



**Nepean Synchro Swim Club
Minutes of the Special Resolutions Members Meeting
Saturday, April 6, 2019**

Water Safety Room, Nepean Sportsplex

Special Resolutions Members Meeting

Members in attendance: Refer to Annex A

- Meeting Chair and President Fletcher Cudmore, welcomed everyone and introduced Board of Directors: Stephanie Wille (Vice-president), Lara Tucker and Julia Koldachenko (Co-treasurers), Michelle St. Cyr (Director of Recreational Programs), Lindsay Kemp (Secretary/Registrar)
- A reminder about the club's scent-free policy at all club practices, events, meetings, and its importance and effects on some club members, was given by Fletch Cudmore

Special Resolution: Change of club address

Motion moved by Charmaine Jirgens to change the legal address of the Nepean Synchro Swim Club from 47 Southpointe Avenue, Nepean, ON K2J 4V5 to 14 Field Street, Ottawa, ON K2C 2P6. Seconded by Phyllis Tran. All members in favour. Approved.

Special Resolution: Change of club name:

Motion moved by Eliane Guindon to change the legal name of the Nepean Synchro Swim Club to the Nepean Artistic Swim Club. Seconded by Robyn Chiponski. All members in favour. Approved.

New Club Logo

With the change of the club name, the club has taken the opportunity to update the club logo. The Executive Committee reviewed several design options and iterations and has chosen one. The new logo was passed around the meeting. No questions were asked.



CRA Update

The club has recently sent the members an update regarding the CRA audit. Our treasurers have determined that the financial impact will be approximately \$18,000 this year, plus some small additional costs that may come in. The Ontario Artistic Swimming lawyer has been very helpful and has donated approximately 10 hours of his time to assist the club, free of charge. OAS has let other clubs know that this has occurred and that CRA believes that our coaches are to be classified as employees. They have also been helpful in connecting us to other clubs that have gone through the process of making coaches employees. The situation has been/continues to be costly so if anyone has expertise in this area or friends with expertise that could help us out, please let us know.

None of our recreational coaches were affected. The coaches that were audited have all received their T4s for last year and all coaches will receive them for this year. We have met with the coaches and have summarized the changes and deductions.

Questions were taken from the members regarding this issue

-Is this retroactive to beginning of year?

Yes, it is. The club will be catching up on deductions from all coaches paycheques for 2109

-Will coaches be signing new contracts?

Yes. Thirty-six new contracts will be going out to coaches this weekend.

-Did CRA charge us fines?

Yes. But the fines were only late fees and were in the hundreds of dollars. The club was nervous to go back to them and negotiate with them on these fines since only 5 coaches were affected and for only 2 years. The club was worried that CRA could go back and audit all coaches back 7 years.

-What is the club using to calculate deductions, etc?

The club uses Quickbooks. There is a plug in for the Treasurer.

-Is OAS helping our club out with resolving this situation? Supporting other clubs to make the change to employees?

No, other than the advice that has been shared by their lawyer. OAS is not enforcing member clubs to this. Just sending out information as an FYI.

-There are regular updates to Quickbooks. How will the club get these as changes are made?

The club already has and pays for Quickbooks. We will now add in the Payroll feature. There will be an added cost for this.

-Are we the only club to have been audited?

Yes, as far as we know. Some clubs have employees, some have coaches on contract, some do half and half.

-Does the club relationship change with employees/coaches?

Yes. We need to think about things like overtime, statutory holidays, other things that affect us. The Board will need to plan for this. We are however assuring coaches that they are getting the same amount for hourly wages, meet pay, support for training, etc. Anything being taken away from paycheques is because of the government.

-Is the Board thinking about how to handle increased costs? Will these be passed onto the membership? Or are you looking at ways to decrease costs?

We want to make the best decision that is balanced across the club and ensure that we maintain the club into the future. We are looking at how to plan the season, reviewing contracts, phasing new things in, etc. Everything is on the table/looking at all options. It will not be business as usual next year.

OAS Structure Update

OAS hosted a club call recently, which was the reason for the rushed survey that we sent out to get parent feedback to share on the call.

It was an emotional discussion for some clubs. Many clubs had mostly the same points to raise as us. It appears that OAS was listening. They are reconvening the committee that put the new structure together, are adding people to the committee that have voiced opinions. We do have someone taking our concerns there. In addition we are part of a joint letter being sent from clubs that outline our concerns ahead of that meeting. The meeting will be occurring at the Hilton competition.

We are optimistic that OAS is listening but are not sure there will be drastic changes but hopefully some positive steps.

Volunteers and Board members required

The club is becoming desperate for volunteers across our Board and committee positions. People are moving on, graduating swimmer families, etc. Everyone is busy, but we need people to help. This has to happen for club sustainability. If the volunteer core shrinks, things that get done by the club will have to fall off; the current operations cannot be sustained in the remaining group. Transition with existing people in various roles is currently available. The positions in need of volunteer are as follows:

Treasurer: Lara Tucker is staying another year, but Julia Koldachenko is stepping down, so we are looking for someone to replace her in assisting Lara.

Director of Operations: This position has been open for the duration of this season so far. The position was well set-up to run for much of this season when Alex left it but we're in need of it continuing now and so require someone to step in.

Vice President: Stephanie Wille will be done her term in summer and we will need a replacement.

Rec Director: Michelle St Cyr is staying on a 3rd year but would like someone to start to transition with her soon to be able to learn about the program and position. This job will get pushed to Head coaches if there isn't a volunteer and then the club will have to pay them more for this work.

Clothing Coordinators: There is an immediate need for this position. It could be shared amongst two people.

-Question from a member regarding clothing and the new logo: will swimmers be required to get new clothes/equipment with the new logo on it. The answer is no, clothing with the old logo will not be required to be replaced. When a swimmer outgrows clothing or needs a new bag, they can get the new logo at that time.

Travel Coordinator: We will need a travel coordinator for the 12 & under swimmers for sure. The current 13+ travel coordinator may be staying on.

Swimsuit coordinators: The current swimsuit coordinators are returning but would like an apprentice from 12U.

Advertising/Sponsors

Stephanie announced to everyone that advertising space is available in the programs for Ontario Champs and the watershow and the club is looking for sponsors. Additionally, we are in need of door prizes for the end-of-season banquet. If anyone knows of any businesses that they can request for any of these sponsorship options, it would be appreciated.

Summary from Club Survey

Fletch will put together a summary of the survey results to send out to everyone. Michelle StCyr did similar survey with the Novice athletes and families. The results have been shared with Isabelle and Emma, and will be shared with Elise and Emma for next season planning. A few highlights include the following:

-We had a good turnout or respondents: 44 of 56 swimmers completed the survey and 45 of 52 families = 90%. The 16+ swimmers were 100%

-Co-coaching -generally liked by swimmers and parents. Some comments included that while we love it, can we afford it? Some wished co-coaches were at every practice. But we need to

balance costs. People liked that with two coaches you can get different feedback. The cost of co-coaching at meets is a bigger expense however.

-70% of club think the amount of training is perfect, 60% of swimmers thought it was enough, 15% think that it is too much, and 15% think that they practice too little.

-Scores for Ballet and stretching were in the 3s & 4s (out of 5). Mental prep is well received and many want more. Swimmers also requested more strength training, suggesting a program to do on their own at home.

-Regarding travel, 55% of families prefer the club travelling by bus, 15% prefer to car pool, and remaining don't care or it depends on the meet. More car pooling requested in younger families perhaps because they prefer more parental supervision.

-The method of invoicing was not a concern for most. 25% prefer the old way that we invoiced (after the competitions), 15% prefer the new way (invoicing of estimated travel advances twice per year). Some commented that they want to see the breakdown. It was mentioned that a detailed invoice will be provided. The travel advance is for money up front to pay for meets. We agree that we could have better communication about this.

-There was positive feedback on the Google calendars that were provided this season. Perhaps those that don't like it are maybe not sure how to best use it.

A member asked about the Rec calendars for their daughters that coach. It was explained that they can subscribe to the Rec calendar to receive the schedule. Email Gail Brennan and she can do this or help with any issues.

-When asked about the new OAS structure, generally families are not happy with it. There were low scores for some of the new/changed meets: Early bird skills (2.5); Lisa Alexander (2.2 from parents /2.1 from swimmers); Leslie Taylor (2.3 from parents, 2.7 from swimmers)

-The score for how respondents felt about the number of meets the club attends was quite different depending on whether it was a parent or swimmer responding
70% of parents preferred 3-4 meets, 20% wanted 5+ meets and 10% thought 1-2 would be best. 2/3 of swimmers want 5+ meets, most of the rest preferred 3-4 meets, and only 1 or 2 swimmers chose 1-2 meets.

-The club has discussed the possibility of having a National level program in the recent past and primarily received feedback that we did not want to do this. However, since OAS has changed the competition structure and the 13+ athletes are now exposed to National level competition at some meets we wanted to get feedback of what people were thinking now. When asked whether a team qualified for Nationals should they stay provincial, 70% parents agreed and 50% of swimmers agreed. When asked whether the club should explore a National program again 60% of parents said no and 40% said yes. 80% of swimmers responded that the club should explore starting a National program.

A member asked if an extra routine goes to the National qualifier but they don't qualify, do they get to come back to swim at Ontario Championships? If their team is swimming provincially?
 -Yes, that is our request to OAS that swimmers be allowed to compete at Ontario Champs still if they do not qualify for Nationals.

Annex A: Members in Attendance

April 6th, 2019 - Special Resolution Meeting
 Nepean Sportsplex - Water Safety Room
 10:00 - 11:00 am
 Member Attendance Sign in Sheet

Parent Name	Swimmer Name	Parent Name	Swimmer Name
Fletcher Gudman	Rowan C	Connie Kuang	Isabella + Eliana
Stephanie White	Evelyn + Cairns W.	Loan Nguyen	Kimberly Rainey
Lara Tucker	Kaylee Tucker	Anne Waters	Melissa Gourlay
Chantal St. Michael	Veronica St. Michael	Julia Koldachuk	Kat/Lisa Koldachuk
Sandra Leclair	Mallory Leclair	MARC HINTON	Renee and Mela Hinton
Bruno Real	Evelyn Shaw	LINDSAY KEMP	AVERY KEMP
Debi H.	Brianna	David Lockie	Rachel Lockie
John Nowak	Mikayla Munk		
Livia Sabo	Mikela Sabo		
Sharon Bradley	Skyler Bradley		
Paula De	Sophie Pellerin		
Alison Kern	Clara Thomas		
ELIANE SWINSON	CIARA GRISIM		
Kim + Ryan Doraty	Ami Doraty		
Petina Deley	Tecora Bedrines		
Robin Chyponski	Mayanna Chyponski		
Christine Lockie	Sarah Lockie		
Sarah Atherton	Chloe Atherton		
Isabelle Cormier Richard	Lydie Cormier		
Allen White	Evelyn White		
Alyson Ritten	Daë Ritten		
Michael Blanchard	Andrey Blanchard		
Charmaine Jorgens	Chris A		
Perri Lynn Bailey	REYDOR		