

Join us at the 2025 Swim Ontario Conference Friday Sept 19 and Saturday Sept 20 for a series of compelling sessions that launch the [Swim Ontario Club Outreach Program](#)

These Conference sessions will aim to assist clubs in navigating the business aspects of managing and governing a swim club.

The sessions will facilitated by:

Naomi Paterson: Club Outreach Facilitator

Over the past decade, Naomi has been deeply involved in the sport of swimming through a wide range of roles—club president, coach, team manager, certified official.

Trevor Cowan – Club Outreach Facilitator

Has over two decades of involvement as a parent volunteer; ASCA certified coach; administrator, board director, club president, and official.

Sydney Mclvor:

Swim Ontario Legal Counsel

Darin Muma

Swim Ontario COO

I. Friday Afternoon Session (2:00 – 4:00pm)

Sydney Mclvor Swim Ontario Legal Counsel and Darin Muma Swim Ontario C.O.O.

1. Intro to Club Outreach Website Landing Page
2. Overview of Club Toolbox Policies and Procedures
- B. Interactive (groupwork):
 1. Privacy of personal data
 2. Safe Sport (with club action in moment),
 3. Workplace Safety
- C. Next steps /request for additional club policy/procedure tools

II. Fireside chat Q&A and Club Best Practices (6:00 – 8:00pm)

Darin Muma, Trevor Cowan and Naomi Paterson

- A. Open discussion on club Operation and Governance –
 - 1. Q&A “issues discussion”
 - 2. Best Practices – Club sharing

III. Presidents breakfast (7:00 - 8:30am)

- A. Welcome by Swim Ontario President Andy Mitchell and CEO Dean Boles,
- B. **Keynote Speaker Wayne Goldsmith**-International Swimming Influencer
 - 1. Gain, Train, Retain” Finding the right coaches and keeping them.

IV. Saturday Session (8:30 am - 12:30pm)

Naomi Paterson & Trevor Cowan - Club Outreach Program Facilitators

- A. Operations Interactive Practical Session - **NOT to be MISSED**
 - 1. Effective Employment Practices
 - a. Onboarding Employees
 - b. ESA Requirements
 - c. Human Rights
 - d. Employee Engagement, Satisfaction and Health & Wellness
 - 2. Board & Financial Governance
 - a. General Board Governance
 - b. Fiscal Management & Best Practices

Swim Ontario Club Outreach Program - <https://www.swimontario.com/clubs/outreach/>