

SWIM ONTARIO

President's Meeting



Overview

- Roles of the Board and Staff
- Key tasks undertaken by Board
- Strategic Plan – Organizational Change
- Impact on Regions
- Impact on Officials
- Other

GOVERNANCE

- Swim Ontario Board has 3 primary roles
 - To establish policies,
 - To make significant and strategic decisions
 - To oversee the organization's activity



GOVERNANCE - Policy

- Policies are posted on the Swim Ontario website
- Policy drives procedures
- Staff and members subject to procedures



GOVERNANCE - Policy

- Policies define focus and are key to separating the responsibilities between board and staff.
- The board develops policy that covers the issue and leave implementation (procedure) to management.
 - Staff can seek Board approval of Procedures to ensure specific policies are being considered correctly
- Swim Ontario Board has approximately 24 hours together each year, spread over regular meetings.
- Board-level policies are reviewed regularly.



GOVERNANCE – Strategic Decisions

- Strategic Planning committee (Chair: Suzanne Paulins) works in conjunction with the swim community.



GOVERNANCE – Strategic Decisions

- Strategic Planning committee
(Chair: Suzanne Paulins) works in conjunction with the swim community
- Committee continues by working on the operationalization and cost implementation (annual process)
- Provides club and member direction



By 2020 Swimming Canada wants to be among the leading swimming nations.

Vision 2020 – Strategic Plan

Strong technical leadership delivery

A world leading coaching development system

Effective support infrastructure

Systematic athlete development pathway

Partnerships

People development

Aligned efficiencies and streamlined delivery processes

Financial sustainability

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Vision 2020 – Strategic Plan

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Harmonized Goals

Swimming Canada



Swim Ontario

Priority 1 – World Leading Performance

- World Stage Performances
- Organizational Structure
- High Performance

Priority 2 – Athlete Development

- Membership growth
- National Team Development
- Post Secondary School alignment
- LTADS
- Coaching
- Masters Swimming
- Club Excellence
- Recruitment
- Officials Development

Priority 1 – World Leading Performance

- Ontario Athlete on the podium
- HP – Tour Team opportunities
- Centers of Excellence
- Athlete Support
- High Performance Coaches Committee

Priority 2 – Athlete Development

- Meet Delivery and Event Hosting
- Training Camps
- OUA and CIS collaboration
- Regional alignment
- OSCC
- Promote Official's Development
- Masters Swimming



GOVERNANCE – Strategic Decisions

- Includes choices about Swim Ontario vision, mission, and strategies.
- Decisions about issues that are strategic and significant,
 - Such as whether to enter an affiliation agreement with another organization, admit new clubs
- Swim Ontario can also delegate non-governance types of decisions to others (legal direction and support)



GOVERNANCE - Oversight

- **Eyes in (or nose in) .. fingers out**
- Swim Ontario governance means ensuring that the board has oversight of staff but does not try to do staff's job
- Variations on the theme ..
 - Good governance involves respecting the difference between governance and management
 - Examples are commonplace in governance literature



GOVERNANCE - Oversight

- The board is legally responsible for everything that happens within Swim Ontario whether in the pool, private or not-for-profit club or within staff.
- The board's role includes setting the tone
- Board committees play an important part in the governance process.
- We will annually review the role that each committee plays in the delivery



Board Tasks

1. Selecting the Executive Director
2. Establishing the direction of an organization



BOARD TASK – EXECUTIVE DIRECTOR

- Re-defined the job description of the Executive Director
 - Sport industry survey and research
 - Cross Canada
- Reaffirmed the selection of the Executive Director (John Vadeika) with unanimous vote

REGIONS

- Identified in bylaws but not defined.
- Regions need to positively effect and influence the goals of the 2020 Strategic Plan
- What is a region?
 - Original creation from Ontario Games
 - Boundaries highlight geographic and numeric disparities
- Role of the Region?

Jim Rohn

Our sport won't get better by chance.
It will get better by change.



REGIONS – What is a Region?



	CLUBS	% of Clubs	% Comp - Prov.
CENTRAL	41	28%	45%
EASTERN	21	15%	12%
HURONIA	11	8%	7%
NORTHEAST	18	13%	6%
NORTHWEST	9	6%	2%
WESTERN	31	22%	23%
Region membership stats as of Feb 13, 2014			

Albert Einstein

“The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking.”

REGIONS – Role of the Region?

Needs clarity and conversation. Create a specific and clear definition of a region.

Consider

- Communication
- Delivery of specific Swim Ontario Provincial Programs
- Geographic concerns and considerations
- Impact and programs balanced with cost to the sport

Andy Worhol

“They always say time changes things, but you actually have to change them yourself.”



OSOA

- Relationship is through Swim Ontario
- Connected throughout the organization via Committee structure
- Official's Education
- Defining specific level of excellence

Milton Berle

“If opportunity doesn't knock,
build a door”



OSOA – SNC Changes

- PODC not reconvened
- SNC announced this week
 - The design and implementing an "officials registration and certification" module on swimming.ca
 - Two phases of immediate implementation
 - National Registry for all officials
 - Nationalized process for moving 'up the ladder'
 - Future Phase
 - Nationalized education model

Fyodor Dostoyevsky

“Taking a new step, uttering a new word, is what people fear most.”



OSOA

- Swim Ontario has indicated to SNC we would like to ensure our present officials infrastructure and adaptations are maximized and implementation challenges minimized.
- The timeline for implementation is unknown but will begin in the Fall of 2014.
- Swim Ontario supports the national initiative and like many projects before has offered resources and direction to aid in its success

Amit Kalantri

“Your courage will be tested during the adversity as well as during the change.”



OTHER

- Swim Ontario has approved the Comprehensive Code of Dispute and Appeal Procedure
 - All parties either in or working with Swim Ontario are to be governed accordingly
 - Process is available to all registrants and members

Vj Nadar

“Time never changes, people do and they blame the time..!”



Summary

- Roles of the Board and Staff
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Thank you

