

# President's Report

2017 Conference



Change to governance model from an operational model in 2012

President and Board Expectations



# Governance

- Used the past five years to transfer responsibility from the board to a staff-based, operations-focused structure.
- Growing the sport with accountable performance as a governance-focused Board of Directors.
  - By-laws to Policy. Policy to Procedure.
- Governance focus on provincial standards of operation, guidelines and applications



# Governance

- Board Elections were impacted in 2012;
  - Board size to be 7 voting members, serving 2-year terms (staggered). 3 directors in odd-years and 4 directors in even-years.
  - The Board elects a President, a Vice-President, the Treasurer and Secretary. The Officers shall number not fewer than three (3).
  - All Board Committees are chaired by Directors appointed by the President.
- Strengthen the 7 member Board by eliminating the fixed Executive Committee (“board within a board”).
- Virtual meeting technology makes such an “authority to act for the Board between meetings” structure unnecessary.
- Use email balloting, conference calls and in-person





# Governance

- The ED has an annualized evaluation procedure
- The ED job description is adjusted semi-annually
- ED reports monthly to the Board. In person as required.
- The Board, through the President or designate provides constructive feedback.

# Governance

- A Nominating Committee was established in 2012 with the new bylaws

*Nominations Committee is responsible for ensuring, on a continuing basis, that the Board of Swim Ontario is composed of qualified and skilled persons capable of, and committed to, providing effective leadership to Swim Ontario.*

- The Nominations Committee new terms of reference encompassed
  - interview with the current board members (identify gaps and issues)
  - polled current members on specific questions and summarized
  - interviewed all candidates against a pre-determined list of questions and ranked accordingly
  - identified 6 candidates as fulfilling the requirements as laid out by the bylaws



# Governance

- To ensure appropriate exercise of fiduciary responsibilities.
- The Finance Chair is a board member
- Three members of the board are currently on the Finance committee
- Finance committee meets regularly and is a standard report at BOD meetings
- Annual and quarterly audits
- Budget process and accountability

# Governance

- The Board annually undertakes to integrating “Board Development” practices, to continually elevate its governance skills and understandings.
- These include, but are not limited to, thorough orientation/“on-boarding” of new Board members, on-going governance education/training opportunities for the entire Board, periodic Board self-assessment practices, etc.
- This year with 4 new members the challenges were a bit sharper





# Ontario Swim Academy

- Seek ways – using policy and procedure – to cease funding to the full-time daily training environment
- There are no mechanisms to cease funding – no support from policy or procedure. Indeed both affirm staff responsibility to make decision.
- PLUS – to cease funding (*if you could*) would mean that OHPSI funding in total would be relegated to Category 2. Category 2 funding level is not considered for other programs and funding opportunities. Plus commitments utilizing the Category 1 funding would be borne by Swim Ontario.



# OHPSI

## APPENDIX A: Partnership Criteria

	Category 1	Category 2	Category 3
OTP Status	OTP 1A or 2A required	OTP 1 A/B, 2 A/B, 3 A/B Team Sport Strategy designation	OTP All OTP categories including: 1 Year Project Team Sport Strategy designation
Submitted and aligned NSO and PSO High Performance Plan	Required	Required	Required
NSO has developed an evidence based Gold Medal Pathway Curve and Gold Medal Profile to target podium potential athletes.	Required	In Development	In Development
Para-specific development plan (NSO or PSO) for Ontario.	Required	In Development	In Development
<b>Daily Training Environment / Athlete Pool</b>			
An Ontario based <b>Podium Training Group</b> (see Appendix B definition) is supported by the sport in Ontario	All groups Required at a centralized DTE with embedded and/or partnered CSIO SS/SM staff at all stages of the pathway  *(ie Pan Am Legacy Facility DTE or multiple CSIO embedded staff in the DTE)  **Full athlete pathway in Ontario required	Optional	Optional
An Ontario based <b>National Training Group</b> (see Appendix B definition) is supported by the sport in Ontario		Optional	Optional
An Ontario based <b>Next Gen Training Group</b> (see Appendix B definition) and/or NSO endorsed targeted athlete group is supported by the sport in Ontario		Required at a centralized or partially centralized DTE in Ontario	In Development
The sport has an identified process to evaluate the quality and consistency of supported daily training environments	Required	Required	Required



**ON SWIM  
ONTARIO**

## 2017-2018 CSIO OHPSI Partnership Guide

### 2. OHPSI Investment Categories

Sports are classified into one of three (3) partnership categories based on criteria in **Appendix A**.

OHPSI investment is available to enhance programs and activities in Ontario that benefit athletes in the High Performance Athlete Development pathway.

- Category One** – up to \$250,000 (non PanAm Legacy facility sports up to \$230,000)
- Category Two** – up to \$95,000 (non PanAm Legacy facility sports up to \$80,000)
- Category Three** – up to \$45,000

Sports are eligible for investment *up to* the maximum available in the assigned tier, to support expenses as detailed in **Appendix C**. Precise amounts will be determined following the 2<sup>nd</sup> phase application process.

Note: Any sport new to OHPSI will be categorized as a Tier 3 sport.

# NEW - Ad hoc Masters Committee

## Overarching Concern

### Integration into age-group policies and procedures

- “Masters” is a registration category
- What is a club?
- Unattached
- Fees
- Sanctioning process
- Communication
- New club or existing club
- Application thresholds
- Coaches
- Incorporation
- Volunteer vs staff
- Competitive vs non-competitive



# Transparency

- The Board is not the Kardashians
- Reporting has not changed in 20 years
- Use of a recording secretary (Heather Dwinnell) continues
- Allow for frank conversation without concern – pens down
- Record what happens – not what was said
- Reports once approved are available on-line

Thank you

