



Wednesday, November 22, 2017

### Open Letter to Swim Ontario Members

#### The Move Us Forward Project

Dear Members,

We hope your season is going well!

Your Swim Ontario board has approved an organizational review project to take place over the next 8 months with a targeted completion date of June 2018. The work will be conducted by independent consultant(s) who will be guided by an Ad Hoc Working Committee selected by the board. The review will take a comprehensive look at all Swim Ontario programs and services. The work will include stakeholder surveys, several stakeholder roundtables and the systematic review of organization documents, member communication, and staff structure, workload and accountability.

The project will examine the Swim Ontario Strategic plan; alignment with the Swimming Canada Strategic Plan; the expectations and experiences of member clubs and funders, communication infrastructure, the association's bylaws and policies, governance process and policy, and the organizational structure.

The Ad Hoc Working Committee will liaise with the consultant to develop final recommendations. The chair of the Working Committee will then present final recommendations to the Swim Ontario Board of Directors. The board will present a final report to the membership at the 2018 Swim Ontario AGM.

#### Lead Consultants

Lead consultants have been targeted based on relevant expertise in organizational reviews, expertise in grass roots to high performance swimming, experience in operating sport organizations, and consulting to broad stakeholder organizations. It is our hope that the selected consultants will be named in early December with a plan communicated to the membership in January.

#### Ad Hoc Working Committee

A Board Ad Hoc Working Committee of 7 individuals has been created to support and help guide the Move Us Forward project. The Working Group has been delegated by the board to make decisions about the review process and the consultant-proposed recommendations. The ED will support and from time to time participate in the Ad Hoc Working Committee's work.

# SWIM ONTARIO

VISION 2020: LEAD – MOTIVATE - PERFORM



The Board would like to thank the following members who have agreed to serve on the Ad Hoc Working Committee:

Chair - Dan Thompson

Programs - Byron McDonald

Officials - Trevor Cowan

Governance - Anne Bell

Communications - Callum Ng

Organizational Structure - Jim Shaw

Finance - Bud Seawright

Staff Support: John Vadeika and other staff as relevant

Your board views the Move Us Forward project as very important for Swim Ontario. It will be a transparent process with the result being a stronger organization that better serves our membership and achieves organizational goals. We are open to receiving your input at any time. Please address your comments to the chair of the Working Committee, Dan Thompson, at [president@swimontario.com](mailto:president@swimontario.com).

On behalf of the Swim Ontario Board of Directors

Dan Thompson - President

Dale Leckie - Vice President

Tym Barker - Secretary

Clare Atkinson

Mike Brown

Paul Legault

Bud Seawright