



2024

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

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.



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.



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.



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.



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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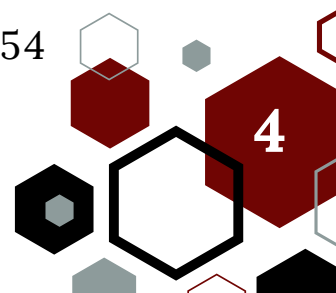
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01

Delegates List

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AGM Agenda

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2023 AGM Minutes

SECTION # 1

**2024
ANNUAL
GENERAL
MEETING**



DELEGATE LIST



Organization Name	Delegate Name	Votes (max 10)
Etobicoke Diving Club		4
Forest City Diving Club		10
Gatquatic Divers Club		3
K-W Diving Club		8
Nepean Ottawa Diving Club	Melanie Baur	6
Optimal Diving	Alex Povzner	2
Ottawa National Diving Club		6
Thunder Bay Diving Club		4
Windsor Diving Club		4

ANNUAL GENERAL MEETING

Saturday November 23rd, 2024 @ 6:30pm

Virtual Meeting via Zoom

[https://us06web.zoom.us/j/87482050522?
pwd=sfeGVLIAYf2FYr0lzsGwyesbGac0rh.1](https://us06web.zoom.us/j/87482050522?pwd=sfeGVLIAYf2FYr0lzsGwyesbGac0rh.1)



AGENDA

1. Land Acknowledgment
2. Call to order
3. Establishment of Quorum
4. Approval of AGM Agenda
5. Approval of 2023 AGM Minutes
6. Chair Report
7. Executive Director Report
8. Technical Director Report
9. Strategic Plan - Year 1 Report
10. 2023-2024 Audited Financial Statements
11. 2024-2025 Budget
12. Appointment of auditors
13. Officials Committee Report
14. Nominations Committee Report
15. Election of 2024-2025 Dive Ontario Board
of Directors
16. Date of 2025 AGM
17. Closing remarks
18. Adjournment

2023 AGM MINUTES



Dive Ontario Annual General Meeting – Minutes

Wednesday, November 29, 2023, 8 pm
via Zoom

Attendance:

Board of Directors

Patti Kennedy, President
Robyn Bate
Rhonda Quesnel
Adelle Leger
Ioana Marinescu
Melissa Cowan, Director At Large

Regrets: Dean Chambers
Anna Dacyshyn

Voting Club Representatives

Roland Lipki, KW Diving Club
Nina Rosenbusch, Forest City Diving Club
Kim Sharpe, Etobicoke DC
Arthur McMaster, Thunder Bay Diving Club
Rodney Kelly, Ottawa National Diving Club
Ioana Marinescu, Windsor Diving Club
Mark Rourke, Dive Toronto
Paul Wouters, Gatquatic Divers Club
Melanie Baur, NODC

Regrets: Optimal Diving Club

Dive Ontario Staff

Luda Zakharenko, Technical Director
Minutes Recorder: Stephanie J. Geosits, Executive Director

Non-Voting/Guests:

Josie Josten, Official
Julie Chambers, FCDC
Kalia Ecclestone, Official



2023 AGM MINUTES

CONTINUED



AGENDA ITEMS FOR DISCUSSION / REVIEW

1. Call to Order

- Meeting called to order by Patti Kennedy at 8:03 pm
 - Jason Robinson, Sport Law, Certified Parliamentarian will serve as scrutineer
 - Meeting is being recorded for minute taking purposes

2. Rules of Procedure

- Stephanie Geosits, 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

- 46 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. Approval of Minutes from the SGM

- Approved by unanimous consent

7. Presentation of Reports

- President's and Executive Director's reports received
- Strategic Plan Report by Robyn Bate

8. Report of the Auditors

- Adelle Leger, VP Finance, presents
Operation Summary
2022-2023 Financial Statements, as reviewed by BDO

9. Appointment of the Auditors

MOTION by: KW Roland Lipki To appoint BDO as the Auditor for the upcoming year

SECOND: NODC Melanie

- No questions or discussion

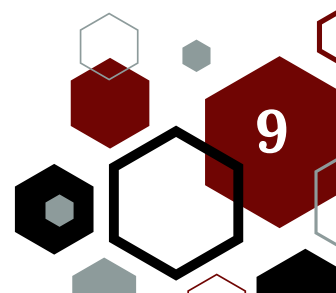
Approved by unanimous consent

10. Election of New Directors

- Robyn Bate
 - Adelle Leger
 - Ioana Marinescu
- All 3 elected by a majority of votes.

11. Adjournment

Meeting adjourned at 8:51 pm



01

Chair Report

02

Executive Director Report

03

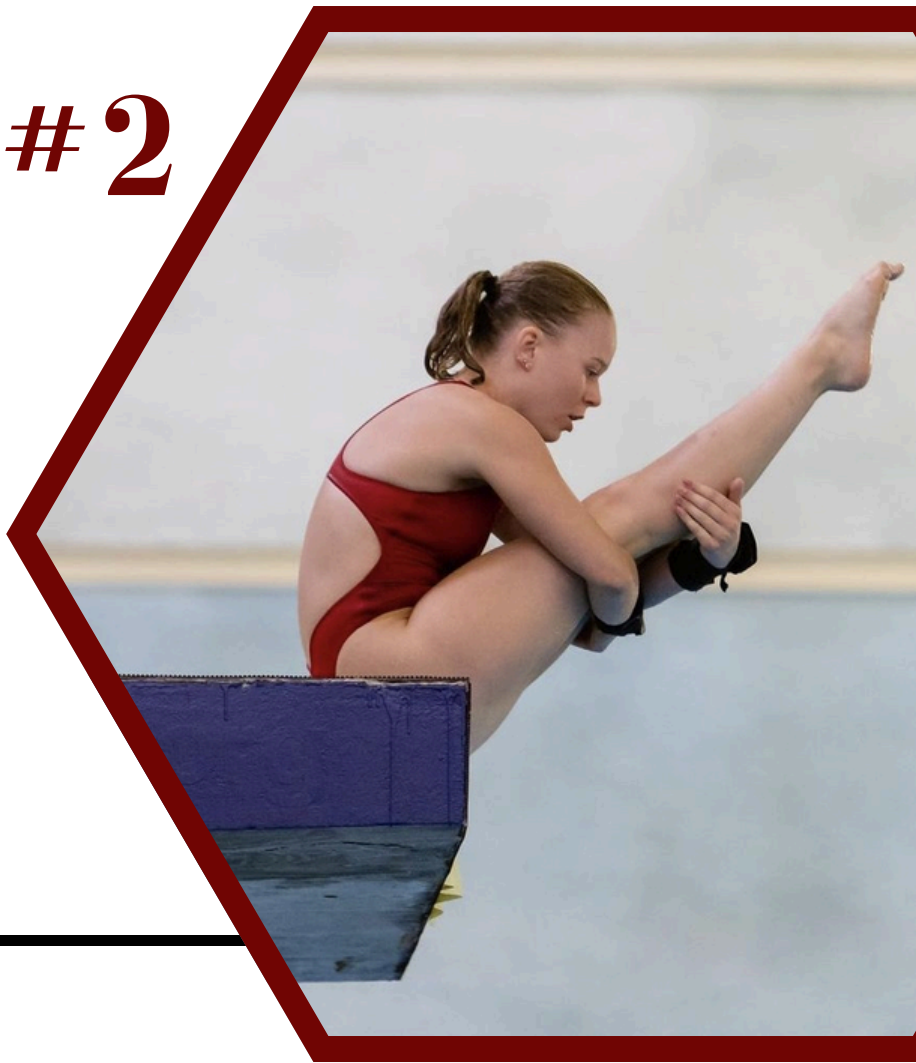
Technical Director Report

03

Strategic Plan - Year 1 Report

SECTION #2

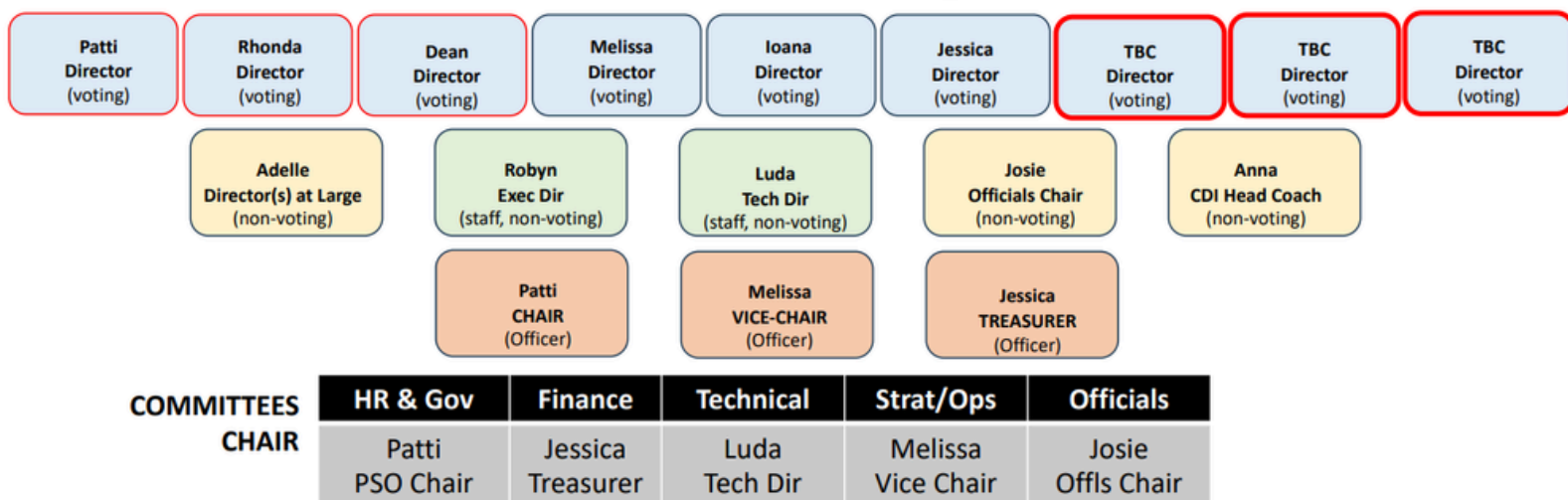
**DIVE
ONTARIO
REPORTS**



CHAIR REPORT



PSO Governance Model - August 31, 2024



KEY CHANGES IN FISCAL 2024

01

Board voted to extend maximum Director seats available from 6 to 9, as permitted within bylaws

02

Robyn Bate was hired into the Executive Director staff position, replacing Stephanie Geosits.

03

Adelle stepped down as Treasurer, Board appointed Jessica Haluschak as her replacement for remainder of term.

04

Board voted to promote Melissa Cowan from Director-at-large, to Director (voting) and Vice-Chair (Officer).

05

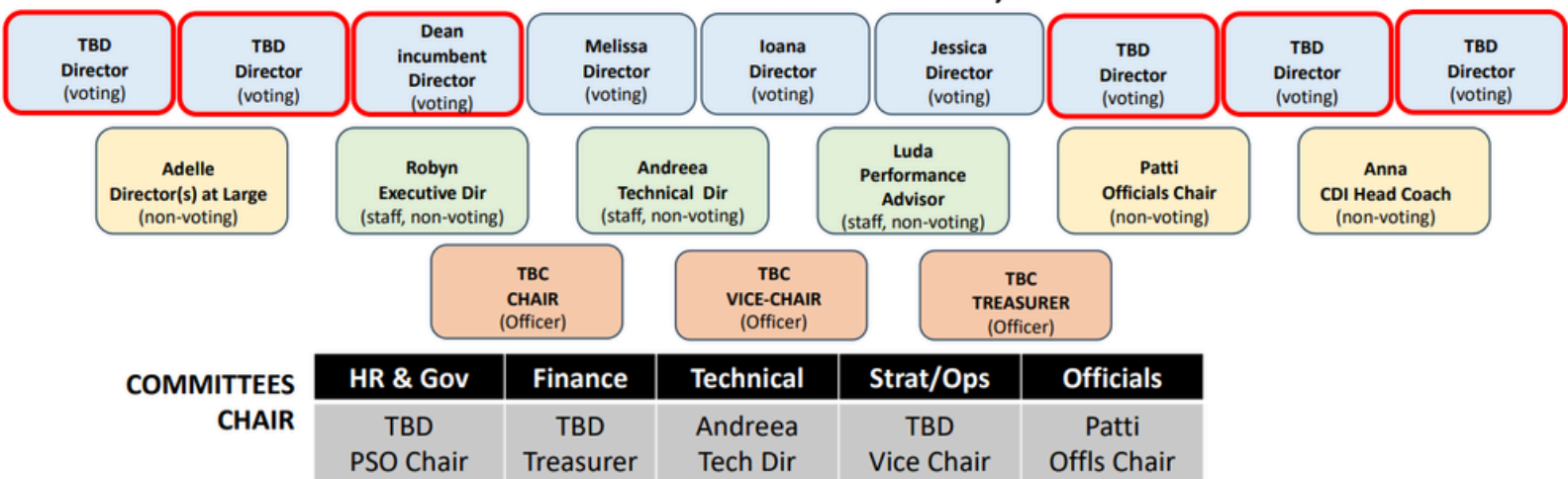
Board included Officials Chair in all Board meetings.

CHAIR REPORT

CONTINUED



PSO Governance Model - Nov 23, 2024 AGM



KEY POINTS FOR 2025

01

AGM ELECTIONS – up to 6 seats available

- Patti Kennedy and Rhonda Quesnel are not re-running for their respective seats on the Board.
- Dean Chambers is running for another term, he is an incumbent Director.
- PSO Officers will be decided by the newly elected Board, immediately after the vote, per our bylaws.

02

PSO STAFFING

- Andreea Marinescu has been hired into the Technical Director position.
- Luda Zakharenko will continue with the PSO in a new role: Performance Advisor

EXECUTIVE DIRECTOR REPORT

2024 marked a significant year for Dive Ontario as we launched the first year of our 2024-2028 Strategic Plan. Throughout the year, we remained steadfast in our commitment to the core values that guide our work—excellence, adaptability, inclusivity, Safety and Respect, Community and Support. These values have shaped our initiatives and actions, ensuring that Dive Ontario continues to thrive, grow, and serve all members at all levels.

This report provides an overview of our accomplishments in 2024, organized around these five key values.

Excellence: Elevating Performance & Development

Athlete Development:

- Increase in recreation athlete memberships of 122%
- Increase in competitive athlete membership of 39%
- OHPSI and Quest for Gold funds provided direct athlete financial support and specialized supports

Competitions and Events:

- Increase athlete registration at Ontario Hosted Events of %40
- Increase in Masters events offered of %10
- Held Olympic Trials in Windsor

Leadership and Governance:

- Introduced new Executive Director to align with Dive Ontario Strategic Initiatives
- Revised Board structure to include 3 additional Directors
- Evaluated and proposed new Technical Leadership structure (Technical Director and Performance Advisor)

Adaptability: Embracing Innovation & Responsiveness

Municipal Outreach

- Attended the PRO Conference (Parks and Recreation Ontario) together with the Aquatics council to promote grassroots programming and municipal affiliation
- Revamped the Learn-to dive materials (Dive-In/Dive-On) for use within municipal programming

EXECUTIVE DIRECTOR REPORT

Inclusivity: Expanding Accessibility & Diversity

CONTINUED

Program Development

- A Masters Ambassador was introduced to support the community, enhancing engagement and improving access to programming and events.
- Introduction of Outstanding Masters Diver Award
- Adaptive programming was introduced in Windsor, and shared with all clubs for assistance on program development.
- Adaptive programming was launched in Windsor and shared with all clubs to support program development to support more inclusive and adaptable diving opportunities.
- Attendance at the Diversity in Sport conference increased the Executive Director's awareness of key issues and opportunities related to diversity and inclusion within sports.

Safety and Respect: Building a Safe & Supportive Environment

Mental Health Supports

- Mental Performance Conditioning training was provided to athletes & coaches
- Additional Safe Sport resources are under development for inclusion on our webpage
- Additional mental health training has been secured for coaches and athletes in 24/25
- The development of a MHEAP (Mental Health Emergency Action Plan) is underway



Community and Support: Strengthening Connections & Resources

Club Supports

- Increase of monthly club call participation of 35%
- Club spotlight introduced on Club calls
- By-law / registration system supports provided
- Improved timely communication
- Commenced member direct communication

Social Media Engagement

- Increased posting / sharing from Dive Ontario accounts
- Introduced KPIs to track social media engagement

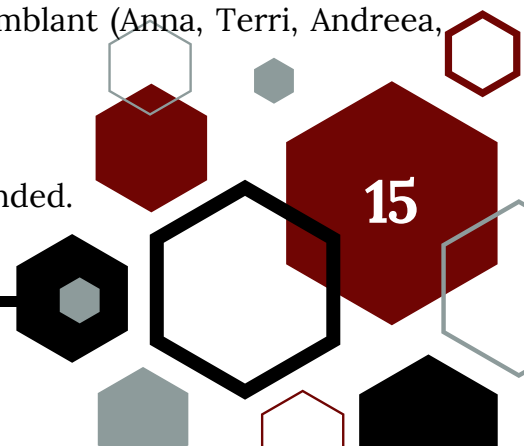
Satisfaction

- Increase of overall satisfaction with Dive Ontario from 3.9 to 4.1 (out of 5)
- Increase in survey responses of 29%

TECHNICAL DIRECTOR REPORT



- The highlight of the season is Olympic Games. Kate Miller from NODC was competing in synchro and individual events on platform. She finished in fourth place with Caeli McKay in a very close battle with the team from UK.
- Our senior divers performed well at Nationals and internationally. Victor Povzner from Optimal Diving Club is now representing Canada after few years that he was representing Russia.
- Four of our divers achieved International Senior Standard : Victor Povzner Optimal, Kate Miller NODC, Katelyn Fung TDA and Geoffrey Vavistas TDA. They represented Canada at Gran Prix, World Cup.
- Our Senior divers competed at both Winter and Summer Senior Nationals.
- It was very successful year for our Junior divers. 20 were competing at Junior Elite Nationals in Saskatoon. 13 made finals. 22 times our divers were competing in finals earning :
 - 1 gold Ella Lindsay NODC – platform
 - 5 silver: Ella Lindsay – 1 m, Alexa Fung , TDA– 1m and 3m, Emmitt Reesor, TDA – 1m and 3m
 - 2 bronze : Ella Lindsay – 3m, Audree Howes -platform
- 10 of our divers were invited to Junior Trials in October were Emmitt Reesor and Ella Lindsay got a spot on a junior team who will compete at Junior Worlds in Brasil.
- Competing last February at Dresden Trials in Calgary , Emmitt Reesor and Ella Lindsay made a team and competed in Dresden and Alexa Fung TDA, Nigel Chambers FCDC, Emmitt Reesor TDA and Ella Lindsay NODC competed at Mission Viejo.
- 13 divers competed at Junior Development Nationals in Regina, 12 of them making finals. Our divers competed in 23 finals.
 - Avery Cowan from Windsor won three gold medals. She became Outstanding D2 diver.
 - Owen Dansereau – Outstanding C1 diver.
- We had two OHPSI camps, one at TPASC and the second at Cancun, Mexico. Both were successful.
- We were organizing monthly coaches calls for professional development where technical issues were discussed. Our presenters were: Julian Bellan, Terri Breen, Onika Green
- Four of our coaches attended coaches workshop in Mont Tremblant (Anna, Terri, Andreea, Illya).
- Three coaches are taking Competition Development Course:
 - Andreea, Jorje Pupo and Illya
- We had one Competition Introduction Clinic in Ottawa – 6 attended.
- We had 3 Instructor beginner courses.



Strategic Plan 2024-2028



**YEAR 1
UPDATE**



www.diveontario.com



DIVE
ONTARIO

Our Mission & Vision

Dive Ontario 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.

Dive Ontario Vision

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02



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 and 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 and 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.



03

Our 3 strategic platforms

R

Recruitment, Development & Retention

I

Improved Organizational Supports

P

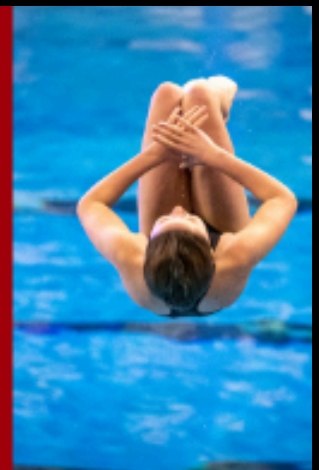
Provincial Presence



DIVE
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04

Year 1 Update: Building the foundation



Opening remarks

In Year 1, Dive Ontario focused on enhancing governance and leadership, program development, and operational efficiency.

Key initiatives included launching the 2024-2028 Strategic Plan, restructuring the board for improved alignment, and fostering community engagement.

Significant progress was made in the Executive Director onboarding process, ensuring a smooth transition and enhanced communication within the community.

Operational improvements were also initiated to streamline processes and increase efficiency.

These foundational efforts set the stage for continued growth and engagement as Dive Ontario moves into Year 2, with a commitment to expanding outreach and securing additional funding.



05

Platform – 'R' >

Recruitment, Development & Retention

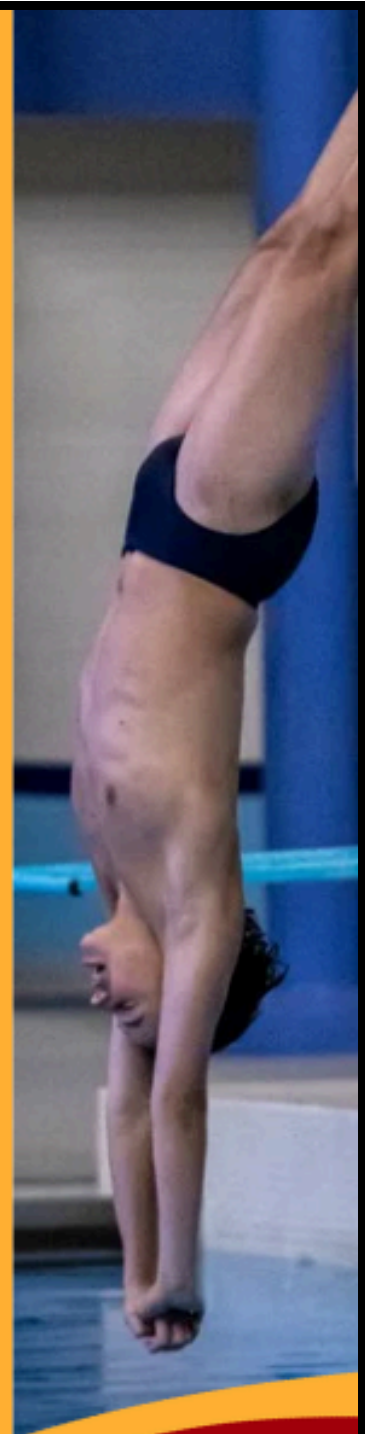
Strategic Plan Launch: Presented the 2024-2028 plan to the dive community.

Board Structure Overhaul: Added three new positions to improve governance and alignment with Dive Ontario's mission.

Organizational Analysis: Reviewed the roles and staffing surrounding the Executive Director (ED) and Technical Director (TD) functions to ensure alignment with Dive Ontario's strategic objectives and improve efficiency.

Organizational Leadership: Replaced the Executive Director to ensure alignment with strategic priorities and enhance communication within the diving community. This transition promotes transparency in operations and governance, fostering a supportive environment for clubs and divers at all levels. Additionally, it emphasizes community engagement through outreach initiatives, strengthening connections with stakeholders and encouraging participation in diving programs across the province.

Technical Leadership: In alignment with Dive Ontario's mission, the TD role was restructured to support organizational goals more effectively. Oversight and performance frameworks were introduced for better accountability, and a new Performance Advisor role was created to focus on high-performance outcomes.



DIVE
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06

Key Performance Indicators (KPIs)

Platform 'R'

Recruitment, Development
& Retention



Number of Members

Increase registration

Competitive Athletes (Target 225) - **Actual = 500**
Competitive Masters (Target 10) - **Actual = 11**
Recreational Athletes (Target 750) - **Actual = 1043**
Recreational Masters (Target 25) - **Actual = 35**
Indigenous Members (Target 15) - **Actual = 18**

Performance Measures

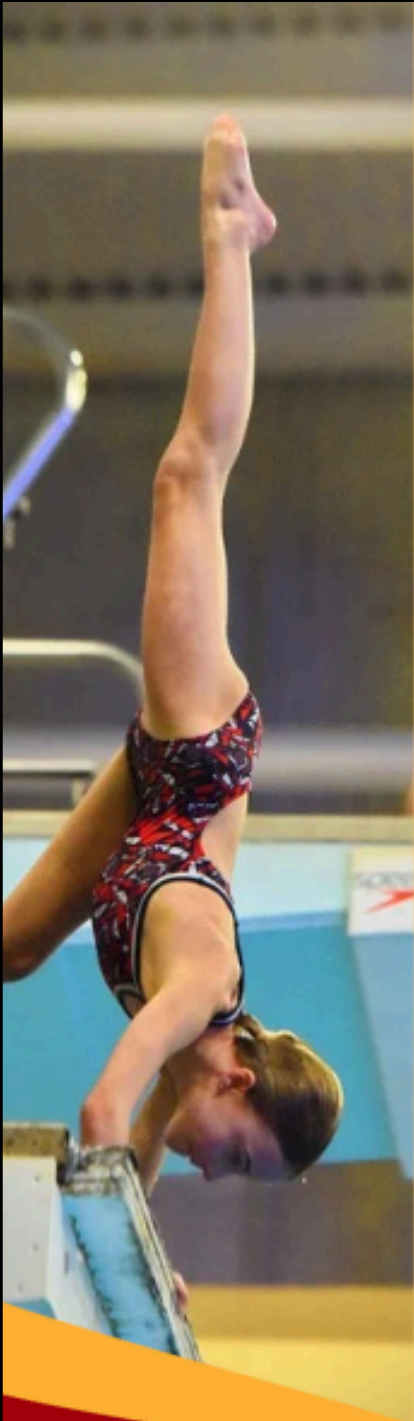
Results

Qualified National Juniors (Target 30) - **Actual = 36**
Juniors in attendance at Nationals (Target 80%) - **Actual 92%**
Juniors competing at International Event (Target 6) - **Actual = 8**
Athletes competing at Sr. Nationals (Target 10) - **Actual = 11**
Athletes obtaining Sr. standard (Target 3) - **Actual = 4**
Seniors competing at International Event (Target 4) - **Actual = 8**
Athletes competing at a Major Games (Target 1) - **Actual = 1**

Development Measures

Training Opportunities

OHPSI or Super Camps Offered (Target 3) - **Actual = 3**
Athletes selected for DPC HPAD (Target 7) - **Actual 6**
Masters Events offered at Meets (Target 3) - **Actual = 4**
of High Diving events at Meets (Target 2) - **Actual = 0**
Athletes training in HD (Target 2) - **Actual = 2**
Beginner Instruction Coaching Clinics (Target 2) - **Actual = 2**
Competition Introduction Coaching Clinics (Target 1) - **Actual = 1**
P1 Officials Clinics (Target 1) - **Actual = 1** *offered by DPC
P2 Officials Clinics (Target 1) - **Actual = 1** *offered by DPC



Platform – 'I'

Improved Operational Supports



Club Governance Support: Supported individual dive clubs to review and strengthen their bylaws, ensuring better governance structures at the local level.

"Club Hub": Began the design of a centralized resource space for clubs to access templates, insurance forms, bylaws, etc.

Masters Community Support: Established support for the Masters Community by appointing an unofficial ambassador to foster connections among master divers and address their needs in events, programming, and coaching.

Certification Pathways Evaluation: Assessed the existing certification pathways for coaches and officials, conducting a thorough needs analysis to identify areas for improvement and better align with developmental goals.

Support for Athlete and Coaches: Refined the budget and operational plan to optimize support for OPHSI and Quest for Gold athletes and coaches, ensuring resources are effectively allocated for their development and success.



08

Platform - 'I'

Improved Operational Supports - Continued

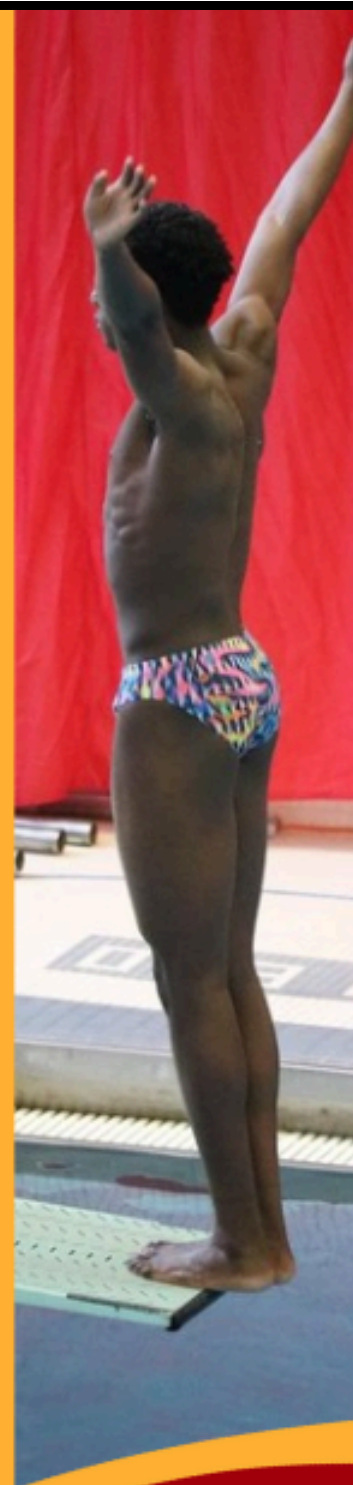
Operational Improvements: Enhanced operational efficiency by documenting Executive Director processes and identifying critical gaps. Introduced new operational procedures to streamline financial operations and daily/competition/event planning, ensuring smoother processes and improved alignment with organizational objectives.

Grant Applications: Worked with government agencies to secure Ontario Hosting Grants, coaching development funding, Quest for Gold, Ontario Amateur Sport Fund (OAFS), Student Employment Opportunities (SEO) and other financial support.

Increased Registration & Revenue: Experienced a rise in registration numbers, which contributed to additional revenue, and implemented standard competition schedules for greater consistency across clubs and athletes

Collaboration for Meet Management: Worked closely with clubs to ensure effective meet management, focusing on volunteer coordination and optimizing competition timelines. Feedback from events has been instrumental in refining future processes.

Support for Officials: Improved the support system for officials, enhancing their experience and effectiveness during and after competitions.



Key Performance Indicators (KPIs)

Platform 'I'

Improved Operational Supports



Number of Resources

Operational support

- # of certified Instructors (Target 50) - **Actual = 62**
- # of certified Coaches (Target 25) - **Actual = 31**
- # High Diving Coaches (Target 1) - **Actual = 1**
- # of certified (P1) Officials (Target 15) - **Actual = 16**
- # of certified (P2) Officials (Target 8) - **Actual = 7**
- # Coach Facilitators (Target 3) - **Actual = 3**
- # Coach Evaluators (Target 1) - **Actual = 1**
- # Officials Facilitators (Target 1) - **Actual = 1**
- # Officials Evaluators (Target 1) - **Actual = 1**



Funding Sources

% of funding Sources

- % of revenue from Government Grants (Target 65%) - **Actual = 66%**
- % of revenue from Sponsors or Partnerships (Target 5%) - **Actual 0%**
- % of revenue from PSO Registration Fees (Target 15%) - **Actual = 16%**
- % of revenue from Competition Fees (Target 11%) - **Actual = 12%**
- % of revenue from Camps, Clinics, other (Target 4%) - **Actual = 5%**
- Overall increase in Revenue (Target \$35,000) - **Actual = \$46,501**



10

Platform – 'P'

Provincial Presence



Provincial Impact: Dive Ontario made significant strides at the provincial level, notably through Kate's Olympic representation and the successful hosting of the Summer Seniors and Olympic Trials. These high-profile events enhanced the sport's visibility and actively encouraged engagement

Thunder Bay Winter Games Participation: Dive Ontario showcased the sport by participating in the Thunder Bay Winter Games, significantly raising awareness of diving and enhancing engagement throughout the province

Parks and Recreation Ontario Conference Attendance: Dive Ontario actively participated in the Parks and Recreation Ontario Conference, fostering connections between municipalities and grassroots diving programs to enhance recreational opportunities in the sport

Content Development: While additional content has been shared, Dive Ontario understands the critical need for creative and consistent communication to improve its overall visibility and community engagement

Marketing Gaps & Social Media: Recognized the necessity for a comprehensive social media strategy and initiated steps towards enhancing Dive Ontario's visibility, with ongoing efforts to strengthen engagement.

Enhanced Grassroots Resources: Revamped the "Learn to Dive" materials for dissemination to municipalities, to promote improvement of grassroots diving programs and accessibility.



Key Performance Indicators (KPIs)

Platform 'P'

Provincial Presence



Performance Presence Results and Attendance

- Athletes carded to Sr. Team (Target 3) - **Actual = 3**
- Athletes carded to Jr. Team (Target 3) - **Actual = 2**
- # of Athletes in Final events (Jr. Nationals) (Target 44) - **Actual = 45**
- # Medals at Jr. Nationals (Target 11) - **Actual = 11**
- # of Athletes in Final events (Jr. International) (Target 6) - **Actual = 8**
- # Medals at Jr. International Events (Target 3) - **Actual = 10**
- # of Athletes in Final events (Sr. Nationals) (Target 8) - **Actual = 15**
- # Medals at Sr. Nationals (Target 2) - **Actual = 4**
- # of Athletes in Final events (Sr. International) (Target 4) - **Actual = 13**
- # Medals at Sr. International Events (Target 3) - **Actual = 3**
- # of Athletes in Major Games (Target 1) - **Actual = 1**
- # Medals at Major Games (Target 1) - **Actual = 0**
- # Athletes competing at High Diving (HD) Nationals (Target 1) - **Actual = 1**
- # Athletes competing in HD International Event (Target 2) - **Actual = 2**

Social Media Presence Engagement

- # of Instagram Posts (Target --) - **Actual = 667**
- # of Instagram Followers (Target --) - **Actual = 1156**
- # of diveontario.com news posts (Target 8) - **Actual = 10**

Engagement & Satisfaction Survey & attendance

- Average % of clubs at Mthly Club Calls (Target 40%) - **Actual = 54%**
- Overall Membership Satisfaction (Target 4 of 5) - **Actual = 4.1**
- # of Survey Responses (Target 125) - **Actual = 143**

 **DIVE**
ONTARIO

12

Looking Ahead To Year 2 – 2024/2025



- **Enhance Social Media and Marketing Strategies:** Develop a comprehensive social media and marketing plan to boost visibility and engagement across all platforms, targeting diverse audiences to promote diving
- **Refine Operational Procedures and Competition Management:** Continue streamlining operational processes and competition management, incorporating feedback from previous events to improve efficiency and effectiveness.
- **Expand Partnerships for the "Learn to Dive" Program:** Strengthen partnerships with municipalities and local organizations to broaden the reach of the "Learn to Dive" program, increasing participation and engagement across the province.
- **Secure Additional Funding:** Actively pursue new funding opportunities, including grants and sponsorships, to support program growth and sustainability, ensuring a robust financial foundation for future initiatives.





Closing remarks

As Dive Ontario moves forward, the foundation laid in Year 1 serves as a vital stepping stone for achieving its strategic goals. The focus on enhancing governance, expanding programs, and streamlining operations has strengthened the organization's capacity to serve the diving community effectively. In Year 2, Dive Ontario is committed to building on this progress by further engaging stakeholders, enhancing outreach initiatives, and securing additional funding. This proactive approach will ensure the growth and sustainability of diving programs across the province, fostering a vibrant and inclusive diving culture.

Contact Us



info@diveontario.com



www.diveontario.com



[@diveontario](https://www.instagram.com/diveontario)



01

Audited Financial Reports

02

2024-2025 Budget

SECTION #3

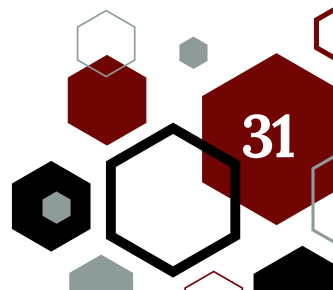
**FINANCIAL
STATEMENTS**



AUDITED FINANCIAL REPORTS



Canadian Amateur Diving
Association (Ontario) Inc.
Financial Statements
For the Year Ended August 31, 2024
(Unaudited)



Canadian Amateur Diving Association (Ontario) Inc.
Financial Statements
For the Year Ended August 31, 2024

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Financial Statements	
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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, 2024, 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, 2024, 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
October 30, 2024

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

August 31	2024	2023
Assets		
Current		
Cash (Note 2)	\$ 134,224	\$ 42,261
Accounts receivable (Note 3)	48,440	81,147
Inventory	5,523	7,891
Prepaid expenses	5,000	5,000
	<u>\$ 193,187</u>	<u>\$ 136,299</u>
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$ 15,648	\$ 13,188
Deferred revenue	19,626	2,982
	<u>35,274</u>	<u>16,170</u>
Net Assets		
Unrestricted	155,484	117,700
Internally restricted (Note 4)	2,429	2,429
	<u>157,913</u>	<u>120,129</u>
	<u>\$ 193,187</u>	<u>\$ 136,299</u>

On behalf of the Board:

_____ Director

_____ Director

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

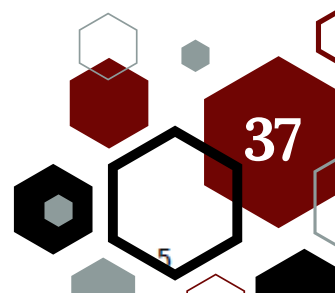
<u>For the year ended August 31</u>	<u>Unrestricted</u>	<u>Internally Restricted</u>	<u>2024 Total</u>	<u>2023 Total</u>
Net assets, beginning of the year	\$ 117,700	\$ 2,429	\$ 120,129	\$ 130,661
Excess (deficiency) of revenues over expenses for the year	<u>37,784</u>	<u>-</u>	<u>37,784</u>	<u>(10,532)</u>
Net assets, end of the year	<u>\$ 155,484</u>	<u>\$ 2,429</u>	<u>\$ 157,913</u>	<u>\$ 120,129</u>

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

For the year ended August 31	2024	2023
Revenue		
Government grants (Note 5)	\$ 196,378	\$ 159,826
Athlete, club and camp registration fees	96,176	86,964
Other	4,497	3,760
	<u>297,051</u>	<u>250,550</u>
Expenses		
Administration	6,090	10,674
Athlete grants	31,253	34,118
Awards banquet, conference and AGM	14,673	18,973
Bank charges	356	242
Camps and athletic development	78,989	34,472
Compensation	66,755	70,354
Insurance	-	15,864
Meets	42,646	50,235
Membership fees	-	5,510
Professional fees	18,505	20,640
	<u>259,267</u>	<u>261,082</u>
Excess (deficiency) of revenues over expenses for the year	\$ 37,784	\$ (10,532)

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

For the year ended August 31	2024	2023
Cash flows from operating activities		
Excess (deficiency) of revenues over expenses for the year	\$ 37,784	\$ (10,532)
Changes in non-cash working capital:		
Accounts receivable	32,707	(29,727)
Inventory	2,368	(7,891)
Prepaid expenses	-	(5,000)
Accounts payable and accrued liabilities	2,460	(2,585)
Deferred registration fees	16,644	2,982
Net increase (decrease) in cash during the year	91,963	(52,753)
Cash, beginning of the year	42,261	95,014
Cash, end of the year	\$ 134,224	\$ 42,261



Canadian Amateur Diving Association (Ontario) Inc.

Notes to Financial Statements

(Unaudited)

August 31, 2024

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 (ASNIPO).
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, 2024

1. Summary of Significant Accounting Policies (continued)

Use of Estimates

The preparation of financial statements in accordance with ASHPO 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 \$15,991 (2023 - \$15,571) 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, 2024

3. Accounts Receivable

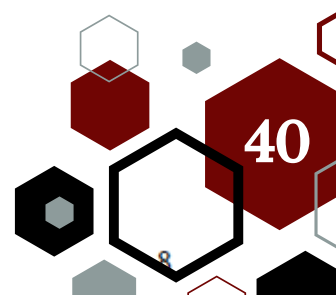
	2024	2023
Accounts receivable	\$ -	\$ 1,060
HST recoverable	19,457	16,905
Base grant receivable	28,841	38,455
Summer intern grant receivable	142	5,012
OHPSI grant receivable	-	19,715
	\$ 48,440	\$ 81,147

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, 2024

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.



2024/25 BUDGET

September 2024 - August 2025	
	2025 BUDGET INITIAL DRAFT
Income	
4000 Registration	\$ -
400001 Meet Reg Revenue	\$ -
400011 Meet Rev - Tier 1 - Meet 1 (TPASC Mar)	\$ 8,400.00
400012 Meet Rev - Tier 1 - Meet 2 (ONDC May)	\$ 7,500.00
400021 Meet Rev - Aspire - Meet 1 (GAT Jan)	\$ 4,850.00
400022 Meet Rev - Aspire - Meet 2 (NODC Feb)	\$ 3,300.00
400023 Meet Rev - Aspire - Meet 3 (KW Mar)	\$ 5,200.00
400024 Meet Rev - Aspire - Meet 4 (FCDC Apr)	\$ 3,700.00
400028 Meet Rev - Aspire Prov (GAT June)	\$ 5,700.00
400030 Meet Rev - 3rd Special event (TPASC)	\$ 2,000.00
Total 400001 Meet Reg Revenue	\$ 40,450.00
40010 Club PSO Registration	\$ 5,000.00
40011 Coach Registration	\$ 2,320.00
40012 Competitive Athlete Reg	\$ 31,800.00
40015 Rec Athlete Reg	\$ 6,000.00
40016 Instructor Registration	\$ 1,035.00
40020 Affiliates PSO Registration	\$ 250.00
Total 4000 Registration	\$ 46,205.00
4100 Grant Income	
4125 BASE GRANT INCOME	
4126 Base Grant Sep 1 - Mar 31	\$ 40,378.92
4127 Base Grant Apr 1 - Aug 31	\$ 28,842.08
Total 4125 BASE GRANT INCOME	\$ 69,221.00
4150 OHPSI Grant Income	
4150001 OHPSI Apr 2023 - Mar 2024 Grant Income	\$ 37,950.00
4150002 OHPSI Apr 2024 - Mar 2025 Grant Income	\$ 37,950.00
Total 4150 OHPSI Grant Income	\$ 75,900.00
4180 Summer Intern Grant	\$ 4,000.00
4195 Q4G Grant	\$ 38,995.00
Total 4100 Grant Income	\$ 188,116.00
4200 Course and Clinics Income	
420002 Instructor Beginner Course	\$ 1,350.00
420003 Comp Intro coach clinic fees	\$ 2,610.00
420004 Judges Clinic	\$ 540.00
420070 Supercamp Income	\$ 9,625.00
Total 4200 Course and Clinics Income	\$ 14,125.00
4900 Other Income	
490050 Interest Income	\$ 420.00
490070 Misc Income	\$ 35,000.00
Total 4900 Other Income	\$ 35,420.00
4950 AGM Banquet Income	\$ 4,500.00
Uncategorized Income	\$ -
Total Income	\$ 288,366.00

2024/25 BUDGET

CONTINUED

September 2024 - August 2025		2025 BUDGET INITIAL DRAFT
Other Expenses		
5000 Administration Expenses:		
60080 Extraordinary Expenses		\$ 2,000.00
Administration		\$
600002 Legal Fees		\$ 3,000.00
6000026 Other Professional Fees		\$ 17,000.00
600004 Computer & Zoom Expense		\$ 2,080.00
600006 Storage Unit Rent		\$ 1,440.00
600032 Compensation		\$ 57,600.00
600033 DO Staff Travel non-meet		\$ 1,200.00
600038 Summer Intern Compensation		\$ 4,000.00
60008 Office expenses		\$ 150.00
60022 Bank charges		\$ 337.50
60024 Quikbook Fees		\$ 960.00
60028 Website		\$ 1,400.00
60028 Miscellaneous		\$ 500.00
Total Administration		\$ 89,667.50
AGM		
600020 AGM, Banquet, Awards & Conf		
600023 Banquet Dinner & Facilities		\$ 7,500.00
600024 Awards		\$ 2,000.00
600026 Conference & Facilities		\$ 1,500.00
600028 Travel & Accommodations (under AGM, Banquet, conf)		\$ 2,500.00
600027 AGM Expenses		\$ 1,750.00
Total 600020 AGM, Banquet, Awards & Conf		\$ 16,260.00
Total AGM		\$ 16,260.00
Total 5000 Administration Expenses		\$ 106,917.50
5100 Meets		
61008 Medal		\$
6104 Officials DPC fee reimbursement		\$ 616.00
6106 Meet Supplies		\$ 250.00
6111 Meet Exp Tier 1 - Meet 1 (TPASC Mar)		\$ 8,550.00
6112 Meet Exp Tier 1 - Meet 2 (ONDC May)		\$ 4,800.00
6121 Meet Exp Aspire - Meet 1 (GAT Jan)		\$ 3,700.00
6122 Meet Exp Aspire - Meet 2 (NODC Feb)		\$ 3,700.00
6123 Meet Exp Aspire - Meet 3 (KW Mar)		\$ 3,700.00
6124 Meet Exp Aspire - Meet 4 (FCDC Apr)		\$ 3,200.00
6130 Meet Exp Aspire Prov (GAT Jun)		\$ 3,800.00
6140 Meet Exp - 3rd provincial meet (TPASC)		\$ 2,800.00
Total 5100 Meets		\$ 35,116.00

2024/25 BUDGET

CONTINUED



6200 SD Course and Clinic Expense	
62002 Instructor Beginner Course	\$ 2,000.00
62008 Judging Clinic	\$ 1,200.00
620070 Super Camp Expenses	\$ 11,500.00
Total 6200 SD Course and Clinic Expense	\$ 14,700.00
6400 OHP&I EXPENSES SEP - MAR	
Coaching & Technical Leadership (6410 Accounts)	\$ 26,000.00
Equipment (6421)	\$ 12,250.00
Training & Competition Support (6420 Accounts)	\$ 5,000.00
Sport Science / Sports Medicine (6430 Accounts)	\$ 11,500.00
Total 6400 OHP&I EXPENSES SEP - MAR	\$ 64,750.00
6460 OHP&I APR - AUG	
Coaching & Technical Leadership (6410 Accounts)	\$ 18,500.00
Equipment (6421)	\$ -
Training & Competition Support (6420 Accounts)	\$ 8,750.00
Sport Science / Sports Medicine (6430 Accounts)	\$ 8,000.00
Total 6460 OHP&I APR - AUG	\$ 35,250.00
TOTAL OHP&I EXPENSE	\$ 90,000.00
8000 Q4G Expenses	
8140 Meet Exp - Ontario Winter Games (Feb)	
8001 Q4G Exp - Activities	\$ 21,000.00
8002 Q4G Exp - Athlete travel reimbursement & Direct funds	\$ 18,000.00
Total 8000 Q4G Expenses	\$ 39,000.00
Total Expenses	\$ 287,733.50
Net	\$ 632.50

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Officials Committee Report

02

Nomination Committee Report

03

Candidate Profiles

SECTION #4

**COMMITTEE
REPORTS**



OFFICIALS COMMITTEE REPORT



Season 2024 OFFICIALS Summary

The **Ontario Officials ROSTER** was made up of

- **5 Provincial Level 1 (P1)** – 2 new, 4 active
- **9 Provincial Level 2 (P2)** – 2 new, 6 active
- **7 National Level** – 1 new, 7 active

The **Officials COMMITTEE** members were:

1. **Josie Josten (Chair *)**
2. **Janet Nutter**
3. **Jeremy Comfort ***
4. **Rhonda Quesnel**
5. **Patti Kennedy**
6. **Ali (Ivanic) Mahood**

* for 2025, Patti has taken over as Chair, Jeremy has stepped down, and **Cole Miller** has joined the Committee

Ontario PSO **EVENTS SUPPORTED**

- **3 Provincial Championships (NQ&Aspire)**
Locations: London, Windsor, London
- **4 Club Invitationals**
Host Clubs: GAT, NODC, KWDC, FCDC
- **1 Ontario Winter Games**
Host City: Thunder Bay

Officials **TRAINING** offered:

- **2 Online Clinic (DPC facilitated)**
10 Ontario based participants
- **1 Olympic Trials shadowing in Windsor**
2 Ontario P2 Officials participated



NOMINATIONS COMMITTEE REPORT

Three nominations were received for the 2024/2025 term.
These candidates are:

1. Lauren Dobson-Hughes
2. Dean Chambers
3. Michael Levesque

The Nominations Committee conducted a review of each candidate's qualifications, experience, and alignment with Dive Ontario's mission. All candidates were assessed for their ability to contribute to the Board's strategic priorities, including program development, community engagement, financial sustainability, and organizational growth.

The Nominations Committee believes that all three candidates—Lauren, Dean, and Michael—are highly qualified and bring valuable perspectives to the Board. Based on their professional backgrounds, commitment to the sport, and alignment with Dive Ontario's long-term goals, the Committee unanimously recommends that all three candidates be endorsed for election to the Board of Directors.

The Nominations Committee endorse Lauren, Dean, and Michael for the vacant Director positions. Their combined skills in governance, community engagement, financial strategy, and organizational development make them ideal candidates to support Dive Ontario's continued success.

LAUREN DOBSON- HUGHES

Please find attached my nomination for the Board of Directors for Dive Ontario. I've attached the nomination form and my CV. Apologies but the competency matrix would not work for me - I could not select the options and I tried troubleshooting to no avail! So I've written the assessment in beside each instead. Let me know if it's not clear though.

In brief, I'm keen to lend my expertise in not-for-profit management to Dive Ontario. My daughter started diving in January 2023 and it has quickly become a passion! I've been getting a crash course in the sporting world, and am curious to learn more about the sporting side. I have two decades of experience working in and with not-for-profits, particularly for social good. I began my career working in politics in both the UK and Canada, and then transitioned into leading public policy and government relations for a national NGO in the health space. I then switched to the international space, and ran a national NGO working on poverty eradication, health and equality. I now run my own business advising major foundations and NGOs on how to set up, manage and make a success of not-for-profits for social change. I work about 75% globally, and 25% in Canada. In this role, I work for two of the world's largest philanthropies - the Gates Foundation which grants USD \$9bn per year, and CIFF, which grants about \$2bn per year. I manage a range of not-for-profit projects, from a small \$250,000 US NGO, to a mid-size \$7m NGO across 5 European countries. In 2021, I assisted in setting up a new philanthropy/NGO with a \$130M investment. I conduct evaluations of NGOs, (most recently a \$10M global gender equality organization on behalf of the Swedish government), I lead strategic planning with NGOs, and I troubleshoot when NGOs are struggling to deliver their mission. I also support global organizations' engagement in Canada with advice on government relations, public policy, landscape mapping, and fundraising. I teach not-for-profit management at Carleton's Riddell School of Political Management.

I hope this makes me a good candidate for the board of directors, and I'm keen to get more involved in the sport of diving as my daughter starts her second full season with ONDC.

Lauren

CANDIDATE PROFILES

LAUREN DOBSON-HUGHES

Please circle the level of competency/expertise that you will bring to the Dive Ontario Board:
0 = minimal (0-1 years), 1 = Intermediate (2-5 years), 2 = Expert (6+ years).

1. FUNCTIONAL COMPETENCIES		
Senior executive leadership (e.g., CEO, CFO, VP)	2	☐
Organizational performance assessment	2	☐
Human resource management	2	☐
Legal	0	☐
Management and Administration	2	☐
Strategic planning	2	☐
Risk management	2	☐
Policy development	2	☐
Financial statements, budgeting	2	☐
2. BUSINESS COMPETENCIES		
Sales	0	☐
Fundraising/philanthropy/foundation	2	☐
Corporate partnerships	2	☐
Marketing and/or Communications	1	☐
Traditional media (e.g., TV, radio, print)	2	☐
Social media	2	☐
Public relations and communications	2	☐
3. DIRECTOR/BOARD EXPERTISE		
Director of publicly traded company	0	☐
Director of private company	0	☐
Director of Sports organization (e.g., professional or amateur club, provincial)	0	☐
Director of Association (e.g., not-for-profit)	2	☐
Professionally licensed as a Director (e.g., C. DIR, ICD.D)	0	☐
4. SUBJECT MATTER EXPERTISE		
Dive Ontario	0	☐
Other Provincial Diving organizations	0	☐
Diving Plongeon Canada	0	☐
Canadian sport policy	0	☐
Knowledge about Masters or Learn to Dive Programs	0	☐
Equity, diversity, and inclusion	2	☐
Government relations - federal	2	☐
Government relations - provincial	1	☐
Government relations - municipal	1	☐
5. SPORT/ATHLETIC EXPERTISE		
Athlete (diving)	0	☐
Coach	0	☐
Official	0	☐
Athlete (other than diving)	0	☐
Sport management/administration	0	☐

CANDIDATE PROFILES

DEAN CHAMBERS

Dean Chambers is a current Director on the Dive Ontario Board of Directors running again for another term.

CANDIDATE PROFILES

Please circle the level of competency/expertise that you will bring to the Dive Ontario Board:
0 = minimal (0-1 years), 1 = Intermediate (2-5 years), 2 = Expert (6+ years).

1. FUNCTIONAL COMPETENCIES		
Senior executive leadership (e.g., CEO, CFO, VP)	2	☐
Organizational performance assessment	2	☐
Human resource management	2	☐
Legal	1	☐
Management and Administration	2	☐
Strategic planning	2	☐
Risk management	2	☐
Policy development	2	☐
Financial statements, budgeting	2	☐
2. BUSINESS COMPETENCIES		
Sales	2	☐
Fundraising/philanthropy/foundation	0	☐
Corporate partnerships	1	☐
Marketing and/or Communications	2	☐
Traditional media (e.g., TV, radio, print)	0	☐
Social media	0	☐
Public relations and communications	1	☐
3. DIRECTOR/BOARD EXPERTISE		
Director of publicly traded company	0	☐
Director of private company	0	☐
Director of Sports organization (e.g., professional or amateur club, provincial)	1	☐
Director of Association (e.g., not-for-profit)	0	☐
Professionally licensed as a Director (e.g., C. DIR, ICD.D)	0	☐
4. SUBJECT MATTER EXPERTISE		
Dive Ontario	1	☐
Other Provincial Diving organizations	1	☐
Diving Plongeon Canada	0	☐
Canadian sport policy	0	☐
Knowledge about Masters or Learn to Dive Programs	1	☐
Equity, diversity, and inclusion	1	☐
Government relations - federal	2	☐
Government relations - provincial	0	☐
Government relations - municipal	0	☐
5. SPORT/ATHLETIC EXPERTISE		
Athlete (diving)	0	☐
Coach	0	☐
Official	0	☐
Athlete (other than diving)	0	☐
Sport management/administration	0	☐

MICHALE J. LEVESQUE

I am pleased to put forward my name for consideration for the board of Dive Ontario. I started diving a little over two years ago as a Master's Learn to Dive participant. I absolutely fell I love with the sport and have dove in head first! Since my first initial Learn to Dive class, I have now competed in two US Diving Masters competitions as well as several Ontario Aspire meets.

In early 2024 I participated in the Level 1 officials training and spent the spring shadow judging Aspire meets to become a fully qualified Level 1 official in June 2024. In addition I sat on the strategic planning committee of Dive Ontario to help develop the four-year plan.

I have taken it upon myself to become the source of information for Masters Divers in Ontario and have ensured that every participant I have met is welcomed, encouraged and kept informed of all the diving opportunities available to them. I undertook this year to start distributing an email newsletter for GTA Masters divers with details of the clubs offering master's classes, pools that offer drop in access to faculties and details of upcoming competitions.

In my professional life I am an entrepreneur and the founder of Resolve Collaboration Services Corp. where I serve as the Chief Executive Officer. Resolve Collaboration Services will complete its 20th year of business under my leadership at the end of 2024.

In my tenure as the CEO of Resolve Collaboration I have experience in a wide range of business management that I can bring to the board of Dive Ontario. I have been intimately involved in these areas of expertise.

- Contract development and negotiation
- RFP development and negotiation
- Contract negotiations with Federal, Provincial and Municipal entities
- HR and related matters
- Finance and Budgeting
- Process and best practices development and documentation
- Sales, marketing and brand development
- Business and strategic planning
- Social media, marketing and management
- IT systems, including websites and cyber security

Having served on the committee to develop the strategic plan for Dive Ontario I am excited by the opportunity to have a hand in its implementation and see to the growth of the sport in Ontario.

I feel that diving is one of the most accessible sports for both youth and adults with a low barrier to entry. You only need a swimsuit and a willingness to try! I am living testament that it is never too late to begin, and you don't need to be an elite athlete to enjoy the thrills, exhilaration and camaraderie of the sport. It is my goal to serve on the board of Dive Ontario and share that passion.

CANDIDATE PROFILES

MICHALE J. LEVESQUE

CANDIDATE PROFILES

Please circle the level of competency/expertise that you will bring to the Dive Ontario Board:
0 = minimal (0-1 years), 1 = Intermediate (2-5 years), 2 = Expert (6+ years).

1. FUNCTIONAL COMPETENCIES	
Senior executive leadership (e.g., CEO, CFO, VP)	2
Organizational performance assessment	1
Human resource management	2
Legal	0
Management and Administration	2
Strategic planning	1
Risk management	1
Policy development	1
Financial statements, budgeting	1
2. BUSINESS COMPETENCIES	
Sales	2
Fundraising/philanthropy/foundation	1
Corporate partnerships	1
Marketing and/or Communications	2
Traditional media (e.g., TV, radio, print)	0
Social media	1
Public relations and communications	0
3. DIRECTOR/BOARD EXPERTISE	
Director of publicly traded company	0
Director of private company	2
Director of Sports organization (e.g., professional or amateur club, provincial)	0
Director of Association (e.g., not-for-profit)	0
Professionally licensed as a Director (e.g., C. DIR, ICD.D)	0
4. SUBJECT MATTER EXPERTISE	
Dive Ontario	0
Other Provincial Diving organizations	0
Diving Plongeon Canada	0
Canadian sport policy	0
Knowledge about Masters or Learn to Dive Programs	1
Equity, diversity, and inclusion	1
Government relations - federal	2
Government relations - provincial	1
Government relations - municipal	1
5. SPORT/ATHLETIC EXPERTISE	
Athlete (diving)	1
Coach	0
Official	1
Athlete (other than diving)	0
Sport management/administration	0

01

Ontario Competition Schedule

SECTION #5

**ADDITIONAL
INFORMATION**



ONTARIO COMPETITION SCHEDULE



Date	Competition	Location
November 30, 2024	Super Stars Challenge	TPASC (TDA)
January 4-5, 2024	George A. Tinnerman Invitational	Olympium (GAT)
January 25-26, 2025	FCDC Invitational	London (FCDC)
	Winter Senior National Championships	Gatineau (QC)
February 8-9, 2025	NODC Invitational	Ottawa (NODC)
February 14-16, 2025	Spring Provincials & Dresden Trials	TPASC (TDA)
March 22-23, 2025	Phoenix Invitational	Kitchener Waterloo (KWDC)
April 10-13, 2025	Canada Cup	Windsor (WDC)
May 16-18, 2025	Summer Provincials	Ottawa (ONDC)
May 23-25, 2025	Summer Senior National Championships	Saskatoon
May 30-June 1, 2025	Aspire Provincials	Olympium (GAT)
July 3-6, 2025	Junior Development National Championships	Winnipeg
July 17-20, 2025	Junior Elite National Championships	Edmonton



THANK YOU!

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