



**BOARD OF DIRECTORS  
MEETING # 5 (2024-25)  
February 26, 2025 – Virtual**

L. D'Cruz – Recording Secretary

**Present:**

A. Mitchell  
A. Abdelfattah  
T. Bond  
L. D'Cruz  
R. Giggey  
A. Jurenovskis  
B. Sales  
T. Oriwol

**Staff:**

D. Boles  
D. Muma

**Absent** - J. Peetsma

ITEM	ACTION
5-2025:01.1 <b>CALL TO ORDER</b> A. Mitchell called the meeting to order at 7:32 pm	
5-2025:02.1 <b>APPROVAL OF AGENDA</b> The agenda was accepted.	
5-2025:03.1 <b>APPROVAL OF MINUTES</b> <b>MOTION:</b> B. Sales/A Abdelfattah. To approve the January 10 meeting minutes and electronic - motion to waive registration fees for officials for the year 2024-2025 due to the challenges created by the REMs system.	
5-2025:04.1 <b>BOARD REPORTS</b> <b>President Report</b> A. Mitchell presented the President's report, highlighting upcoming events, including: <ul style="list-style-type: none"><li>• an information session on March 4th for clubs highlighting: ONCA requirements for annual financial review or audit, such reports cost between \$7,000-\$10,000 - potentially a financial burden for clubs.</li><li>• Provinces continue to report problems with the REMs system implementation, noting significant incompleteness rates for participants and lack of capacity to support competitions.</li><li>• An independent evaluation of REMs was initiated by Swimming Canada and will be available April 11, 2025 to evaluate future viability.</li><li>• Continued advocacy white paper for provincial and municipal funding for 50-meter pools.</li></ul>	<b>CARRIED</b>

5-2025:04.2	<p><b>Policy and Governance</b></p> <p>R Giggey reported on the CEO performance review framework which was well-received by the committee and will be finalized for the March meeting.</p>
5-2025:04.3	<p><b>Finance Report</b></p> <p>Financial statements were circulated prior to the meeting and discussed by D. Muma. A surplus is anticipated despite a planned deficit budget due to increased membership and provincial championship meet revenue.</p> <ul style="list-style-type: none"> <li>• Future discussion about use of surplus to improve club support through increased contract staffing</li> <li>• Budget for the following year will include spending for DEI initiatives.</li> </ul> <p><b>MOTION:</b> A. Jurenovskis /R.Giggey To receive the finance report.</p> <p style="text-align: right;"><b>CARRIED</b></p>
5-2025:04.4	<p><b>Nominations Report</b></p> <p>A. Jurenovskis circulated a written report prior to the meeting. The updated terms of reference and work plan for the nominations committee reflect changes in policy and procedure and the mandate to review onboarding materials.</p> <p><b>MOTION:</b> A. Jurenovskis /R.Giggey To approve the TOR and workplan.</p> <p style="text-align: right;"><b>CARRIED</b></p>
5-2025:04.5	<p><b>EDI Report</b></p> <p>T. Bond reported that recruitment is ongoing.</p> <p><b>MOTION:</b> T.Bond/A.Jurenovskis To approve the EDI report.</p>
5-2025:04.6	<p><b>Audit and Risk Management Report</b></p> <p>T. Oriwol circulated a written report prior to the meeting. The report highlights the ongoing monitoring of complaints and the lack of significant trends in their composition</p>
5-2025:04.7	<p><b>Strat Plan Review Report</b></p> <p>The Strategic Plan Committee reviewed progress from the December/January session and highlighted areas that still require attention, specifically the definition of regional challenges. Further discussion with the regions is planned at a facilitated meeting on April 5<sup>th</sup>. The aim is to have a clear direction on regional issues by the in-person meeting in Ottawa on April 25<sup>th</sup> and 26<sup>th</sup>.</p>
5-2025:05.1	<p><b>OPERATIONS REPORT</b></p> <p>D. Boles circulated a written report prior to the meeting and highlighted:</p>

- Ongoing challenges with REMS, the independent review process, and the impact on staff and volunteers.
- Update on the advocacy white paper to continue post-election
- OAG meet at TPASC and MPANAM, including the launch of a post-event survey
- New administrative coordinator hired – starting Mar 3, 2025
- HR reviews on-going. The report also recognized the need for data analysis to understand performance outcomes and the upcoming Canada Games.
- Impending Strike and Its Impact: Dean Boles informed the group of a potential Toronto strike on March 8th, which may significantly affect swim clubs, particularly ESwim. SO is working to understand the impact on TPASC programs
- Volunteer Recognition: feature volunteers in upcoming communications
- AGM is set for September 17th (virtual) and the conference for the 19th and 20<sup>th</sup>
- Potential topics for Conference - Club Manual and Financial Compliance: Dean Boles emphasized the need to update the club manual and provide clubs with information on financial compliance, including audited or prepared statements and associated costs
- Canada Games Involvement: involves a "performance window" for swimmers to qualify, with criteria already established.

**MOTION:** A.Jurenovskis/A. Abdelfattah

Approval of the EDI, Audit and Risk Report and Strategic Planning Reports and Operations Report.

**CARRIED**

#### **EXECUTIVE SESSION WITH STAFF**

5-2025:06.1

Not required

#### **NEXT MEETING**

5-2025:07.1

March 26, 2025

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

5-2025:08.1

To adjourn at 8:51pm

#### **EXECUTIVE SESSION BD ONLY**

5-2025:09.1

Not required