlete, coach, official, administrator or volunteer leader;
- Knowledge and experience in strategic and business planning and fundraising;
- Knowledge and experience in business and corporate administration, including expertise in financial management; and
- Knowledge and experience in human resources management and relationship development;
- Knowledge and experience in law and risk management;
- Knowledge and experience in communications and marketing strategy;

Previous board experience is considered an asset.

Swim Ontario is committed to diversity and inclusion in all aspects of the organization, including governance. Swim Ontario will strive to achieve gender balance in the composition of the Board. Swim Ontario will also strive to have diversity on the Board to ensure the presence and participation of a variety of individuals with different personal characteristics. Diversity can relate to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, religion, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability, or analogous grounds. Diversity in this context places specific emphasis on groups who face systemic exclusion or barriers due to their personal characteristics.

Composition of the Board Nominations Committee

The Composition of the Board Nominations Committee and other details regarding the functioning of the committee are found in the Terms of Reference: Nominations Committee which the Nominations Committee must consult in fulfilling their duties.

Identifying Board Candidates

The Nomination Committee shall solicit nominations from within the current board, as well as from external stakeholders and community members by encouraging applications. Nomination submissions should include a nominee's resume or biography, an explanation of why they are interested in the role and how they will fill any identified skill competencies of the Board.

The Nominations Committee will exercise its discretion to determine how many of the available Board seats will be filled by recommended applicants and whether any seats will be instead filled from the floor.

The Nominations Committee shall review all nominations against the established criteria and Board skills matrix and shall conduct interviews or assessments as necessary to evaluate suitability.

Based on the assessment of nominees, the Nomination Committee shall develop a list of candidates (also referred to as a slate) to recommend for board membership. The slate should include individuals who collectively possess the diverse skills, experiences, and perspectives necessary to advance the organization's mission and objectives.

Board Recommendation

The Nomination Committee shall present the slate of recommended candidates to the full Board for review and approval. Board members may provide feedback or raise concerns about specific nominees before the final approval. The Board shall vote on the slate to present to the Membership, with majority approval required.

Communication and Transparency

The Board shall communicate the slate of recommended candidates to the organization's members and stakeholders in a transparent manner prior to the AGM in accordance with the by-laws. Information about the recommended nominees, including their backgrounds, qualifications, and reasons for selection will be provided to the membership along with the applications of individuals not recommended to ensure informed decision-making by the membership.

Election Process

The membership will be presented all of the candidates prior to the election. The slate of recommended candidates as identified by the Nominations Committee will be presented as a whole to the Membership who will be asked to vote in favour of the recommended slate, in one motion. The Nomination Committee chair, or delegate, will prepare materials to explain to the Membership the rationale for selecting the individuals on the recommended slate.

In addition, the Swim Ontario By-Laws also permit individuals to be nominated from the floor for the election as a Director at the meeting of the members. Such nomination requires a nominator and a seconder from the voting Members present and will also require attendance at the meeting and verbal or written acceptance of the nomination by the individual. In addition, individuals who will be nominated from the floor are required to provide, 48 hours prior to the annual general meeting, the nominee's resume or biography, an explanation of why they are interested in the role and how they will fill any identified skill competencies of the Board and such information will be distributed by staff to the Membership prior to the AGM.

The Membership will be instructed to vote either for or against the entire slate in one motion. Voting against the entire slate means that each individual nominee (whether or not selected by the Nomination Committee or the individuals were nominated from the floor) will be voted on independently by ballot.

Ongoing Evaluation

The Nomination Committee shall periodically review and evaluate the effectiveness of the board nominations process, making adjustments as necessary to enhance its fairness, inclusivity, and alignment with organizational goals.

Amendments

Any amendments to this policy shall be proposed by the Nominations Committee to the Board and require approval by a majority vote of the Board.

Appendix 2



2024 Call For Nominations

Swim Ontario Board of Directors

PROSPECTIVE CANDIDATES FOR THE BOARD

This year 4 (four) individuals will be elected to the Swim Ontario Board. The Board consists of nine members in total.

Swim Ontario's by-laws provide that Directors shall serve for three (3) years. Directors may serve for a maximum of three (3) 3 year terms, for a total of 9 years. One (1) of the positions to be filled this year will be for a two (2) year term.

RECOMMENDED CANDIDATES

Candidates are asked to complete the this online form (including questionnaire and Skills Matrix) and upload their nomination form (listed below) and to submit by Friday August 2, 2024.

Based on its assessment of the candidates, the Nominations Committee will develop a list of candidates (the "Slate") to recommend for Board membership. The number of candidates on the Slate will be determined by the Nominations Committee and may be equal to or less than the number of seats on the Board to be filled. The Nominations Committee will present the Slate to the Board for approval. Once approved, the Slate will be presented to Swim Ontario's Members along with a rationale for their recommendation. Any candidates that were not recommended are still eligible to be elected if the Nominations Committee does not recommend a candidate for every vacant seat or if the motion to elect the Slate fails. If the election of the Slate still leaves a vacant seat or if the motion to elect the Slate does not pass, a general election will be held.

In deciding whom to vote for, the Nominations Committee is asking club representatives to consider some broad points:

- The importance of diversity on the board so that it reflects the membership it represents;
- A gender balance that reflects the swimming community;
- · Representation from across the broad geography of Ontario; and
- The importance of selecting individuals who have core competencies needed on the board.

REQUIRED DOCUMENTATION

- Nomination form (must be downloaded, completed and then uploaded in this form)
- Questionnaire and Biography (completed in this form)
- Skills Matrix (completed in this form)

FLOOR NOMINEES

Alternatively, candidates may have their names placed in nomination at the AGM ("Floor Nominees"). Candidates wishing to do so must provide the required documentation no later than 48 hours before the AGM, Wednesday September 18, 2024 – 7PM. The material will be distributed to the membership prior to the AGM. These candidates will not be able to form a part of the Slate.

REQUIRED DOCUMENTATION FOR FLOOR NOMINEES

- Resume or Biography
- Explanation of why they are interested in the role and how they will meet any identified skill competencies of the Board

All prospective Directors must also meet the following requirements:

- 1. They must be an individual person over 18 years of age
- 2. They must not have been found to be incapable of managing property under the <u>Substitute</u> <u>Decisions Act, 1992</u> or under the <u>Mental Health Act</u>
- 3. They must not have been found incapable by any court in Canada or elsewhere
- 4. They must not have a status of bankrupt

ELECTION

Although the nomination committee facilitates the election process and will endeavour to provide relevant information to electors, the decision as to who sits on the board is the sole prerogative of the electors –

the clubs represented at the AGM.

The Slate of recommended candidates will be presented to the membership prior to the election, as will the Floor Nominees. The Slate will be presented as a whole to the membership, and the membership will vote on a motion for the election of the entirety of the Slate.

A general election will then be held for any remaining seats not filled by the Slate, or for all available seats if the motion for the election of the Slate does not pass. Floor Nominees must be nominated by a nominator and seconder from the voting Members present at the AGM.

Your interest in serving is much appreciated.

Andrea Jurenovskis

Nominations Chair

For further information please contact nominations@swimontario.com

Questionnaire & Biography

Name Andy Mitchell

Phone Number (705) 931-4873

Email andyianmitchell@gmail.com

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

I retired in 2022 after 51 years working in both the private and public sectors. I have served in public office both as an elected politician and staff resource. This has included serving as an MP for 13 years, a member of the Federal cabinet for eight years, both the mayor and deputy mayor of my community, chief of staff to the leader of opposition and senior advisor within the Ontario government. Before entering public service I worked in the financial services industry for 20 years. I am a master swim official (level 5) and work over 200 sessions annually at meets across the province. I am currently a member of the Swim Ontario Board, Chair of the Selwyn Library and a member of the Aquatic Council.

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

Yes

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

I have been a member of the Swim Ontario board for four years and before that a member of the Swim Ontario finance committee. I have been a member of the PTBO Swim Club since 2014 as a parent, board member, and club president. I am currently the club's COC.

Are you able to devote the time and effort necessary?

Monthly Time Commitment:

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

Yes

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

Swim Ontario's primary mission is to support the development of swimmers and to encourage life long participation in the sport. To this end it supports the development of coaches, the hosting of competitions, and providing tools to local clubs that enables them to attract, train, and develop swimmers. Swim Ontario works with Swimming Canada and other partners to help swimmers achieve success from beginner to high performance athlete.

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

It accomplishes this primarily through its support of local clubs, the development of coaching skills, the development of officials, the sanctioning and hosting of competitions, and providing marketing and communication initiatives which promotes and highlights the sport at both the provincial and local levels.

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

Swim Ontario supports high performance athletes in a number of ways including:

- provision of performance grants to athletes and clubs
- coaches development and mentorship projects
- hosting of provincial competitions
- national meet hosting
- supporting the Canada games
- supporting regional initiatives

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

Andy Mitchell retired in 2022 after 51 years working in both the public and private sectors.

He currently is the President of Swim Ontario, Chair of the Selwyn Library and a member of the Aquatic Council. He is a master swim official and works over 200 swim meet sessions each year.

Before retiring, Andy was Mayor of Selwyn Township, member of Peterborough County Council and Deputy Warden.

Andy has served as Chair of Peterborough Public Health and the Otonabee Regional Conservation Authority. He has been a member of the boards of the Peterborough Regional Health Centre, the Canadian Association of Former Parliamentarians and the Canadian Canoe Museum.

Andy holds a Bachelor of Political Science earned at Carleton University. He later became an adjunct professor at Trent University where he taught courses in political science. He also served as the University's director of government and community relations.

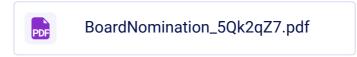
Andy was elected as a Member of Parliament, served eight years in the Federal cabinet, and then became Chief of Staff to the Leader of the Opposition. Andy was also a senior advisor in the Ontario provincial government.

Before entering politics, Andy worked in the banking industry for 20 years.

Nomination Form

The Nomination Form can be found HERE. Please upload the completed form into the space below.

Upload completed Nomination Form



Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience	~			

	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning	~	~	~	
	Developer	Work Experience	Personal User	Comments
	Developei	Work Experience	reisoliai Osei	Comments
Information Technology			~	
	Manager	Support Position	Personal User	Comments
Human Resources		✓	~	
	Professional Designation	Job Related	Volunteer Related	Comments
Financial Management		~		
Fundraising		~		
Marketing		~		
Legal			~	
	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management	~			
	Extensive Professional Experience	Some Professional Experience	Volunteer Experience	Comments
Public Relations	~			
Communications	~			

Board Experience

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

Swimming Experience

	Club Board	Coach	Employee	Comments
Leadership Role	~			
	Executive	Board	Employee	Comments
Swim Ontario		~		
	Parent	Swimmer	Official	Comments
Involvement	~		~	
	Competitive Swimmer	Masters Swimmer	Recreational Swimmer	Comments
Participation			~	
	Team Member	Lifelong Training	Olympian	Comments
Sports Values	~			
		Administrator/Coac		
	Participant	h	Governor/Official	Comments
Sports Experience			✓	

Swim Ontario is well-situated to continue and enhance its positioning as a leader in Canada's sport community and as a global leader in swimming.

To maintain and enhance this positioning we need to continually innovate in seeking ways to reposition the organization, and to build the sport, drive membership and in turn generate revenue that can be returned to the sport.

The cornerstone of this plan is centred around the diversity of our club system, and Swim Ontario must evolve as an organization, in order to meet marketplace demands (cultural and regional diversity, aging demographics, and registrant identification).

Swim Ontario and the Ontario swimming community are guided by the following CORE VALUES:

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

Everyone in swimming, regardless of how they identify, has the right to feel safe and enjoy our sport at whatever level or position they participate.

In living up to these values, it is very import ensure greater diversity on the board and to ensure it is more representative of the population of swimmers, and the diversity of our club system. We can't ensure diversity if we don't know who is applying and who is on the Board. We hope you will be comfortable sharing with us what perspectives you may bring to the table by answering the question below regarding demographic information.



2024 Call For Nominations

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Andrea Jurenovskis

Nominations Chair

For further information please contact nominations@swimontario.com

Questionnaire & Biography

Name Robert Giggey

Phone Number (613) 292-5235

Email robert.giggey@gmail.com

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

Professionally, after recently finishing a six-month term service as Director for ServiceOttawa I currently manage several teams responsible for the City of Ottawa's digital services, including its main websites and apps; a special projects team; and a performance and technology management team. As a manager my number one focus is supporting my staff, helping them to excel at their work, to produce high-level outcomes. I've worked for the City of Ottawa since 2002 managing various teams and programs giving me experience with strategic planning and performance management, HR, communications, project and change management, procurement and contract management.

Like most my interests vary widely. From a swimming perspective I have a keen interest in the role that Swim Ontario has is supporting our athletes, members, and coaches as well as the sport of swimming overall. We must ensure that we are providing a safe environment for everyone to participate and thrive in our sport, we must be prepared to adapt to a changing environment, and we must look after all of our swimmers, coaches, clubs, and officials. I have a specific interest in governance and administration with sporting organizations and more broadly. I enjoy keeping up-to-date on national and global affairs and growing myself through what I read, watch, and listen to. I continue to remain active myself, including in the pool, but also while kayaking, cycling, fishing, skiing, and golfing.

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

Yes

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

Apart from swimming for Ontario clubs for about 17 years, I am currently the father of a swimmer with an Ontario club. Through his time with the club I was a member of the board of directors for nine years, including serving three years as club president and three years as vice president. Like most parents I also did a more than a fair amount of volunteering as chaperone, official, and general support for club activities.

I have also been a member of the board of directors for Swim Ontario for the past five years. Through these two terms I served as chair for both the Nomination Committee as well as the Policy and Governance Committee and participated as a member of the Diversity, Equity, and Inclusion Committee.

Are you able to devote the time and effort necessary? Monthly Time Commitment:

- 1-3 hours Board Meetings
- 1-2 hours Committee Meetings

- 1-2 hours Reading Material
- 2-4 hours attending other events

Yes

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

The mission of Swim Ontario is provided in their Strategic Plan and says that it is to be: Best in class provincial sports organization that supports performance and participation for life. This mission along with their vision make it clear that the focus of the organization is to be strong in both the administration of competitive swimming, while also supporting performance and the obtainment of positive outcomes for swimmers at all levels across the province. My role as director would be to support the execution of the strategic plan, help ensure that appropriate policies are in place and are being followed, and support the CEO and staff in the execution of their duties, including through the budget process. As part of this role I must ensure that myself and the rest of my colleagues on the board are well informed of the activities and performance of the administration, the evolving context in which we operate, and the needs of the membership; and generally take a 'nose in, fingers out' approach to governance.

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

Swim Ontario exists to serve its membership and our membership serves local communities. To do this Swim Ontario must help ensure that the infrastructure is in place so that competitive swimming can survive and thrive throughout the province. This infrastructure includes competition, policies, programming, funding, and influence with government and governing sporting bodies. The organization must not only lead its members but listen to its members to ensure its services meet their needs based on the realities existing within our communities. The promotion of our sport is not only done through the celebration of our athletes' performances but in the sport as a whole to the public and our governing bodies.

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

Support for performance athletes has to happen throughout the lifecycle of an athlete's career from awareness of and attraction to the sport, to early competitive opportunities and through the highest levels of competitive swimming. Foremost this includes ensuring there is a safe space for all athletes to participate and thrive in addition to offering programming to our athletes and coaches. We must support our clubs in the administration of the sport, facilitate competition, and celebrate our athletes. Swim Ontario must maintain a strong alliance and influence with our governing bodies and an understanding of the continuously evolving conditions our athletes and members operate within in order to provide appropriate support where and how they need it.

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

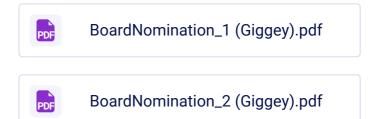
In addition to the professional and board experience described in the questionnaire I also have governance experience with five separate organisations, including those in the private, public, and not-for-profit sector. I have approximately 24 years of experience working in both the private and public sector a Bachelor of Science degree from the University of Maryland and a Master of Business Administration degree from the University of Ottawa.

I come to this nomination with a strong passion for the sport of swimming. I have over 30 years of direct experience in the sport including having swam myself for approximately 17 years, including national level swimming and four years with a Division 1 university in the US. I have been supporting my son's journey in the sport for over 13 years including his time with NKB and now with Canadian collegiate swimming. I've spent time in club governance and administration, officiating, general volunteering; and for the past two years I've gotten back in the pool including dipping my toe in some open water racing. I have a keen interest in the success of this sport and doing my part to support that effort.

Nomination Form

The Nomination Form can be found <u>HERE</u>. Please upload the completed form into the space below.

Upload completed Nomination Form



Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience	~	~		
	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning	~	~	~	
	Developer	Work Experience	Personal User	Comments
Information Technology		~	~	
	Manager	Support Position	Personal User	Comments
Human Resources	~	~	~	
	Professional Designation	Job Related	Volunteer Related	Comments
Financial Management		✓	~	
Fundraising			~	
Marketing		~		
Legal		~		
	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management	~			

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

Board Experience

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

Swimming Experience

	Club Board	Coach	Employee	Comments
Leadership Role	~	~	~	
	Executive	Board	Franksiss	Comments
	Executive	Боага	Employee	Comments
Swim Ontario		~		
	Parent	Swimmer	Official	Comments
Involvement	~	~	✓	
	Competitive Swimmer	Masters Swimmer	Recreational Swimmer	Comments
Participation	~	~	~	
	Team Member	Lifelong Training	Olympian	Comments
Sports Values	~	~		
	Dandahana	Administrator/Coac	0	0
	Participant	h	Governor/Official	Comments
Sports Experience	~	~	~	

Swim Ontario is well-situated to continue and enhance its positioning as a leader in Canada's sport community and as a global leader in swimming.

To maintain and enhance this positioning we need to continually innovate in seeking ways to reposition the organization, and to build the sport, drive membership and in turn generate revenue that can be returned to the sport.

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- Empowerment, teamwork and unity
- · Committed to winning
- · Dedicated to excellence
- Integrity, accountability and risk consciousness of leadership
- Acknowledge and celebrate achievements

Everyone in swimming, regardless of how they identify, has the right to feel safe and enjoy our sport at whatever level or position they participate.



2024 Call For Nominations

Swim Ontario Board of Directors

PROSPECTIVE CANDIDATES FOR THE BOARD

This year 4 (four) individuals will be elected to the Swim Ontario Board. The Board consists of nine members in total.

Swim Ontario's by-laws provide that Directors shall serve for three (3) years. Directors may serve for a maximum of three (3) 3 year terms, for a total of 9 years. One (1) of the positions to be filled this year will be for a two (2) year term.

RECOMMENDED CANDIDATES

Candidates are asked to complete the this online form (including questionnaire and Skills Matrix) and upload their nomination form (listed below) and to submit by Friday August 2, 2024.

Based on its assessment of the candidates, the Nominations Committee will develop a list of candidates (the "Slate") to recommend for Board membership. The number of candidates on the Slate will be determined by the Nominations Committee and may be equal to or less than the number of seats on the Board to be filled. The Nominations Committee will present the Slate to the Board for approval. Once approved, the Slate will be presented to Swim Ontario's Members along with a rationale for their recommendation. Any candidates that were not recommended are still eligible to be elected if the Nominations Committee does not recommend a candidate for every vacant seat or if the motion to elect the Slate fails. If the election of the Slate still leaves a vacant seat or if the motion to elect the Slate does not pass, a general election will be held.

In deciding whom to vote for, the Nominations Committee is asking club representatives to consider some broad points:

- The importance of diversity on the board so that it reflects the membership it represents;
- A gender balance that reflects the swimming community;
- · Representation from across the broad geography of Ontario; and
- The importance of selecting individuals who have core competencies needed on the board.

REQUIRED DOCUMENTATION

- Nomination form (must be downloaded, completed and then uploaded in this form)
- Questionnaire and Biography (completed in this form)
- Skills Matrix (completed in this form)

FLOOR NOMINEES

Alternatively, candidates may have their names placed in nomination at the AGM ("Floor Nominees"). Candidates wishing to do so must provide the required documentation no later than 48 hours before the AGM, Wednesday September 18, 2024 – 7PM. The material will be distributed to the membership prior to the AGM. These candidates will not be able to form a part of the Slate.

REQUIRED DOCUMENTATION FOR FLOOR NOMINEES

- Resume or Biography
- Explanation of why they are interested in the role and how they will meet any identified skill competencies of the Board

All prospective Directors must also meet the following requirements:

- 1. They must be an individual person over 18 years of age
- 2. They must not have been found to be incapable of managing property under the <u>Substitute</u> <u>Decisions Act, 1992</u> or under the <u>Mental Health Act</u>
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ELECTION

Although the nomination committee facilitates the election process and will endeavour to provide relevant information to electors, the decision as to who sits on the board is the sole prerogative of the electors –

the clubs represented at the AGM.

The Slate of recommended candidates will be presented to the membership prior to the election, as will the Floor Nominees. The Slate will be presented as a whole to the membership, and the membership will vote on a motion for the election of the entirety of the Slate.

A general election will then be held for any remaining seats not filled by the Slate, or for all available seats if the motion for the election of the Slate does not pass. Floor Nominees must be nominated by a nominator and seconder from the voting Members present at the AGM.

Your interest in serving is much appreciated.

Andrea Jurenovskis

Nominations Chair

For further information please contact nominations@swimontario.com

Questionnaire & Biography

Name Taylor Bond

Phone Number (647) 548-9009

Email taylor.bond@icloud.com

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

Current Professional Role: VP, Strategy & Operations at NewStore
Previous Board of Directors Experience: Venture Out, Gradient Spaces (merged with Queer Tech in December 2023 - QueerTech strives to queer the tech ecosystem by breaking down barriers, creating spaces, and connecting communities to support and empower 2SLGBTQ+ people to thrive.

https://queertech.org/)

Thank you in advance for your consideration. As a competitive swimmer, my journey began in Montreal's ALPS swimming league followed by age group swimming in Japan, Columbus, South Korea, and Montreal. I also coached for over 5 years. To end my swimming journey, I had the privilege of co-captaining the UofT Varsity Blues to their first national championship in over a decade.

In addition to my swimming background, I have co-founded three non-profit organizations dedicated to advancing and promoting the inclusion of the 2SLGBTQIA+ community in technology and entrepreneurship. Professionally, I have held executive positions at three global technology companies, notably co-founding a startup that was acquired by Accel-KKR in 2020. My expertise lies in software development, e-commerce, and cybersecurity.

I am confident that my varied background in swimming, board memberships, non-profit/charity building, fluency in French, and extensive technology knowledge make me a valuable team member. Recognizing sport as a platform to bridge divisions and foster community, I would be humbled to leverage my experiences in inclusion and community building to make swimming even more accessible. I am eager to discuss how my background aligns with the needs of Swimming Ontario and how I can contribute to your organization's mission.

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



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

UofT Varsity Blues, Toronto Swim Club (swimmer & coach) 2008 - 2013

Are you able to devote the time and effort necessary? Monthly Time Commitment:

- 1-3 hours Board Meetings
- 1-2 hours Committee Meetings
- 1-2 hours Reading Material

• 2-4 hours attending other events

Yes

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

Swim Ontario's mission is to support the development and growth of competitive swimming in the province, fostering an inclusive environment for all participants. They aim to provide resources and opportunities for swimmers, coaches, officials, and clubs to achieve their highest potential.

In my role as a director, I would support this mission by leveraging my background in competitive swimming, coaching, and community building:

Inclusivity and Diversity: With experience in advancing the inclusion of the 2SLGBTQIA+ community, I can help develop programs to make swimming accessible and welcoming to all.

Community Engagement: I would enhance outreach efforts, engaging diverse communities and fostering a sense of belonging among all members.

Program Development: My coaching and leadership experience can help refine programs for swimmers at all levels, ensuring they have the necessary resources and support.

Technology and Innovation: My expertise in software development and cybersecurity can help improve operational efficiency and member engagement through technology.

Strategic Planning: I can contribute to the strategic planning process, helping Swim Ontario set and achieve long-term goals.

By bringing my diverse skills and experiences to Swim Ontario, I can help advance their mission and create a more inclusive and thriving swimming community.

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

Swim Ontario promotes and supports swimming in local communities by providing programs and resources for swimmers, coaches, and clubs. They create an inclusive environment, encourage broad participation, and support competitions and training. Through community engagement, Swim Ontario builds a strong, connected swimming community focused on health, fitness, and excellence in the sport.

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

As the largest province in Canada with an incredibly strong history of club swimming and university programs. With the right programming, funding, and collaboration, Swim Ontario is well positioned to create and support the next generation of high performance athletes

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

Taylor Bond is an accomplished executive with a strong background in technology, strategy, and operations. As the VP, Strategy & Operations at NewStore, Taylor manages a global team of 15 at one of the fasted growing retail technology companies. Prior to NewStore, he co-founded SalesRight which was acquired by Accel-KKR in 2020. With leadership roles at MindSea Development and other tech companies, Taylor has consistently delivered profitability and operational improvements.

A former competitive swimmer and co-captain of the UofT Varsity Blues, Taylor co-captained the team to their first national championship in over a decade. Taylor has also coached swimming for over five years and is dedicated to fostering inclusivity in sports and technology.

As a co-founder of Gradient Spaces and a key contributor to Venture Out, Taylor has championed diversity

and inclusion, supporting LGBTQ+ entrepreneurs and building strategic partnerships. Fluent in French, with global experience, Taylor is eager to contribute to Swim Ontario's mission, leveraging expertise in community building, technology, and sports.

Nomination Form

The Nomination Form can be found <u>HERE</u>. Please upload the completed form into the space below.

Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience			✓	
	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning	~			
	Developer	Work Experience	Personal User	Comments
Information Technology		~		
	Manager	Support Position	Personal User	Comments
Human Resources	~			
	Professional Designation	Job Related	Volunteer Related	Comments
Financial Management		~		
Fundraising		~		
Marketing	~			
Legal		~		
	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management	~			
	Extensive Professional Experience	Some Professional Experience	Volunteer Experience	Comments
Public Relations		~		
Communications		✓		

Board Experience

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

Swimming Experience

	Club Board	Coach	Employee	Comments
Leadership Role		~		
	Executive	Board	Employee	Comments
Swim Ontario				Coach
	Parent	Swimmer	Official	Comments
Involvement		~	~	
	Competitive Swimmer	Masters Swimmer	Recreational Swimmer	Comments
Participation	~			
	Team Member	Lifelong Training	Olympian	Comments
Sports Values	~			
	Participant	Administrator/Coac h	Governor/Official	Comments
Sports Experience	~	~		

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2024 Call For Nominations

Swim Ontario Board of Directors

PROSPECTIVE CANDIDATES FOR THE BOARD

This year 4 (four) individuals will be elected to the Swim Ontario Board. The Board consists of nine members in total.

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REQUIRED DOCUMENTATION FOR FLOOR NOMINEES

- Resume or Biography
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ELECTION

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Your interest in serving is much appreciated.

Andrea Jurenovskis

Nominations Chair

For further information please contact nominations@swimontario.com

Questionnaire & Biography

Name Ahmed Abdelfattah

Phone Number (613) 302-9851

Email fattahcanada2017@gmail.com

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

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

In 2015, Ahmed started his involvement with swimming community through being a swimming official, moving up through all the levels until he completed his level 5 in 2018. Throughout all the past years, Ahmed was always a part of all Swim Canada competitions including regionals, provincials, nationals, trials as well as the 2022 World cup team. Those years marks Ahmed's 10th season as a member of the Swim Canada community.

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

Ahmed is currently working with Swim Ontario in 2 committees,

- SWIM ONTARIO OFFICIALS COMMITTEE
- POLICY & GOVERNANCE

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

Interests wise move around swimming officiating, Water Polo matches and range shooting.

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



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

As mentioned above, In 2015, I started my involvement with swimming community through being a swimming official, moving up through all the levels until I completed my level 5 in 2018. Throughout all the past years, I was always a part of all Swim Canada competitions including regionals, provincials, nationals, trials as well as the 2022 World cup team. Those years marks my 10th season as a member of the Swim Canada community.

I am currently working with Swim Ontario in 2 committees,

- SWIM ONTARIO OFFICIALS COMMITTEE
- POLICY & GOVERNANCE

Are you able to devote the time and effort necessary?

Monthly Time Commitment:

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

Yes

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

Swim Ontario is a non-profit organization that oversees competitive swimming in the province of Ontario, Canada. Its mission is to promote and develop the sport of swimming by providing leadership, support, and resources to athletes, coaches, and clubs.

As a director at Swim Ontario, My role would involve supporting the organization's mission in several ways. Firstly, I would contribute to the development and implementation of strategic plans and policies that align with the organization's goals. This may include participating in board meetings, providing input on key decisions, and ensuring that the organization operates in a manner that promotes the growth and success of swimming in Ontario.

Secondly, I would be responsible for overseeing the financial management of Swim Ontario. This would involve monitoring and approving budgets, ensuring financial sustainability, and making informed decisions regarding funding allocations to support programs, events, and initiatives that benefit athletes and clubs.

Additionally, as a director, I would play a crucial role in fostering strong relationships with stakeholders, including athletes, coaches, clubs, and other swimming organizations. This would involve collaborating with these groups to identify their needs, address any challenges, and develop initiatives that enhance the overall swimming experience in Ontario.

Furthermore, I would be expected to advocate for the sport of swimming and promote its benefits to the broader community. This could involve engaging with government officials, sponsors, and the media to raise awareness, secure funding, and create opportunities for growth and development.

Overall, My role as a director at Swim Ontario would involve providing leadership, strategic guidance, and operational oversight to support the organization's mission of promoting and developing competitive swimming in Ontario.

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

Swim Ontario is the governing body for competitive swimming in the province of Ontario, Canada. Its primary role is to promote and support swimming in local communities by providing leadership, resources, and programs to athletes, coaches, officials, and clubs.

One of Swim Ontario's main objectives is to develop and nurture competitive swimmers at all levels, from grassroots to elite. They do this by organizing and sanctioning swim meets and competitions throughout the province, which provide opportunities for swimmers to showcase their skills and compete against their peers. Swim Ontario also establishes and enforces the rules and regulations of competitive swimming, ensuring fair play and safety for all participants.

Swim Ontario is committed to supporting the growth and development of clubs and coaches. They offer training and certification programs for coaches and officials, ensuring that they have the necessary skills and knowledge to provide quality coaching and officiating. Swim Ontario also provides resources and guidance to clubs, helping them to establish and maintain effective programs and operations.

In addition to promoting competitive swimming, Swim Ontario also focuses on increasing participation in

the sport and promoting a healthy and active lifestyle. They offer programs such as Learn to Swim and Swim for Life, which aim to teach swimming skills to individuals of all ages and abilities. Swim Ontario also collaborates with other organizations and stakeholders to advocate for the importance of swimming and water safety in the community.

Overall, Swim Ontario plays a vital role in promoting and supporting swimming in local communities by providing leadership, resources, and programs that help develop athletes, coaches, and clubs, while also increasing participation and promoting the benefits of swimming.

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

Swim Ontario plays a crucial role in promoting high-performance athletes in the sport of swimming. Here are some key aspects of Swim Ontario's role:

- 1. Talent Identification and Development: Swim Ontario identifies and nurtures talented swimmers at a young age through various programs and initiatives. This includes identifying potential athletes, providing training opportunities, and supporting their development through coaching and technical expertise.
- 2. Coaching and Athlete Support: Swim Ontario works closely with coaches to provide them with the necessary resources, education, and support to train and develop high-performance athletes. This includes organizing coaching clinics, mentorship programs, and providing access to sports science and sports medicine services.
- 3. Competition and Performance Pathways: Swim Ontario establishes a structured competition pathway that allows athletes to progress from local meets to provincial, national, and international competitions. This pathway provides athletes with the opportunity to compete against top-level swimmers and gain valuable experience.
- 4. Funding and Scholarships: Swim Ontario offers financial support to high-performance athletes through various funding programs and scholarships. This helps athletes cover training expenses, travel costs, and other related expenses, enabling them to focus on their athletic development.
- 5. Partnerships and Collaboration: Swim Ontario collaborates with various stakeholders, including Swim Canada, other provincial swim associations, and sport organizations, to create a supportive and competitive environment for high-performance athletes. This includes sharing best practices, coordinating training camps, and facilitating athlete exchanges.

Overall, Swim Ontario's role in promoting high-performance athletes is to identify, develop, support, and provide opportunities for swimmers to reach their full potential at the provincial, national, and international levels.

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

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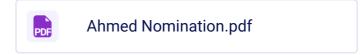
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Upload completed Nomination Form



Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience	✓			
	Wrote/Designed	Developed	Implemented	Comments
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	Developer	Work Experience	Personal User	Comments
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Human Resources		~		
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Financial Management		~	~	
Fundraising			~	
Marketing		~	~	
Legal			~	

	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management	✓			
	Extensive			
	Professional Experience	Some Professional Experience	Volunteer Experience	Comments
Public Relations			~	

Board Experience

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

Swimming Experience

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Involvement	~	~	~	
	Team Member	Lifelong Training	Olympian	Comments
Sports Values	✓	Lifelong Training	Olympian	Comments
	Participant	Administrator/Coac h	Governor/Official	Comments
Sports Experience	~	~	~	

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2024 Call For Nominations

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- The importance of selecting individuals who have core competencies needed on the board.

REQUIRED DOCUMENTATION

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- Questionnaire and Biography (completed in this form)
- Skills Matrix (completed in this form)

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- Explanation of why they are interested in the role and how they will meet any identified skill competencies of the Board

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- 1. They must be an individual person over 18 years of age
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- 3. They must not have been found incapable by any court in Canada or elsewhere
- 4. They must not have a status of bankrupt

ELECTION

Although the nomination committee facilitates the election process and will endeavour to provide relevant information to electors, the decision as to who sits on the board is the sole prerogative of the electors –

the clubs represented at the AGM.

The Slate of recommended candidates will be presented to the membership prior to the election, as will the Floor Nominees. The Slate will be presented as a whole to the membership, and the membership will vote on a motion for the election of the entirety of the Slate.

A general election will then be held for any remaining seats not filled by the Slate, or for all available seats if the motion for the election of the Slate does not pass. Floor Nominees must be nominated by a nominator and seconder from the voting Members present at the AGM.

Your interest in serving is much appreciated.

Andrea Jurenovskis

Nominations Chair

For further information please contact nominations@swimontario.com

Questionnaire & Biography

Name Robert Azzam

Phone Number (437) 989-6556

Email robert.azzam@gmail.com

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

I am currently Group Head, Finance at Concert Infrastructure, an infrastructure equity fund owned and funded by Canadian pension funds, and with a mandate to develop, invest in, and manage long term infrastructure projects for various levels of Canadian governments. I have been in this field for over 20 years. I have an Honour BA in Economics from Concordia University, and an MBM in Finance from McGill University. Last year I have obtained the Chartered Director designation (C.DIr) from The Directors College at the DeGroote School of Business.

I am a father of two teenagers, and focused on making sure they are active and healthy. One of my kids is finishing his certifications to become a lifeguard.

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



Are you able to devote the time and effort necessary?

Monthly Time Commitment:

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

Yes

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

I understand that Swim Ontario is the provincial governing body for competitive swimming in Ontario, with a mission to be best in class provincial sports organization, with a focus on excellence, safety, inclusion, integrity and accountability. In addition to my profession and experience in financing and financial oversight, my focus in my roles (whether professional, volunteer, or educational) has been mostly on diversity, accountability, and sound governance.

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

Even though I am not personally a professional swimmer, being a father of kids who are interested in

swimming, I do observe the level of professionalism, safety, and excellence in promoting and managing swimming activities and competitions in the province. Local communities (especially the smaller ones) are probably not always capable of managing such complex mission on their own, making the role of an organization such as Swim Ontario very critical.

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

The role of Swim Ontario in promoting high performance athletes is critical, as promoting high performance is not limited to the actual results or medals, but also the safetly of the athletes, the inclusion and diversity representing the diverse communities, and the accountability of the organization as well as individual athletes.

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

Robert Azzam brings a 24-year background in project finance, with diverse experience spanning public-sector policy, strategy, and delivery; private-sector lending including leadership, origination, and negotiations; as well as private-sector investments involving leadership, structuring, and closing. As Group Head, Project Finance at Concert Infrastructure, he spearheads Concert's financing strategies and objectives in seeking infrastructure investment opportunities across Canada. Before joining Concert, Robert held significant financing roles in P3-type projects at TD Bank Group and Infrastructure Ontario ("IO"). His tenure at IO was marked by his involvement in the development of the IO AFP (Alternative Financing and Procurement)/P3 program from a project finance perspective. Robert is a board member on two of Concert's special purpose vehicles, ensuring transparency, accountability and successful delivery of infrastructure projects. He was also a board member with "Le Petit Chaperon Rouge", a local francophone daycare. He is also the president of the South Portage Lake Property Owners Association, a community association focused on lake health and community engagement.

Robert holds an Honours BA from Concordia University, and an MBA in Finance from McGill University. He

obtained the Chartered Director designation (C.Dir) from The Directors College at the DeGroote School of Business in 2023.

Nomination Form

The Nomination Form can be found HERE. Please upload the completed form into the space below.

Upload completed Nomination Form



Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience	~			

	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning	~			

D I			
Developer	Work Experience	Personal User	Comments
	~		
Manager	Support Position	Personal User	Comments
	~		
Professional Designation	Job Related	Volunteer Related	Comments
~			
Extensive Experience	Some Experience	Limited Experience	Comments
✓			
Extensive Professional Experience	Some Professional Experience	Volunteer Experience	Comments
•	~		
	~		
	Extensive Experience	Manager Support Position Professional Designation Extensive Experience Extensive Professional Experience Some Professional Experience Y	Manager Support Position Personal User Professional Designation Extensive Experience Extensive Professional Experience Some Professional Experience Volunteer Related Volunteer Related Volunteer Experience Extensive Professional Experience

Board Experience

	More than five years	Less than five years	No Experience	Comments
Served on Corporate Board	✓			
Served on Public Board			~	
Served on Not-for- Profit		~		
Served on PSO Board			✓	
Served on Swim Ontario Committee			✓	
Served in Elected Office			~	
	Parent	Swimmer	Official	Comments
Involvement	~			

	Competitive Swimmer	Masters Swimmer	Recreational Swimmer	Comments
Participation			~	

	Participant	Administrator/Coac h	Governor/Official	Comments
Sports Experience	✓			

Swim Ontario is well-situated to continue and enhance its positioning as a leader in Canada's sport community and as a global leader in swimming.

To maintain and enhance this positioning we need to continually innovate in seeking ways to reposition the organization, and to build the sport, drive membership and in turn generate revenue that can be returned to the sport.

The cornerstone of this plan is centred around the diversity of our club system, and Swim Ontario must evolve as an organization, in order to meet marketplace demands (cultural and regional diversity, aging demographics, and registrant identification).

Swim Ontario and the Ontario swimming community are guided by the following CORE VALUES:

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

Everyone in swimming, regardless of how they identify, has the right to feel safe and enjoy our sport at whatever level or position they participate.



2024 Call For Nominations

Swim Ontario Board of Directors

PROSPECTIVE CANDIDATES FOR THE BOARD

This year 4 (four) individuals will be elected to the Swim Ontario Board. The Board consists of nine members in total.

Swim Ontario's by-laws provide that Directors shall serve for three (3) years. Directors may serve for a maximum of three (3) 3 year terms, for a total of 9 years. One (1) of the positions to be filled this year will be for a two (2) year term.

RECOMMENDED CANDIDATES

Candidates are asked to complete the this online form (including questionnaire and Skills Matrix) and upload their nomination form (listed below) and to submit by Friday August 2, 2024.

Based on its assessment of the candidates, the Nominations Committee will develop a list of candidates (the "Slate") to recommend for Board membership. The number of candidates on the Slate will be determined by the Nominations Committee and may be equal to or less than the number of seats on the Board to be filled. The Nominations Committee will present the Slate to the Board for approval. Once approved, the Slate will be presented to Swim Ontario's Members along with a rationale for their recommendation. Any candidates that were not recommended are still eligible to be elected if the Nominations Committee does not recommend a candidate for every vacant seat or if the motion to elect the Slate fails. If the election of the Slate still leaves a vacant seat or if the motion to elect the Slate does not pass, a general election will be held.

In deciding whom to vote for, the Nominations Committee is asking club representatives to consider some broad points:

- The importance of diversity on the board so that it reflects the membership it represents;
- A gender balance that reflects the swimming community;
- Representation from across the broad geography of Ontario; and
- The importance of selecting individuals who have core competencies needed on the board.

REQUIRED DOCUMENTATION

- Nomination form (must be downloaded, completed and then uploaded in this form)
- Questionnaire and Biography (completed in this form)
- Skills Matrix (completed in this form)

FLOOR NOMINEES

Alternatively, candidates may have their names placed in nomination at the AGM ("Floor Nominees"). Candidates wishing to do so must provide the required documentation no later than 48 hours before the AGM, Wednesday September 18, 2024 – 7PM. The material will be distributed to the membership prior to the AGM. These candidates will not be able to form a part of the Slate.

REQUIRED DOCUMENTATION FOR FLOOR NOMINEES

- Resume or Biography
- Explanation of why they are interested in the role and how they will meet any identified skill competencies of the Board

All prospective Directors must also meet the following requirements:

- 1. They must be an individual person over 18 years of age
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Your interest in serving is much appreciated.

Andrea Jurenovskis

Nominations Chair

For further information please contact nominations@swimontario.com

Questionnaire & Biography

Name Clark Evans

Phone Number (647) 444-9901

Email cdevans@gmail.com

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

Professionally, I am the CTO of startup that is reimagining the physical security industry. I lead product and engineering as we expand our software-as-a-service offering that facilitates security guard response with an Uber-like model.

Personally, I am an avid reader, and love to swim. I also enjoy cycling and tolerate running. I am a non-competing member of a masters swim club, but I do compete in several open water events each summer. Additionally, I am starting to get back into triathlon after many years away from the sport.

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

Yes

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

I have been a member of Lakeshore Swim Club for ten years, as the parent of two age group swimmers (one graduated/retired, one still swimming). I am an active official (Level 5), and volunteer at many meets each season, ranging from the development to the national level. Over the years, I have also served LSC as the club officials chair and as a member of the board of directors.

Are you able to devote the time and effort necessary?

Monthly Time Commitment:

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

Yes

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

I interpret the Swim Ontario mission as a dedication to promoting lifelong swimming among athletes of all ages and abilities, while simultaneously fostering an atmosphere where high performance can be achieved. To support such a mission, as a director I would strive to promote inclusivity and accessibility, ensuring that facilities, clubs, and programs are accessible to people of all ages, abilities, and

backgrounds. I would also work to ensure that competitions and events provide all athletes with opportunities to showcase their abilities.

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

I see Swim Ontario as the ultimate leader in promoting swimming across the province. Through comprehensive resources and tools that guide the organization and operation of member clubs, and by facilitating educational opportunities for the development of athletes, coaches, and officials, Swim Ontario provides the necessary support to ensure the long-term sustainability of the sport of swimming in Ontario. By ensuring that regions, clubs, coaches, officials, and athletes are all working together, Swim Ontario forges a pathway to success for all swimmers.

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

To truly achieve the mission of "performance and participation for life", Swim Ontario must balance the needs of high performance athletes with the needs of recreational swimmers, and similarly for coaches and officials. Certainly, there must be investment in training programs and competitive opportunities for targeted athletes, but there must also be investment in programs that will attract and retain those athletes, in the clubs that will develop them, and in the volunteers and staff who will support those programs.

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

I have been active in competitive swimming since joining Lakeshore Swim Club in 2014. I managed officials' development as officials chair from 2016 until 2020, and personally achieved Level 5 certification in January 2023. I have officiated at meets from the development to the national level across the province, as well as at Masters and Special Olympics meets. Additionally, I have been active in meet management since 2017, contributing to the planning and running of all Lakeshore hosted meets held since then. I joined the Lakeshore board in October of 2022, and assumed the role of treasurer in January 2023.

In addition to involvement with youth swimming, I am a Masters swimmer with the Norseman Masters Aquatic Club, where I served on the board as treasurer for two years. I am also an avid open water swimmer, competing in numerous open water events each year.

Outside of swimming, I curl at the High Park Club, playing in both social and competitive leagues. While my daughter participated in youth curling, I coached and eventually became chair/organizer of the Little Rocks section. I served on the board of directors of the club from 2021 to 2023, responsible for the membership services portfolio.

Professionally, I manage the product and engineering teams of a startup that is revolutionizing the physical security industry. Historically, my career has spanned multiple roles and responsibilities in the technology sector, focusing on development, design, architecture, and management of software solutions across multiple industries. Running my own company for more than 15 years instilled a strong knowledge of corporate operations, finances, and reporting obligations.

I would be grateful for the opportunity to continue to serve Swim Ontario as a board member.

Nomination Form

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Upload completed Nomination Form



BoardNomination_Clark.pdf

Skills Matrix

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience	~			
	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning	~	~	~	
	Developer	Work Experience	Personal User	Comments
Information Technology	~	~	~	
	Manager	Support Position	Personal User	Comments
Human Resources	~			
	Professional Designation	Job Related	Volunteer Related	Comments
Financial Management		~	~	
Fundraising				
Marketing				
Legal				
	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management		~		
	Extensive Professional Experience	Some Professional Experience	Volunteer Experience	Comments
Public Relations		~		
Communications		~		

Board Experience

	More than five years	Less than five years	No Experience	Comments
Served on Corporate Board			~	
Served on Public Board			~	
Served on Not-for- Profit		~		

	More than five years	Less than five years	No Experience	Comments
Served on PSO Board			~	
Served on Swim Ontario Committee			~	
Served in Elected Office			✓	

Swimming Experience

	Club Board	Coach	Employee	Comments
Leadership Role	~			

	Parent	Swimmer	Official	Comments
Involvement	~	~	~	

	Competitive Swimmer	Masters Swimmer	Recreational Swimmer	Comments
Participation		~	✓	

	Team Member	Lifelong Training	Olympian	Comments
Sports Values		✓		

	Participant	Administrator/Coac h	Governor/Official	Comments
Sports Experience	~		~	

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2024 Call For Nominations

Swim Ontario Board of Directors

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This year 4 (four) individuals will be elected to the Swim Ontario Board. The Board consists of nine members in total.

Swim Ontario's by-laws provide that Directors shall serve for three (3) years. Directors may serve for a maximum of three (3) 3 year terms, for a total of 9 years. One (1) of the positions to be filled this year will be for a two (2) year term.

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- Explanation of why they are interested in the role and how they will meet any identified skill competencies of the Board

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Your interest in serving is much appreciated.

Andrea Jurenovskis

Nominations Chair

For further information please contact nominations@swimontario.com

Questionnaire & Biography

Name Karin Horvath-Safa

Phone Number (647) 400-7653

Email karinhorvath@gmail.com

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

Currently I'm working as an assistant administrator for a medical corporation. I have been working in this field for the past 12 years.

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



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

Level 2 certified Worked as a parent group representative for 2 years Board member for 1 year as a Chair for Fundraising committee

Are you able to devote the time and effort necessary?

Monthly Time Commitment:

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

Yes

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

I believe that Swim Ontario aims to promote and support the sport of swimming through leadership, development and high performance also ensuring a safe and inclusive environment for all athletes, coaches, and members.

I also believe that Swim Ontario is dedicated to improving the overall experience of swimming for all swim levels, from early learn to swim to high performance levels, while emphasizing the importance of health, fitness, and lifelong participation in the sport while fostering a positive and supportive environment for athletes, coaches, officials, and volunteers.

I would support implementing coaching education programs to ensure high-quality training for all swimmers, support initiatives that provide athletes with the necessary resources, training, and competitive

opportunities to excel at provincial, national, and international levels while ensuring inclusivity and diversity within the sport, ensuring equal opportunities for all individuals regardless of background or nationality.

I would support the enforcement of the rules and regulations to promote the highest standards of transparency, fairness, inclusivity, open communication, and integrity within Swim Ontario. Ensuring that these principles are upheld is essential for fostering a positive and supportive environment for all athletes, coaches, officials, and members.

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

Swim Ontario promotes swimming as a sport and a healthy activity through various programs, supporting local competitions, swim camps, and clinics, Swim Ontario helps to raise awareness and interest in the sport among community members of all ages, collaborates with schools, community centers, and other organizations to introduce swimming to children and adults, emphasizing the importance of swimming for fitness, safety, and recreation.

Swim Ontario ensures that swimmers receive age-appropriate training, competition, and support. This includes access to high-quality coaching, facilities, and resources, places a strong emphasis on safety ensuring that all programs and activities are conducted in a safe and welcoming environment and implementing comprehensive safety protocols.

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

Swim Ontario provides a pathway for all athletes to reach high-performance levels, ensures that athletes receive appropriate training, invests in the education and development of coaches to ensure that high-performance athletes receive the best possible guidance and support. This is achieved by advanced coaching certification programs, professional development workshops, and mentoring opportunities. Swim Ontario organizes and supports a range of high-level competitions, including provincial championships, trials for national and international events, and elite training camps and exposure they need to excel, also facilitates access to high-quality training facilities and resources, ensuring that athletes have the necessary tools to achieve their goals. Swim community also celebrates the achievements of high-performance athletes through awards, recognition programs, and media coverage that inspires other younger generations of athletes.

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

My name is Karin Horvath-Safa, and I have three children aged 25, 16, and 11. My daughter, Jade Safa, has been swimming for the Granite Gators since she was 8 and is now 16. My youngest son, Noah Safa, currently swims with ESWIM at age 11 and began competitive swimming at 7.

I served as the parent representative at MAC for a couple of years and have been an active parent volunteer on deck and at social events for the past four years. I am a Level 2 certified official. Additionally, I served on the Board of Directors at MAC for one year as the Chair of the Fundraising Committee.

Over the past 14 years, I have been actively involved in various volunteer positions at my children's schools and extracurricular activities. I was also an advisor to the Board Members Committee at the Granite Club for five years.

Professionally, I have worked for various real estate firms for over 18 years, managing numerous renovation and interior design projects. For the past 12 years, I have also served as an assistant, administrator, and bookkeeper for a medical corporation.

My strengths lie in planning, management, coordination, and customer relations. As a highly motivated and experienced individual with a strong track record in planning and organization, I believe I can bring a unique set of skills and perspectives to the team. I have a keen eye for identifying areas of growth and development and excel at working collaboratively to achieve common goals.

I am committed to using my skills and experience to benefit the organization and to ensure that the interests of stakeholders are always at the forefront of decision-making processes. I believe I would be a valuable asset to the Board of Directors and welcome the opportunity to contribute to the ongoing success of the organization.

Thank you for considering my application.

Best regards,

Karin Horvath-Safa

Nomination Form

The Nomination Form can be found HERE. Please upload the completed form into the space below.

Upload completed Nomination Form



Swim Ontario Nomination Fo... .pdf

Skills Matrix

Marketing

Legal

Professional Experience

	Senior Manager	Middle Manager	Owner Operator	Comments
Management Experience	~		~	
	Wrote/Designed	Developed	Implemented	Comments
Strategic Planning			~	
	D I	M. J. F	D	0
	Developer	Work Experience	Personal User	Comments
Information Technology			~	
	Manager	Support Position	Personal User	Comments
Human Resources		~		
	Professional Designation	Job Related	Volunteer Related	Comments
Financial Management		~		
Fundraising		~		

	Extensive Experience	Some Experience	Limited Experience	Comments
Risk Management		~		
	Extensive			
	Professional Experience	Some Professional Experience	Volunteer Experience	Comments
Public Relations		~		
Communications		~		

Board Experience

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

Swimming Experience

	Club Board	Coach	Employee	Comments		
Leadership Role	~					
	Parent	Swimmer	Official	Comments		
Involvement	~		✓			
	Team Member	Lifelong Training	Olympian	Comments		
Sports Values	~					
	Participant	Administrator/Coac h	Governor/Official	Comments		
Sports Experience			~			

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SWIM ONTARIO

ENGAGE - INSPIRE - EMPOWER



SWIM ONTARIO NOMINATION FORM

, Karin Horvath-safa being a member of ESWIM	, a registered club with Swim				
Ontario, nominates Karin Horvath Safa for election to the Swim Ontario Board of					
Directors					
	20+4/08/02				
Signature	Date				
I, Trabath Skuri at Ontario, seconds the nomination of Karin Horvath Safa Board of Directors. Signature	, a registered club with Swim for election to the Swim Ontario 2024/08/21 Date				
I, Karin Horvath Safa accept the nomination of electors and certifies that:	tion to the Swim Ontario Board of				
A. I am not under the age of 18 years					
 B. I am not a person who has been found under the Substitut Mental Health Act to be incapable of managing property; 	te Decisions Act, 1992 or under the				
C. I am not a person who has been found to be incapable by any court in Canada or elsewhere;					
D. I am not a person who has the status of bankrupt.					
E. I am not an employee or contractor of Swim Ontario, a Swim Ontario Region,					
Swimming/Natation Canada or any other provincial sport of	organization in Ontario.				
	2014/08/02				
Signațure	Date				

SWIM ONTARIO





SWIM ONTARIO NOMINATION FORM

Karin Horvath-safa	being a member of	SWIM	, a registered club with Swim
Ontario, nominate	Karin Horvath Safa	for election to	the Swim Ontario Board of
Directors			2014/08/02
Signature			Date
****	, being a member of he nomination of <u>Karin Horva</u>	th Safa	, a registered club with Swim _ for election to the Swim Ontario
Signature			Date
Karin Hory	/ath Safa_accept the r	nomination of elec	tion to the Swim Ontario Board of
A. I am not un B. I am not a p Mental Hea C. I am not a p D. I am not a p E. I am not an Swimming/	der the age of 18 years berson who has been found u alth Act to be incapable of ma	under the Substitut anaging property; o be incapable by a bankrupt. wim Ontario, a Swi	e Decisions Act, 1992 or under the any court in Canada or elsewhere; im Ontario Region,
Signature			Date