

Annual General Meeting

September 14, 2014

1:00pm

Chair: Bernie Olanski

Attendees:

Anna Dacyshyn	Dive Ontario
Scott Grover	Dive Ontario
Mark Rourke	Dive Toronto
Renaë Risman	Stars Diving
Terri Breen	KWDC
Kateryna Kordyukova	EDC
Rob Wells	KWDC
Janice Moore	KWDC
Liisa Dickson	EDC
Diana Lysak	EDC
Kathleen Murphy	ONDC
Brennan Villemaire	ONDC
Misha Kordyukov	EDC
Paul Wouters	Gatquatic/Dive Ontario
Tatyana Siroch	Gatquatic
Ioana Marinescu	FCDC
Ed Hughes	FCDC
Pat Grobe	Dive Ontario
Peter Voros	TBDC
Tarja Heiskanen	TBDC
Jason Napper	TBDC
Nina Fowler	NODC
Jenny McKay	NODC
Fernando Henderson	NODC
Alex Povzner	Optimal
Joel Madden	Stars/Dive Ontario
Mitch Geller	Dive Canada
James Cunningham	CSIO

1. Call to Order

- Bernie Olanski calls to order
- Introduction of current Board of Directors
 - Bernie Olanski, President
 - Pat Grobe, Treasurer
 - Pam Julian, VP Administration
 - Joel Madden, VP High Performance
 - Paul Wouters, VP Sport Development
 - Scott Grover, Director at Large

- Introduction of Funding Partners:
 - Mitch Geller, Diving Plongeon Canada (DPC)
 - James Cunningham, Canadian Sport Institute of Ontario, CSIO

2. Confirmation of Voting Credentials

- No questions on distribution of the votes

Club/Position	Number of Votes	Representative
Capital City	1	Fernando Henderson
Dive Toronto	2	Mark Rourke
Etobicoke	1	Misha Kordyukov
Forest City	4	Ioana Marinescu
Gatquatic	2	Paul Wouters
Kitchener-Waterloo	3	Rob Wells
Nepean Ottawa	2	Jenny McKay
Optimal Diving	1	Alex Povzner
Ottawa National	1	Kathleen Murphy
Stars	1	Renaë Risman
Thunder Bay	1	Tarja Heiskanen
President	1	Bernie Olanski
Treasurer	1	Pat Grobe
VP High Performance	1	Joel Madden
VP Sport Development	1	Paul Wouters
VP Administration	1	Pamela Julian
Director At Large	1	Scott Grover
Total Votes	25	

3. Ratification of Agenda

- Kathleen Murphy asked when the ratification the 2013-2014 Boards actions would occur.
- Bernie Olanski has put forward that will be done at the end of the VP Finance report.

4. Acceptance of 2013 AGM Minutes

- Motion to approve 2013 AGM minutes.
 - **MOTION: Motion to Approve the 2013 AGM minutes. Forwarded by Kathleen Murphy. Seconded by Mark Rourke. Motion Carried Unanimously.**

5. Presidents Report

- Overview by Bernie Olanski of what has been done over the last two years:
 - HP Strategic plan was developed and unveiled last year at the 2013 AGM. Identification of strengths and weaknesses as well as gaps in our programming helped to show areas where we needed assistance and target specific objectives. We said we would implement programs if the money came through to target athletes in Ontario to represent at the Pan Am games. As well as develop athlete excellence programs within the Greater Toronto Area (GTA), Greater Ontario Area (GOA) and Ontario Elite. Diving Canada (DPC) funding has kick-

started this initiative. Sport Development Officer (SDO) position was created to make this plan a reality. Anna Dacyshyn has turned many of these grant applications into reality. We have generated enough government funding to give us just over \$500,000 as an operating budget for 2014-2015.

- Many of these grants were successfully obtained because of the joint partnership with DPC our alignment with them.

- Summary of Progress:

Grant	Description	Source	Amount
Sport Development Grant	We received this in 2013-2014 and we have already received this for 2014-2015. Used to hire Sport Development Officer to work on grant and funding applications and implementation of HPMP	DPC	\$35,000
Category 1 Enhanced Projects Grant	Used to kick-start the “Mission 2015” program outlined in our High Performance Management Strategy which was unveiled at our last AGM	OHPSI	\$38,000 DO \$30,000 DPC
Ontario National Centre Investment Strategy Grant	To develop a National High Performance National Athlete Development Centre Program at the Toronto Pan Am Sports Centre (TPASC) in Scarborough	OHPSI	\$40,000 DO \$48,000 DPC
Coach Enhancement Program	To send 4 coaches to the On-Deck Young Coach Development Symposium hosted by DPC at the FINA World Series in Windsor and to support the attendance and professional development of other Ontario coaches at the World Series	Q4G	\$6,000
National Centre Programming	Support the National Centre Programming and Coach at TPASC	DPC	Up to \$120,000
Sport Priority Funding	Support National High Performance Program	SPF	\$94,800
DO Meet Management	Funding to purchase competition management equipment	DPC	\$15,000
	Total		\$426,800

Discussion on the progress slide — accomplishments - training camps and identification of athletes

- Bernie Olanski explained the amounts of the grants and how the shared application breaks down with DPC
- Nothing would be really possible without this alliance with DPC and their belief in what we are doing.
- The way base funding will be awarded is now changing from membership i.e. LTD numbers, to be more aligned with High Performance (HP) numbers and athletes. Will have to see what the grant is going to look like when it comes out next year.

- Anna Dacyshyn explained that Sport Priority Funding (SPF) is to provide the provincial program with a way to bring down the costs, so that local clubs may bring their competitive athletes to train at TPASC.
- Meet management equipment commitment from DPC and another sponsorship, will allow us to have the basic equipment for what we need to run meets from a technical standpoint.

Report from Mitch Geller with Q & A

- DPC has never had a formal collaboration with any province. They have only dealt with the highest producing clubs as opposed to the PSO's. This is due to the transient nature of the PSO's structure.
- What has been accomplished in the last two years is a quantum leap beyond what has ever been done in the past.
- These programs are to bring benefit to as many people as possible across the board.
- Acknowledges that many DO members haven't seen the benefits of these changes or funds.
- This is all brand new. Brand new to DPC and to DO. There is a ton of potential in Ontario that has not been touched on or unleashed. But it's a partnership and these are not necessarily a good thing and are tough to manage. Any partnership is based on a fundamental level of trust. Decisions based on what is best for all and that there is no hidden agenda.
- There are no perfect answers and solutions. This is building from the ground up and working together to make it structurally sound. There are going to be issues arising that haven't been anticipated, but we will work on those as they come.
- If the trust is not there, than DPC will be re-investigating their involvement
- There always needs to be a plan whether there is a carrot at the end or not. There needs to be a plan for Ontario whether there are funds there or not.
- There is an opportunity to go beyond to the next level and doing something exceptional. There are a lot of potential changes involved and fears associated with that. Fear of competition and expectations that come with change. We have never had this kind of facility and support that is in there.
- We will be developing the expertise at the new facility like nothing that has been done before. This is an institute that is there to remove excuses. Everything is there for us to use to make a program that is world class.
- DPC wants to have 5 CAMOS in the Country in order to make us an international force to be reckoned with. This is the opportunity to do that.

- We have an obligation to fully develop this and it may be uncomfortable but it needs to be done.

Q & A:

1. Janice Moore: Why have you never partnered with other provinces before?
 - Because of OHPSI and CSIO within the facility. We have the assistance that doesn't exist elsewhere. Saskatchewan has the Shaw Centre Pool and there is a facility and a club but no broader provincial support there. This is the first of its kind in the Country.

Broader understanding:

- DPC has a program called High Performance Athlete Development Program, which is for identifying the best talent across the country and taking steps to develop these athletes. Not all of them will excel but we want to up the odds of doing so. HP Program should be operating out of the new facility. Three entities/programming focuses will be existing there:
 - *GTA Initiative*: Allows for access to enhanced facilities under certain circumstances. Access to dry land and the facility at a regular basis and will also involve mentorship by the National Head Coach.
 - *HP Athlete development program*: Develop most promising athletes in the area, province (and in some cases, outside of the province) and provide the opportunity to train under the head coach. If you have athletes in your program and they are limited by what is in your club (time, dry land, expertise) this program will remove those limits and focus primarily on the talent that is coming out of Ontario. This will act as an extension of the Club program.
 - *Resident Program*: Elite focused program where the identified athletes will be starting as beginner divers. HP is about the direction and intention of the program. Talent identification with athletes in other sports. It's highly committed and multiple times a week.
2. Rob Wells: Who would the divers go to competitions with – their own coach or the National Coach?
 - That would be something that would be decided between the coaches, but if there are multiple kids from different clubs going, it makes sense that the Head Coach takes them.
 3. Mark Rourke: Where does the money flow? Who are they paying?
 - The diver is a member of your club. Thus they are paying you to dive at your club. We are not taking divers from other clubs. They pay their club fees to their club.
 4. Alex Povzer: Which coach is running it? The Provincial or National
 - National Coach

- The program can be used as a marketing tool by clubs or they can choose not to be a part of this. Telling potential divers that you have access to TPASC to train as well as to have access to a National Coach is a selling point for your club.
 - This is functional in that we want everyone to be viable; we want everyone to have access to this program. Don't want to sacrifice the potential of all the clubs and to have them lose everything
5. Ioana Marinescu: If she wanted to move with 5 of her best divers to Scarborough and have access to the head coach - is there a limit?
 - No answer because hasn't thought about it yet. The facility is going to be the nerve center and it will be up to you to make use of the facility and make your way to it. We don't know how the scheduling will work yet or if there will be limits to the amount a club can train there.
 6. Fernando Henderson: What if you have a diver that is training at the facility and after a few months they want to leave their club and only train at TPASC?
 - They are there to partake in the program, but they cannot be unattached or become a part of the resident program. Cannot leave and join the resident program. They must join another club if they wish to continue to train at TPASC.
 7. Jenny McKay: If they train 100% of the time at the TPASC are they just a member of their home club in name only?
 - The local coach still has a say on what is going on. Continual dialogue between the local club and head coach must occur. Mitch sees this as a co-op program and that the divers will still go back and train with their own clubs and fellow team mates.
 8. Rob Wells: Who runs the resident program? DPC or DO?
 - DPC and DO are pooling the funds to create the program. We will have the OHPSI management committee, which will oversee the delivery of the programs, which will include representatives from DPC and DO. The Provincial coach will develop the program with oversight from the National coach who will be developing curriculum and processes. This is a long-term gestation program.
 9. Misha Kordyukov: This is a great idea just a different approach. He loves the idea because it will be very good for all the clubs and raise the level of competition. It will also help to feed other clubs because not all who apply to the Resident Program will get in. Raises the bar and changes the perception of what is possible. It is about taking steps and not knowing what we are going to run into.
 10. Alex Povzner: Supports the initiative but wants confirmation that the program will not accepting divers from other clubs.
 - Mitch promised a total commitment that we won't take from other clubs and this will be monitored.
 11. Kathleen Murphy: Will kids that are targeted be put on a schedule?
 - Alignment is done with Scott Cranham and DPC in identifying athletes and they will be followed up with and checked on regularly.

12. Joel Madden: What is the capacity in the pool at a time?
- For HP - 12 is the number to start with. Going to have to draw on coaches in the area to broaden the base and there will eventually be a staff of coaches going to be needed.
13. Renee Risman: Will divers who are going to train during the 6-9pm time period have to bring their own coaches? If so, how does that affect the divers who cannot train there?
- Yes. Will be tough about the leave behind divers who can't go but we don't have an answer to that as of yet. Answers discovered as we go.

6. Report from VP Finance (Pat Grobe)

- Treasurers report went out a week ago
- A few emails with questions were received based on this report and Pat tried to answer these questions.
- Recommendations from last year:
 - BDO Financial statements need to be approved at this meeting.
 - **MOTION: Pat Grobe motioned to accept the statements as they were issued out. Rob Wells seconded it. Motion carried unanimously.**
 - BDO Woody recommended staying as our accounting firm. Has been the firm for 3 years. The cost will stay in the \$2,000 to \$2,500 range.
 - **MOTION: Pat Grobe motioned to accept BDO as our accounting firm for next year. Kathleen Murphy seconded it. Motion carried unanimously.**
- We need to figure out if we need to have audited statements for any of our government funding. Pat Grobe needs to find out the threshold number is for having audited statements.
- After new legislation comes in for the Not For Profit, we will more than likely need to have the statements audited.
- Pat Grobe will find out the answer to this and get back to the group but it won't be for this year.
- *Admin Expenses:*
 - Created a time report for Bev Lauder to find out what she is spending her hours on and what can be cut back on. This cut back on our expenses. Almost down \$5k from last year.
- Out around \$500 from what was budgeted.

- New medal program this year – New design which was a tad more expensive but are less in cost (\$6 vs. \$10 per medal).
- Athlete development was the diving camps - 20 divers were funded and 7 coaches for the Ripfest camp in Indiana.
- Grant money made available for sport development \$3,500 for the start of next year. There is a LTD grant program at \$500 per club
- Meet Provincials: The cost of operating the provincials in Windsor - was a net loss of \$1,200. This was in part because of low registration (only 39 divers); start up operating costs and having to run all with no donations, etc.
- *Revenue:*
 - Direct and Indirect Grants
 - Direct is money that is received from Ontario and Indirect is to help pay for the program in Ontario but through DPC
 - Year-end of OHPSI and us are off set ... Money is going to come through going forward until March 2015.
 - There will be no increase to registration fees from last year to this year.
 - LTD grant is put into next years budget
 - Grant for official training & development for next year \$3,000

7. Report from Sport Development Committee (Paul Wouters)

- New position and committee formed this year
- Worked a lot on what the role is of the committee should be as well as defining the mandate for Sport Development
- Asking for input from everyone for direction in this
- Focused on supporting the Trillium Grant
- Discussion on the survey that was put out but very little feedback was provided. The three main areas that members were looking for support with, that came out of this survey was:
 - Coach Education and Development
 - Coach Retention
 - LTD attraction

- Budget of \$3,500 to work on these three main issues
- LTD budget of \$500 to be used for clubs LTD programs. This can be used on anything that will promote their programs. Application for the grants can be sent to VP Sport Development.

Recommendations:

- DO to promote an advocacy role when pools are being built and/or renovated for negotiations, etc. DPC can help in this area as well
- Position of Director At Large will have corporate duties that would be used to help clubs to negotiate and find grants, etc.
- Comp/Intro course for coaches: DO to put in their calendar and budget to hold a course every other year.
- Athlete development: Providing a Tier II training camp with criteria development created by the committee. This would be great incentive for top Tier II divers to have a camp every year. Recommend that the Comp/Intro training program and the Tier II training camp occur concurrently.
- Recommend that we proceed in the Ontario Summer Games 2016 games application
- Incorporate 3m and 5m tower events at Tier II dive meets

8. Report from High Performance Committee (Joel Madden)

- Recommend we proceed with application for the Ontario Summer Games 2016 games
- Competitions
 - Recommend new wording around requirements of the Tier II put into the Technical Regulations and to create a set of rules around the towers and the dive requirements.
 - Clear set of rules that a diver can compete in one event per board per competition. In other words, one shot on each board.
 - Recommend that the Sport Development Committee recommend the hosting criteria around the Tier II provincials
 - DO Meet Management Team be offered for all Tier II events and Invitationals
 - Tier I:
 - Recommend that the national qualifying list requirements remain and we add the FINA level list. We include a Level 1 in all age groups. All age

groups have a FINA list to compete with. Does this affect cost of outstanding diver, etc.

- Clear rules have to be laid out on who can compete in each level, etc.
- High Performance Committee handles the bids for the Tier I competitions and comes up with a criteria and rotation situation between the 6 pools and 11 clubs.
- DO to organize the competition hosting team and meet management software expert
- Technical Regulations: Manage the document and the changes every year, as well as getting them out to the club on a timely basis
- Coaching courses: If there is only one person looking to take the course, we can take the funding and send them to another province to be trained
- DPC will run the course when there are enough people ready to take the course
- Keep a running roster of what coaches have in terms of their education. Need to have the points to maintain the accreditation
- Quest for Gold: Asked to reevaluate the residency exemption that was applied this year. Athletes that choose to go to NCAA are not eligible to get Q4G.
 - Carding contract where athletes must follow up with reports on what is going on. There is no due diligence being done at this time on this and we need to have someone doing the follow up with the athletes. This would be something that the Sport Development Officer can do.
 - Keep the injury clause out.
 - HP TPASC: Maintain the continued communication between the HP committee and DPC and the program.
 - Q4G committee needs to be struck immediately after the meeting by the new board of directors

10. Ratification of the Boards Actions for the year.

MOTION: Motion to ratify the actions of the board over the past year. Mark Rourke to forward. Paul Wouters seconded. Motion passed unanimously

11. Other Business

- There was no other business.

12. Elections

President:

Nominees:

Bernie Olanski (Incumbent)

Janice Moore

VP Administration:

Nominees:

Pam Julian (Incumbent)

Terri Breen

VP Finance:

Pat Grobe (up for election in 2015)

VP High Performance:

Joel Madden (up for election in 2015)

VP Sport Development:

Nominees:

Paul Wouters (Incumbent)

Director At Large:

Scott Grover (up for election in 2015)

Congratulations to Bernie Olanski and Pamela Julian.

MOTION: Motion to destroy the ballots. Pat Grobe forwarded this and Bernie Olanski seconded it. Motion passed unanimously

13. Establish Date of Next Meeting and Adjourn:

- September 12th/13th. Motion put forward by Kathleen Murphy. Seconded by Pat Grobe. Motion passed.