



2020-2021 ANNUAL REPORT



**“At Swim BC, we’re here to nurture, unite and strengthen
our swimming community, from beginner to Olympian.”**

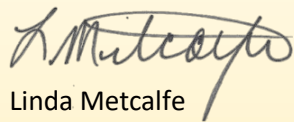
President's Message

It is hard to believe that this year's message comes at the end of my four-year term as President of Swim BC. Although the past two years of my term were spent working from home and very little face to face contact with the Board and our members it was still a busy time for Swim BC. I remain grateful for the opportunity that has been provided to me to serve each and every one of our members and am proud of the work that we have accomplished over the past four years. I am proud to pass the torch to the next President and know that the systems and processes that have been put in place will carry forward for many years.

I am pleased to report that the Swim BC Board of Directors has remained active throughout the season. We passed our 2021/2022 budget in June and are cautiously optimistic that our budget will include revenues from a fulsome registration and a strong return to competition. We continue to review policies and ensure that the highest level of professionalism is achieved with our work.

Thank you for your support over the past four years. I hope to see you on occasion as I will continue to be active as an on-deck official at the occasional swim meet. It has been an honour and a pleasure.

Great Swimming,



Linda Metcalfe

Executive Director's Message

Silver-linings – the year that was can only be about finding silver-linings. We can obsess about lost opportunity, trials and tribulations, stressors, and clashes but there will be learnings, new practices and new systems evolving from the pandemic. It will always have many *asterisks* associated with it, but 2020-21 has given us some silver linings, here's a few:

- We know our relationship with the BC Recreation and Parks Association must evolve – facility access and the profound variances regarding facility use guidelines throughout the pandemic suggests we strive to see more opportunity and a more consistent application of facility access. We have been able to carve out a dialogue with the BCRPA, and to compliment that, a similar evolving dialogue with Lifesaving BC.
- At the Olympics we witnessed a bit of a revelation regarding frequency of competition and training methodologies – the meet was amazing, Canadian women, Brent Hayden, and a broad international representation on the podium suggested that past training and competition standards may have been open for review – many coaches are re-evaluating this.
- Between writing guidelines and interpreting both PHO and viaSport guidance, we were able to evolve some much-needed tools for clubs to address their bylaws - resources that were very and are very necessary.
- Trying to wedge in competition where guidelines would permit, many of our clubs have evolved a more streamlined approach to on-deck officiating requirements and envisioned new ways of competing – from the virtual to devices such as Swimingly to short, sharp and quick competitions.

- We've addressed coaching certification compliance and put in place safeguards to ensure Swim BC coaches keep pace with registration requirements in the future.
- Many clubs have assessed their programming and adapted their internal structure, becoming more resilient in the process.
- New technologies – ZOOM delivery of coaching courses, committee meetings and exploring new level of engagement, efficiency, and communications

Our silver-linings also imply the presence of effort and positive leadership – we've seen that in spades from our Club Presidents throughout the province. Where clubs are the foundation for our sport, the Club President faces an extremely challenging and difficult position of bearing the weight of that foundation, and that's at the best of times – with the "worst of times" this past season we are profoundly aware of the stresses placed on the Club Presidents in BC – we are incredibly grateful to all Presidents that delivered their clubs in such good condition as we head closer to normal. A standing ovation for all Club Presidents, thank you!

And speaking of Presidents, I'd like to close this message with a very special thank you to our out-going President, Linda Metcalfe. Linda has been President of Swim BC for four years, a period that was marked by significant change and progression. Without Linda's steadfast, consistent leadership, firm and pleasant, we'd not be in the profoundly enhanced position we are today. Here's a short list of some of the accomplishments achieved under Linda's leadership:

- Comprehensive bylaw revision and aligned with Societies Act including restructure of Swim BC membership categories
- Revitalization, empowerment, and accountability of the Swim BC Committee structure.
- Revision and development of all Swim BC policies
- Comprehensive financial review - established financial stability in the organization
- Realignment of the organization to support and focus on heart of BC swimming, clubs and the club system
- Initiation of the Swim BC Presidents Award
- Restructure of the Officials Committee and officials' operational structure
- Revitalization and growth of Swim BC human resources
- Steady leadership and guidance through the COVID crisis
- And so much more...

Thank you for your significant contribution to BC swimming Linda and thank you for the hours you've contributed to set-up Swim BC as the leading PSO in Canada for years to come!



Ken Radford



Strategic Overview

- Vision:** We are the leading provincial swimming organization in Canada
- Mission:** We connect, support, and guide the people and organizations that are the fabric of our sport
- Values:** (Our non-negotiable behaviours)



Excellence

We share in the collective responsibility to seize opportunities, adapt to change, strive for improvement, and deliver excellence—no excuses.



Integrity

We embrace an intrinsic pursuit to do things right and commit to honest and honourable delivery of our programs, services, and activities.



Accountability

We each take responsibility for delivering peak performance, remain open to systemic evaluation, and live up to our commitments.



Innovation

We are relentless about innovation, creativity, and adaptation that leads to continuous improvement of programs and member services.



Passion

We bring curiosity, passion, energy, and curiosity to our sport and our organization, making our work a daily joy and a daily job.



Communication

We believe meaningful, professional, and timely communication is essential to the successful delivery of all we do.



Partnership

We believe that mutually beneficial relationships are the best way to improve our performance as well as our communities.



Membership Overview

Registration Statistics

3 Year Swimmer Registrations

	2018-2019	2019-2020	2020-2021
Competitive	4115	3870	2550
Pre-Competitive	4548	3815	2976
University	116	115	132
Masters	1660	1732	1078
Summer	-	-	399
Total	10439	9532	7135

Club Count

Age Group Clubs	53
University	4
Masters	17
Total	74

3 Year Coach Registrations

	2018 - 2019			2019-2020			2020-2021		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
A1 - Head Coach	7	40	47	11	37	48	9	33	42
A2 - Head Coach	9	4	13	6	8	14	7	12	19
B - Assistant Coach	12	21	33	12	30	42	7	16	23
C - Assistant Coach	64	65	129	66	54	122	34	34	68
D - Non-Competitive Coach	167	61	229	187	63	275	139	70	209
Total	259	191	451	282	192	501	196	165	361

Growth Report

Growth Leaders in BC
(% of Club Growth)

Competitive

- 1 DYNA
- 2 PRASC
- 3 HANEY
- 4 KCS
- 5 SFA

Pre - Competitive

- 1 WRSC
- 2 UVPCS
- 3 SFA
- 4 CONNU
- 5 BVOSC

Masters

- 1 PRASC
- 2 WRW

Club Development

Several club development initiatives and services designed to promote healthy clubs were undertaken:

- **Membership Insurance Review:** leading into this year Swim BC assessed the service and insurance coverage and determined that a change in agency was appropriate. Moving to Sport BC Insurance services has proven to be a major asset, streamlining clubs process, identifying incident reporting methodologies and generally risk managing the club system
- **Bylaws Guide for Swim BC Club:** SportLaw was engaged to assist Swim BC in developing a comprehensive club guide to bylaws, including overview, Societies act transition, compliance and record keeping and general governance.
- **Privacy review and policy template:** Club membership management systems were reviewed for BC Personal Information Protection Act compliance; policy templates and SportLaw interpretations were provided to over 30 clubs

- SafeSport: we continue to evolve important policy and practices to provide our members with a safe environment to participate in sport. There is much work to be done, but we continue to evolve.
- Club consultation: a key part of Swim BC's role, we worked closely with several clubs this past year to assist in transitioning or grow their governance practices, employment acumen and operational strategies
- MSABC club status review: worked with MSABC to identify risk within their club structure, defining club categories, reviewing registration status and assisting with growth in governance and alignment to the societies act.



Performance Development

Technical Initiatives: Swimmers

Officially Unofficial Rankings

Swim BC conducted two Officially Unofficial Rankings this season to encourage programs to provide in club racing opportunities for their swimmers. Swims were performed in a formal or informal setting and submitted to Swim BC for compiling and posting.

Winter OU Rankings	1,100 Swimmers from 31 Clubs
Spring OU Rankings	444 swimmers from 12 clubs

Challenge Sets

This bi-weekly initiative included six challenge sets across a 12-week period. Clubs conducted the challenges within their club setting and submitted the results to Swim BC to be compiled, scored, and posted in one of 12 categories. Top point earners won certificates for Team Aquatic Supplies and RaceTek. A cumulative value of over \$ 15,000 was awarded.

Challenge Sets	743 Swimmers from 30 Clubs
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Virtual Camps

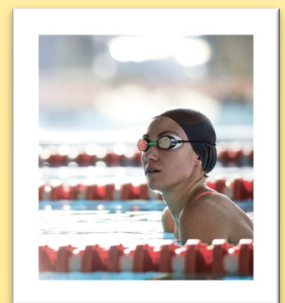
Swim BC offered the following camps for selected athletes.

Pacific Wave (Head to Head)	384 Swimmers and 47 Coaches from 40 Clubs
Training with Purpose	49 Swimmers and 22 Coaches from 22 Clubs

Virtual Swim Meets

As the provincial health order did not permit in-person competition, Swim BC offered Virtual Divisionals and Provincial Championships.

Winter Divisionals	3 Meets, 767 Swimmers, 38 Clubs
Winter Provincial Champs	525 Swimmers from 38 clubs
Summer Divisionals	3 Meets, 571 Swimmers, 30 Clubs
Summer Provincial Champs	347 Swimmers from 28 Clubs



Club Grant Program

The following clubs earned Club Grant funds in for the 2020-21 Season:

BVOSC	COMOX	HYACK	KCS	NRST	RAC	SFNV	TYEE	UVPCS	WLBF
CDSC	CSSSC	ISC	KISU	PGB	RAPID	SKSC	UBCT	VPSC	
CHENA	HST	KAJ	LOSC	PSW	SFA	SPART	UVIC	WDSC	

Technical Initiatives: Coaches

Swimmer / Coach Tandem

Swim BC values the Coach – Swimmer tandem and, as such, has included coaches in each swimmer initiative. In the case of the Pacific Wave (Head to Head) program there was coach specific content distributed to the coaches.

Women in Coaching Network

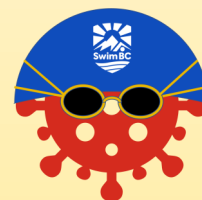
Swim BC has 18 women who are head coaches of BC swim clubs. The Women in Coaching network included each of these coaches in a monthly Zoom call to check-in, connect, and discuss topics of interest. Many thanks to Tina Hoebe for helping to spearhead this initiative.

Coaches Social

On two occasions this year Swim BC hosted a virtual coaches social. This was a great opportunity to re-connect and have casual unstructured conversations.

NCCP Courses

Course	Number Offered	Coaches Attended
Community Sport Coach	3	27
Swimming 101	6	68
Swimming 301	1	16



Coach Compliance

With the help of the Coaching Development committee, Swim BC staff has created several different elements to help coaches and clubs understand the registration and certification requirements for all coaches.

Coach Category	Total Registered	Total Compliant	Percent Compliant
A1 Head Coach	43	43	100%
A2 Head Coach	17	17	100%
B Assistant Coach	23	23	100%
C Assistant Coach	68	65	95%
D Pre-Competitive Coach	188	147	78%
Total	339	295	87%

Performance Results

2020 OLYMPIC TRIALS

The following table summarizes the performances at the 2020 Olympic Trials in Toronto, June 16 -23 2021.

PSO	MEET		FINALS		SWIM BC SCORED POINTS
	SWIMMERS	SWIMS	SWIMMERS	SWIMS	
Swim Ontario	76	192	45	96	1460
Swim BC	28	86	22	44	630
FNQ	41	107	21	41	584
Swim Alberta	27	64	16	31	458
Swim Manitoba	3	5	1	3	57
Swimming New Brunswick	1	3	1	1	16
Swim Nova Scotia	1	2	0	0	0
Swim Saskatchewan	3	7	0	0	0

2021 VIRTUAL WINTER PROVINCIAL CHAMPIONSHIPS

The winter championships ran virtually within the home club environment from March 29 through April 7, 2021. Coaches submitted times and the Swim BC compiled and posted the results. The top 10 scoring teams are listed below:

1 U of Victoria	1643
2 Simon Fraser Aquatics	1531
3 Hyack Swim Club	1494
4 Langley Olympians	1358
5 Kelowna AquaJets	977
6 Richmond Rapids Swim Club	900
7 Pacific Coast Swimming	835
8 Canadian Dolphin Swim Club	729
9 Winskill Dolphins Swim Club	654
10 Surrey Knights Swim Club	628

2021 VIRTUAL SUMMER PROVINCIAL CHAMPIONSHIPS

The summer championships ran virtually within the home club environment from June 28 through July 18, 2021. Coaches submitted times and the Swim BC compiled and posted the results. The top 10 scoring teams are listed below:

1 Simon Fraser Aquatics	1780
2 Hyack Swim Club	1263
3 Langley Olympians	894
4 Canadian Dolphin Swim Club	877
5 Kelowna AquaJets	777
6 Richmond Rapids Swim Club	638
7 Vancouver Pacific Swim Club	616
8 Nanaimo Riptides Swim Team	429
9 SwimFaster Club	423
10 Surrey Knights Swim Club	420

Divisional and Provincial Results

WINTER DIVISIONAL RESULTS

Fraser and Island Total Clubs: 15 Total Athletes: 282 1st - SFA 2nd - PSW 3rd - LOSC 4th - NRST 5th - SKSC	North and Interior Total Clubs: 11 Total Athletes: 174 1st - KAJ 2nd - KCS 3rd - PRASC 4th - KISU 5th - WLBF	Vancouver Coastal Total Clubs: 12 Total Athletes: 273 1st - VPSC 2nd - WSC 3rd - CDSC 4th - WDSC 5th - SFC
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SUMMER DIVISIONAL RESULTS

Fraser and Island Total Clubs: 10 Total Athletes: 217 1st - SKSC 2nd - HYACK 3rd - SFA 4th - LOSC 5th - NRST	North and Interior Total Clubs: 8 Total Athletes: 132 1st - KAJ 2nd - KCS 3rd - PRASC 4th - WLBF 5th - INCONNU	Vancouver Coastal Total Clubs: 12 Total Athletes: 222 1st - VPSC 2nd - CDSC 3rd - WDSC 4th - WSC 5th - SFC
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WINTER PROVINCIAL RESULTS

Total Clubs: 38 Total Athletes: 538 1st - UVIC 2nd - SFA 3rd - HYACK 4th - LOSC 5th - KAJ



SUMMER PROVINCIAL RESULTS

Total Clubs: 28 Total Athletes: 352 1st - SFA 2nd - HYACK 3rd - LOSC 4th - CDSC 5th - KAJ

Records

NATIONAL & PROVINCIAL RECORDS

National Records by BC Swimmers

Event	Age Group	Name	Club	Time
4 x 50m Free Relay	13-14	Laon K., Orogo P., Wang M., Jung J.	HYACK	1:38.06 SCM
4 x 100m Free Relay	13-14	Orogo P., Laon K., Wang M., Jung J.	HYACK	3:35.10 SCM
4 x 200m Free Relay	13-14	Laon K., Jung J., Orogo P., Wang M.	HYACK	7:49.63 SCM
4 x 50m Medley Relay	13-14	Orogo P., Jung J., Laon K., Wang M.	HYACK	1:47.77 SCM
4 x 100m Medley Relay	13-14	Orogo P., Jung J., Laon K., Wang M.	HYACK	3:53.74 SCM

New Provincial Records Female

Event	Age Group	Name	Club	Time
50 Free	13-14	Leilani Fack	LOSC	25.56 SCM
100 Free	13-14	Leilani Fack	LOSC	55.96 SCM
50 Free	13-14	Leilani Fack	LOSC	26.13 LCM
100 Free	13-14	Leilani Fack	LOSC	55.65 SCM

New Provincial Records Male

Event	Age Group	Name	Club	Time
4 x 200m Free Relay	11-12	Kim L., Yang B., Chan A., Kim L.	HYACK	8:44.40 SCM
200m Free	11-12	Laon Kim	HYACK	1:59.58 SCM
400m Free	11-12	Lucas Kim	HYACK	4:15.26 SCM
4 x 50m Free Relay	13-14	Orogo P., Jung J., Zhang H., Wang M.	HYACK	1:40.53 SCM
4 x 100m Medley Relay	13-14	Orogo P., Zhang H., Jung J., Wang M.	HYACK	4:00.67 SCM
4 x 50m Medley Relay	13-14	Orogo P., Jung J., Laon K., Wang M.	HYACK	1:47.77 SCM
4 x 100m Medley Relay	13-14	Orogo P., Jung J., Laon K., Wang M.	HYACK	3:53.74 SCM
4 x 200m Free Relay	13-14	Laon K., Jung J., Orogo P., Wang M.	HYACK	7:49.63 SCM
4 x 50m Free Relay	13-14	Laon K., Orogo P., Wang M., Jung J.	HYACK	1:38.06 SCM
4 x 100m Free Relay	13-14	Orogo P., Laon K., Wang M., Jung J.	HYACK	3:35.10 SCM
200m Fly	15-17	Yu Tong Wu	SKSC	1:57.61 SCM
200m Back	Senior	Markus Thormeyer	UBC	1:50.27 SCM





Officials Development

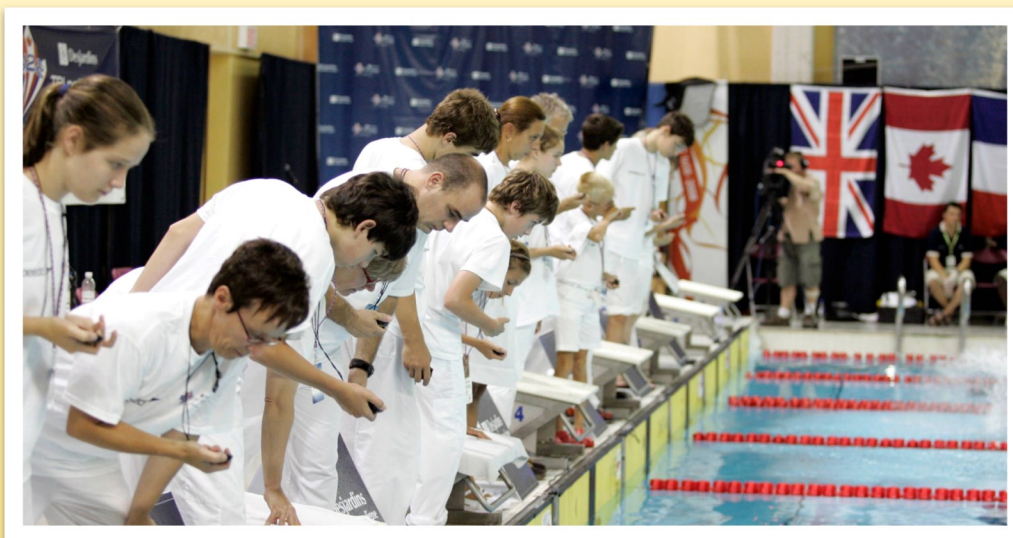
OFFICIALS COMMITTEE

Even though competitions were put on hold for most of the season, our Officials committee was active throughout the season. They assisted in the Return to Competition Guidelines Document, supported clubs in running virtual clinics and created an open water subcommittee to look at developing those officials. Also, created a subcommittee to look at the required officials for the different types of meets held throughout our province.

Many thanks go out to the committee members: Dan Striker, Kerim Ozcan, Mike Stamhuis, Andrew Henneberry, Piero Porreca, Joe Elsigna, Dawna McIver, Glenn Greig and Sheila Nelson

3 Year Officials Registrations

	2018-2019	2019-2020	2020-2021
Level 1	1174	1272	706
Level 2	238	209	152
Level 3	43	39	36
Level 4	42	43	43
Level 5	43	45	41
Total	1540	1608	978





Governance

Over the past year, significant progress was made in Policy review and development. The Policy Committee added the following:

- Appeals Policy review and Notice of Appeal form development
- Anti-Doping Policy
- Commitment to Fair Play Policy
- Personal Information Protection Policy

The Board also undertook a comprehensive review of the Bylaws, addressing further membership structure and alignment with the new (2017) Societies Act.

Operating Committees

PERFORMANCE DEVELOPMENT COMMITTEE

The Performance Development Committee had several virtual meetings this season to receive, review and advise Swim BC on technical direction and evolution of technical programs designed by Swim BC staff.

Committee members: Tina Hoeben; Brian Metcalfe; Peter Vizsolyi; Mark Bottrill; Cory Beatt (staff); Carrie Matheson (staff)

COACH DEVELOPMENT COMMITTEE

The Coach Development Committee met to discuss the development and delivery of coaching certification, professional development programs and initiatives, and coaching growth and retention.

Committee members: Tina Hoeben; Jy Stewart; Brian Johns; Cory Beatt (staff); Carrie Matheson (staff)

COMPETITIONS COMMITTEE

The COVID restrictions caused Swim BC to cancel all our Divisionals and Provincial meets, the Competitions Committee was a great support and resource as we changed directions and had to figure out how our meets could run as virtual events. Also, the committee spent a considerable amount of time discussing and reviewing the current time standards and reviewing the standards for the 2021-22 season.

Committee members: Tyler Lewall; Jy Stewart; Rod Barratt; Cory Beatt (staff)

AWARDS COMMITTEE

The committee met over the past season to review/discuss the Terms of Reference, Swim BC Awards criteria, and external organizations award nominations; approved the 2020-2021 Award Winners.

Committee members: Tyler Lewall; Jy Stewart; Rod Barratt; Cory Beatt (staff)

BC HALL OF FAME COMMITTEE

The committee met to review the Terms of Reference and induction criteria; reviewed candidates for induction and set forth the nominations.

Committee Members: Doug Perks (HoF member); Brian Johns (HoF member); Chris Hindmarch-Watson; Ken Radford; Sam Thoms (staff)

Board Committees

POLICY COMMITTEE

The committee continued to work on the development of required policy for viaSport accountability. The Personal Information Protection Policy, Appeals Policy review and safesport policies were attended to.

Committee Members: Mike Ball (Chair), Eric Gottardi, Liz Colins.

FINANCE COMMITTEE

The committee continued to review and monitor the organizations financials monthly. Significant activity involved application of General Accepted Accounting Principles (GAAP); rigorous forecasting; Financial Statement revisions.

Committee Members: Michael Hoche (Chair), Mark Versfeld, Linda Metcalfe

HUMAN RESOURCES COMMITTEE

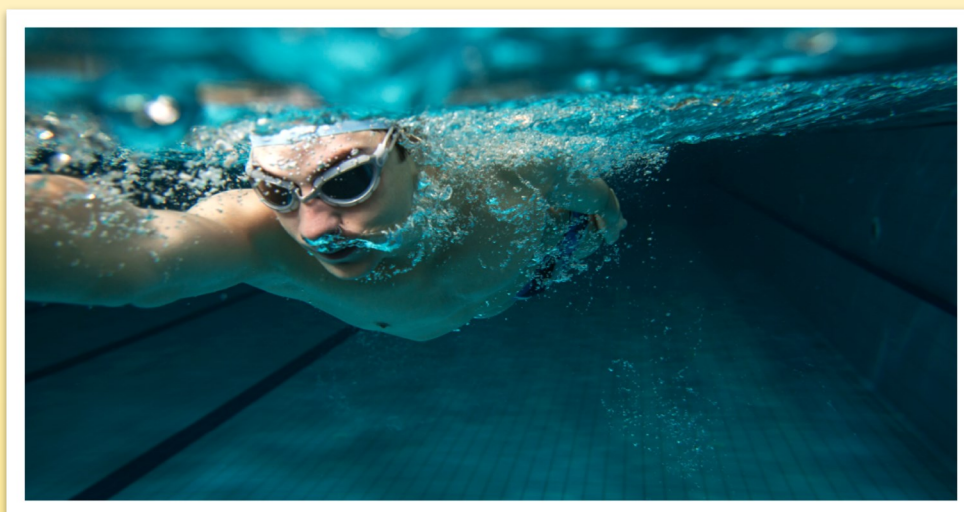
Reviewed employment agreements, hiring process and Employee Handbook

Committee Members: Liz Collins (Chair), Simon Blunden, Linda Metcalfe

NOMINATIONS COMMITTEE

Preparation for election of directors at AGM, candidate nomination process

Committee Members: Sheila Nelson (Chair), Michael Hoche, Mark Versfeld





Administration

This year marked the first season in several years where Swim BC staffing was at an appropriate level where the day-to-day could be accomplished and advancements in services and programs could be envisioned. Staff roles and responsibilities have evolved in line with the refinement of our operational structure and planning. Staff have continued to progress the use of SharePoint and several related applications, creating a robust planning and task completion system. Two staff members, Jocelyn Westfall and Cory Beatt have only known Swim BC during COVID, they're looking forward to growth and experiencing 'normal' at Swim BC.

Financial operations continued to be refined. Working with our bookkeeper, the organizations chart of accounts was refreshed to better align with the organization's current operations. Likewise, two significant changes were undertaken to focus our financial reporting acumen.

- 1) the handling of Swimming Canada fees was examined and after confirmation by Swim BC auditors, it was decided to remove those fees from our Income Statement and report them as a liability on our Balance Sheet. These funds represent roughly 25% of our total budget, but we have no control over them. Our Income Statement now represents a far more realistic and cleaner view of our finances
- 2) The audited Financial Statements were realigned to reflect our chart of accounts and budget development. Previously, our auditors restated our annual report to reflect an older format not used in the organization for several years. Our new statements are a profoundly better reflection of how we manage the memberships finances and should be much easier to understand.

Due to the restructure of our chart of accounts and Financial Statement, this report will refer members to the final audited statements for a clear picture of our financial status - the comparisons to last year are profoundly impacted by COVID and are better reviewed comprehensively.

Partnerships - we were able to grow the Swim BC partnerships with the addition of FORM smart goggles to our family. We continue to work with our longstanding Sponsor and Partner Team Aquatic Supplies, as well as our government agency partners viaSport.

We've been living with our 'new' website for just over 1 year - it's very much a work in progress and will continue to evolve as staff gain the skills necessary to adapt and grow it. When it was launched last year, it reflected more of our old website than we had intended. It reads more as a promotion of swimming and less as a membership resource guide at present. Over the year we've evaluated and reviewed with the intent to move the content more in a member resource direction into the future.



Swim BC Staff

Ken Radford
Executive Director

Cory Beatt
Technical Director

Carrie Matheson
Senior Manager – Technical Operations

Samantha Thoms
Club Services Manager

Chad Webb
NCCP Coordinator

Jocelyn Westfall
Administrative Coordinator

Swim BC Board of Directors

Linda Metcalfe
President / Finance Committee
Member

Mike Ball
Policy Committee Chair

Elizabeth Collins
Secretary / Human Resources Com-
mittee Chair / Policy Committee
Member

Eric Gottardi
Policy Committee Member

Michael Hoche
Finance Committee Chair / Nomi-
nations Committee Member

Sheila Nelson
Nominations Committee Chair

Mark Versfeld
Finance Committee Member / Nomi-
nations Committee Member

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TERRITORY ACKNOWLEDGEMENT

The Swim BC office is located on the unceded territories of the lək'wəŋən speaking people known today as the Songhees, the SXIMELEL (Esquimalt) and the WSÁNEĆ First Nations.

Partnerships



**TEAM AQUATIC
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FORM
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