



**BOARD OF DIRECTORS**  
**MEETING # 4 (2024-25)**  
**January 10, 2025 – In Person - TPASC**

H. Dwinnell – **Recording Secretary**

**Present:**

A. Mitchell  
A. Abdelfattah  
T. Bond  
L. D'Cruz  
R. Giggey  
A. Jurenovskis  
J. Peetsma – virtual left mtg at 5:30pm  
B. Sales  
T. Oriwol – joined meeting 5:15pm

**Staff:**

D. Boles  
D. Muma  
H. Dwinnell

ITEM	ACTION
4-2025:01.1	<b>CALL TO ORDER</b> A.Mitchell called the meeting to order at 4:10 pm and reviewed the weekend schedule.
4-2025:02.1	<b>APPROVAL OF AGENDA</b> The agenda was accepted with the Strat Plan session moved to Saturday.
4-2025:03.1	<b>APPROVAL November 27, 2024 MINUTES</b> <b>MOTION:</b> R. Giggey/A. Jurenovskis To approve the November 27, 2024 minutes.  <b>CARRIED</b>
4-2025:04.1	<b>BOARD REPORTS</b> <b>President Report</b> A.Mitchell circulated a written report prior to the meeting. He provided an addition to the written report regarding the President Council Meeting when REMS implementation was discussed. While the issue is an operational concern the impact is a governance issue. The other provincial presidents were all in agreement and 2 recommendations were made. 1. Meeting scheduled at end of January with PSOs and Swimming Canada Board 2. Hire an outside consulting firm  A.Mitchell also provided an Aquatic Facility update. A formal launch is scheduled for end of January and the consultants will arrange meetings with key decision makers at the municipal and provincial level. It would be ideal if Swimming Canada followed at the national level.



- 4-2025:04.2      **Policy and Governance** – Written report circulated prior to meeting  
R. Giggey and D. Muma reviewed the Complaints, Discipline and Appeals Procedure updates/edits reporting that they have been thoroughly vetted by the committee and legal team. D. Muma answered Board questions.
- MOTION:** R. Giggey/T. Bond  
The Board of Directors approves the edits to Complaint Discipline and Appeal Procedure as presented.
- CARRIED**
- D. Muma reviewed the Code of Conduct updates as written by the legal team and reviewed by the committee. D. Muma answered Board questions and received feedback.
- MOTION:** R. Giggey/A. Abdelfattah  
The Board of Directors approves the revisions to the Code of Conduct Procedure updates as presented.
- CARRIED**
- 4-2025:04.3      **Finance Report**  
J. Peetsma circulated written report and financial statements prior to meeting. D. Muma reviewed the November statements, answered Board questions and received feedback. The new budget preliminary discussion to be addressed following the meeting. The Finance Committee will meet prior to the next board meeting to review December financial statements.
- MOTION:** L. D'Cruz/B. Sales  
To accept the Finance Report as presented.
- CARRIED**
- 4-2025:04.4      **Nominations Report**  
A.Jurenvoskis circulated a written report prior to the meeting. TOR has been updated to reflect changes made last year and will recirculate prior to the next meeting. The committee's next task is to review onboarding materials and recruitment.
- MOTION:** A.Jurenvoskis/R. Giggey  
To approve A.Jurenvoskis, Matt Dans and Rick Frame as the members of the Nomination Committee.
- CARRIED**
- 4-2025:04.5      **EDI Report**  
T. Bond reported that recruitment is ongoing and a survey is being developed.
- 4-2025:04.6      **Audit and Risk Management Report**  
T. Oriwol circulated a written report prior to the meeting and thanked D. Muma for the making the changes to the Monday platform and that he has



begun to develop a dashboard. T. Oriwol summarized the complaints received and the risk level and answered board questions

4-2025:04.7

### **Strat Plan Review Report**

L. D'Cruz will have presentation tomorrow.

### **OPERATIONS REPORT**

4-2025:05.1

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

- Good break for staff over holiday
- Aquatic Facility – update will be communicated in 2 weeks – posted to website
- OJI – 10<sup>th</sup> anniversary with highest number of swimmers
- Fundamentals camp – 100 kids
- IM fast masters meet – 130 swimmers
- Video – over the 10 years we had 30 swimmers who represented their country who participated at OJI
- Great performances at Worlds in Budapest
- Strat plan review/refresh – L. Cruz has done tremendous job with the review and will be looking for Board feedback during this weekend
- Leslie Carter will facilitate tomorrow's session
- Luxemburg tour end of January – D. Burton, K. Wilson and M. Shariff staff attending with 18 swimmers
- Feb 7-9 – OUAs – Markham Pan Am
- Partnership with OUA
- 2 new meets – Ontario AG – 15& over and one 14 & under
- Masters champs
- Ow champs will return to Gravenhurst
- Grassroots Summit – Heather Bruce as lead in developing young coaches
- HR review underway
- Full time admin position to be posted in January

4-2025:05.2

**MOTION:** B. Sales/A.Jurenovskis

To receipt reports as presented.

**CARRIED**

4-2025:06.1

### **NEW BUSINESS**

- Budget 25-26 deferred to after Board meeting

4-2025:07.1

### **EXECUTIVE SESSION WITH STAFF**

Not required



- 4-2025:08.1     **NEXT MEETING**  
Virtual meeting - Wednesday Jan 29 – 7pm
- 4-2025:09.1     **ADJOURNMENT**  
**MOTION:** R. Giggey/B. Sales  
To adjourn at 7:15pm
- 4-2025:10.1     **EXECUTIVE SESSION BD ONLY**  
Not required