

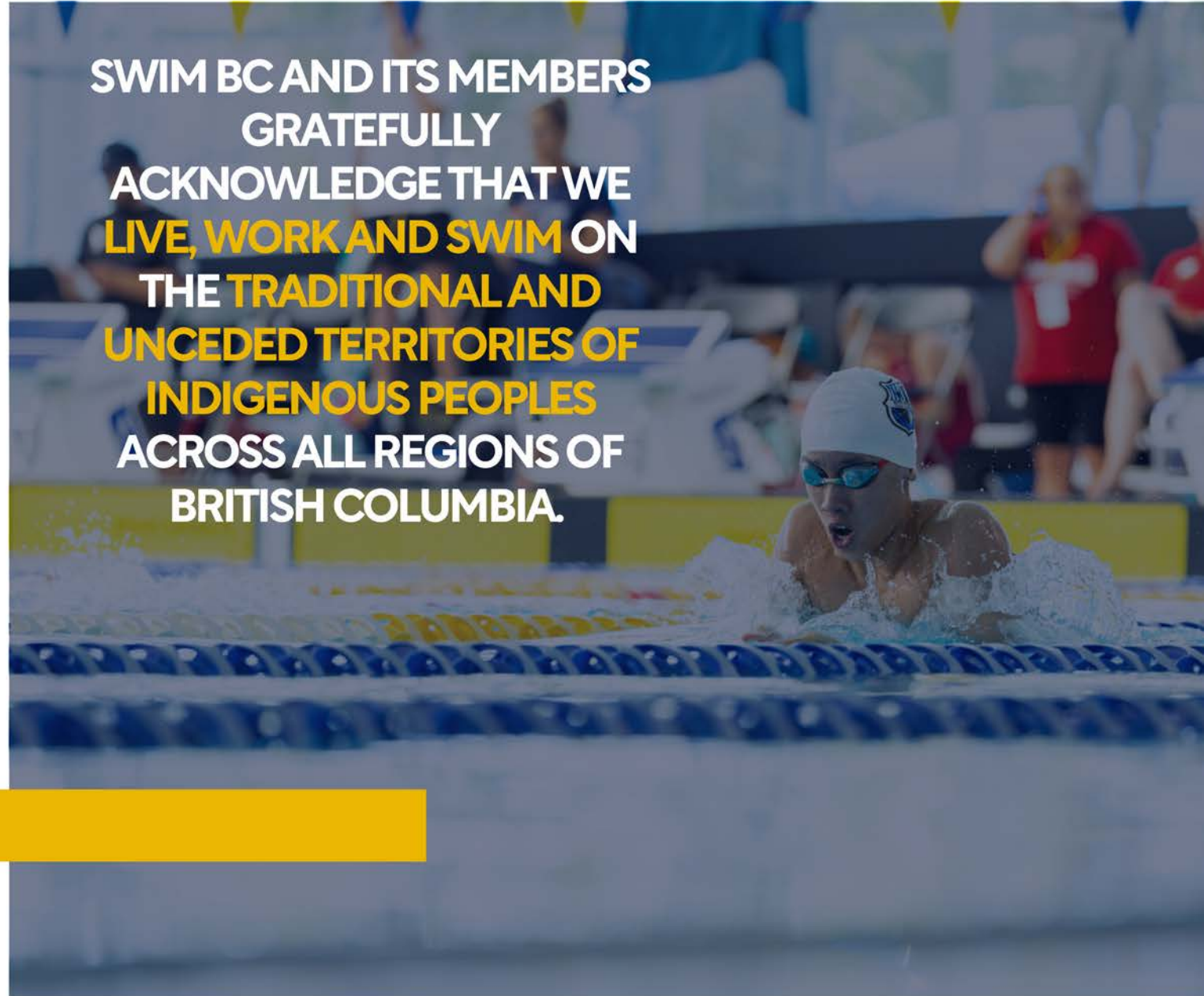


2022 / 2023

SWIM BC ANNUAL REPORT

LAND ACKNOWLEDGEMENT

SWIM BC AND ITS MEMBERS
GRATEFULLY
ACKNOWLEDGE THAT WE
LIVE, WORK AND SWIM ON
THE TRADITIONAL AND
UNCEDDED TERRITORIES OF
INDIGENOUS PEOPLES
ACROSS ALL REGIONS OF
BRITISH COLUMBIA.



MESSAGE FROM THE PRESIDENT

What an incredible year for BC swimming! Tremendous success in the pool from our grass roots programs to our national qualifiers at Canadian Junior/Senior Championships. Huge congratulations to the swimmers, the coaches, and their clubs.

“Engagement” was my buzz word for last season and “development” best describes my second season of service on the Board of Directors. During the season we engaged the membership through the culture and strategic planning surveys. With the support of Sport Law, the feedback from these surveys was pivotal to the Board’s work in developing a strategic planning process and a strategic plan which we hope reflects the membership’s views on culture and the direction of Swim BC.

The Board of Directors continues its work towards achieving strong governance for the organization and its members through the delivery of content via seminars and online resources. The club development series is the backbone, supporting clubs to evolve its own policies and build culture. The Board’s focus this season was the development of a new strategic planning process and delivering the strategic plan. We would like to extend our gratitude to all those who participated in our culture and strategic plan surveys. The feedback was invaluable, allowing us to reflect on Swim BC’s leadership role, and shaping our process for developing the strategic plan. The preparation work was a part of each board meeting and culminated in a two-day in-person session with our Sport Law consultant to synthesize survey results, collaborate on ideas, express opinions, and distill the inputs to deliver a meaningful and actionable strategy. We look forward to presenting you with the completed plan at the Congress knowing that the goal for the plan will be to continue to evolve as a living document and the strategy remains relevant for future board members and members.

Financially, we are ending the season in a surplus position as spending on technical programs fell below our projections. We literally ran out of time to aggressively “catch up” from the Covid years when all technical programs were suspended. As expected, government and SNC Covid subsidies shrank considerably or disappeared, but we still find ourselves in a comfortable financial position. The Board approved allocation of a portion of this surplus towards launching LA28, providing financial resources to identified swimmer/coach tandems to assist, encourage and facilitate access to enhanced competition.

I am grateful to the Swim BC team and my colleagues on the Board of Directors for their commitment and passion. There have been some changes in the team, and assigning new roles and responsibilities for individuals supports personal and team development, and positive organizational culture. The Board will continue to keep our strategic plan in view as a constant piece in all board meeting. However, we will pivot focus to driving key initiatives across our committees: Human Resources, Finance, Policy & Governance, Nominations, and Safe Sport.

Effective and impactful communication remains a priority and we endeavor to engage our members, our colleagues at the PSO level, and Swimming Canada on a regular basis to foster healthy relationships. We appreciate you for sharing your ideas, opinions and needs with us. Your feedback helps us grow as a member-centric resource for swimming in BC and develop as a leading PSO in Canada.

Yours in Swimming,

Jeannie Lo,
SWIM BC President



Young swimmers get ready to swim!

MESSAGE FROM THE EXECUTIVE DIRECTOR

It's difficult to wrap one's head around how fast time sifts by, but as I reflect on the past year, it's important to note we're now only finishing one full year of post pandemic "normalcy". As reported last year, we had just emerged from severe COVID restrictions and faced many uncertainties. This is an important context to keep in mind when reviewing 2022-2023. As I write this report, we're entering a new competitive season and are already halfway through the 23/24 fiscal year. From both perspectives we've achieved numerous objectives, tackled new challenges, and made significant progress.

With the pandemic putting society "on-hold" for two years, we viewed this past year as an opportunity to reassess, review and reset for the future; we've chosen proactivity to lead the changing sport landscape. Several key exercises in 22/23 were used to assess and look forward:

1.Culture: To understand the challenges of a connected and engaged membership, Swim BC became one of the first PSO's in Canada, and the first in BC, to assess our culture using the Sport Culture Index tool developed by Innerlogic and delivered by Sport Law Group. We looked to (1) try to understand the mechanisms impeding our memberships engagement and trust; and (2) with the turbulent national sport landscape in the news and recognizing our profound responsibility to our members to ensure a positive culture in our sport, we sought to understand where improvement was needed. A lot was discovered, flaws and all. The insights found were used to inform our strategic planning.

2.Strategic Planning: Our most significant exercise, we challenged ourselves to ensure we tackled the most in-depth membership engagement process our resources would permit. To draw on our Sport Culture Index results, we turned to the Sport Law group to lead our planning process. Our process attempted to maximize membership reach and was the most genuine planning exercise I've been a part of, we weren't simply ticking a box.The data collection process itself was very illuminating, noting who was willing to support our efforts, and who was not. Moving forward, we'll work on operationalizing the plan while maintaining our focus on memberships needs.

3.Evaluation: As an accredited viaSport PSO, we have two regular "accountability" reporting periods per year, and viaSport conducts PSO evaluations every four years. The 22/23 evaluation was the second I've been through and was a more significant exercise in scope and content than 18/19. The 4-stage process ran November to January with results presented in April. The PSO Evaluation is a tool designed for organizational benchmarking and to identify areas of opportunity to further sport sector capacity. PSO's are assessed in areas of Participation, Excellence, Coaching and Officiating, and Organizational Readiness. Within each of these four pillars, 35 subcategories were evaluated. We're extremely proud of our 22-23 results, and proud of our progress since 14/15.The 22/23 results showed a 28% score improvement from 2015, and a 16% improvement from 18/19. We feel we've made significant strides as an organization and, despite BC Government sport funding capped for years, we're proud to be one of few PSO's to have grown our core grant (+ \$23,000).

Other 22/23 landmarks achieved include the refinement and progress of the Provincial and Divisional competitions, significantly growing fiscal and HR resources to enhance the competition experience. We saw a successful re-start of our technical programs and are excited to see them fully engaged this year. Results continue to progress as the focus on empowering club swimming pays dividends in performance development. Provincial and National Age Group records broken indicate the top end is developing, while U10 and 11/12 female and male national rankings indicate the work clubs and coaches are doing is impactful. At the base of the development pyramid, the Swim School and Swim Fit pilot projects enhanced membership growth as we saw significant increases in registration.

My thanks to the Swim BC Board for their support, their engagement, and the impact they continue to have on the future of swimming in BC. And of course, the staff at Swim BC for their relentless pursuit of progress. Their teamwork, collaboration and aptitude for new "tech tools" allowed us to navigate the data breach of the Swimming Canada registration, results, and rankings system, and although stressful, provided a high level of member services in a challenging time.

I'm looking forward to the upcoming year as our new strategic plan rolls out, as we grow our sport safety acumen, and we strive to lead all BC PSO's, and swimming in Canada.

Ken Radford,
SWIM BC Executive Director

THE SWIM BC TEAM

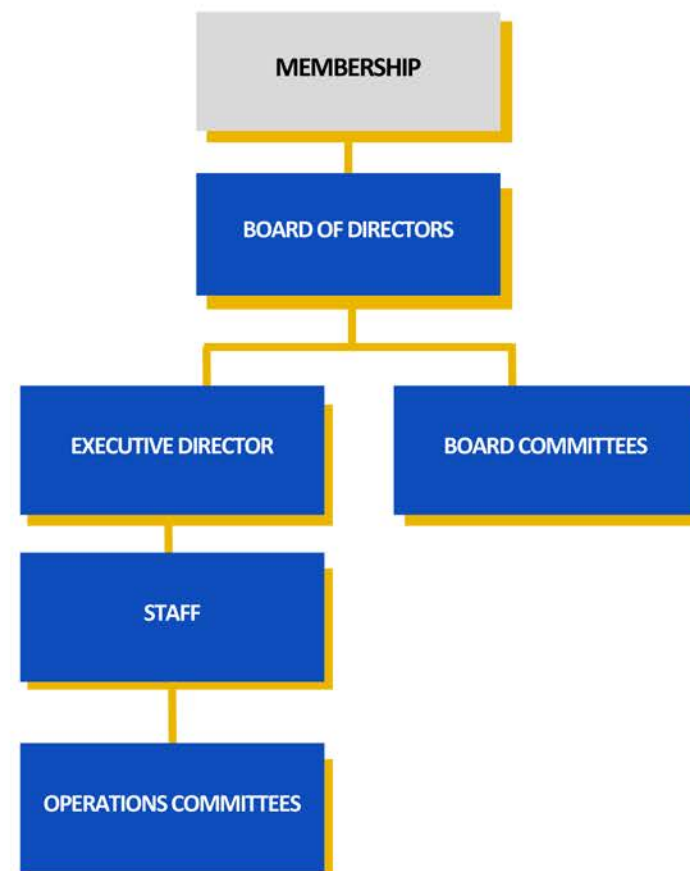
2022/2023 BOARD OF DIRECTORS

■ Jeannie Lo	President
■ Michael Hoche	Treasurer, Finance Chair
■ John Lawrence	Secretary, Human Resources Chair
■ Barb Ferriera	Policy and Governance Chair
■ Brian Horan	Safe Sport and Nominations Chair
■ Dr. Kristi McIntosh	Director at Large
■ Sheila Nelson	Director at Large, Policy and Governance

2022/2023 STAFF

■ Ken Radford	Executive Director
■ Cory Beatt	Technical Director
■ Carrie Matheson	Sr. Manager, Technical Operations
■ Rikki Nevins	Sr. Manager, Performance Development
■ Tracy Gardner	Club Services Manager
■ Elisa Greenway	Administrative Coordinator
■ Chad Webb	NCCP Coordinator

OUR STRUCTURE



BOARD COMMITTEE REPORTS

FINANCE COMMITTEE

Committee Chair: Michael Hoche

Committee Members: Jeannie Low

The committee met on a regular basis to review the monthly financials of Swim BC (SBC) and report to the Board of Directors at their regular meetings. Members of the Finance Committee co-sign payments of any magnitude greater than \$2000. Supplier payments below \$2000 are authorized by the SBC Executive Director.

Fiscal 2022/23 was a year of transition out of the limitations of Covid 19. Highlights of the fiscal 2022/23 year include:

- Upon signing a new office lease for a 5-year period (plus an option to renew), the board approved leasehold improvements of approximately \$41,000 to provide staff with a more professional working environment.
- We are particularly pleased by swimmer registrations which increased by approximately 30%. This participant growth led to increased swimmer registration fees by 34% and competition surcharge increase by more than 100%, as regular meet schedules were back to pre-pandemic levels.
- Fiscal 2022/23 also allowed us to increase our spending particularly for organizational costs for Sport Law, consulting for better club governance and safe sport compliance, cultural index, and preparation of the new 2023-25 Strategic Plan.

Despite best intentions, spending in Technical programming was not as high as the board had budgeted. Therefore, we once again have a significant surplus of approximately \$130,000.

In recognition of our significant accumulated past and present year surpluses, the staff and board of directors have approved a new fund for enhanced preparation for the 2028 Los Angeles Olympics, to the tune of a minimum of \$300,000.

It should be noted that the new fiscal year 2023/24 is catching up on Technical programming expenditures. Our 2023/24 Fiscal budget envisions a break-even result.

Report Submitted By: Michael Hoche, Chair

POLICY COMMITTEE

Committee Chair: Barb Ferreira

Committee Members: Sheila Nelson, John Lawrence

The 2022-2023 season continued to build on the intensive policy review and structure provided to Swim BC by an external contractor in the 2021-2022 season. As each policy is reviewed and approved, all are made available to the member clubs as an opportunity for club adoption and to reduce policy development burden at the club level.

The policy committee met every 1-2 months to review the documents relevant to the operations of Swim BC and its members. Policies approved this year include:

- Swimming Canada Officials Competition & Rules Committee (OCRC) Representative Policy
- Sponsorship Policy
- Conflict of Interest Policy
- Risk Management Policy
- 10 policies in the Safe Sport category
- 3 policies in the Sport Development category

The policy committee is committed to reviewing all policies on a scheduled basis, or to prioritize those that are deemed urgent. There is an established review and approval process in place and, as always, the committee welcomes any feedback from the members. It is recommended for the coming season that this committee also assume responsibility for Swim BC governance reviews, including the review and provision of required supportive documentation.

Report Submitted By: Barb Ferreira

HUMAN RESOURCES COMMITTEE

Committee Chair: John Lawrence

Committee Members: Barb Ferreira

The Committee met several times over the reporting period to review the HR structure, management, and related policies of Swim BC. Key items for the reporting period included a review of the Executive Director evaluation process and outcomes, with some proposed changes to the format and process for the evaluations. The final step with the evaluation will be the incorporation of the objectives of the recently completed strategic plan. In addition, the committee reviewed issues related to staffing changes and remuneration, with particular reference to addressing fairness in previous negotiations, and the extraordinary inflation pressures within the current context. The committee also proposed changes to streamline the employment documents for staff.

Report Submitted By: John Lawrence, Chair



NOMINATIONS COMMITTEE

Committee Chair: Brian Horan

Committee Members: Jeannie Lo, Linda Metcalfe

The committee met several times during the reporting period. Specifically, the following elements received attention from the Committee.

- In the fall of 2022, we discussed how best to recruit for the vacant Board of Director position. In early 2023, we reviewed applications and received some questions from interested individuals regarding the vacancy. Ultimately made a motion on the Board of Directors and consequentially made a motion to appoint a new board director.
- Discussion took place regarding how many Directors should occupy the Board (i.e. Should we consider 9 or continue with 7?).
- Discussion took place regarding the length of the term of office for Directors (2 years vs. 3 years).
- Throughout the year, discussion took place regarding the length of the term of office for Directors and President.

Discussions took place regarding the ongoing difficult task of recruiting interested parties for the vacant positions.

- Try to achieve regional representation.
- Individuals with experience in/passion for youth/competitive sport.
- Reach out to multiple associations (e.g. ViaSport) and community paid advertising

RECOMMENDATION: The Nominations Committee recommended to the Board that Brian Horan's application be supported, and Brian Horan was welcomed to the BoD.

RECOMMENDATION: Stay at 7 BOD and grow committees by using non-board members (may introduce them to BOD initiatives and the possibility of serving as a director in the future).

RECOMMENDATION: The Board may, by Board Resolution, determine that some vacant Directors' positions will have a term of less than three (3) years, the length of such to be determined by the Directors at their discretion for the purposes of amending the alignment of Board terms to ensure a voting majority does not vacate office in a single year.

RECOMMENDATION: No recommendations were made regarding consecutive terms for Directors and the President.

Report Submitted By: Brian Horan

OPERATIONS COMMITTEES

Performance Development Committee

Chair: Cory Beatt

Staff: Sam Thoms

Members: Peter Vizsolyi, Marc Tremblay, Vincent Chung

Coach Development Committee

Chair: Cory Beatt

Staff: Sam Thoms, Chad Webb

Members: Lucien Zucchi, Rod Barratt, Zachary Haw

Competition Development Committee

Chair: Cory Beatt

Staff: Carrie Matheson

Members: Rod Barratt, Ryan Skomorowski, Cole Bergen

Safe Sport Committee

Chair: Brian Horan

Staff: Tracy Gardner, Ken Radford

Members: Michael Parr, Jy Lawrence, Jen Londergan

Officials Committee

Chair: Carrie Matheson

Members: Sheila Nelson, Kerim Ozcan, Mike Stamhuis, Andrew Henneberry, Piero Porreca, Glenn Greig, Victor Goh, Ron Bullock, Marilyn King

Awards Committee

Chair: Ken Radford

Staff: Sam Thoms

Members: Jy Lawrence, Sarah Rudolf, Chris Hindmarch-Watson

BC Swimming Hall of Fame Committee

Chair: Brian Johns (inductee)

Staff: Tracy Gardner, Ken Radford

Members: Doug Perks (inductee), Chris Hindmarch-Watson

SAFE SPORT

Safe sport is a fundamental tenet underpinning the work we do at Swim BC. A sport-wide movement, safe sport addresses the culture, habits, and mechanisms of how we deliver our programs to our membership. The primary effort is to ensure that swimming experiences are enjoyable, welcoming, and accessible for all participants from age group to master swimmers, coaches, officials, club administrators and parents.

Safe sport is a “bucket” that holds many different topics, tasks, and deliverables. These include, but are not limited to:

- Prevention, reporting, investigation, and sanctioning of maltreatment
Injury prevention and management.
- Mental health and wellness
- Privacy and confidentiality
- Consent
- Equity, diversity, and inclusion

This season, Swim BC was proud to launch the Safe Sport Committee, a standing committee of the Board of Swim BC. The Committee Chair (Brian Horan), appointed by President (Jeannie Lo), reports to the Board at regular Board Meetings. The purpose of the Committee is to oversee all aspects of Swim BC safe sport strategy and advise the Board on matters related to maintaining a safe and equitable sport for all.

The committee composition, as per the approved terms of reference, is comprised of:

Brian Horan (Swim BC Board member and Chair); Mike Parr (Official); Jy Lawrence (Coach) Jen Londergan (Club President); Ken Radford (Executive Director); Tracy Gardner (Club Services Manager)

Highlights this season:

WEBSITE DEVELOPMENT

Swim BC has taken the time to update and develop our Safe Sport page on our website – with the hopes to provide information, resources, and anything individuals may need to practice sport safety. Our website features: Swim BC Safe Sport Policies, Play Safe BC, Criminal Record Checks and the Criminal Record Review Program, Safe Sport Training, and Additional Resources. These pages can be helpful to clubs, board members, officials, coaches, swimmers, and parents.

POLICY IMPLEMENTATION AT THE CLUB LEVEL

As of Club Registration September 2022, all Swim BC member clubs were required to adopt and implement 6 policies, including: Athlete Protection Policy, Code of Conduct and Ethics, Alternative Dispute Resolution, Discipline and Complaints Policy, Appeal Policy, and Travel Policy.

COMPLAINT MANAGEMENT

With sport safety an ever-increasing organizational role and objective, we recognize that effective management of sport safety policies requires adequate and timely management of complaints. We’ve learned through course work with the BC Office of the Ombudsmen that being an organization of complainers is an objective and not to be avoided. To be able to receive, hear and act on complaints in a timely fashion ensures that our policies are being adhered to, and that our members know they have a place to be heard. To not hear complaints is to suppress and manifest an environment of suppression, something none of us want

In the 2022/2023 season Swim BC received:

- 19** Formal Complaints
 - 3** Process 2 (major) complaints
 - 2** Brought forth by external agencies
- 10** Successfully resolved and are closed
 - 9** Currently active
 - 6** Involved coaches



CLUB DEVELOPMENT

As a key member service, Swim BC is pleased to assist the volunteer leadership of clubs navigate the issues of governance, policy, parliamentary process, employer role and other challenges before volunteer Boards.

During 2022/2023, Swim BC



Swim BC
direct club
visitations



Clubs assisted
with bylaw
reform



Fulfilled requests for
coach contract
templates or
employment info

viaSport Evaluation

Every four years viaSport conducts a comprehensive Provincial Sport Organization evaluation designed as a tool for organizational benchmarking and a tool to identify areas of opportunity to further elevate the sport sector capacity.

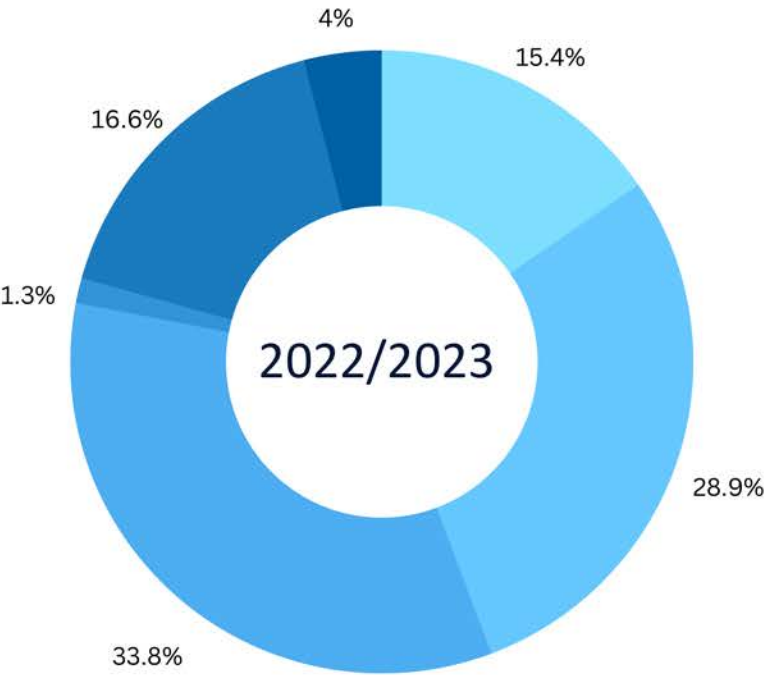
viaSport has conducted 3 quadrennial evaluations, 2015; 2019 and 2023. The evaluations are broken out into four operational pillars: Participation, Excellence, Coaching and Officiating and Organizational Readiness. Within each pillar there are subsections totalling 35 areas of measurement. Each section is marked on a scale of 1 - 4, with 4 being 100%. viaSport establishes minimum standards across all areas. The following table is a comparative look at Swim BC's progression viaSport Evaluation over the past 12 years. Our 2023 results indicate a very positive progression for the organization, indicating significant areas of strength, and opportunities for development.

viaSPORT
ACCREDITED 2023



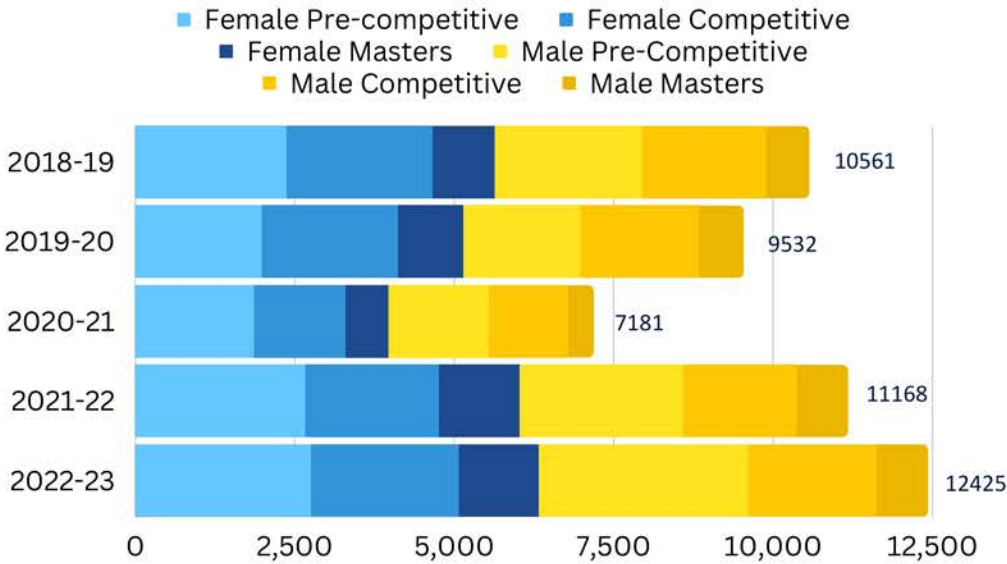
Swim BC viaSport Evaluation Results		Scores		
Participation		2023	2019	2015
Membership and Programming				
	Developmentally Appropriate Programming	4	4	2
	Membership Growth and Retention Strategies	4	3	2
	Provincial Distribution	4	4	4
Inclusion				
	Gender Inclusive Programming	4	3	3
	Indigenous Participation	3	3	2
	LGBTQI2S+ Inclusion	2	2	2
	Newcomers to Canada	2	2	2
Adaptive and Para-Sport Programming				
	Athlete Support	4	4	2
	Integration of Para-Sport Programming	4	4	0
	Partnership Development	3	4	0
Coaching and Officiating		2023	2019	2015
Coaching Pathway				
	Coaching Pathway	4	3	3
	Trained and Certified Coaches	4	3	4
	Coach Professional Development	4	4	3
	Minimum Coaching Standards	4	2	3
Officiating				
	Officials' Education Program	4	4	4
	Trained and Certified Officials	4	4	4
Excellence		2023	2019	2015
Results				
	Provincial Team Selection	4	3	3
	BC Athletes on National Teams	4	4	4
High Performance System				
	High Performance Strategy	4	3	4
	Athlete Development Pathway	4	4	3
	Talent Identification and Recruitment	4	3	3
Organizational Readiness		2023	2019	2015
Leadership				
	Board of Directors	4	4	4
	Volunteer Recruitment and Retention	4	2	3
Strategic Planning				
	Strategic Planning and Organizational Strategy	3	3	3
Governance and Policy				
	Governance	3	4	3
	Policy Adoption and Implementation	4	3	4
	Safe Sport Policies (Report and Respond to Maltreatment)	3	2	0
	Financial Accountability	4	4	4
	Injury Prevention and Concussion Management	3	1	0
	Member Engagement	4	3	2
	Risk Management	4	2	3
	Safe Sport Practices (Prevention of Maltreatment)	4	1	0
Average overall scores		3.55	3.00	2.77

SWIMMER REGISTRATION



Category	2022-23
Swim School	1917
Pre-competitive	3602
Competitive	4208
Varsity	152
Masters	2073
Summer	502

5 Year Registration Comparison

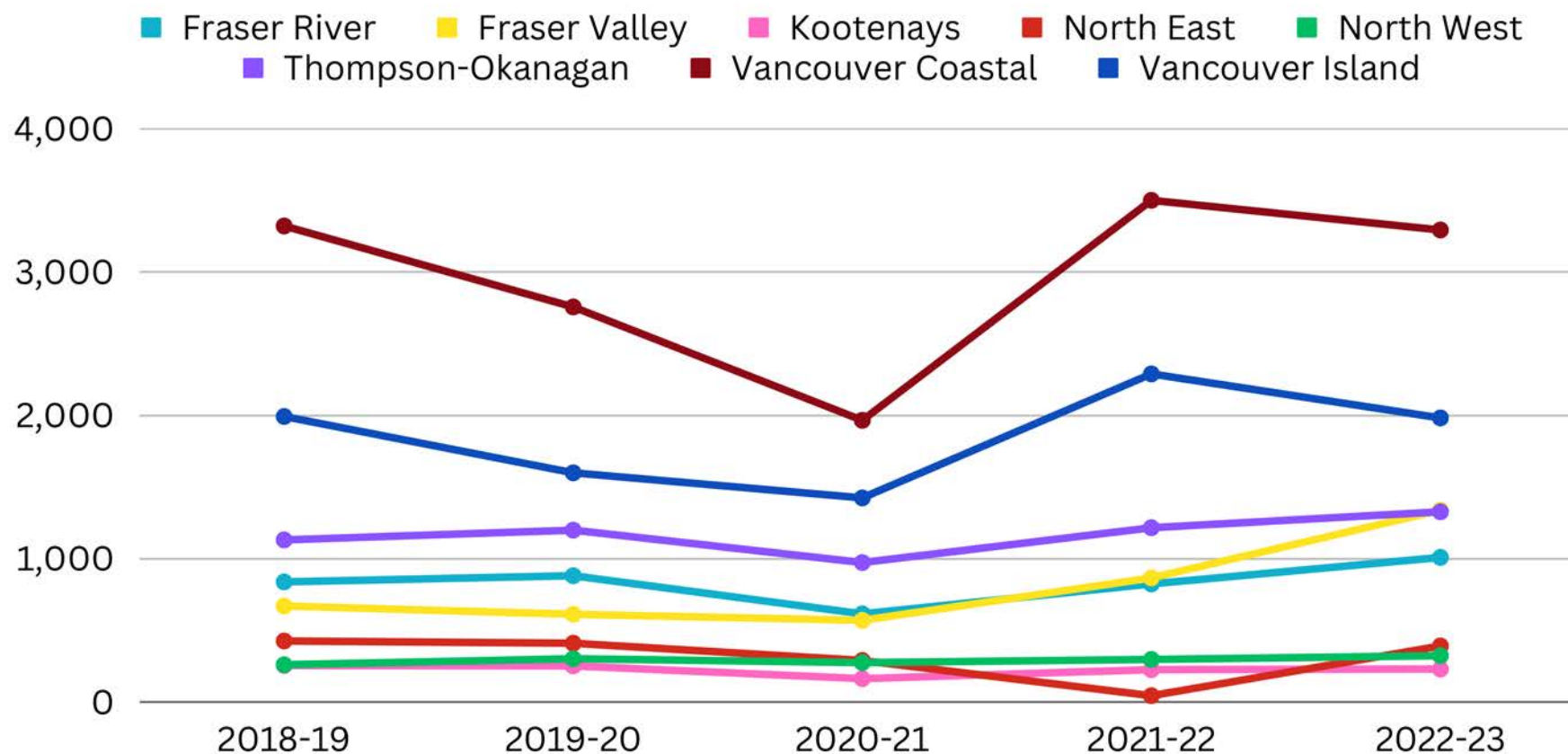


- 2022-23 Registration numbers were greatly influenced by an outage of the registration system caused by a cyber-attack on Swimming Canada.
- 2020-21 Registration numbers were greatly influenced by the Covid 19 pandemic.

SWIMMER REGISTRATION BY REGION

Year	Fraser River	%	Fraser Valley	%	Kootenays	%	North East	%	North West	%	Thompson-Okanagan	%	Vancouver Coastal	%	Vancouver Island	%
2018-19	839		671		256		427		261		1132		3322		1993	
2019-20	882	5%	613	-9%	253	-1%	411	-4%	303	16%	1200	6%	2757	-17%	1600	-20%
2020-21	616	-30%	571	-7%	164	-35%	291	-29%	276	-9%	974	-19%	1966	-29%	1425	-11%
2021-22	825	34%	867	52%	227	38%	405	39%	298	8%	1218	25%	3501	78%	2290	61%
2022-23	1010	19%	1339	23%	231	2%	392	-32%	324	9%	1328	3%	3294	-9%	1983	-29%

*The percentage indicated refers to year over year registration.



COACH REGISTRATION

514 COACHES REGISTERED IN BC



46 were suspended for not meeting swim BC and Swimming Canada requirements

36% HEAD COACHES WERE FEMALE



8% GROWTH IN FEMALE HEAD COACHES



ASSISTANT COACHES WERE FEMALE

48%

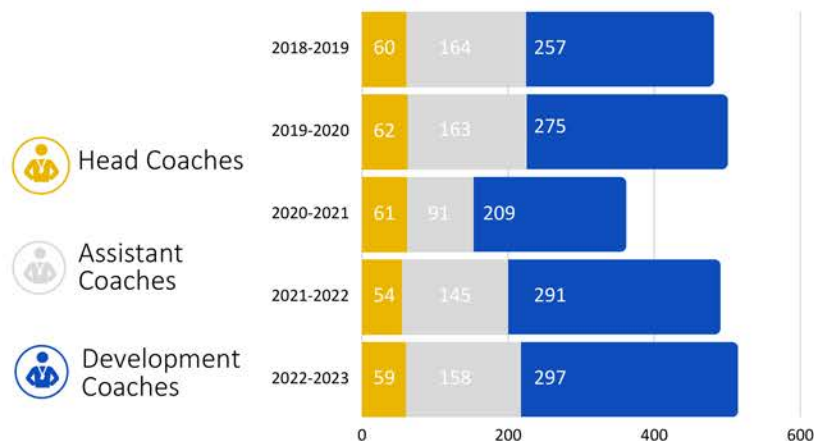


67%

DEVELOPMENT COACHES WERE FEMALE



HISTORICAL COACH REGISTRATION



COACH DEVELOPMENT

23 NCCP COURSES CONDUCTED



248 DEVELOPING COACHES PARTICIPATED IN THE COURSES

46 BC COACHES

became **FUNDAMENTALS COACH CERTIFIED**

5 BC COACHES

became **AGE GROUP COACH CERTIFIED**

18 PROFESSIONAL DEVELOPMENT OPPORTUNITIES CONDUCTED

18 MENTORSHIPS VIA WOMEN IN COACHING AND COACH MENTORSHIP INITIATIVES



Janusz K (WVOSC) and Sarah H (CHIN)

PERFORMANCE PROGRAMMING

Swim BC Athlete Programs

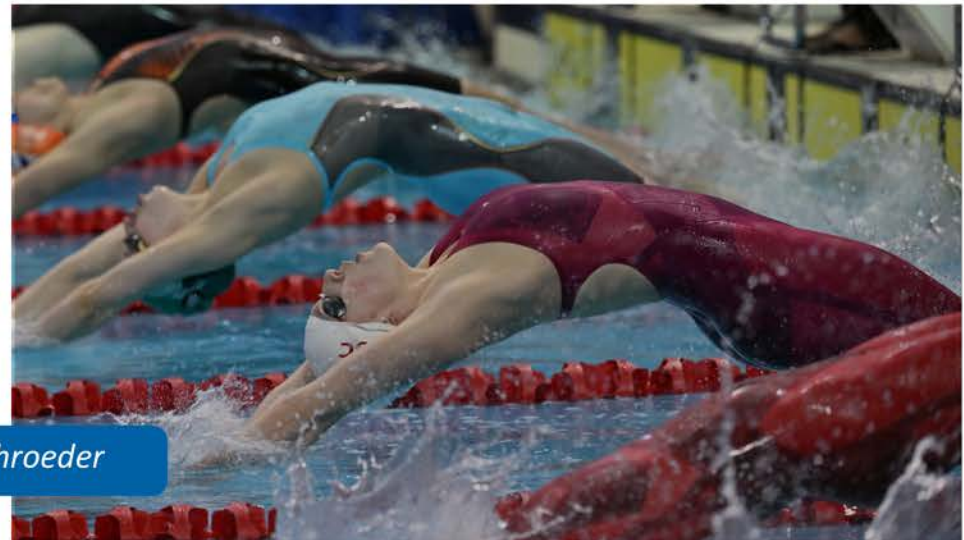
Swim BC facilitated training and competitive opportunities through the following initiatives in the 2022/2023 season:

DATE	PROGRAM	LOCATION
November 2022	Advance Camp 1	UBC, Vancouver
January 2023	Advance Camp 2	SCP, Victoria
Winter 2023	Pacific Wave Mentorship	Virtual
April 2023	Para Prospects West	Wayland, Richmond
May 2023	Prospects Women	Central Park, Burnaby
May 2023	Prospects Men	SCP, Victoria
May 2023	Pan Prov Open Water	Majorca, Spain
June 2023	Para Pacific Wave Camp	Chilliwack Landing
June 2023	Zajac Swim Meet + Camp	UBC, Vancouver
Ongoing	LA28 Comp Support	Various Locations

Swim BC Coach Programs

In the 2022/2023 season, comprehensive coaching programs were offered to support the continued development of our dedicated coaches.

DATE	PROGRAM	LOCATION
September 2022	BC Swimming Congress	Whistler
Ongoing	Women in Coaching Network	Online
Winter / Spring 2023	Women in Coaching Mentorship	Virtual
Winter / Spring 2023	Coaching Mentorship Program	Various Locations
Ongoing	Provincial Team Coaching	Various Locations
Ongoing	LA28 Competition Support Program	Various Locations



Katie Schroeder

PERFORMANCE PROGRAMMING

Swim BC Divisionals and BC Championships

The following table summarizes each Swim BC meet and Swimming Canada Trials and Canadian Championships:

SWIM BC DIVISIONALS				
MEET	HOST	CLUBS	SWIMMERS	CHAMP QT's*
2023 Winter Island & Coastal Vancouver <i>February 10 – 12, 2023</i>	CDSC	15	275	277
2023 Winter North & Interior <i>February 10 – 12, 2023</i>	KCS	10	172	130
2023 Winter Vancouver & Fraser <i>February 17 – 19, 2023</i>	SKSC	13	333	347
2023 Summer Island & Coastal Vancouver <i>June 23 - 25, 2023</i>	RAPID	14	313	182
2023 Summer North & Interior <i>June 23 - 25, 2023</i>	KAJ	15	290	138
2023 Summer Vancouver & Fraser <i>June 23 - 25, 2023</i>	LOSC	12	337	149
SWIM BC PROVINCIAL CHAMPIONSHIPS				
MEET	HOST	CLUBS	SWIMMERS	TOP 5 CLUBS
2023 Winter BC Provincial Champs <i>March 2 - 5, 2023</i>	ISC	42	551	1. LOSC 2. HYACK 3. UVPSC 4. CDSC 5. KISU
2023 BC Open Water Champs <i>June 18, 2023</i>	SFA	14	103	1. LOSC 2. CDSC 3. KAJ 4. KISU 5. CSSSC
2023 Summer BC Provincial Champs <i>July 13 - 16, 2023</i>	VPSC	41	584	1. LOSC 2. CDSC 3. KAJ 4. ISC 5. HYACK

National Championships and Trials

CANADIAN SWIMMING CHAMPIONSHIPS	
MEET	TOP BC SWIMS
2023 Canadian Swimming Champs <i>August 1 - 6, 2023</i>	1. Danielle Hanus 50 Back 2. James Dergousoff 200 Breast 3. Blake Tierney 100 Back 4. Raben Dommann 200 Back 5. Danielle Hanus 100 Back
SWIMMING CANADIAN TRIALS	
MEET	TOP BC SWIMS
2023 Canadian Swimming Trials <i>March 28 – April 2, 2023</i>	1. James Dergousoff 200 Breast 2. Emma O'Croinin 200 Free 3. Hugh McNeill 200 Back 4. Blake Tierney 100 Back 5. Collyn Gagne 400 IM

PERFORMANCE PROGRAMMING

National Team Selection

WORLD AQUATIC CHAMPIONSHIPS		
SWIMMER	CLUB	COACH
James Dergousoff	HPC-VAN	Scott Talbot
Collyn Gagne	SFA	Liam Donnelly
Eric Hedlin	UVPCS	Ryan Clouston
Hugh McNeill	UBCT	Derrick Schoof
Emma O'Croinin	HPC-VAN	Scott Talbot
STAFF	CLUB	POSITION
Derrick Schoof	UBCT	Coach
Ryan Clouston	UVPCS	Open Water Coach

WORLD AQUATIC CHAMPIONSHIPS		
SWIMMER	CLUB	COACH
Nicolas Bennett	RAC	Haley Bennett
STAFF	CLUB	POSITION
Haley Bennett	RAC	Coach

WORLD JUNIOR AQUATIC CHAMPIONSHIPS		
SWIMMER	CLUB	COACH
Sienna Angove	KCS	Brad Dalke
Bill Dongfang	ISC	Lucien Zucchi
Alexanne Lepage	VKSC	Jason Brockman / Marc Tremblay
Julia Strojnowska	LOSC	Brian Metcalfe

Provincial Comparisons

Swim BC has conducted a thorough performance comparison for the 2022/2023 season to assess our standing against other provinces. Our approach involved assessing performances by event, gender, and age, for swimmers aged 10 and Under through 20 and Older. This analysis was based on national rankings, with swimmers placed in the top 25, top 10, and top 3 positions in each event.

Notably, approximately 90% of the rankings considered in our analysis originated from the provinces of BC, Alberta, Ontario, and Quebec, while the remaining 10% represented all other provinces.

In our examination, Swim BC emerged as a leader among provinces, showcasing exceptional performance by swimmers up to the age of 13. However, as we move to swimmers aged 14 and older, Swim BC's relative position begins to show a decline in rankings. Overall, Swim BC commands 26% of women's national rankings and 28% of men's national rankings, positioning it as the second-best performing province, trailing only behind Ontario.

Swim BC's swimmers excel particularly in disciplines of Individual Medley, Middle Distance Freestyle, and Distance Freestyle events.

OFFICIALS DEVELOPMENT



NATIONAL COMPETITION TRAVEL PROGRAM

\$14K IN FINANCIAL SUPPORT PROVIDED TO BC OFFICIALS ATTENDING NATIONAL LEVEL COMPETITIONS

35 Level I & II **CLINICS**

CONDUCTED



472 DEVELOPING OFFICIALS PARTICIPATED IN THE CLINICS

Learning Management System eModules

142 Officials

completed Intro to Swim Officiating

128 Officials

completed Safety Marshal

57 Officials

completed Chief Timekeeper

41 Officials

completed Clerk of Course

35 Officials

completed Para Swimming



Glen Grieg, Level V Official

NEWLY CERTIFIED OFFICIALS

82 Level I

4 Level IV

32 Level II

2 Level V

12 Level III

OFFICIALS PROFESSIONAL DEVELOPMENT

50 OFFICIALS

ATTENDED THE 2ND ANNUAL SENIOR OFFICIALS SYMPOSIUM HELD VIRTUALLY IN OCTOBER 2022

32 OFFICIALS

ATTENDED THE SPRING TECHNICAL MEETING



4 VIRTUAL PRESENTATIONS

REVIEWING CHANGES TO THE RULEBOOK AND THE APPLICATION OF THOSE CHANGES

13 PARTICIPANTS

COMPLETED THE REFEREE CLINIC

Swim BC 2022/2023 National Records

Laon Kim (HYACK) - 13-14 LCM 50m Freestyle - 23.55
 Laon Kim (HYACK) - 13-14 LCM 100m Freestyle - 51.05
 Laon Kim (HYACK) - 13-14 LCM 200m Freestyle - 1:52.39
 Laon Kim (HYACK) - 13-14 LCM 400m Freestyle - 3:56.79
 Laon Kim (HYACK) - 13-14 LCM 800m Freestyle - 8:17.16
 Laon Kim (HYACK) - 13-14 LCM 1500m Freestyle - 15:56.20
 Laon Kim (HYACK) - 13-14 LCM 400m Medley - 4:31.72
 Laon Kim (HYACK) - 13-14 SCM 50m Freestyle - 22.61
 Laon Kim (HYACK) - 13-14 SCM 100m Freestyle - 50.30
 Laon Kim (HYACK) - 13-14 SCM 200m Freestyle - 1:48.50
 Laon Kim (HYACK) - 13-14 SCM 400m Freestyle - 3:54.19
 Laon Kim (HYACK) - 13-14 SCM 800m Freestyle - 8:05.12
 Laon Kim (HYACK) - 13-14 SCM 200m Butterfly - 2:00.57
 Laon Kim (HYACK) - 13-14 SCM 200m Medley - 2:00.93
 Laon Kim (HYACK) - 13-14 SCM 400m Medley - 4:21.08
 Matthew Cao (PSW) - 11-12 SCM 200m Medley - 2:15.94

Nicholas Bennett (RAC) - 50 fr S14 - 24.52
 Nicholas Bennett (RAC) - 100 br SB14 - 1:04.41
 Nicholas Bennett (RAC) - 100 fr S14 - 53.19
 Nicholas Bennett (RAC) - 100 bk S14 - 1:02.49
 Nicholas Bennett (RAC) - 200 br SB14 - 2:27.83
 Nicholas Bennett (RAC) - 200 im SM14 - 2:07.98
 Nicholas Bennett (RAC) - 400 im SM14 - 4:37.81
 Jacob Brayshaw (KISU) - 50 fr S2 - 1:49.37
 Jacob Brayshaw (KISU) - 50 bk S2 - 1:43.60
 Jacob Brayshaw (KISU) - 50 br SB2 - 1:46.92
 Jacob Brayshaw (KISU) - 100 bk S2 - 3:43.31
 Jacob Brayshaw (KISU) - 100 fr S2 - 3:39.42
 Jacob Brayshaw (KISU) - 150 im SM2 - 5:47.16
 Jacob Brayshaw (KISU) - 200 fr S2 - 7:33.78
 Jacob Brayshaw (KISU) - 200 br SB2 - 8:08.80
 Jacob Brayshaw (KISU) - 200 bk S2 - 7:45.57
 Riley Martin (KISU) - 200 bk S5 - 4:31.25
 Riley Martin (KISU) - 400 im SM5 - 11:17.18
 Sebastian Massabie (PSW) - 200 fl S6 - 3:17.50

2022/2023 Provincial Records



Nicholas Bennett

It was a very successful year for Provincial records.

In fact, they wouldn't all fit in the report.

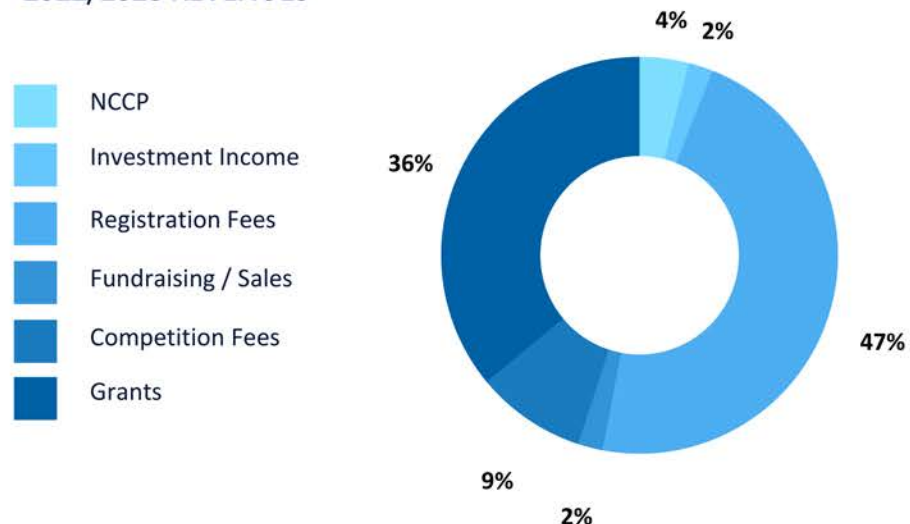
For a full listing of records please see our website,
swimbc.ca.

2022/2023 FINANCIALS

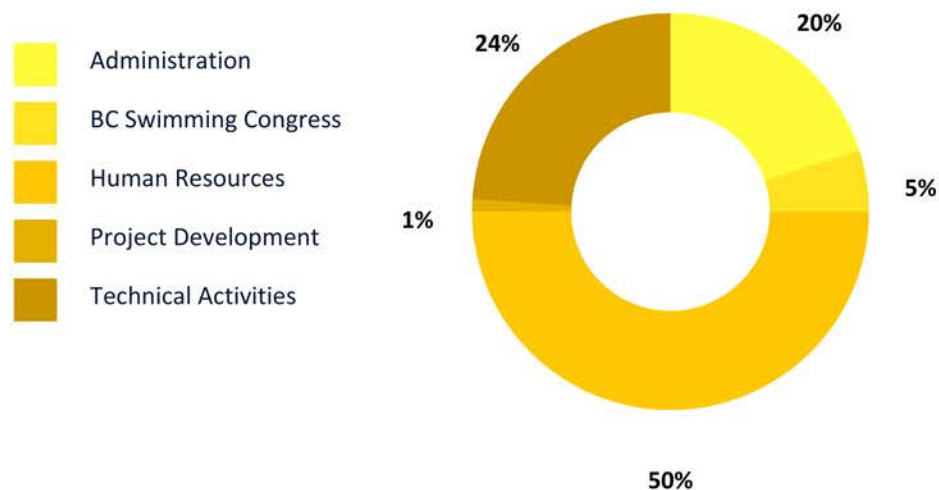
STATEMENT OF OPERATIONS

REVENUE	2023	2022
NCCP	46,075	52,125
Investment Income	29,353	2,584
Registration Fees	627,145	468,969
Fundraising / Sales	19,161	6,849
Competition Fees	123,064	61,024
Grants	481,824	504,863
	1,326,622	1,096,414
EXPENSES	2023	2022
Administration	239,011	171,540
BC Swimming Congress	61,595	33,862
Human Resources	595,782	578,420
Project Development	10,794	31,446
Technical Activities	289,787	99,929
	1,196,969	915,197
Surplus	129,653	181,217

2022/2023 REVENUES



2022/2023 EXPENSES



THANK YOU TO OUR PARTNERS IN EXCELLENCE



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