DIVE ONTARIO

2025

ANNUAL GENERAL MEETING

OUR MISSION

To empower and inspire divers, coaches, and officials of all ages by providing inclusive pathways, safe and supportive environments, and a strong sense of community. Dive Ontario is committed to fostering growth, excellence, and accessibility in the sport of diving.

OUR VISION

To be the leading force in the development of diving talent, recognized for our commitment to safe and equitable practices, comprehensive organizational support, and a prominent provincial presence. Dive Ontario envisions a thriving diving community where every member has the opportunity to reach their full potential.

OUR VALUES

These values are foundational to Dive Ontario's vision, mission, and goals, guiding the Provincial Sport Organization's actions and decisions as a leader in the continued growth and development of diving in the province

Excellence

We are committed to achieving the highest standards of performance, both in and out of the water. We aim for excellence in every aspect of diving, from athlete, coach, and official development to organizational operations.

Adaptability

We value the ability to adapt and evolve, embracing change and innovation in our approaches to athlete development, organizational operations, and community engagement. We remain flexible and open-minded, continually seeking new ways to enhance the sport of diving and meet the evolving needs of our membership.

Inclusivity

We believe that every individual should have equal access to the sport of diving. We will strive to foster an inclusive sport where everyone feels welcome and valued.

Safety & Respect

We prioritize the safety and well-being of our athletes, coaches, officials, and members. We nurture a culture of respect and trust ensuring that everyone can participate in a safe and supportive environment.

Community & Support

We believe in the richness of community and support networks. We strive to create a strong sense of belonging among our members, providing mentorship, guidance, and resources to help each individual reach their full potential in the sport of diving.

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SECTION #1

2025 ANNUAL GENERAL MEETING

DELEGATE LIST

Organization Name	Delegate Name	Votes (Max 10)
6ix Diving Club	Nadine Hussein	1
Etobicoke Diving Club	Misha Kordyukov	5
Forest City Diving Club	Julie Chambers	10
GATQuatic Divers Club	Paul Wouters	2
K|W Diving Club	Roland Lipki	6
Nepean Ottawa Diving Club	Aileen Lee	9
Optimal Diving	Alex Povzner	1
Ottawa National Diving Club	Lauren Dobson-Hughes	3
Thunder Bay Diving Club	Crystal DePeuter	4
Windsor Diving Club	Ioana Voicu	3

ANNUAL GENERAL MEETING

Sunday November 9th, 2025 @ 3:00pm

In-person:

Best Western Plus Executive Inn
38 Estate Drive, Toronto, ON, M1H 2Z1

Virtual Meeting via Zoom

https://us06web.zoom.us/j/87638594021?pwd=CwuqmtSlsPWdeXFCNFBtYrV4PGMezB.1

DIVE ONTARIO

AGENDA

1. Land Acknowledgment
2. Call to order
3. Establishment of Quorum
4. Approval of AGM Agenda
5. Approval of 2024 AGM Minutes
6. Chair Report
7. Executive Director Report
8. Technical Director Report
9. 2024-2025 Annual Financial Statements
10. 2025-2026 Budget
11. Appointment of auditors
12. Officials Committee Report
13. Nominations Committee Report
14. Election of 2025-2026 Dive Ontario Board of Directors
15. Date of 2026 AGM
16. Closing remarks
17. Adjournment

2024 AGM MINUTES

Dive Ontario Annual General Meeting – Minutes

Wednesday, November 23, 2024, 6:30 pm
via Zoom

Attendance:

Board of Directors
Patti Kennedy, President
Dean Chambers
Rhonda Quesnel
Ioana Marinescu
Jessica Haluschak
Melissa Cowan

Voting Club Representatives
Roland Lipki, KW Diving Club
Julie Chambers, Forest City Diving Club
Kim Sharpe, Etobicoke DC
Arthur McMaster, Thunder Bay Diving Club
Rodney Kelly, Ottawa National Diving Club
Melissa Cowan, Windsor Diving Club
Paul Wouters, Gatquatic Divers Club
Melanie Baur, NODC
Alex Povzner, Optimal

Dive Ontario Staff
Andreea Marinescu, Technical Director
Luda Zakharenko, Performance Advisor
Minute Recorder: Robyn Bate, Executive Director

Non-Voting/Guests:

Josie Josten, Officials Chair

2024 AGM MINUTES

CONTINUED

DIVE ONTARIO

AGENDA ITEMS FOR DISCUSSION / REVIEW

1. **Call to Order**
   - Meeting called to order by Patti Kennedy at 6:33 pm
     - Jason Robinson, Sport Law, Certified Parliamentarian will serve as scrutineer
     - Meeting is being recorded for minute taking purposes

2. **Rules of Procedure**
   - Robyn Bate, the Executive Director assisting with facilitating the Zoom
   - Voting and non-voting members present
   - The Chair reviewed the meeting Rules of Procedure with the Members

3. **Roll call/Establishment of Quorum**
   - 47 of 47 votes accounted for and 9 of 10 member clubs present
   - According to item 3.8 in the by-laws, the meeting achieved quorum and meeting in session

4. **Approval of the Agenda**
   - Approved by unanimous consent

5. **Approval of the Minutes of the Previous Annual Meeting**
   - Approved by unanimous consent

6. **Presentation of Reports**
   - President's and Executive Director's reports received
   - Strategic Plan Report by Robyn Bate

7. **Report of the Auditors**
   - Jessica Haluschak, VP Finance, presents Operation Summary
   - 2023-2024 Financial Statements, as reviewed by BDO received

8. **Appointment of the Auditors**
   MOTION by: FCDC Julie Chambers **To appoint BDO as the Auditor for Dive Ontario to conduct a review engagement for the 2024-2025 fiscal year**
   SECOND: TBDC Arthur McMaster
   - No questions or discussion
   - Approved by unanimous consent

9. **Review of 2024-2025 Budget**
   - Budget reviewed and received

10. **Election of New Directors**
    1. Lauren Dobson-Hughes
    2. Michael Levesque
    3. Dean Chambers
    - All 3 elected by a majority of votes.

11. **Adjournment**
    Meeting adjourned at 7:17 pm

SECTION #2

DIVE ONTARIO REPORTS

DIVE ONTARIO

CHAIR REPORT
CONTINUED

The 2025 season marked a pivotal year of alignment and advancement for Dive Ontario as we moved into the second year of our 2024–2028 Strategic Plan. Guided by our three strategic platforms — Recruitment, Development & Retention (R), Improved Organizational Supports (I), and Provincial Presence (P) — the organization continued to strengthen its foundation for sustainable growth, athlete development, and community connection across Ontario.

Under Recruitment, Development & Retention, we advanced the alignment of athlete and coach pathways with Diving Plongeon Canada's Long-Term Athlete Development (LTAD) framework. The refinement of technical standards, introduction of genderless Aspire categories, and the evolution of high-performance programming reflect our commitment to inclusion, equity, and evidence-informed excellence at every level of participation.

Within Improved Organizational Supports, we focused on governance renewal, accountability, and system sustainability. The continued implementation of the 2025–2028 High Performance Plan has embedding measurable outcomes across all areas of programming. At the same time, ongoing governance enhancements have reinforced transparency, operational stability, and clarity of roles — ensuring Dive Ontario remains a responsive, trusted leader within the provincial sport system.

Financially, the organization remains in a healthy position. The 2025 Financial Statements reflect responsible management and strategic reinvestment. This continued fiscal discipline ensures Dive Ontario can sustain programming and respond to future opportunities with confidence.

Our work in Provincial Presence and community development emphasized collaboration and capacity building. Targeted club supports, mentorship for coaches, and shared planning tools have helped foster stronger, more connected training environments across the province. Engagement through the Aquatics Council of Ontario and partnerships with municipalities has also strengthened advocacy for facility access and aquatic sport infrastructure. Together, these efforts are helping to ensure that diving in Ontario continues to grow as an inclusive, safe, and community-driven sport.

As we look ahead, Dive Ontario remains committed to advancing our strategic priorities through strong governance, collaborative partnerships, and continued investment in people and programs. Our progress this year reflects not only organizational alignment, but a shared commitment from our entire community — athletes, coaches, officials, volunteers, clubs, and partners — to growing the sport and fostering excellence across all levels of participation.

EXECUTIVE DIRECTOR REPORT

The 2024 season represented a pivotal year of progress for Dive Ontario as the organization continued to strengthen participation, system alignment, and organizational resilience across the province. Building on the foundation established in 2023, the organization advanced its work under the three strategic platforms — Recruitment, Development & Retention, Improved Organizational Supports, and Provincial Presence — achieving measurable results in athlete development, safety, advocacy, and partnership growth.

Collaboration with Diving Plongeon Canada (DPC), the Canadian Sport Institute Ontario (CSIO), and the Aquatic Sport Council of Ontario (ASCO) contributed to significant advances in both technical programming and strategic influence. Collectively, these efforts reflect Dive Ontario's leadership in driving athlete-centered, inclusive, and sustainable growth across the sport system.

Recruitment, Development & Retention

Dive Ontario made strong progress in broadening participation and strengthening pathways from grassroots to high-performance levels. The province saw an increase in Masters participation, with four Ontario Masters divers representing the province at the World Masters Championships — a milestone that highlights continued engagement and lifelong participation in the sport.

In collaboration with Diving Plongeon Canada, Dive Ontario supported the initial development of both the Ignite Program and a revamped Learn-to-Dive curriculum, both designed to modernize skill progression and engagement at the entry land foundational level. Dive Ontario also reestablished a Municipal Learn-to-Dive program in Durham, expanding community access and showcasing a replicable model for future municipal partnerships. Additionally, an increase in the number of Coaching Facilitators was achieved, ensuring that more coaches can deliver instructor-beginner courses province-wide.

Together, these accomplishments strengthen the athlete and coach development pipeline, enhance accessibility, and ensure that diving in Ontario continues to grow in both participation and technical quality.

EXECUTIVE DIRECTOR REPORT

CONTINUED

Improved Organizational Supports

This platform focused on reinforcing the safety, wellness, and professional support structures that underpin sustainable performance. Dive Ontario developed and implemented a comprehensive Emergency Mental Health Action Plan (MHEAP) — a major step forward in embedding psychological safety and holistic well-being into the athlete and coach experience.

To complement this initiative, specialized Safe Sport and Mental Health Action Planning sessions were introduced for coaches, integrating wellness into the creation of Individual Performance Plans (IPPs) for both athletes and staff. These plans are now tied to measurable performance and wellness goals, encouraging consistency and accountability across the system.

Additionally, Dive Ontario successfully delivered programming in support of the Canada Games, including pre-Games training camps that emphasized preparedness, inclusion, and team culture. Collectively, these supports have strengthened the organization's foundation for safe, equitable, and effective athlete and coach development.

Provincial Presence

Dive Ontario's third strategic platform — Provincial Presence — achieved notable milestones in visibility, partnership, and advocacy. The successful hosting of the International Diving World Cup in Windsor elevated Ontario's global profile and showcased the province's ability to deliver high-caliber sporting events.

At the system level, the organization completed a four-year High Performance Plan (2025–2028) with revised Key Performance Indicators (KPIs), ensuring that Ontario's athlete development system is data-driven, transparent, and aligned with Diving Plongeon Canada's national standards.

DIVE ONTARIO

EXECUTIVE DIRECTOR REPORT

CONTINUED

In partnership with the Aquatic Sport Council of Ontario (ASCO), Dive Ontario co-authored a Call to Action for Aquatic Facility Development across the province, advocating for renewed investment in diving and aquatic infrastructure. This collaboration positioned Dive Ontario as a leader in cross-sport advocacy and long-term system planning.

These accomplishments have expanded Dive Ontario's influence and visibility, reinforcing the province's role as both a technical and strategic leader within Canada's diving community.

Looking ahead

Year 2 of Dive Ontario's 2024–2028 Strategic Plan demonstrated measurable progress in participation, safety, system alignment, and advocacy. Recruitment and development pathways have expanded, organizational supports have deepened, and Ontario's presence within the national and international diving landscape has grown stronger.

Looking ahead to 2025, Dive Ontario will continue building on this momentum — scaling community programs, embedding wellness and Safe Sport principles, and advancing its advocacy for facilities and high-performance excellence — ensuring a sustainable and thriving future for diving in Ontario.

DIVE ONTARIO

TECHNICAL DIRECTOR REPORT

The 2025 season has been one of significant technical advancement, strengthened alignment, and outstanding athlete performance across all levels of the Ontario diving community. Guided by the principles of long-term athlete development and in close collaboration with Diving Plongeon Canada (DPC), Dive Ontario continued to build a strong, inclusive, and data-informed system that supports athletes and coaches from early development to international excellence.

Coach Development and Education

This season saw important progress in building technical capacity across the coaching community. Dive Ontario delivered two additional Instructor–Beginner courses, broadening the base of qualified coaches and enhancing access to quality instruction across Ontario clubs. Regular monthly coaching sessions provided sustained mentorship and shared learning opportunities, including a specialized Handstand Fundamentals workshop with Jorge, which focused on balance, posture, and technical control. These sessions have reinforced alignment in technical standards and strengthened collaboration among coaches across the province.

Strategic and Technical Progress

The completion of the 2025–2028 High Performance Plan marked a major strategic milestone, establishing measurable technical benchmarks, sport science integration, and aligned delivery across all levels of programming. This plan formalizes the collaboration between Dive Ontario, CSIO, OHPSI, and DPC, ensuring that Ontario athletes and coaches benefit from a unified, evidence-driven development pathway.

TECHNICAL DIRECTOR REPORT

CONTINUED

The 2025 season has been one of significant technical advancement, strengthened alignment, and outstanding athlete performance across all levels of the Ontario diving community. Guided by the principles of long-term athlete development and in close collaboration with Diving Plongeon Canada (DPC), Dive Ontario continued to build a strong, inclusive, and data-informed system that supports athletes and coaches from early development to international excellence.

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Looking Ahead

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TECHNICAL DIRECTOR REPORT

CONTINUED

Junior Elite & Development Results

Elite NATIONALS

1	***Gold Medals x1*** Ella Lindsay
2	***Silver Medals x4*** Preston Cooledge x1 Alexa Fung x2 Ella Lindsay x1
3	***Bronze Medals x3*** Jocelyn Casey x2 Julia Read x1
4	***PODIUM FINALISTS*** Olivier Caron Simon Lepage Ella Lindsay Daria Chambers Lauren Barlock Samantha Croft Katie Buchel Adele Melamud Alexa Fung
5	***OTHER INFORMATION*** 16 in attendance from Ontario 27 final placements

Development NATIONALS

1	***Gold Medals x3*** Rowan Kerr
2	***Silver Medals x2*** Edward Haluschak Charlotte Moxley
3	***Bronze Medals x5*** Owen Dansereau Lucas Harris Charlee Ramirez Charlotte Moxley Margaret Jeon
4	***PODIUM FINALISTS*** Edward Haluschak Owen Dansereau Leonard Povzner Lucas Harris Charlee Ramirez Charlotte Moxley Avery Cowan Margaret Jeon Anderson Adams
5	***OTHER INFORMATION*** 16 in attendance from Ontario 24 final placements

TECHNICAL DIRECTOR REPORT

CONTINUED

DIVE ONTARIO

High Performance Programming

OHPSI LIST

PODIUM

Kate Miller
Katelyn Fung
Victor Povzner
Nigel Chambers
Daria Chambers
Emmitt Reesor
Sarah Carruthers
Adele Melamud
Ella Lindsay
Ciro Mejia
Alexa Fung

ELITE

Katie Buchel
Samantha Croft
Lauren Barlock
Preston Cooledge
Simon Lepage
Ella Ukrainyc
Jocelyn Casey
Julia Read
Olivier Caron

DEVELOPMENT

Rowan Kerr
Charlee Ramirez
Charlotte Moxley
Owen Dansereau
Edward Hauschak
Anderson Adams
Avery Cowan
Leonard Povzner
Margaret Jeon
Lucas Harris

LONDON LEGACY QUALIFIED ATHLETES

CRITERIA:

1. On OHPSI list
2. AGE GROUP: C, B, & A as of Dec 31st 2025
3. Did not compete internationally in 2025 representing DPC
4. 2 Selected coaches: 1 female 1 Male, with the highest # of qualifed athletes +1 manager to be the performance advisor.

Daria Chambers
Samantha Croft
Lauren Barlock
Preston Cooledge
Simon Lepage
Ella Ukrainyc
Katie Buchel
Julia Read
Olivier Caron
Charlee Ramirez
Owen Dansereau
Avery Cowan
Jocelyn Casey
Adele Melamud
Rowan Kerr
Charlotte Moxley
Edward Haluschak
Leonard Povzner

Ioana Voicu - Jorge Pupo Carballo - Luda Zahkarenko

ALTERNATE COACHES: Rob Wells - Anna Dacyshyn

Outstanding Aspire Divers

Girls A: Ava Roffel
Girls B: Mae Morley
Girls C: Olivia Lamarche
Girls D: Sarah Gao
Girls E: Ella Mack
Boys A: Mateo Rozzi
Boys B: Greyson Kerr
Boys C: Nathan Atkinson
Boys D: Hudson Borschke
Boys E: Sawyer Dennis

Outstanding Aspire Coaches Jorge Pupo Carballo & Andreea Marinescu

Team Ontario - Aspire

Mateo Rozzi - Grayson Kerr - Ava Roffel - Vanessa Bondy - Hudson Borschke - Morley Mae - Eloise Smith - Olivia Lamarche - Alex Hillmer - Esme Stamatis

Outstanding National Divers

Girls Open: Ella Lindsay
Girls A: Alexa Fung
Girls B: Jocelyn Casey
Girls C2: Charlee Ramirez
Girls C1: Avery Cowan
Girls D2: Margaret Jeon
Girls D1: Eleanor Johannson
Boys Open: Emmitt Reesor
Boys A: Nicolas Bondy
Boys B: Preston Cooledge
Boys C2: Rowan Kerr
Boys D2: Lucas Harris
Outstanding Coach: Ioana Voicu

Team Ontario - Elite

Jocelyn Casey - Ella Lindsay - Daria Chambers - Alexa Fung - Preston Cooledge - Samantha Croft - Julia Read - Adele Melamud

Team Ontario - Development

Rowan Kerr - Charlotte Moxley - Charlee Ramirez - Lucas Harris - Avery Cowan - Anderson Adams - Margaret Jeon - Owen Dansereau

SECTION #3

FINANCIAL STATEMENTS

ANNUAL FINANCIAL REPORTS

DIVE ONTARIO

Canadian Amateur Diving Association (Ontario) Inc.
Financial Statements
For the Year Ended August 31, 2025
(Unaudited)

Canadian Amateur Diving Association (Ontario) Inc.
Financial Statements
For the Year Ended August 31, 2025

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Statement of Changes in Net Assets	3
Statement of Operations	4
Statement of Cash Flows	5
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BDO Canada LLP
The Bauer Buildings
150 Caroline St S Suite 201
Waterloo ON N2L 0A5 Canada

Independent Practitioner's Review Engagement Report

To the members of
Canadian Amateur Diving Association (Ontario) Inc.

We have reviewed the accompanying financial statements of Canadian Amateur Diving Association (Ontario) Inc. that comprise the statement of financial position as at August 31, 2025, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Canadian Amateur Diving Association (Ontario) Inc. as at August 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BDO Canada LLP

Chartered Professional Accountants, Licensed Public Accountants

Waterloo, Ontario
November 3, 2025

BDO Canada LLP, a Canadian limited liability partnership, is a member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

Canadian Amateur Diving Association (Ontario) Inc.
Statement of Financial Position
(Unaudited)

August 31	2025	2024
Assets		
Current		
Cash (Note 2)	$ 146,959	$ 134,224
Accounts receivable (Note 3)	81,304	48,440
Inventory	3,155	5,523
Prepaid expenses	5,000	5,000
	$ 236,418	$ 193,187
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	$ 47,164	$ 15,648
Deferred revenue	-	19,626
	47,164	35,274
Net Assets		
Unrestricted	186,825	155,484
Internally restricted (Note 4)	2,429	2,429
	189,254	157,913
	$ 236,418	$ 193,187

On behalf of the Board:

_____ Director _____ Director

The accompanying notes are an integral part of these financial statements.

Canadian Amateur Diving Association (Ontario) Inc.
Statement of Changes in Net Assets
(Unaudited)

For the year ended August 31	Unrestricted	Internally Restricted	2025 Total	2024 Total
Net assets, beginning of the year	$ 155,484	$ 2,429	$ 157,913	$ 120,129
Excess of revenues over expenses for the year	31,341	-	31,341	37,784
Net assets, end of the year	$ 186,825	$ 2,429	$ 189,254	$ 157,913

The accompanying notes are an integral part of these financial statements.

Canadian Amateur Diving Association (Ontario) Inc.
Statement of Operations
(Unaudited)

For the year ended August 31	2025	2024
Revenue		
Government grants (Note 5)	$ 182,649	$ 196,378
Athlete, club and camp registration fees	110,187	96,176
Other	5,378	4,497
	298,214	297,051
Expenses		
Administration	31,675	6,090
Athlete grants	40,866	31,253
Awards banquet, conference and AGM	13,629	14,673
Bank charges	34	356
Camps and athletic development	73,305	78,989
Compensation	57,984	66,755
Meets	32,400	42,646
Professional fees	16,980	18,505
	266,873	259,267
Excess of revenues over expenses for the year	$ 31,341	$ 37,784

The accompanying notes are an integral part of these financial statements.

Canadian Amateur Diving Association (Ontario) Inc.
Statement of Cash Flows
(Unaudited)

For the year ended August 31	2025	2024
Cash flows from operating activities		
Excess of revenues over expenses for the year	$ 31,341	$ 37,784
Changes in non-cash working capital:		
Accounts receivable	(32,864)	32,707
Inventory	2,368	2,368
Accounts payable and accrued liabilities	31,516	2,460
Deferred revenue	(19,626)	16,644
Net increase in cash during the year	12,735	91,963
Cash, beginning of the year	134,224	42,261
Cash, end of the year	$ 146,959	$ 134,224

The accompanying notes are an integral part of these financial statements.

Canadian Amateur Diving Association (Ontario) Inc.
Notes to Financial Statements
(Unaudited)

August 31, 2025

1. Summary of Significant Accounting Policies

Nature of Operations	Canadian Amateur Diving Association (Ontario) Inc. (the "association") is a not-for-profit corporation incorporated under the laws of Ontario. The association's principal activity is to run clinics for coaches and officials, run training camps for coaches and athletes, fund athletes, officials and coaches to meets and training sessions, and provide insurance and registration through the national body, Dive Canada. The corporation is exempt from income taxes under the Income Tax Act of Canada.
Basis of Accounting	The financial statements have been prepared using Canadian accounting standards for not-for-profit organizations (ASNPO).
Inventory	Inventory includes competition medals to be presented to athletes at future competition events and is measured at the lower of cost and current replacement cost. Cost is determined using the first-in first-out method.
Tangible Capital Assets	Tangible capital assets are not recorded on the statement of financial position. Expenditures for tangible capital assets in the year are recorded as expenses and disclosed in the statement of operations.
Revenue Recognition	The Association follows the deferral method of revenue recognition. Grants from Ontario Ministry of Heritage, Sport, Tourism and Culture are recognized in the period the grant specifies. Other restricted contributions are recorded as deferred revenue and recognized in the fiscal period the related expenses are incurred. Unrestricted contributions are recorded as revenue in the fiscal period received. Registration fees are recognized in the year in which the program takes place. Participant and entry fees are recognized in the year in which the specific event takes place. Material sales are recorded when the order is shipped.
Contributed Materials and Services	Contributed materials and services which would otherwise be paid for by the association are recorded at fair market value when determinable. Volunteers contribute a significant amount of time to the association's program and supporting services. Due to the difficulty of determining the fair value, contributed time is not recognized in the financial statements.

Canadian Amateur Diving Association (Ontario) Inc.
Notes to Financial Statements
(Unaudited)

August 31, 2025

1. Summary of Significant Accounting Policies (continued)

Use of Estimates

The preparation of financial statements in accordance with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting periods. Actual results could differ from management's best estimates as additional information becomes available in the future.

Financial Instruments

Arm's length financial instruments are recorded at fair value at initial recognition.

Related party financial instruments quoted in an active market or those with observable inputs significant to the determination of fair value or derivative contracts are recorded at fair value at initial recognition. All other related party financial instruments are recorded at cost at initial recognition.

In subsequent periods, equities traded in an active market and derivatives are reported at fair value, with any change in fair value reported in income. All other financial instruments are reported at cost or amortized cost less impairment. Transaction costs on the acquisition, sale or issue of financial instruments are expensed for those items measured at fair value and charged to the financial instrument for those measured at amortized cost.

Financial assets are tested for impairment when indicators of impairment exist. When a significant change in the expected timing or amount of the future cash flows of the financial asset is identified, the carrying amount of the financial asset is reduced and the amount of the write-down is recognized in net income. A previously recognized impairment loss may be reversed to the extent of the improvement, provided it is not greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously, and the amount of the reversal is recognized in net income.

2. Cash

The association's bank accounts are held at one chartered bank. The bank accounts earn interest at a nominal rate. Included in cash is $16,344 (2024 - $15,991) held on deposit as security for the organization's credit card facility.

Canadian Amateur Diving Association (Ontario) Inc.
Notes to Financial Statements
(Unaudited)

August 31, 2025

3. Accounts Receivable

	2025	2024
Accounts receivable	$ 1,300	$ -
HST recoverable	18,108	19,457
Base grant	35,763	28,841
Summer intern grant	142	142
Ontario High Performance Sport Initiative grant	11,248	-
Quest for Gold grant	14,743	-
	$ 81,304	$ 48,440

4. Internally Restricted Net Assets

The Board of Directors internally restricted a portion of the association's funds for the purpose of providing funding to host clubs and judges for National and Provincial competitions that occur once every four years. These internally restricted amounts are not available for other purposes without approval by the Board of Directors.

5. Economic Dependence

The association is dependent on annual grants from Ontario's Ministry of Heritage, Sport, Tourism and Culture Industries in order to finance its operations. Should these grants cease, the association would be unable to continue its operations.

Canadian Amateur Diving Association (Ontario) Inc.
Notes to Financial Statements
(Unaudited)

August 31, 2025

6. Financial Instruments

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. Financial instruments which potentially subject the association to concentrations of credit risk consist of cash and accounts receivable. The association has deposited the cash with a reputable financial institution, from which management believes the risk of loss to be remote. The credit risk on accounts receivable arises from government agencies and members.

Liquidity risk

Liquidity risk is the risk that the association encounters difficulty in meeting its obligations associated with financial liabilities. Liquidity risk includes the risk that, as a result of operational liquidity requirements, the association will not have sufficient funds to settle a transaction on the due date; will be forced to sell financial assets at a value, which is less than what they are worth; or may be unable to settle or recover a financial asset. Liquidity risk arises from accounts payable and accrued liabilities.

There have not been any changes in the risks from the prior year.

2025/26 BUDGET

DIVE ONTARIO

Dive Ontario
Budget
September 2025 - August 2026

	Total
INCOME	
Registration (Meets/Club/Coach/Competitive/Recreational)	89,625.00
Grant Income (Base/OHPSI/Q4G)	187,187.00
Course and Clinics Income	11,750.00
Other Income	4,250.00
Total Income	**$292,812.00**
GROSS PROFIT	**$292,812.00**
EXPENSES	
Adminstration Expenses	117,554.60
Meet Expenses	34,750.00
Course and Clinic Expenses	6,500.00
OHPSI/Q4G Expenses	115,318.00
Total Expenses	**$274,122.60**
NET PROFIT / (LOSS)	**$18,689.40**

SECTION #4

COMMITTEE REPORTS

OFFICIALS COMMITTEE REPORT

2024-25 season OFFICIALS summary

PSO Competitions Officiated

	Rising Stars TDA	Invitational GAT	Invitational FCDC	Invitational NODC	Spring PROV TPASC	Phoenix Invtl KWDC	Summer PROV ONDC	ASPIRE PROV GAT
# DO officials attended	7	9*	6	7*	8**	5 (2-days) 5 (1 day)	5***	12*

* Includes Luda Z as a judge
** DPC provided additional 5 NAT judges out of province for Dresden Trial events and Meet ref
*** DPC provided meet ref, additional 4 judges from Quebec also attended

Rhonda Quesnel judged at 100% of our Provincial Competitions

PSO Officials' Training events

- P1 Officials clinic in Ottawa – Feb 2025 . Two(2) additional judges added to P1 roster.
- P1/P2 Shadow training with Gord Peterson at TPASC Spring Provincials - Feb 2025
- P2 Advanced Shadow training with Gord Peterson at World Cup in Windsor - April 2025
- On going "real-time" feedback during/after each competition event

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NOMINATIONS COMMITTEE REPORT

Overview

Dive Ontario is pleased to present the following candidates for election to the **Board of Directors** at the **November 2025 Annual General Meeting**. Each nominee brings valuable experience in leadership, finance, governance, and sport development, aligned with Dive Ontario's strategic goals and commitment to safe, inclusive, and athlete-centred sport.

John Mack – Windsor, ON

Connection to Diving: Parent of two competitive divers (Windsor Dive Club)
Professional Background: Owner/Operator of All Level CrossFit (since 2013); over 12 years of business leadership, strategic operations, budgeting, and marketing. Holds a Mini-MBA (University of Windsor) and Digital Media Marketing Certificate (York University).
Strengths: - Marketing & communications strategy (social, email, CRM analytics) - Fundraising and sponsorship development - Safe Sport and inclusion advocacy - Operational planning and financial oversight
Potential Board Value: Marketing & Communications, Partnerships, Safe Sport & Club Support

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Jessica Haluschak – Toronto/Scarborough, ON

Connection to Diving: Parent (TDA Club); current **Treasurer / VP Finance, Dive Ontario**
Professional Background: Senior Vice President, Gallagher Re Canada, with over 20 years of experience in reinsurance, risk management, and actuarial strategy.
Education: Honours B.Math (University of Waterloo); Certificate in Data Science & Machine Learning (MIT Schwarzman IDSS).
Strengths: - Financial governance and strategic risk oversight - Data analytics and business planning - Policy and board governance
Potential Board Value: Finance & Audit, Governance, Strategic Planning

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NOMINATIONS COMMITTEE REPORT

Arthur MacMaster – Kakabeka Falls / Thunder Bay, ON

Connection to Diving: Parent and Board Director, Thunder Bay Diving Club (former President)
Professional Background: Account Manager, Winmar Property Restoration; former Finance & Administration Clerk, Government of Yukon. Experienced in community leadership and fundraising.
Strengths: - Governance and financial management - Fundraising and community engagement - Sponsorship and event coordination
Potential Board Value: Club Development, Finance, Regional Representation (Northwest Ontario)

Chantelle Henry – Emeryville / Windsor Region, ON

Connection to Diving: Parent (daughter dives with Windsor Dive Club); Dive Ontario volunteer since 2021
Professional Background: Experienced administrative professional in higher education (triOS College). Skilled in student engagement, HR, and diversity & inclusion leadership.
Education: Certificates in Adult Education, Leadership & Management, and Diversity & Inclusion.
Strengths: - Human resources and inclusion leadership - Volunteer coordination and communication - Governance and organizational administration
Potential Board Value: Governance & Policy, HR & Inclusion, Regional Outreach (Southwest Ontario)

Melissa Cowan – Belle River / Windsor Region, ON

Connection to Diving: Parent of a competitive diver (Windsor Dive Club) and active Dive Ontario volunteer. Current Director on the Board.
Professional Background: Extensive volunteer management experience with **Diving Plongeon Canada (DPC)** – led volunteer operations for Olympic Trials, World Cup, and Canada Cup events. Highly involved in Windsor-hosted competitions and Dive Ontario activities.
Strengths: - Volunteer management and logistics - Event coordination and community engagement - Athlete recognition and inclusion advocacy
Potential Board Value: Event Operations, Volunteer Development, Club Support, and Community Engagement

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NOMINATIONS COMMITTEE REPORT

Ian Kerr – London, ON

Connection to Diving: Director, Forest City Diving Club
Professional Background: Program Manager, Ontario Ministry of Children, Community and Social Services (CPRI); 15+ years in public-sector leadership, program governance, and fiscal accountability.
Education: Executive Leadership (Ivey Business School); Advanced ADR (University of Windsor Law).
Strengths: - Governance and policy development - Strategic planning and change management - Financial and risk oversight
Potential Board Value: Governance & Risk Management, Policy & Strategic Planning, Safe Sport & Ethics

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Summary Table

Candidate	Region / Club	Primary Strengths	Potential Committee Fit
John Mack	Windsor Dive Club	Marketing, Fundraising, Safe Sport	Marketing & Communications / Partnerships
Jessica Haluschak	Toronto (TDA)	Finance, Governance, Risk Mgmt	Finance & Audit / Strategic Planning
Arthur MacMaster	Thunder Bay Diving Club	Governance, Sponsorship, Community Engagement	Club Development / Finance
Chantelle Henry	Windsor Dive Club	HR, EDI, Volunteer Coordination	Governance & Policy / HR & Inclusion
Melissa Cowan	Windsor Dive Club	Volunteer Management, Event Coordination	Events / Club Development / Community Engagement
Ian Kerr	Forest City Diving Club (London)	Strategic Planning, Policy, Safe Sport	Governance / Risk & Compliance

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SECTION #5

ADDITIONAL INFORMATION

ONTARIO 2025-2026 COMPETITION SCHEDULE

Date	Competition	Location
November 29 - 30, 2025	Super Stars Challenge (TDA)	TPASC (TDA)
January 24 - 25, 2026	FCDC Invitational	London (FCDC)
February 7 - 8, 2026	NODC Invitational	Ottawa (NODC)
March 6 - 8, 2026	Spring Provincials (WDC)	Windsor (WDC)
March 28 & 29, 2026	Phoenix Invitational (KW)	Kitchener Waterloo (KWDC)
April 9 - 12, 2026	Canada Cup (WDC)	Windsor (WDC)
May 15 - 17, 2026	Summer Provincials (EDC)	Etobicoke (EDC)
May 22-24, 2026	Summer Senior Nationals (TDA)	TPASC (TDA)
June 13 & 14, 2026	Aspire Provincials (FCDC)	London (FCDC)
July 2-5, 2026	Junior Elite nationals	Montreal
July 16-20, 2026	Junior Development Nationals	TBD

THANK YOU!

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