



BOARD OF DIRECTORS
MEETING # 7 (2024-25)
May 2-3, 2025 – In Person - Ottawa
H. Dwinnell– **Recording Secretary**

Present:

A. Mitchell
A. Abdelfattah
L. D'Cruz
R. Giggey
A. Jurenovskis
B. Sales

Staff:

D. Boles
D. Muma
H. Dwinnell

Absent:

T. Bond
T. Oriwol
J. Peetsma

ITEM		ACTION
7-2025:01.1	CALL TO ORDER A. Mitchell called the meeting to order at 4:17 pm.	
7-2025:02.1	APPROVAL OF AGENDA A.Mitchell provided timeline for the 2 day board meeting. The agenda was accepted.	
7-2025:03.1	APPROVAL OF MINUTES MOTION: R. Giggey/A. Abdelfattah To approve the March 26, 2025 meeting minutes	
		CARRIED
7-2025:04.1	BOARD REPORTS President Report A.Mitchell circulated a written prior to the meeting and highlighted: <ul style="list-style-type: none">REMS – A.Mitchell provided a summary of the first report received from Differly and the Board discussed the issuesPSO call for special meeting – if Differly report is to maintain Sportlomo platform then Swim Ontario will agree to voting for a Special MeetingCompetition platform – currently using adhoc system developed in OntarioPool issue – GTA pool closuresAquatic Infrastructure – Strategy Corp Consultant	

7-2025:04.2	<p>Policy and Governance</p> <p>R Giggey's report was circulated prior to the meeting. D. Muma summarized the changes to the Appeal Procedure confirming that a standalone Appeals Procedure was required.</p> <p>MOTION: R. Giggey/A. Abdelfattah To approve the Appeals Procedure as presented. CARRIED</p> <p>The Complaint and Discipline Procedure will be updated to remove all references to Appeals since it is now a standalone procedure.</p> <p>MOTION: R. Giggey/A. Abdelfattah To approve the Complaint and Discipline Procedure as presented. CARRIED</p> <p>D. Muma explained the Photography, Videography/Cellphone Procedure and answered questions. The procedure is Operational so will now be a CEO approved procedure.</p> <p>MOTION: R. Giggey/A. Jurenovskis To approve the changes to the Photography/Videography/Cellphone Procedure as presented. CARRIED</p>
7-2025:04.3	<p>Finance Report</p> <p>March 31, 2025 Financial statements were summarized by D. Muma and he answered Board questions. Budget will be discussed after Strat Plan presentation on Saturday.</p>
7-2025:04.4	<p>Nominations Report</p> <p>A.Jurenovskis circulated a report prior to the meeting and highlighted:</p> <ul style="list-style-type: none"> • Skills Matrix to be sent to Board • Request those members up for reelection to inform her of intentions to run again • Call for Nominations to go out next week providing a longer time to submit applications – 3 positions available • Committee has been actively soliciting potential candidates and asked if Board members had any suggestions to please forward • Committee have begun review for the Board on-boarding material
7-2025:04.5	<p>EDI Report</p> <p>No report.</p>
7-2025:04.6	<p>Audit and Risk Management Report</p> <p>D. Muma provided a report.</p>

7-2025:04.7 **Strat Plan Review Report**
Presentation on Saturday.

7-2025:05.1 **OPERATIONS REPORT**

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

- Masters Provincial Meet recap - oldest male 95 and oldest female 91
- TDSB - pool closure impacts 14 clubs and approximately 2,000 swimmers. Form letters/templates were sent to clubs to reach out to local MPs etc.
- REMS
- LOC grant - World Cup
- Club Manual – D. Muma is working with legal team and clubs
- Regional Workshop
- AGM Sept 16 – virtual
- Conference Sept. 19/20 – Marriott Toronto Airport
- Swim Ontario be recognized as OUA Sport partner of the year
- Competition Plan
- D. Muma provided update on New Club applications. There will be 1 new small club in September
- D. Muma provided a Risk Update

MOTION: B. Sales/A. Abdelfattah
To accept reports.

CARRIED

7-2025:06.1 **NEW BUSINESS**
Status of Reserve Funds

D. Muma reported that the Move Us Forward and Office Relocation reserve funds were no longer required.

MOTION: A/Abdelfattah/A. Jurenovskis
To dissolve the Move Us Forward and Office Relocation reserve funds and place funds in general reserves.

CARRIED

The meeting will reconvened Saturday at 8am.

The meeting reconvened at 8:08am.

7-2025:07.1 **Strat Plan Review**

L. D’Cruz presented the Strat Plan to the Board. It was noted that over time, many of the original directional goals have been successfully achieved and have since been integrated into the ongoing operational activities of Swim Ontario.

7-2025:08.1 As part of the update, two priority areas were identified for the next two years:

1. **Facility Access – 50m Pools:**

The continued lack of access to 50-metre pools in Ontario remains a priority. Swim Ontario will continue advocacy efforts with municipal and provincial decision-makers to address this infrastructure gap.

2. **Regional System Revamp:**

The current regional structure and processes are not effectively supporting swimmers, coaches, officials, or administrators. Swim Ontario has been tasked with reviewing and revamping the system to better meet the needs of the swimming community.

7-2025:09.1 **MOTION:** L. D’Cruz/R. Giggey
To approve the Strat Plan as presented.

CARRIED

2025-26 Budget

D. Muma presented Budget Version 10. The Board discussed registration fee increases and confirmed any resulting surplus would be allocated to Regional Initiatives and Pool Advocacy.

A suggestion was made to provide rationale for the budget as has been done in other years.

7-2025:10.1 **MOTION:** L. D’Cruz/A. Jurenovskis
To approve budget version 12 as presented to include 3% increase in swimmer growth, \$1.00 registration fee increase on all categories and that officials will be charged registration fees. Swim Ontario will increase Regional Initiatives and Pool Advocacy.

CARRIED

7-2025:12.1 **CEO Performance Review Framework**
R. Giggey provided background information and this framework is to enable a performance review of the CEO and that compensation is negotiated between the President and CEO. R. Giggey summarized the 3 documents that make up the evaluation and answered questions. CEO review will take place in September 2025, A. Mitchell will strike a committee to undertake the review

7-2025:13.1

MOTION: R. Giggey/L. D’Cruz

To adopt the framework in principle and the committee conducting the evaluation will make adjustments as required.

CARRIED

EXECUTIVE SESSION WITH STAFF

Not required

NEXT MEETING

May 28, June 25, July 30 – Aug. TBD

ADJOURNMENT

MOTION: R. Giggey

To adjourn at 11:50am.

EXECUTIVE SESSION BD ONLY

Not required