

2023-2024 SWIM ONTARIO ANNUAL REPORT

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CONTENTS

Board Reports

President's Report	3
CEO and Operations Report	5
Finance and Audit Committee	11
Policy and Governance Committee	14
Nominations Committee	15

Committees of the CEO Reports

Sport Development Committee	19
Swim Ontario Coaches Committee	21
Swim Ontario Officials Committee	22
Awards Committee	25
Regional Committee	28
Swim Ontario Masters Committee	29
Equity, Diversity, and Inclusion Committee	31
Risk Management Committee	32
Swim Ontario Para Development Project	33

Partner Organization Reports

Ontario Aquatic Hall of Fame	34
Ontario Aquatic Sport Council	35

Swim Ontario Award Recipients

36

Association Information

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

Financial Information

Audited Financial Statements March 31, 2024	43
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Swim Ontario President Report

2023-2024 continued to see Swim Ontario make progress towards achieving its vision of being a world leader in swimming excellence at all levels. Swim Ontario, in partnership with its member clubs, Swimming Canada, venues, and others, worked towards its mission of being a best-in-class provincial sports organization, which supports performance and participation for life. We have strived to provide educational opportunities, mentoring, responsible governance, and exceptional service to our members

This has been a team effort, and I would like to thank all our member clubs for their hard work and support during the past year.

An integral part of our success is our people, including our staff led by our CEO, Dean Boles. In addition, are the countless volunteers who make swimming work, including club administrators, officials, parents/guardians, and others – to each of you thank you.

I would also like to thank the hundreds of coaches, who everyday are on deck teaching and training our swimmers to be the best they can be. They not only train our resolute athletes to perform in the pool, but also impart important life lessons that will help shape them far into the future.

The Paris Olympics and Paralympics were a showcase of Canadian swimming, as both female and male swimmers performed admirably. That the Olympics, Canadian swimmers finished with eight medals, and additionally, either individually or relay teams, recorded six fourth place finishes and Canadian swimmers participated in finals 21 times. This was an incredible achievement and speaks to the hard work of our athletes, coaches, support staff and all the programming put in place to support them. Our Paralympic swimmers followed close behind with Canada earning 13 medals including 5 gold medals.

Now it is onto Los Angeles.

Highlights of our board and staff work during the past year includes:

- Attracting an increased number of competitive, precompetitive and masters swimmers to programs across the province
- Investing \$1,705,000 into programing for athletes, coaches, clubs, and volunteers
- Maintaining financial reserves that allow Swim Ontario to respond to unexpected challenges and to take advantage of emerging opportunities
- Responding successfully to a Swimming Canada data breach and supporting clubs to continue operations
- Introducing a new dispute resolution process that will provide direct support to clubs
- Successfully staging five provincial meets and supporting Swimming Canada to stage three national meets in Ontario, including the Olympic and Paralympic Trials
- Working with other sports organization, through the Aquatic Council, to seek new investments in the development of aquatic infrastructure

- Introducing new governance structures to better monitor financial, reputational, and other risks
- Introducing a new nominations process that aligns with best practice for PSOs and other not-for-profits
- Providing additional Swim Ontario staff resources to support clubs

The upcoming year will be one of change, and an opportunity to take different approaches and to seize new possibilities.

We anticipate that success at the Olympics and Paralympics will result in a surge of new entrants into our competitive and pre-competitive programs across the province. This will provide an opportunity for renewal and new beginnings, but it also will pose challenges as clubs deal with securing resources, both in terms of personnel and pool availability.

Clubs and regions will be operating within a new competitive calendar. It is hoped that fewer provincial properties will help facilitate the development of new competitive opportunities and provide clubs and regions the chance to introduce new and unique approaches to swim meet organization and participation.

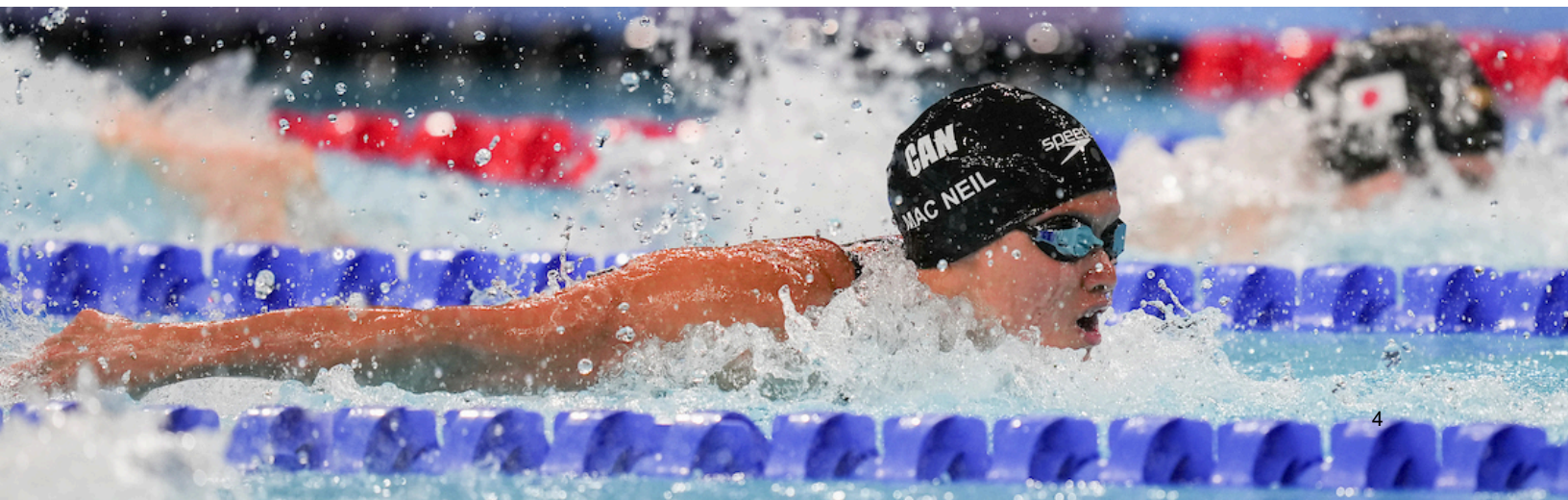
Additionally, new sanctioning requirements are being introduced and development of the new official's pathway continues.

Swimming Canada continues the process of implementing REMS, the replacement for the RTR. Swim Ontario and club staff have undergone training in its use. Like any new project, we should anticipate some hiccups in the beginning, however, the system should prove an improvement over the functionality of the RTR.

We will also be taking the opportunity to update our 2021-2028 strategic plan so that it best reflects the current situation and positions us to effectively achieve our corporate mission and goals,

In closing, I would like to thank all of the board members for the support that they have provided me during the past year in my position as president. It is much appreciated.

Andy Mitchell
Swim Ontario Board of Directors President



Swim Ontario CEO and Operations Report

The 2023-2024 swimming season continued to be one of GROWTH. We look forward to putting this encouraging measure to work as we strive to develop depth in our performance pathways. Thank you to everyone who stayed the course, put their shared beliefs, values and responsibilities to work. You all have done well!

The Momentum...

Registration comparisons:

	2023-2024	% 2023 to 2024	2022-2023	% 2020 to 2024	2019-2020
All Member Classes	22,969	+5.3	21,747	+14.6	19,621
Competitive	12,889	+6.0	12,112	+2.3	12,591
Pre- Comp	6,154	0.0	6,154	+23.9	4,677
University	421	0.0	423	-4.5	440
Masters	2,269	+17.0	1,883	+60.1	905
Coaches	1,236	+5.0	1,174	+18.4	1,008
*Officials	9,600	+3.1	9,300	+16.7	8,000

*the Officials' count is not included in the All Member Classes

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

- 2024 Olympics - 17 swimmers/5 support staff/1 Head Coach/1 Coach/1 Official
- 2024 Paralympics - 7 swimmers/1 Official
- 2024 Jr Pan Pacific Championships - 8 swimmers/2 support staff/3 Coaches
- 2024 World Masters - 14 swimmers

Ontario Grown Podium results:

- 2024 Olympics - 3 Gold, 2 Silver, 1 Bronze
- 2024 Paralympics – 1 Silver, 2 Bronze
- 2024 Jr Pan Pacific Championships - 4 Bronze

This is who we are...

Swim Ontario is the non-profit sport governing body responsible for the organization and regulation of swimming in the province. Swim Ontario promotes excellence by structuring, regulating and supporting various programs, which encourage the maximum development of each individual swimmer through the Member Club. The organization is directed by a volunteer Board of Directors, several committees (both Board and Operational). The policies, procedures and operations are managed by a full-time professional staff working in a remote/in office hybrid model. Swim Ontario offices are located at the Toronto Pan Am Sports Centre in Scarborough.

This is what we do...

Swim Ontario is guided by its Strategic Plan. The current plan is driven by three priorities that form the foundation for success for the 2021-2028 period: **Performance—Club Support—Organizational Excellence**. Each priority is dependent on and overlaps with the others, and collectively they provide a powerful platform for Swim Ontario. **Engage-Inspire-Empower** is the fuel that drives those priorities forward. Every two years, a formal review of the Strategic Plan will be conducted. The first review, refreshed each of the priorities as well added language to reflect the current landscape driven by today's expectations. The next review this Fall will measure the outcomes of the previous four years and refinement for the next four years.

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

As we continue to have our Strategic Plan guide the organization, we turn our intentions into actions during the 2023-2024 season in varying ways in order to bring the operations of Swim Ontario closer to the clubs and the clubs closer to the organization for a stronger Ontario swimming community.

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

Swim Ontario is proud and grateful for having strong and respectable relationships with our Sport Partners. Years of mutual respect and support with Swimming Canada, Ministry of Sport (MTCS), Canadian Sport Institute Ontario (CSIO), Own the Podium (OTP), Ontario Para Sport Collective (OPSC), Canadian Swim Coaches Association (CSCA) and the Coaches Association of Ontario (CAO) have been valuable as we continue to work together through the challenges that are behind us and the new ones that arise as we move forward. These performance relationships also include our partner facilities—

Toronto Pan Am Sport Centre (TPASC), Markham Pan Am Centre (MPAC); Windsor International Aquatic and Training Centre (WIATC)

Key initiatives and actions in the 2023-2024 season:

- To bring the Swim Ontario organization in line with provincial legislation regarding by-laws, policies and best practices for a sustainable future, affording the best possible experience for all in a safe, responsible environment.
- We are pleased to grow our staff to help service all the needs and requirements of an ever-changing sporting landscape. We welcomed Ali Gur to the staff in April as Events & Promotion Coordinator.
- A focus on the further development of Para Swimming in Ontario with programs such as 'Pools to Schools' and the REACH seminars continue to grow and gain momentum with many clubs. Momentum is developing for inclusion and integration for example, the Swim Ottawa club for creating a first-time opportunity for 20+ new swimmers with physical impairments. Integrating into the Grassroots development plan is proving to be successful.
- Swim Ontario Board and staff hosted three Presidents' Town Hall webinars including a Club Feedback Forum. As well updates for bylaw changes and other policy and governance status updates including ONCA (Not for Profit Corporations Act) for implementation October 2024; Code of Conduct adoption as well a 'best practices' in Welcoming and Belonging in the club setting.
- Swim Ontario continues to recognize and expand the leadership team (Board of Directors, staff and committees) in a learning forum in various areas for recovery, for growth and education. As there is a wide range of topics and strengths, we need guidance from experts to bring social interests and challenges to the forefront and add value to the 2021-2028 Strategic Plan and the actions required to be better. The Equity Diversity Inclusion (EDI) Committee of the Board presented a policy to continue the education and direction for the organization.
- Swim Ontario continues its leadership role with the Aquatic Sport Council of Ontario bringing the Aquatic Facility Resource project to where we are currently engaged with a government relations company Strategy Corp to do a multi level white paper and a strategy for Clubs, Cities and Municipalities to refer to as a current information tool to build new sport training friendly facilities. Thank you to Anne Bell and the ASC representatives for their go forward attitude.
- A "Think Tank" group of representatives from the Sport Development Committee, Regional Coaches, Officials' representation and Technical staff have reached its goal creating a new competitive structure including calendar, performance development and program enhancement for 2025-2028. Swim Ontario provincial competition properties will be Ontario Junior International (December), Ontario Age Groups (2 meets simultaneously March), Masters Provincials (April), Ontario Swimming Championships (July) and Open Water Championships (July).
- In partnership with the Ontario Aquatic Hall of Fame we are pleased to have three inductions at this year's Awards and Hall of Fame celebration. Debbie Wurzbarger and Chris Chalmers from the London Aquatic Club, and Brittany MacLean from the Etobicoke Swim Club. All three Inductees are recognized through the Athlete category
- Swim Ontario and the swimming community of volunteers and officials have been extremely busy this past season hosting not only the scheduled provincial properties but that of the

national events including the 2024 Olympic and Paralympic Trials as a strong partner of Swimming Canada. The Ontario swimming community rolled up their sleeves working side by side with Swimming Canada, the Quebec swimming federation as well the TPASC staff for a very successful Trials. A big thank you to the host clubs: WS, MAC, ESWIM, PTBO, MUSAC and EOMAC stepping up to support the provincial properties as well the SCAR during the summer CSCs.

- We continue to invest in coach education and key learning experiences. The Next Gen coaching program saw its second year with 18 coaches with a mix of in-person and virtual sharing led by several notable mentors and experts. The Coach Accelerator Program welcomed another 12 coaches and saw it expand to the 201 level. The various camps and tours offered to swimmers led by our leading coaches also played well for all coaches to experience. Eight initiatives from local, to national and international provided educational experience to 125 swimmers and 30 coaches throughout the season.
- Our Officials committee was very active developing and servicing a significant growth in officials participation and certification at all levels with impressive numbers of 9,600 registered officials completing clinics and E-modules. We welcomed 24 new level 4 and 5 officials to the growing roster of skilled and experienced officials. Outstanding work by all. We look forward to the implementation of the new Officials' Pathway and introduction of new competition sanctioning requirements this season. Swim Ontario has been able to extend more financial support for development and reimbursement programming to the officials' community.
- We continue to have great relationships with our long-standing sponsors, Team Aquatic Supplies and Nothers The Award Store well into our second decade of support. Our agreement with ARENA was not renewed however we appreciate the working relationship we had with Pierre Vermette and his team for the past five great years.
- We continue to seek out new partnerships that will enhance our pursuit to be a best in class provincial sport organization. Most recently Speedo Canada have come to the Swim Ontario community supporting the Fundamentals Camp during OJI weekend and now we look forward to a four-year agreement spreading Speedo products and dollars across our performance and development programs.
- New Revenue Generation (NRG) Stream followed the guiding principles of the NRG initiative hosting Swim Ontario's first Golf Day Fundraiser - the event grossed \$17,000 with good interest from outside the Ontario swimming community as well the friendly faces we see on our decks.

We continue to invest in the lifeline of our sport:

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

With all this in mind, we continue to host virtual Swimming Info sessions each quarter delivering current information with a focus giving opportunity give feedback and share best practice amongst the community to help staff and committee members to plan and deliver all facets of the swimming program—when we hear from you, we listen and we value the feedback.

We will continue to offer educational spaces and pieces for clubs and its members throughout the upcoming season to continue to bring the 2021-2028 Strategic Plan into play. Our technical focus will be the competition and program calendar in the 2025-2028 period to align best with the Swimming Canada 'Canadian Way' national events calendar. We look forward to working with all to make this the manner we see swimming performance improve and advance.

There is much for all of us to do. As we take steps forward, we must continue to be nimble and adaptable, and in many respects for the years to come, striving to optimize our potential together. Promoting and sharing a values-based culture, strategies, goals and objectives in the pursuit of excellence in the performance arena, growth, sustainability and successful club businesses, supporting programs with a focus on the well-being of all who participate in the sport of competitive swimming here in Ontario and Canada. This is a huge ask, however we are sport people and we have learned to be strong, to be driven, to be resilient and to be resourceful and innovative.

Consider this:

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

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

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

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

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

Thank you to the volunteers, officials and club administrators who are the glue to the clubs and the heart and foundation of our sport. Supporting thousands of swimmers to experience racing for the first time to the swimmers developing their skills for advancement as well the masters swimmers pursuing their never before badge of honour to our Olympic and Paralympic swimmers who represented Canada with pride and confidence this summer.

Thank you to the provincial competition hosts who stepped up, carried out tens of thousands of swims for our swimmers and coaches.

Thank you to our sport partners, facility partners and sponsors. We value your commitment to our sport and the people involved, and for the support, guidance and counsel as we continue to do better.

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

Thank you to our Summer Student Quinn Matteis for the huge amount of work and responsibility to make all our summer events a huge success.

Thank you to Aryanna Fernandes and we wish her well as she will pursue a Masters in Public Health.

Thank you to the members who sit on the various committees. Your valued insight and lived experiences not only move the organization forward, but you have held this organization whole as we work to improve and move the sport forward.

A huge thank you to the Swim Ontario staff for their above and beyond call to serve and lead the organization and its members each and every day. Protecting and upholding the core values of the organization and providing quality care to best accomplish what we have done in the past and strive to be better moving forward. Personally for me, there is no better crew to rise to a challenge and steer the organization and program towards continued success.

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

See you on the deck soon,

Dean Boles and Staff:

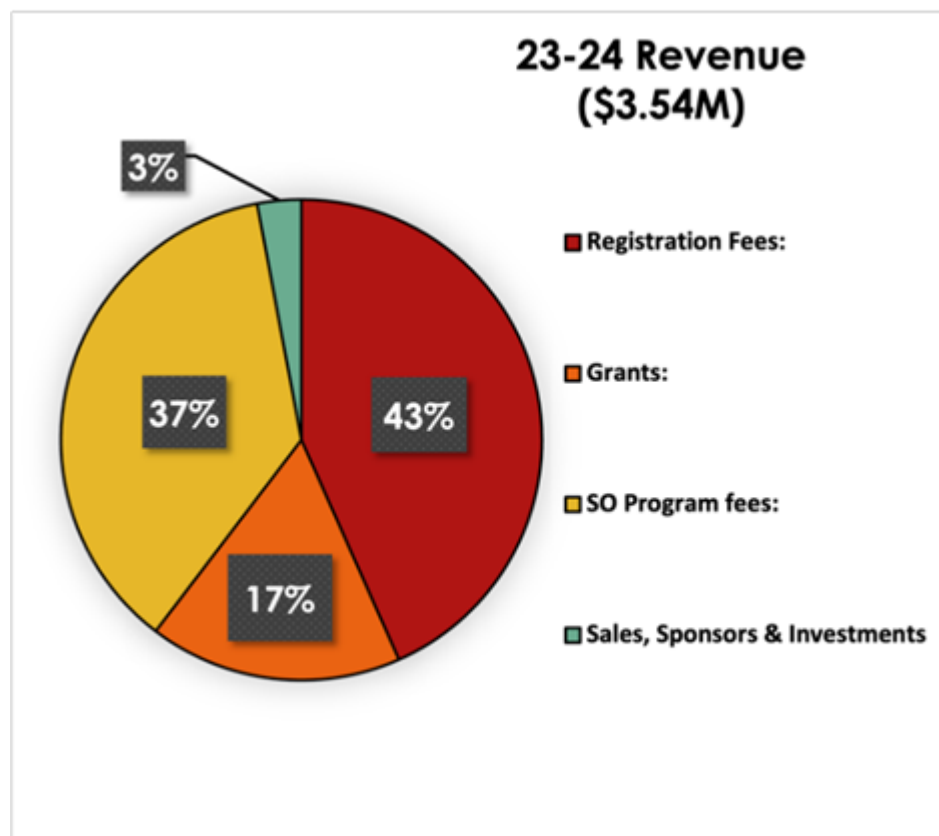
- Darin Muma - Chief Operations Officer
- Heather Dwinnell - Membership and Office Services Coordinator
- Nicole Parent - Competition & Officials Development Services Coordinator
- Lindsay Taylor - Coaching, Competition & Communication Coordinator
- Christy Yaremczuk - Provincial and Performance Programs Coordinator
- Stewart McLean - Regional and Provincial Team Program Coordinator
- Karen Wilson - Membership Services & Provincial Team Coordinator
- Don Burton - Head Coach Ontario Swimming Academy
- Darda Sales - Swim Ontario Para Swimming Development Coordinator
- Aryanna Fernandes- Swimming Experience Development Coordinator
- Heather Bruce- Grassroots Development Coordinator
- Ali Gur- Events & Promotions Coordinator

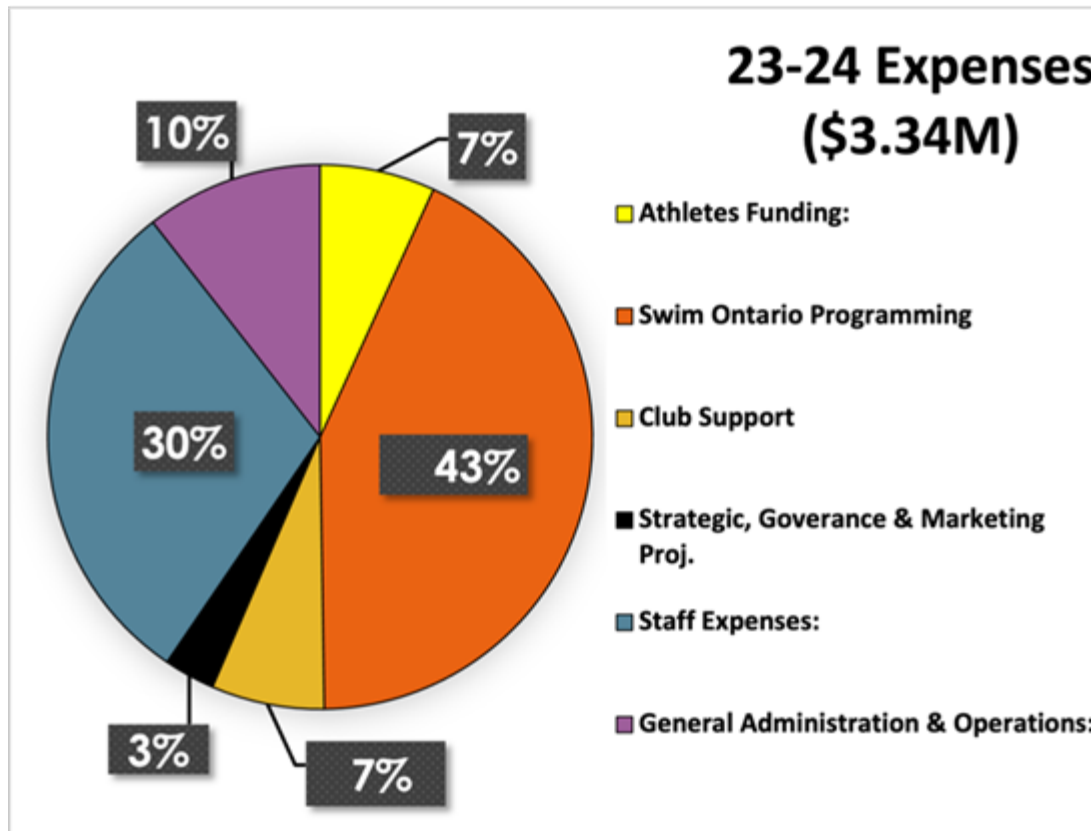
Swim Ontario Finance and Audit Committee Report

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

This year Swim Ontario again retained the services of Aaron Reilly, of Reilly Back, LLP to perform the annual audit. The audited financial statements for the year ending 31 March 2024 show total assets of \$3.3MM which is slightly higher than the previous year \$2.9MM. This is attributed to Accounts Payable, having a higher balance. The organization has a current Operational Reserve of \$2.16MM, of which \$446,052 has been internally restricted by the Board of Directors, and the remaining unrestricted assets have no internal restrictions.

Total operating revenues for the fiscal year were \$ 3.54MM which is approximately 111% of prior year \$3.182MM. Total expenses for the fiscal year were \$ 3.34MM, leaving an operational surplus of \$199,561 this year.





Swim Ontario is trending at a baseline with approximately 43% of revenues coming from registration fees, 17% from Government Grants. 37% from Competition fees and 3% from other revenue generating activities. Leadership exercised fiscal responsibly and stayed within budget ending the year with a surplus.

The 2024-2025 annual budget was recommended for approval by the Finance & Audit Committee and approved by the Swim Ontario Board of Directors. The budget went through several iterations trying to balance operational support, strategic and club spending.

The Finance & Audit Committee and senior management prepared a budget at 100% revenue where registration has a 5% increase and competition revenues at baseline. An increase in expenses was also introduced to ensure that Swimming in Ontario was being supported as we look for growth in the sport.

This approach resulted in a budget for 2024-25 where overall total revenues are budgeted at \$3.53MM and expenses at 3.66MM, thus budgeting a deficit of 125K which would be covered by Operational Reserve funds

I would like to thank Dean Boles (CEO/CTO) and Darin Muma (COO) for all their hard work and many revisions that resulted in a well thought out budget to support the vision of the organization moving forward as we look for growth in Swimming.

Members should be aware that although Swim Ontario has a Healthy Balance sheet, the demands on both finances and staff resources will continue to increase to support the growing number of “Complaints, Discipline, and Appeals” issues. The financial risks relating to complaints have not been too onerous this year, but the number of issues and costs continue to rise, and although the organization’s insurance coverage is comprehensive, there is always the possibility of financial risk.

I would like to thank the members of the 2023-2024 Finance and Audit Committee for their time, insight, and effort during this past year. Also, many thanks to Swim Ontario staff Heather Dwinnell, and accountant Al Versi, for their diligent work and guidance throughout the year.

Jamie Peetsma
Finance and Audit Committee Chair



Swim Ontario Policy and Governance Committee Report

The Policy and Governance Committee is responsible for advising the Board in fulfilling its responsibilities relating to governance and its governing documents including policies and by-laws. In fulfilling this mandate, and with the assistance of staff, the Committee performs the following key tasks:

- provides expertise to enhance the quality of Board discussion on policy and governance matters, and facilitates effective Board decision-making in these areas;
- advises the Board on the adequacy and effectiveness of Swim Ontario's key governing documents and framework policies;
- recommends to the Board, as required, amendments to its By-laws; and
- performs such additional tasks as may be delegated to the Committee by the Board from time to time.

Through the term of this committee the following products were created, reviewed and/or updated with the support of the committee:

- the committee's Terms of Reference;
- the Harassment policy;
- the Code of Conduct;
- the Complaint, Dispute Resolution and Appeals policy;
- the Nominations policy;
- the EDI policy;

Under the direction of the board the committee has also initiated work to create a CEO performance review framework expected to be completed under the new term of this committee.

The work of the committee could not be completed without the full support of Swim Ontario staff, including Darin Muma, Heather Dwinnell, Brian Ward, and Dean Boles as well as our legal support team. And I would like to take this opportunity to acknowledge my sincere appreciation to our committee members: Ahmed Abdelfattah, Leslie Carter, Andrea Jurenovskis, Janet Morrison, and Tobias Oriwol.

Respectively,

Robert Giggey
Policy and Governance Committee Chair

Swim Ontario Nominations Committee Report

Members: Andrea Jurenovskis (Chair), Anne Bell, and Matthew Dans

Duties and Responsibilities:

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, the Committee identified the following priorities:

1. Review the policy relating to the nomination and election of eligible Director candidates and make changes, where necessary, to align it with industry best practices;
2. Encourage greater diversity on the board. This includes representation from the ethno-racial community, indigenous individuals, persons who identify as LGBTQ, persons with a disability and other identifiable groups.
3. Strive towards a gender balance that better reflects the swimming community;
4. Increase geographic representation;
5. Recruit individuals with desired core competencies; and
6. Provide relevant, timely information about the candidates to the electors.

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

1. Update the Policy on Determination of Eligible Director Candidates (the Policy).

Available Positions:

In 2024, four positions will be elected to the board. Three individuals will be selected to serve three-year terms replacing individuals whose terms have expired, and one individual will be elected to a two-year term and represents a Director's resignation from the Board.

With respect to the two-year term, rather than invoke bylaw 4.06 (c) and appoint an individual to the Board following the resignation of one of its Directors, the Board decided to fill this position by adding it to the available seats for general election at the AGM.

Committee Work:

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 Committee solicited nominations through social media and communications with individuals involved with the many aspects of Swim Ontario activities. We are pleased that as of August 26th, seven individuals have submitted valid applications to serve on the Board.

Pursuant to the terms of the updated Policy, the Nominations Committee has identified select candidates from the pool of applicants to recommend to the Membership for election. The Nominations Committee's reasons for recommending select candidates can be found below. The application materials for [all](#) eligible candidates who submitted their completed applications on or before August 2, 2024, have been posted on Swim Ontario's website [HERE](#).

Recommended Candidates:

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 standouts as ambassadors for the organization.

Andy Mitchell

Over the past two 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 eight 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 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.

On behalf of Swim Ontario's Board of Directors, I would like to extend our heartfelt thanks to all the candidates who took the time to apply and express their enthusiasm for contributing to the Swim Ontario community and the success of our organization. Your commitment and passion are truly appreciated.

The Nominations Committee thanks this year's three Directors whose terms have expired for their commitment to Swim Ontario and extends its gratitude to the staff for its support in facilitating the nominations process.

Finally, I would like to thank Anne Bell and Matthew Dans for their hard work as members of the Committee.

Andrea Jurenovskis
Nominations Committee Chair



Swim Ontario Sport Development Committee Report

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

Swim Ontario would like to thank the Sport Development Committee members for their on-going input. The Sport Management Committee is a great example of how the swimming community will always strive for living leadership, leaving legacy.

Meeting format throughout the fall of 2023 and into 2024 has been via zoom meetings with a number of in person meetings as an extension of the “THINK TANK SESSION” and Provincial Program Sessions that began in 2022/2023 and extended into 2023-2024 to consider 2024-2025 Provincial Programming & Competition Changes, as well as Time Standard Changes. Agenda items have included:

1. Review of 2023-2024 Provincial Competitions including:
 - a. Communication of and adherence to Swim Ontario Return to Competition Plan
 - b. Flexible/Adapted competition opportunities via the Swim Ontario Competition Plan with opportunities for in-house time trials, dual competitions, tracking of performance results with the Swim Ontario performance tracker and masters performance tracker programs
 - c. Support of a fully implemented suite of Provincial Competitions – Winter and Summer Festivals; OYJ; OSC, Masters & Open Water Championships.
 - d. Support of the full suite of Youth, Junior, Distance, Stroke and Para Camps & Tours
 - e. Support of Regional, Fundamentals, Learn to Train and Development Camps & Clinics
 - f. Para programming opportunities
 - g. Masters programming opportunities
 - h. Grassroots/Regional opportunities
 - i. Support and alignment of Swim Ontario and Swimming Canada Performance Programming
 - j. Support of the Swim Ontario Open Water Clinics & Provincials at Gravenhurst, Gull Lake
 - k. Follow up participation in “THINK TANK” Series to review 2023-2024 Provincial Programming and 2025-2028 Programming
 - l. Support of 2023-2024 Provincial Competition Calendar & Programming
 - m. Review of Athlete Performance Criteria
 - n. Review of Ministry Funding – Quest For Gold; OHPSI
 - o. New format of Club Grant Program
 - p. Review of Scholarship Program
 - q. Consideration to support Varsity/OUA programming
 - r. Full format of Regional Dan Taylor/TAS Regional Scholarship
 - s. Support of Club Mentor; Coach Mentor Programming

2. Consideration of 2023-2024 Provincial – Details can be found on the Swim Ontario website at <https://www.swimontario.com/athletes/competitions>
3. Review of 2023-2024 & 2024-2028 Programming will be a part of the Swim Ontario Conference - Living Leadership, Leaving Legacy.
4. Status of discussion and support for of Multi-Year Provincial Competition Hosting Locations. TPASC, Etobicoke Olympium, Markham Pan Am Pool and the Windsor International Sportsplex have all agreed to work on a multi-year facility agreement. TPASC, the Olympium and Markham Pan Am agreements were in place for the 2023-2024 and now for 2024-2025 season.
5. 2023-2024 Provincial Competition Host – a full list can be found on the Swim Ontario website at <https://www.swimontario.com/athletes/competitions>
6. Review of Hosting LOU for 2024-2025
7. Review and support of the 2023-2024 Senior/Junior APF Funding Process/Administration both Able & Para – The recipients to be posted on the Swim Ontario website at <https://www.swimontario.com/athletes/funding-initiatives>
8. Review and support of the 2023-2024 Club Grant APF Funding Application
9. Review and support of a new Post-Secondary Scholarship Application Process and or Post Secondary Funding Support. SDC also approved consideration of a para post-secondary scholarship.
10. Review and recommendations of Quest for Gold. The Ministry awarded the 2023-2024 funding directly to sport Canada carded athletes and also implemented an expanded program to include flexibility in how provincial sport organizations distributed the funds. As a result, funds went directly to athletes, as well as to clubs. SDC and Swim Ontario provided feedback to the Ministry that this flexible program is support by the Ontario swimming community.
11. Open Water 2024 – Swim Ontario was pleased to offer the 2024 Open Water Provincial Championships event in Gravenhurst, Gull Lake Park. A special thank you to the Town of Gravenhurst, Al Shaw, Bev Wicks, all local officials and volunteers, Mary Jane Smith, all officials, volunteers, including EMS and lifeguards, MUSAC support, and “all hands on deck” Swim Ontario staff, who made this events possible. A special thank you to all clubs who entered in this event with historic entries at over 600. SDC will review 2025 opportunities for Open Water webinars, and event opportunities for 2025 within the context of the success of 2024, well as Swimming Canada support and outcomes for open water in Ontario and Canada.
12. SDC supported the Swimming Canada Open Event with Swim Ontario playing a role in the preparation and on site delivery of the 2024 Swimming Canada Open Water Event in Welland Ontario. Thank you to all Ontario officials and volunteers who contributed.
13. Provincial Camps – A wide range of virtual and in person camps were hosted from September 2023 through to August 2024 from regional, to development, to youth id, stroke id, to Para, to distance, and open water. A big thank you to all who supported and participated. Swim Ontario and SDC are currently reviewing collaboration with Swimming Canada on 2024 fall and 2025 opportunities.

Swim Ontario Coaches Committee Report

Comprising eight members, the Swim Ontario Coaches Committee consults the CEO, staff and the Sports Management Committee on matters related to provincial programming initiatives, regional programming initiatives and provincial competitions.

The committee continues to provide key input to the Performance Programming staff on matters related to key programming initiatives, coach development athlete funding, diversity and inclusiveness and alignment of our programming deliverables with the strategic plan.

Staff continues to identify ways that the committee can continue to expand its input as we develop plans for the next quadrennial.

Swim Ontario would like to thank the following coaches who have served as members of the SOCC for the 2023-2024 season.

SOCC Regional Representatives

Olivier Renaud (Central)
Heather Page-Fairley (Eastern)
Sam Kuntz (Huron) *Outgoing*
Matthew Fallowfield (Northeast)*Outgoing*
Liz Moskal (Western)

SOCC Coaches at Large

Sarah Steinke (USC)
Chris Ellul (SCAR)
Mike McWha (WAC)

The committee would like to thank the members of the Sport Management Committee, Officials Committee and members of the coaching and administrative community who have assisted in this project.

Respectfully,

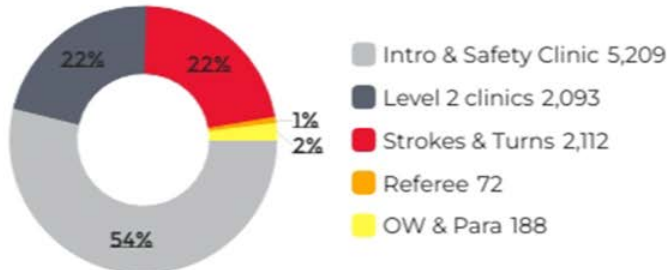
Stewart Mclean

Swim Ontario Officials Committee Report

The Swim Ontario Officials Committee (SOOC) serves as an advisory body to the Chief Executive Officer (CEO) of Swim Ontario, offering guidance on officiating and competition matters within Ontario. The SOOC operates in alignment with the Swimming Canada Officials, Competitions, and Rules Committee (OCRC).

This season, Swim Ontario once again experienced a notable surge in registrations, bringing the total number of registered officials to approximately 9600. Among them, over 2300 individuals achieved certification as Level 1 officials. We observed a 20% increase in the overall registration numbers for Level 2 to 5 officials, driven by clubs making corrections based on reports of their officials' progress. Focused mentorship and evaluations led to significant growth in the number of newly certified Level 2 officials. Additionally, there were small increases at Levels 4 and 5, while the number of newly certified Level 3 officials experienced a decrease compared to last season.

9565 Officials
2600+ Newly Certified Officials



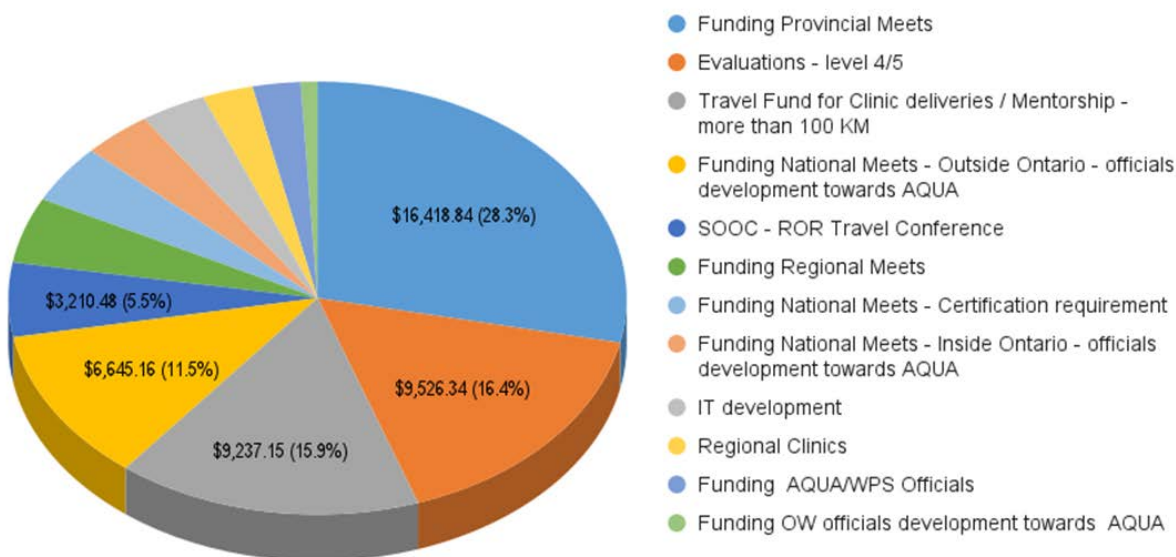
Officials completed
9600+
Clinics and E-modules



24 NEW Level 4 & 5 officials.

Swim Ontario remains steadfast in its commitment to developing and supporting swim officials at all levels of competition. Recognizing the critical role of proper training and opportunities for advancement, the Swim Ontario Officials Committee (SOOC) implemented some new initiatives deemed at creating an inclusive and supportive environment for officials across the province. Financial assistance continues to be available to deliver clinics, conduct referee assessments, and facilitate attendance at regional, provincial, and national competitions for mentorship and experience. Over \$58,000 was dispersed in funding for travel.

Officials Development - \$58,000+ April 1, 2023 to March 31, 2024



In preparation for the upcoming season and the introduction of the new Officials Development Procedure (ODP), four progress reports have been sent to clubs to ensure they are well-prepared. The ODP, set to take effect in the 2024-2025 season, will shift to a tiered competition eligibility system based on the number of qualified and certified officials in various roles, rather than club size. This change will enable clubs to continue developing their officials and hosting competitions without limitations. The new ODP encourages clubs to actively engage their officials in progressing through assigned roles at competitions, complementing their ability to host and assist at meets.

The SOOC has also played a pivotal role in ensuring that Swimming Canada's new official certification pathway is being developed in a way that clearly defines the different positions and options available to both new and existing officials. By providing training materials and guidance, the SOOC aims to contribute to a comprehensive and inclusive certification pathway that meets the needs and aspirations of all swimming officials.

Throughout the past season, multiple updates to the rule book were released to incorporate ongoing changes, including revisions to World Aquatics and Swimming Canada rules. Another update is anticipated in the coming season to ensure that all officials are working with the most up-to-date information. Along with these rule book updates, numerous resources and forms were revised to reflect the changes. Notably, the Referee and Starter Assessment Forms underwent a comprehensive review and were published in February. Additionally, a new "Navigating Scenarios at Competition" webpage was launched, supported by a dedicated working group to manage and provide guidance on various scenarios. The SOOC also played a key role in developing the new Swimming Canada infraction reference card, which has now replaced the Swim Ontario version.

2023-2024 SOOC: Darren Richer & Nicole Parent (co-chairs) along with members Trevor Cowan (Ontario representative on the OCRC), Daryle Martin (Sport Management Committee representing the SOOC), Anita Sheffel-Woo, Ahmed Abdelfattah & Clarissa Salinas Moldawa.

2024-2025 RORs: YY Wong & Kevin Wong (Central), Charles Montpetit Siobhan Muldowney (Eastern), Mary Jane Smith & Sean Smyth (Huronion), Connie Zwarich & Tym Barker (North East), Jim Cumming & Rob Kavanagh (North West) and Ben Balkwill & Mary Gerrard (Western).

A warm thank you for the tireless work from RORs, the Referee Evaluation working group, and SOOC members.



Swim Ontario Awards Committee Report

The Awards Committee Members: Chair – Christy Yaremczuk, Stewart McLean (Chair of Regional Chair and SOCC), Nicole Parent (SOCC) Karen Wilson (Hall of Fame) & Ali Gur (Events & Promotion)

I would like to thank the Awards Committee members for their on-going input. All wear multiple “hats” and their input has been very important to linking this committee into other committees and the overall Swim Ontario Strategic Plan. In 2024 we launched a new series of medals and pop up banners, as well as additional branding that was implemented at our provincial competitions. A special thank you to the Swim Ontario Board, Regional Chairs and Masters Committee for input into criteria for these awards in the 2024 season. As well as a special thank you to all Swim Ontario staff, Provincial Competition Hosts/Volunteers from clubs – ESWIM; MAC; EOMAC; PTBO, WS & MUSAC who help with presentation of our awards and to our 2024 summer student Quinn Matteis who helped with presentation of awards and preparation of the 2024 Awards program, and Lindsay Taylor who supports recognizing a full range of awards recipients throughout the year.

I would like to say a special thank you to Jim Nother, Nothers The Awards Store CEO for the long time sponsorship agreement that Swim Ontario has held with Nothers. This season also saw the retirement of Brad Harwood, who has worked closely with Swim Ontario over the past 15 years on our awards program. Swim Ontario congratulated Brad in his retirement, and also welcomed Mary Sue Hampson who has taken over the Swim Ontario portfolio. We continue to work closely with Nothers and are excited about the 2025 season

A special thank you also to Team Aquatic Supplies (TAS), another longtime sponsor. The 2024 season saw a renewed agreement with TAS who have provided funding going into performance recognition across our provincial programming, from record breaker and swimmer of the month awards, to camp and tour kitting. Thank you to Greg Sanderson and team as we continue to work closely with TAS to provide the best service, sponsorship and support to the swimming community into the 2025 season.

I would also like to say a thank you to ARENA who sponsored and supported provincial programming over the past number of years, including Masters awards and recognition, as well as kitting for various projects. 2024 was the final agreement with ARENA, and a big thank you to Pierre Vermette, Didier Chung and Natasha Cassivi for their ongoing support.

The 2024 season also saw a new agreement in place with Speedo that will provide funding and product and services across our provincial programming from grassroots, through performance development, and high performance. We are excited about this new agreement and are looking forward to working with the team at Speedo into 2025 and beyond.

Meeting format in 2024 remained flexible as our meetings adapted with some in person, conference calls and/or zoom meetings where applicable. Agenda items have included:

- 1) Full awards recognition at all of our provincial properties, as well as annual awards dinner
- 2) Review and updates of Awards, Grants, Bursaries- Criteria, Applications on Swim Ontario website.
- 3) On-Going Review of Awards Committee
 - a) Masters Awards
 - b) Special Recognition Awards
 - c) Special Recognition Videos
 - d) Olympic and Paralympic Recognition
 - e) Officials Awards
- 4) Volunteer Features
- 5) Alumni Features
- 6) Review and discussion of Coach Awards
- 7) Review and discussion of Officials' Awards
- 8) Update of Awards Calendar with application deadlines
- 9) Renewal of TAS to include:
 - (1) Swimmer of the Month
 - (2) Para Awards
 - (3) Record Breakers
 - (4) Dan Taylor TAS/Arena Scholarship
- 10) Various webinars offered to clubs and coaches on awards and grant opportunities for clubs to apply and celebrate local, regional and provincial community recognition and programming.
- 11) *On-going tapping in to external awards, now coming back on-line transitioning out of the pandemic:
 - a) Toronto Sport Hall of Honour
 - b) Coaches Association of Ontario
 - c) Swimming Canada Awards
 - d) Ministry Awards – vetting and re-set with the Provincial election.
 - e) Municipal Awards – vetting with the regional chairs
 - f) Varsity Awards
 - g) Masters Awards:

For 2024 we have recommended three Masters Awards

 1. Masters Coaching Excellence Award
 2. Masters Long Term Contribution.
 3. Masters Athlete Swimming Performance.
 - h) New Friends of Swim Regional Award
 - i) New Masters Team Awards – Masters Provincials
 - j) Approval of 2023-24 Awards recipients for Swim Ontario to be presented at the 2024 Swim Ontario Awards Dinner.
 - k) Thank you to JF Potvin, MC of these awards, Lindsay Taylor who once again worked her magic to create an incredible celebration, for on-going capturing of video and on-going collaboration, and Nothers Awards for support on capturing and celebrating through the awards how we are living leadership and leaving legacy.
 - l) Approval of the 2023-2024 Dan Taylor TAS Regional Student Athlete Scholarship

- m) Hall of Fame – Thank you to the Hall of Fame for planning the 2024 induction of Chris Chalmers, Brittany MacLean and Debbie Wurzbarger.
- n) Open Water Provincials Gravenhurst – Gull Lake Recognition. Thank you to all sponsors, Town of Gravenhurst, all local, regional, provincial and Quebec officials and volunteers for the recognition of the host team, officials, volunteers and those swimmers who participated.
- o) Pan Ams, Para Pan Ams, World Championships, Paris Olympic Games, Paris Paralympic Games, Junior Pan Pacific Championships, Masters World Championships. Swim Ontario is proud to recognize and congratulate these teams at the 2024 Swim Ontario Awards Dinner.
- p) In March 2025 there will be a full review of the Awards Committee Terms of Reference, and all awards and terms of reference.

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

Respectfully,

Christy Yaremczuk



Swim Ontario Regional Committee Report

Swim Ontario continues to value each member of our Regional committee and we would like to thank each member for their contribution during the 2023-2024 Season. The following committee members continue to be fierce advocates for Ontario Swimming.

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

Eastern Region: Rachelle Campbell (Chair), Heather Page-Fairley (Coaches Rep)

Huronian Region: Trevor Cowan (Chair), Sam Kuntz (Coaches Rep)

Northeast Region: Victoria Hingst (Chair), Dean Henze (Coaches Rep)

Northwest Region: Janet Hyslop (Chair), Tom Hainey (Coaches Rep)

Western Region: Joni Maarten-Sanders (Regional Chair), Liz Moskal (Coaches Rep)

These committee members continue to play a key role in advising Swim Ontario staff on matters related to policy and procedures, programming, officiating, club advocacy and club operations. Swim Ontario would like to thank outgoing Regional Chairs Trevor Cowan from Huronia Region and Victoria Hingst from the Northeast Region but have contributed years of service to the Ontario swimming community. We'd also like to thank Matthew Fallowfield and Sam Kuntz who served as coaching representatives for NEOR and Huronia. Thank you to all for your continued commitment to swimming and swimmers in Ontario.

The 2023-2024 season saw the next stage of regional programming implemented with focus on grassroots development under the watchful eye of Grassroots Development Coordinator Heather Bruce. This programming looks to develop both our young developing swimmers as well as our developing coaches. Swim Ontario would like to thank the almost 300 swimmers, 70+ coaches, facilitators, facilities, and service providers who participated in regional programming this season.

Finally, members of the Regional Committee would like to congratulate the swimmers, coaches, officials and support staff who represented Ontario and Canada at the 2024 Olympic and Paralympic Games as well as the 2024 Junior Pan Pacific Championships. The performances throughout the course of the summer have been truly inspirational for the entire swimming community.

Respectfully,

Stewart McLean

Swim Ontario Masters Committee Report

The Swim Ontario Masters Committee Mandate:

- Grow and support masters swimming in all its forms in the province.
- Promote fun, fitness, friendship, well-being, and competition for adults through swimming.
- Deliver on the promise of service excellence and operational efficiency associated with being a part of an aligned and integrated provincial, national, and international structure.
- Support swimming for life.

The Swim Ontario Masters Committee:

Members of the Swim Ontario Masters Committee represent clubs big and small from across the province. Committee members include active age-group and masters coaches, Olympians, competitive pool swimmers, open water swimmers, triathletes, and fitness swimmers. In addition to their knowledge of and passion for the sport of swimming, members bring a wide range of professional experience and skills to the work of the Committee. Leaving the committee this season are Katie Osborne and Dan Thompson who have served since the committee's inception. Joining the committee this year is Tom Naylor. Current members of the committee are:

- | | |
|---------------------|-----------------------------|
| ● Jack So (Chair) | ● Jessica Cawthorn |
| ● Bud Seawright | ● Naomi Brown |
| ● Andy Ritchie | ● Tom Naylor |
| ● Terri MacDougall | ● Dean Boles (Swim Ontario) |
| ● Annamay Oldershaw | |

Highlights:

Highlights of the activities and initiatives undertaken by the Swim Ontario Masters Committee in the 2023-24 season include:

- Continued to achieve significant growth in Swim Ontario's masters membership. Current number of masters swimmers: 2269 (from 1883 in 2023) - 20% increase
- Hosted 7 swim meets throughout the season: *Semi-Serious*, *IM Fast*, *Holiday Classic*, *ROC Masters*, *Stephen Forsey Masters*, *Ontario Provincials* and the *EOMAC 100 x 100*, as well as the *Open Water Masters Championships*
- Following the success of last season's Provincials Championship we turned this season's from a 2-day meet to a 3-day meet. Participation went up from 421 to 523, a 24% increase.
- Actively promoted the Canadian Masters Swimming Championships here in Windsor and Worlds Masters Championship in Doha.
- Continued to publish regular newsletters and periodic updates and notices of events to clubs, coaches and swimmers, and utilized social media to inform and engage masters swimmers.

- Recognized the achievements of the following masters swimmers, coaches, and volunteers for the 2023-24 season awards:
 - Female Performance Award: Carly Cermak (EOMAC)
 - Male Performance Award: Kurt Schubert (Squalls)
 - Coaching Award: Kim Inglis-Clarke (Cobra)
 - Long-time Contribution Award: Bud Seawright (EOMAC)



Equity, Diversity, and Inclusion Committee

We are pleased to share with you the progress and outcomes of the Equity, Diversity, and Inclusion Committee which reported to the Swim Ontario Board for 2023-2024. Our commitment to fostering an inclusive and welcoming environment within Swim Ontario have included:

Development and acceptance of a Swim Ontario EDI Policy: This year, we successfully created a comprehensive EDI policy designed to support the goals and values of Swim Ontario. This policy outlines our commitment to equity, diversity, and inclusion across the organization and to our members. The policy was designed so that it could be integrated into everyday aspects of the organization's strategy and operations, creating action orientated engagement for inclusion.

Club's Sharing of Best Practices for increasing belonging and inclusion: To further our commitment to EDI, we workshopped with our members, successful practices that have created more inclusive environments from having clinics run in different languages, having constant and ongoing support of new membership throughout the year and learning how to improve inclusion for swimmers, i.e. learning how to cheer for neurodivergent swimmers.

Ongoing Evaluation and Feedback: Throughout the year, we have remained dedicated to evaluating the effectiveness of creating programs to support true inclusion and belonging.

Looking Ahead: As we move into the next year, our focus will be on implementing the EDI policy across all member clubs, providing ongoing support and resources to facilitate this process. We will also continue to provide oversight to support access to swimming in equity-deserving groups.

Thank you to the committee for their time, dedication, support and great vision and ideas! Carlos Sayao, Darda Sales, Darin Muma, Dean Boles, Fisiha Kebede, Heather Sinclair, Jacky Beckford Henriques, Robert Giggey, Tamara Mose.

Respectfully,

Leela D'Cruz



Risk Management Committee Report

Thank you to Anne Bell, Amy Watt, Leela D'Cruz, Brian Ward and Swim Ontario Legal Counsel Erin Durant for serving on this committee, lending their expertise and the gift of their time and commitment to risk management for Swim Ontario.

The RMC met four times over the 2023-2024 swim season as an Operational Committee of the CEO. Our primary task was to review and update the Swim Ontario Risk Matrix with a lens on risk mitigation strategies such as policy, procedure, insurance coverage and operations.

The committee also advised and assisted the CEO, the Swim Ontario Board and its Standing Committees in addressing any new or developing risks to either the corporation of Swim Ontario, or the larger swimming community.

The RMC was also able to assist the EDI Committee, and Policy and Governance Committee with input into development of the EDI policy and the Complaint, Discipline and Appeal Procedures. We also frequently reviewed the Risk Matrix to ensure that any risk was being managed appropriately.

Beginning in the 2024-2025 swim season, the RMC will become a Standing Committee of the Swim Ontario Board of Directors with a new title and new terms of reference.

Darin Muma
Risk Management Committee Chair



Para Development Project Report

During the 2023-2024 season multiple exciting para development initiatives took place to promote, develop and enhance para swimming development in Ontario.

These initiatives include:

- The Becoming Para Ready workshop, which provides clubs and coaches with areas of consideration before working with para swimmers, was hosted for the second time with 16 clubs participating.
- The Pools to Schools project, which connects schools with a virtual para swimming athlete presentation and disability awareness and education program, was run for the third school year with 60 presentations given to over 1400 students and teachers.
- Two para swimmer development camps, along with the OJI Fundamentals Clinic, were held to provide para athletes and coaches with educational and community building opportunities.
- A tour team of nine athletes represented Swim Ontario at the Ken Demchuk International Invitational.

The number of para swimmers in the province continues to increase with fifteen swimmers applying for Level 1 Classification between January - July 2024, six swimmers went through the Level 2 classification process and five Ontario swimmers completed the Level 3 classification process during the 2023/2024 season.

Through support from Swim Ontario, two clubs started new Introduction to Para Swimming programs, and Swim Ontario continues to build new partnerships with organizations who work with individuals with disabilities such as the Toronto Accessible Sport Council with the initiation of the GTA Introduction to Para Swimming project.

Respectfully,

Darda Sales



Ontario Aquatic Hall of Fame

On September 23, 2023, the Ontario Aquatic Hall of Fame inducted four new members for the first time in many years; Ray Brown as a Swimmer, and Dan Taylor, Paul Corkum and Rick Hannah as Builders. It was unfortunate that two of the inductions were posthumous.

Vicki Keith Munro co-chaired the ceremony and Rick Hannah announced his stepping down from the presidency of the Hall in favour of Trevor Scheffel, to take effect in September 2024. Trevor brings a background in competitive swimming and is currently involved in Artistic Swimming as the parent of a nationally qualified athlete.

We look forward to welcoming this year's inductees of Chris Chalmers, Brittany MacLean and Debbie Wurzbarger into the OAHOF on September 21.

The OAHOF Board is a body of volunteers comprising 7 members. We are fortunate to include Anne Ottenbrite-Muylaert, Vicki Keith Munro, Lisa Flood, Jane Wright, Jenna Lambert, Trevor Scheffel and the undersigned. Lisa also serves as Secretary.

Swim Ontario Staff, primarily, Karen Wilson, Lindsay Taylor, Heather Dwinnell and Dean Boles provide logistical support both throughout the year and during the inductions.

The Hall gratefully acknowledges the support, both in money and in kind from multiple sources. Team Aquatic Supplies, Nothers Sign Recognition, Etobicoke Swimming and Swim Ontario make each induction ceremony financially possible.

ESWIM's annual Hall of Fame Meet is scheduled for October 19 – 20 and a portion of the proceeds are donated to the OAHOF, while the Olympium continues to house OAHOF plaques and displays.

Nominations for induction are always welcome. Forms are available on the [OAHOF and Swim Ontario websites](#). Anyone can make a nomination. All are considered for approval and then scheduled for induction. Further information can be obtained from Lisa Flood at lisaflood@sympatico.ca or rickhannahuxbridge@gmail.com.

Donations and sponsorship proposals are always welcome.

Rick Hannah
Past President

Ontario Aquatic Sport Council Report

Expanding and Improving Aquatic Infrastructure

Swim Ontario understands the challenges that its members experience in accessing appropriate and safe pool space for training and competition. For this reason, investments have been made to better understand the issues and opportunities available to municipalities and other operators to maintain and expand access for other sports and other aquatic programs.

This important work has been undertaken as a member of the Aquatic Sport Council (Council). The Council is comprised of representatives from:

- Ontario Artistic Swimming (formerly Synchronized Swimming)
- Dive Ontario
- Lifesaving Society Ontario (Lifesaving Sport)
- Parks & Recreation Ontario
- Ontario Water Polo
- Swim Ontario

In 2023 the Council collectively funded a study undertaken by Aquatic Associates Inc. under the leadership of Tim Hamel. The study explored the number, features and state of existing pools, comparisons with other provinces, geographic gaps based on population and the configurations best suited to each of the member sports. This report is available [HERE](#). It has been shared with government and municipal stakeholders and formed the basis for a second project in 2024. This report was also an influencing factor in the recent announcement by the Ontario government of \$200 Million to be invested in recreation facilities.

In June 2024, again based on a pro-rated cost sharing strategy, the Council engaged the services of StrategyCorp Inc. in the development of a position paper and strategy designed to share the compelling reason for the building of, and refurbishment of, aquatic sport infrastructure. Where the first project looked at the current state, the work of StrategyCorp Inc is to present reasons to governments for investment in more and improved pools – not just for sport but also for the many other good reasons to expand aquatic infrastructure – learn to swim, rehabilitation, healthy aging, recreation, etc. The final report is expected at the end of the year and 2025 will see the launch of the strategy.

Planning to keep you posted,

Anne Bell

Aquatic Sport Council Chair

2023-2024 Swim Ontario Awards

Irene & Bob Pirie Trophies

Female: Kylie Masse – TSC

Male: Joshua Liendo – HPCO

Gus Ryder Trophy

Female: Katie Cosgriffe – OAK & Jordan Tucker - RCAQ Male: Charlie Giammichele - GHAC

Coach of the Year Olympic Program – Highest Performing Female Athlete

Ben Titley – Sant Cugat NTC

Coach of the Year Olympic Program – Highest Performing Male Athlete

Anthony Nesty - GATORS

Coach of the Year Paralympic Program – Highest Performing Female Athlete

Amanda Reimer – RCAQ

Dave Tontini – OAK

Coach of the Year Paralympic Program – Highest Performing Male Athlete

Colleen Bent & Cody Bradt - GHAC

Masters Swimming Performance Award

Female: Carly Cermak – EOMAC

Male: Kurt Schubert – SQUALL

Masters Swimming Excellence in Coaching

Kim Inglis-Clarke - COBRA

Masters Swimming Long-Term Contribution Award

Bud Seawright - EOMAC

Lea Bredschneider Award

Audrey Crampton – PERTH

Ontario Coach Service Award

Sarah Steinke – USC

Gord Noddle Memorial Award

Naomi Paterson

Lifetime Achievement Award

Doug James - PERTH

Roll of Honour

Doug James – PERTH

Harry Shardlow – MAC

Linda Stanczak - WAC

Elizabeth Collins Ralph Trophy

Dave Shewfelt – Western Region

Dan Taylor Team Aquatic Supplies Regional Scholarships

FEMALE

Maggie Hu – RHAC
Molly Barber – SWOTT
Brie Reid – SSAT
Maddy Giardetti – TBT
Peyton Leigh – BROCK

Central Region

Eastern Region

North East Region

North West Region

Western Region

MALE

Jordan Schaepper - NKB

Daniel Giardetti - TBT

Gavin Schinkelshoek - WAC

Most Improved Teams

Women

Whitchurch-Stouffville Swim Club
Ottawa Y Olympians
Ajax Aquatic Club
Whitchurch-Stouffville Swim Club
York Swim Club
Lakeshore Swim Club

Winter Festivals

Winter OYJ

Winter OSC

Summer Festivals

Summer OYJ

Summer OSC

Men

Crest Swimming
Swim Ottawa
Orangeville Otters Swim Club
Orangeville Otters Swim Club
Wilmot Aquatic Aces
Oshawa Aquatic Club
Orangeville Otters Swim Club

Team Aquatic Supplies Friend of Swimming Award

Sandy Cairns
Russell James
Randy Jorgensen
Carly Oag

Regional Friend of Swimming Award

YY Wong – Central Region
Joni Maerten-Sanders – Western Region
Victoria Hingst – North Eastern Region

Andrea Schwartz-Smith – Eastern Region
Cheryl Blay – Huronia Region
Daryle Martin – North Western Region

ASSOCIATION INFORMATION

ASSOCIATION PROFILE

Mission Statement

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

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

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

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

ASSOCIATION DIRECTORY

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Web Site www.swimontario.com

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Aaron Reilly, Reilly Back LLP

Bank

Scotiabank

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

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Heather Bruce, Grassroots Development
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<p align="center">BOARD OF DIRECTORS SUMMARY OF MOTIONS</p> <p align="center">September 2023 – August 2024</p>
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DATE	#	TOPIC	MOVER & SECONDER	MOTION	RESOLUTION
9/22/2023	03.1	Consent Agenda	R. Giggey/ J. Peetsma	To approve the consent agenda including July 2023 and August 18, 2023 minutes,	CARRIED
9/22/2023	06.1	Scrutineers	R. Giggey/ J. Morrison	Tym Barker and Jamie Peetsma to be scrutineers at the AGM.	CARRIED
9/22/2023	11.1	Executive Session	J. Morrison/ T. Barker	To move meeting into Executive Session.	CARRIED
9/22/2023	11.2	Executive Session	T. Barker/ J. Morrison	To move meeting out of Executive Session.	CARRIED
9/22/2023	11.3	Closed Session	L. D'Cruz/ R. Giggey	To approve the motion and decisions made during closed session.	CARRIED
9/22/2023	12.1	Adjournment	J. Morrison/ A.Bell	To adjourn the meeting at 5:56.	CARRIED
9/24/2023	05.1	Elections of Officers	J. Peetsma/ L. D'Cruz	To approve the following officers: President – Andy Mitchell Vice-President – Robert Giggey Treasurer – Jamie Peetsma Secretary – Janet Morrison	CARRIED
9/24/2023	08.4	Signing Officers	J. Peetsma/ R. Giggey	The Signing Officers to be D. Boles, D. Muma, A. Mitchell, J. Peetsma, L. D'Cruz, B. Seawright, H. Dwinell	CARRIED
9/24/2023	11.1	Adjournment	J. Peetsma	To adjourn at 11:44am	CARRIED
20/10/2023	03.1	Consent Agenda	R. Giggey/ L. D'Cruz	To approve the Consent Agenda including September 22 and 24, 2023 minutes and President Report.	CARRIED
20/10/2023	04.3	TOR – Policy & Governance	R. Giggey/ A. Jurenovskis	The Board approves the Terms of Reference for the Policy and Governance Committee as presented.	CARRIED
20/10/2023	04.3	Policy & Governance Committee members	R. Giggey/J. Peetsma	The Board approves the membership for the Committee as follows: Robert Giggey – Chair Ahmed Abdelfattah Leslie Carter Andrea Jurenovskis Janet Morrison Tobias Oriwol	CARRIED
20/10/2023	05.1	B. Sales/ L. D'Cruz	Committee Reports	To accept Committee Reports as presented.	CARRIED
20/10/2023	09.1	Adjournment	J. Morrison/ L. D'Cruz	To adjourn at 1:06pm	CARRIED
17/11/2023	03.1	Consent Agenda	A.Jurenovskis/ T. Oriwol	To approve the Consent Agenda including October 20, 2023 minutes and President Report.	CARRIED
17/11/2023	04.5	TOR – EDI Committee	L. D'Cruz/ B. Sales	To approve EDI Committee Terms of Reference as presented.	CARRIED
17/11/2023	05.1	Committee Reports	J. Peetsma/B. Sales	To accept Committee Reports as presented.	CARRIED
17/11/2023	09.1	Adjournment	J. Peetsma/ A. Jurenovskis	To adjourn at 12:47 pm.	CARRIED

1/12/2023	03.1	Consent Agenda	B. Sales/ J. Morrison	To approve the Consent Agenda including November 17, 2023 minutes and President Report.	CARRIED
1/12/2023	04.3	Harassment Policy	R. Giggey/J. Morrison	The Board approves the Harassment Policy as presented.	CARRIED
1/12/2023	04.3	Code of Conduct and Ethics for all Participants	R. Giggey/ B. Sales	The Board approves the Code of Conduct and Ethics for All Participants including parents as presented.	CARRIED
1/12/2023	04.3	CDA procedure	L. D'Cruz/ J. Peetmsa	The Board approves the Complaint, Discipline and Appeal Procedure as presented.	CARRIED
1/12/2023	04.5	EDI Committee	J. Morrison/ A. Jurenovskis	The EDI Committee members to be: Carlos Sayao, Darda Sales, Darin Muma, Dean Boles, Fisiha Kebede, Heather Sinclair, Jacky Beckford Henriques, Tamara Mose and Robert Giggey.	CARRIED
1/12/2023	05.1	Committee Reports	B. Sales/ J. Morrison	To accept Committee Reports as presented.	CARRIED
1/12/2023	06.1	Board Vacancy	J. Morrison/ L. D'Cruz	The Board vacancy to remain vacant with option to revisit.	CARRIED
1/12/2023	09.1	Adjournment		To adjourn at 6:57pm	CARRIED
20/12/2023		In Camera	B. Sales/ L. D'Cruz	To move the meeting into closed session.	CARRIED
20/12/2023		Out of Camera	A.Jurenovskis/ J. Peetsma	To move out of closed session without direction.	CARRIED
20/12/2023		Adjournment	B. Sales/ L. D'Cruz	To adjourn at 1pm.	CARRIED
19/01/2024	03.1	Consent Agenda	A.Jurenovskis/ B. Sales	To approve the Consent Agenda including December 1 st and 20 th , 2023 minutes, and Tamara Mose approved not proposed for EDI committee.	CARRIED
19/01/2024	04.3	Financial Controls Procedure	B. Sales/ L. D'Cruz	The Board approves the amendments to Financial Controls Procedure as presented.	CARRIED
19/01/2024	04.4	Nominations Committee	A.Jurenovskis/ J. Morrison	The Board approves Anne Bell and Matt Dans for Nominations Committee.	CARRIED
19/01/2024	09.1	Adjournment	R. Giggey	To adjourn at 1:04pm	CARRIED
16/02/2024	03.1	Consent Agenda	B. Sales/J. Morrison	To approve the Consent Agenda including January 19, 2024 minutes and President Report.	CARRIED
16/02/2024	04.4	Nominations TOR	A.Jurenovskis/ R. Giggey	To accept TOR as amended.	CARRIED
16/02/2024	05.1	Committee Reports	A.Jurenovskis/ J. Peetsma	To accept Committee Reports as presented.	CARRIED
16/02/2024	09.1	Adjournment	B. Sales/ L. D'Cruz	To adjourn at 1:20pm.	CARRIED
05/04/2024	03.1	Consent Agenda	L. D'Cruz/ J. Peetsma	To approve the Consent Agenda including February 16, 2024 minutes and President Report.	CARRIED
05/04/2024	04.3	EDI Policy	R. Giggey/ A.Jurenovskis	To accept EDI Policy as amended.	CARRIED
05/04/2024	06.1	2024-25 Budget	J. Peetsma/ B. Sales	To approve budget presented with the following changes <ul style="list-style-type: none"> 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

05/04/2024	06.1	Committee Reports	B. Sales/ L. D'Cruz	To approve all the reports presented.	CARRIED
05/04/2024	09.1	Adjournment	B. Sales	To adjourn at 7:46 pm	CARRIED
10/06/2024	03.1	Consent Agenda	A.Jurenovskis/ J. Morrison	To approve the Consent Agenda including April 5, 2024 minutes and President Report.	CARRIED
10/06/2024	04.2	Nominations	A.Jurenovskis/ J. Morrison	Voting is in accordance with the bylaws and to approve and adopt new policy for nominations process.	CARRIED
10/06/2024	04.4	New Committee	A. Mitchell/J. Morrison	Established a Risk Management and Audit Committee at the Board level.	CARRIED
10/06/2024	09.1	Adjournment	L. D'Cruz/ R. Giggey	To adjourn at 8:25pm	CARRIED
03/07/2024	03.1	Minutes	J. Morrison/ J. Peetsma	To approve the June 10, 2024 minutes.	CARRIED
03/07/2024	04.1	Audit Risk Management TOR Financial Reporting System CEO Operations Report	L. D'Cruz/ J. Peetsma	To establish an Audit/Risk Management Committee as a new Board Committee with the amended TOR. To approve a revised Financial Reporting System and a standardized CEO Operations Report as presented.	CARRIED
03/07/2024	04.3	HR Professional	R. Giggey/ L. D'Cruz	To approve up to \$12,000.00 to engage HR professional to develop CEO Performance procedure and tools.	CARRIED
03/07/2024	04.6	Board Reports	J. Peetsma/ T. Oriwol	To receive Board reports.	CARRIED
03/07/2024	09.1	Adjournment	R. Giggey	To adjourn at 1:15 pm.	CARRIED
26/07/2024	03.1	July 3 minutes	R. Giggey/ J. Peetsma	To approve the July 3, 2024 minutes.	CARRIED
26/07/2024	04.2	CDA procedure	R. Giggey/ J. Morrison	The Board approves the Complaints, Discipline and Appeals Procedure as presented effective September 1, 2024.	CARRIED
26/07/2024	04.3	Budget Vs 12	J. Peetsma/ L. D'Cruz	To accept the Budget version #12 as presented for this fiscal year.	CARRIED
26/07/2024	04.6	Board reports	J. Morrison/ R. Giggey	To receive Board reports.	CARRIED
26/07/2024	09.1	Adjournment	J. Morrison/ R. Giggey	To adjourn at 2:12 pm.	CARRIED
27/08/2024	03.2	Nominees	A.Jurenovskis/ J. Morrison	To approve the slate of nominees to the membership: Andy Mitchell Robert Giggey Taylor Bond Ahmed Abdelfattah	CARRIED B.Sales voted in favour by proxy A.Mitchell & R. Giggey not present for vote
27/08/2024	04.1	Minutes	A.Jurenvskis/ L. D'Cruz	To approve the July 26, 2024 minutes.	CARRIED
27/08/2024	05.3	Notice of Motions	R. Giggey/ J. Peetsma	The Board approves the presented amendments to the By-Laws be presented in 2 Notices of Motion to membership for approval at the September 18, 2024 AGM.	CARRIED
27/08/2024	05.6	Audited Statements	J. Peetsma/ L. D'Cruz	To accept the Audited Financial Statements March 31, 2024 with the minor adjustment to remove the restriction to cash.	CARRIED
27/08/2024	05.8	Reports	J. Morrison/ A. Jurenovskis	To receive Board reports.	CARRIED

27/08/2024	07.2	Award	A.Mitchell/ J. Peetsma	To approve Naomi Paterson, Collingwood Clippers Swim Club to receive the Gord Noddle Administrator Award.	CARRIED
27/08/2024	09.1	Adjournment	R. Giggey/ J. Peetsma	To adjourn at 9:04pm.	CARRIED
27/08/2024	01.01a	Addendum – Articles of Inc.	R. Giggey/ J. Morrison	<p>That the Swim Ontario Board recommends that special resolutions of the members of Swim Ontario (the “corporation”) re: general operating by-law no 2 (“by-law no. 2”) and articles of amendment be presented for approval to the membership at the 2024 AGM”</p> <p>The amendment accomplishing three things</p> <ol style="list-style-type: none"> 1. Modernizes the language in the Articles of Incorporation used to describe the corporation’s purpose. There are no substantive changes. We are required to update the articles to bring them into compliance with ONCA – this action meets that requirement 2. Adds into the Articles of Incorporation the authority to use weighted voting. In the past this was authorized through bylaw however with the passage of ONCA this needs to be detailed in the Articles of Incorporation 3. Gives effect to the bylaw changes we approved at our board meeting on Tuesday August 27, 2024 	CARRIED

Financial Statements

Swim Ontario

For the year ended March 31, 2024

Table of Contents

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

To the Directors and Members of Swim Ontario

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Swim Ontario (the "Organization") which comprise the statement of financial position as at March 31, 2024 and the statements of operations, changes in net assets, and cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Swim Ontario as at March 31, 2024 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

Basis for Opinion

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

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Reilly Back LLP
Licensed Public Accountants

Markham, Ontario
August 9, 2024

Swim Ontario

Statement of Financial Position


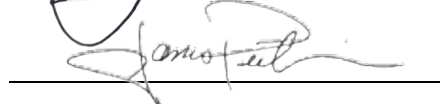
As at March 31, 2024

	2024	2023
Assets		
Current assets		
Cash and short-term investments (note 3)	\$ 2,306,334	\$ 2,507,919
Accounts receivable	103,266	217,176
Prepaid expenses	90,649	96,368
Marketable securities, at market value	273,556	38,300
	2,773,805	2,859,763
Other assets		
Internally restricted marketable securities	108,000	108,000
Long-term investments	460,547	-
Equipment and other capital assets (note 4)	201	3,963
	\$ 3,342,553	\$ 2,971,726
Liabilities		
Current liabilities		
Accounts payable and accrued liabilities	\$ 136,803	\$ 102,033
Due to Swimming Natation Canada (note 5)	1,019,693	906,997
Deferred revenue	23,800	-
	1,180,296	1,009,030
Net assets		
Internally restricted (note 6)	446,052	396,052
Invested in capital assets (note 4)	201	3,963
Unrestricted net assets	1,716,004	1,562,681
	2,162,257	1,962,696
	\$ 3,342,553	\$ 2,971,726

Commitments and contingent liabilities (note 8)

See accompanying notes to financial statements

Approved by the Board:

	Director
	Director

Swim Ontario

Statement of Operations

For the year ended March 31, 2024

	2024	2023
Revenue		
Registration fees and assessments	\$ 1,594,537	\$ 1,506,795
Provincial competition	977,995	835,845
Government grant (note 7)	283,142	253,342
Provincial programming	215,409	191,822
Other grants	201,362	212,689
Interest income	101,616	29,311
Conference fees	59,793	29,067
Fundraising and sponsorships	56,304	84,147
Miscellaneous	33,621	27,034
Nevada income	25,466	26,046
Education materials	9,306	5,795
Dividend income	2,604	7,644
Gain (loss) on investments - realized	(983)	30,329
Loss on investments - unrealized	(13,523)	(57,569)
	<u>3,546,649</u>	<u>3,182,297</u>
Expenses (see schedule)		
Athletes	163,885	295,638
Coaches	79,118	77,088
Provincial competition	555,662	532,863
Regional program deliveries	29,718	43,891
Provincial programming	720,318	608,010
Clubs	45,250	503,920
Officials and volunteers	65,689	58,463
Governance	13,441	4,496
Miscellaneous projects	46,001	80,134
Staff expenses	1,138,101	1,057,438
Administration, operations and communications	489,905	358,916
	<u>3,347,088</u>	<u>3,620,857</u>
Excess (deficiency) of revenue over expenses before undernoted items	199,561	(438,560)
COVID-19 relief	-	386,600
Net excess (deficiency) of revenues over expenses	<u>\$ 199,561</u>	<u>\$ (51,960)</u>

See accompanying notes to financial statements

Swim Ontario

Statement of Changes in Net Assets For the year ended March 31, 2024

	Invested in capital assets	Internally restricted (note 6)	Unrestricted	2024 Total	2023 Total
Net assets at beginning of year	\$ 3,963	\$ 396,052	\$ 1,562,681	\$ 1,962,696	\$ 2,014,656
Excess (deficiency) of revenue over expenses	(3,762)	-	203,323	199,561	(51,960)
	201	396,052	1,766,004	2,162,257	1,962,696
Internal transfers	-	50,000	(50,000)	-	-
Net assets at end of year	\$ 201	\$ 446,052	\$ 1,716,004	\$ 2,162,257	\$ 1,962,696

See accompanying notes to financial statements

Swim Ontario

Statement of Cash Flows

For the year ended March 31, 2024

	2024	2023
Funds derived from (applied to) operating activities		
Excess (deficiency) of revenue over expenses	\$ 199,561	\$ (51,960)
Add (deduct) items which do not involve outlay of cash		
Amortization of equipment and other assets	3,762	5,334
Realized loss on disposal of capital assets	-	5,774
Realized loss (gain) on investments	983	(30,329)
Unrealized loss on investments	13,523	57,569
	<u>217,829</u>	<u>(13,612)</u>
Add (deduct) change in non-working capital accounts		
Accounts receivable	113,910	(172,089)
Prepaid expenses	5,719	(22,398)
Accounts payable and accrued liabilities	34,770	(536,002)
Due to Swimming Natation Canada	112,696	79,079
Deferred revenue	23,800	(113,802)
	<u>508,724</u>	<u>(778,824)</u>
Funds derived from (applied to) investing activities		
Purchase of equipment and other assets	-	(600)
Purchase of investments and marketable securities, net	(710,309)	228,997
	<u>(710,309)</u>	<u>228,397</u>
Funds derived from (applied to) financing activities		
Proceeds (repayment) of loan, net of forgiveness	-	(40,000)
Increase (decrease) in cash during year	<u>(201,585)</u>	<u>(590,427)</u>
Cash and short-term investments, beginning of the year	<u>2,507,919</u>	<u>3,098,346</u>
Cash and short-term investments, end of the year	<u>\$ 2,306,334</u>	<u>\$ 2,507,919</u>

See accompanying notes to financial statements

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2024

1. Nature of operations

Swim Ontario, (the “Organization”) is a sports governing body responsible for the organization and regulation of amateur competitive swimming in the province of Ontario. The Organization is incorporated without share capital under the laws of Ontario as a not-for-profit organization and is exempt from income tax under section 149.1(1) of the Income Tax Act.

2. Summary of significant accounting policies

a. *Basis of Accounting*

These financial statements have been prepared by management in accordance with Canada accounting standards for not-for-profit organizations (“ASNPO”) in Part III of the CPA Canada Handbook.

b. *Revenue recognition*

The Organization follows the deferral method of accounting for contributions which include support from the public and government. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Income from investments is recognized as revenue when earned, including the unrealized portion of capital gains.

Fees and merchandise sales are recognized as revenue when received.

c. *Cash and short-term investments*

Cash and short-term investments includes bank balances, high interest savings accounts and guaranteed investment certificates with a maturity date of one year or less. Cash subject to restrictions that prevent its use for current purposes is included in restricted cash.

d. *Equipment and other capital assets*

Equipment and other capital assets are stated at cost. Amortization is calculated on the straight-line basis annually in amounts sufficient to amortize the cost of the assets over their estimated useful lives as follows:

Office furniture and equipment	10 years
Leasehold improvements	5 years
Computer equipment	3 years

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2024

2. Summary of significant accounting policies - continued

e. *Financial instruments*

Initial and subsequent measurement

The Organization initially measures its financial assets and liabilities at fair value, except for certain related party transactions that are measured at the carrying amount or exchange amount, as appropriate.

The Organization subsequently measures all its financial assets and liabilities at cost or amortized cost.

Financial assets and liabilities measured at amortized cost include cash and cash equivalents, accounts receivable, and accounts payable and accrued liabilities.

Impairment

For financial assets measured at cost or amortized cost, the Organization determines whether there are indicators of possible impairment. When there is an indicator of impairment, and the Organization determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in income. If the indicators of impairment have decreased or no longer exist, the previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in income.

f. *Use of estimates*

The preparation of the Organization's financial statements, in accordance with ASNPO, requires management to make estimates and assumptions which affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses for the year. Actual results could differ from these estimates.

g. *Contributed services*

Volunteers contribute many hours annually to assist the Organization in carrying out its activities. Because of the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

h. *Impairment of long-lived assets*

Equipment and other capital assets subject to amortization are tested for recoverability whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognized when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the long-lived asset exceeds its fair value.

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2024

3. Cash and short-term investments

	2024	2023
Cash in interest bearing accounts and other accounts	\$ 1,113,087	\$ 1,366,328
Restricted cash in Nevada account	24,157	56,550
Guaranteed investment certificate with annual interest rate of 4.75%, maturing October 19, 2024	530,484	507,130
Guaranteed investment certificate with annual interest rate of 4.50%, maturing October 14, 2024	259,754	-
Guaranteed investment certificate with annual interest rate of 4.75%, maturing November 8, 2024	378,852	-
Guaranteed investment certificate with annual interest rate of 3.85%, matured June 30, 2023	-	84,834
Guaranteed investment certificate with annual interest rate of 5.05%, matured November 29, 2023	-	151,807
Guaranteed investment certificate with annual interest rate of 5.20%, matured March 11, 2024	-	315,924
Guaranteed investment certificate with annual interest rate of 5.20%, matured March 11, 2024	-	25,346
	<u>\$ 2,306,334</u>	<u>\$ 2,507,919</u>

The Organization has a license with the Alcohol & Gaming Commission of Ontario to sell Nevada lottery tickets. A condition of maintaining this license is that the Organization is required to maintain a separate bank account to account for the receipts and disbursements of this program. Cash that is maintained in the Nevada account is restricted for purposes of this program only.

4. Equipment and other capital assets

	2024		2023	
	Cost	Accumulated Amortization	Net	Net
Computer equipment	\$ 84,908	\$ 84,707	\$ 201	\$ 3,963
Office furniture and equipment	20,518	20,518	-	-
Leasehold improvements	513	513	-	-
	<u>\$ 105,939</u>	<u>\$ 105,738</u>	<u>\$ 201</u>	<u>\$ 3,963</u>

5. Swimming Natation Canada fees

Swim Ontario acts as agent in collecting registration fees on behalf of Swimming Natation Canada (SNC). Total registration fees collected amount to \$537,568 (2023 - \$952,084). SNC issues invoices for their registration fees bi-annually in September and March. The amount payable to SNC as at March 31, 2024 is \$1,019,693 (2023 - \$906,997).

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2024

6. Internally restricted net assets

	2024	2023
Long-term investment	\$ 108,000	\$ 108,000
Canada Games reserve fund	134,093	84,093
High performance reserve fund	100,000	100,000
Office relocation reserve fund	50,000	50,000
Special projects reserve fund	50,000	50,000
Move Us Forward / Strategic Planning	3,959	3,959
	<u>\$ 446,052</u>	<u>\$ 396,052</u>

The Organization's capital is comprised of funds invested in capital assets and in restricted and unrestricted funds. The unrestricted fund balance is maintained at a level that is sufficient to meet annual operating requirements. Management develops annual operating budgets that are approved by the Board of Directors. Actual results are compared to budgets monthly and the Board is notified when changes to plans are required.

7. Government grants

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

	2024	2023
Ontario Amateur Sport Fund (OASF)	\$ 144,155	\$ 144,155
Quest for Gold	109,187	109,187
Ontario Sport Tourism Grant	19,800	-
Ontario Paralympic Collective	10,000	-
	<u>\$ 283,142</u>	<u>\$ 253,342</u>

8. Commitments and contingent liabilities

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

2025	\$ 21,935
2026	5,196
2027	<u>1,299</u>
	<u>\$ 28,430</u>

Swim Ontario

Notes to Financial Statements

For the year ended March 31, 2024

9. Financial instruments

a. *Market risk*

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

To manage the market risk, the Organization hires an outside investment manager who has regular meetings with management.

There have not been any changes in the risk from the prior year.

b. *Interest rate risk*

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market interest rates. The Organization is exposed to interest rate risk on its fixed and floating interest rate financial instruments. Fixed-interest instruments subject the Organization to a fair value risk while the floating rate instruments subject it to a cash flow risk.

The Organization mitigates interest risk on investments by diversifying the durations of the fixed-income investments that are held at any given time.

There have not been any changes in the risk from the prior year.

c. *Other price risk*

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Organization is exposed to other price risk through its investments in quoted shares.

The Organization manages other price risk through asset allocation and maintaining a portfolio that is well diversified on both a geographic and industry sector basis.

There have not been any changes in the risk from the prior year.

Swim Ontario

Schedule of Expenses

For the year ended March 31, 2024

	2024	2023
Athletes		
University post-secondary grant	\$ 18,000	\$ 13,500
Athlete assistance	94,800	143,686
Canada Games	-	79,420
Quest For Gold athlete assistance	26,500	21,000
Para athlete performance funding	24,585	38,032
	<u>163,885</u>	<u>295,638</u>
Coaches		
Mentor visits	1,396	58
Education materials	-	1,700
NCCP expenses	77,722	74,028
SOCC coaches ops projects	-	1,302
	<u>79,118</u>	<u>77,088</u>
Provincial competition		
Ontario Provincial Championships	518,448	339,363
OJI expenses	37,214	84,937
Open Water expenses	-	18,263
Provincial meets LOC contract	-	90,300
	<u>555,662</u>	<u>532,863</u>
Regional program programming		
Regional approved projects	29,718	20,473
Regional medals and meet materials	-	14,356
Regional camp excellence projects	-	9,062
	<u>29,718</u>	<u>43,891</u>
Provincial programming		
CSC-ON-OHPSI	-	260
Provincial team projects	378,562	185,362
Provincial training camps	18,694	86,875
National training center operations	20,127	10,000
Provincial conference weekend	151,473	166,904
Masters development fund	6,163	5,139
OSA programming costs	139,717	13,786
Program enhancement costs	1,425	50,749
Facility rental	4,157	88,935
	<u>720,318</u>	<u>608,010</u>

Swim Ontario

Schedule of Expenses - continued
For the year ended March 31, 2024

	2024	2023
Clubs		
High performance grant	43,250	85,500
Club visitation program	-	6,301
Club support	2,000	412,119
	<u>45,250</u>	<u>503,920</u>
Officials and volunteers		
Education materials	\$ -	\$ 5,176
Officials development projects	65,689	53,287
	<u>65,689</u>	<u>58,463</u>
Governance		
Board meetings	13,441	4,496
Miscellaneous projects		
Hall of Fame grant	3,000	4,500
LOC National Meet Hosting	15,273	6,156
Marketing	14,473	32,433
Strategic planning	13,255	37,045
	<u>46,001</u>	<u>80,134</u>
Staff expenses		
Administration assistance	8,416	15,699
Salaries and benefits	1,005,078	915,895
SNC - Academy Centre grant	-	1,326
SNC - Prov. Academy Next Gen.	111,815	108,301
Professional development and other	12,792	16,217
	<u>1,138,101</u>	<u>1,057,438</u>
Administration, operations and communications		
Rent and office expenses	401,879	295,725
Communications	63,059	24,583
Complaint, dispute & appeal fees	7,917	8,928
Nevada expenses	13,288	11,500
Swim-A-Thon expenses	-	2,346
Online enhancement	-	10,500
Amortization of equipment and other assets	3,762	5,334
	<u>489,905</u>	<u>358,916</u>
Total expenses	<u>\$ 3,347,088</u>	<u>\$ 3,620,857</u>