



AGA 2022 AGM



**DIVING
PLONGEON
CANADA**

TABLE OF CONTENTS

SCHEDULE
AGM Weekend Schedule..... 4

2022 ANNUAL GENERAL MEETING
Delegates List..... 6
AGM Agenda..... 7
Draft minutes of 2021 AGM..... 9
Acceptance of Acts of the Board of Directors..... 14

DPC SENIOR LEADERSHIP REPORTS
President’s Report..... 16
Sport Business and Sport Performance Report..... 18
Digital Overview..... 30
Organizational Chart..... 34

RULES & REGULATIONS
Current By-Laws..... 36
By-Laws – Recommended Revisions..... 48
By-Laws – Revisions Accepted..... 59

2021-2022 FINANCIAL STATEMENTS
Audited Financial Statements..... 71

2022 COMMITTEE REPORTS
Nominating Committee Report..... 93
Candidates’ Resumes..... 95
Officials Committee Report..... 100

PROVINCIAL REPORTS
British Columbia..... 102
Alberta..... 107
Saskatchewan..... 112
Manitoba..... 119
Ontario..... 123
Québec..... 130
Nova Scotia..... 136
Newfoundland..... 140

EXTERNAL REPORTS
FINA Bureau..... 146
PanAm Aquatics..... 149
FINA Technical Diving Committee..... 151
FINA Coaches Committee..... 157
FINA High Diving Committee..... 154
Canadian Olympic Committee..... 158
Aquatics Canada..... 159
Sport Canada..... 162

OTHER BUSINESS
Motion from Dive Alberta..... 165

ADDITIONAL INFORMATION
2021-2023 *TENTATIVE* Domestic Calendar of Events..... 167
2021-2023 *TENTATIVE* National-International Calendar of Events..... 169

**WE FLY
PLUS HAUT**



DPC AGM 2022

Friday, January 27th		
Arrivals		
7:30 – 9:15	Breakfast	Pool Mezzanine Level, Teen Centre or Lakes Restaurant
10:00 – 17:15	Winter Senior Nationals	Saanich Commonwealth Pool
11:30 – 13:30	Lunch	Pool Mezzanine Level, Teen Centre
19:00	Officials Committee Meeting	TBD
Saturday, January 28th		
7:30 – 9:15	Breakfast	Pool Mezzanine Level, Teen Centre or Lakes Restaurant
10:00 – 16:45	Winter Senior Nationals	Saanich Commonwealth Pool
9:00 – 11:00	Provincial Meeting	PISE Board Room, Saanich Commonwealth Place
11:30 – 13:30	Lunch	Pool Mezzanine Level, Teen Centre
17:30 – 18:30	DPC AGM	Greek Community Society (between the pool and hotel)
19:00 – 22:00	Annual Awards Night & Dinner	Greek Community Society
Sunday, January 29th		
Departures		
7:30 – 9:15	Breakfast	Pool Mezzanine Level, Teen Centre or Lakes Restaurant
10:00 – 17:00	Winter Senior Nationals	Saanich Commonwealth Pool
11:30 – 13:30	Lunch	Pool Mezzanine Level, Teen Centre

**WE FLY
PLUS HAUT**



Red Bull

M
SWISS

DELEGATES 2022 AGM

* Attending Virtually

Board of Directors

Debbie Muir
Bernie Olanski
Heather Turner
Jill Brewer
*Scott Sinclair

Provincial Representatives

Brent Grisdale (AB)
Barb Bush (AB)
Marie-Pierre Lavoie (BC)
Jayne McDonald (BC)
Brandon Christopher (MB)
Ken Stevens (MB)
*Mike Blackmore (NL)
*Claude Cormier (NS)
*Lisa Richards (NS)
Patti Kennedy (ON)
Lioudmila (Luda) Zakharenko (ON)
*Stephanie J. Geosits (ON)
Pascale Beaudry (QU)
Stephane Lortie (QU)
Karen Swanson (SK)
Norm Wiens (SK)

Officials

Eryn Barrett
Sean Burnett
Bev Boys
*Jeremy Comfort
Taunya Haley
Josie Josten
Ainsley Oliver
Gord Peterson
Helene Morneau

DPC Staff

Nancy Brawley
Jeff Feeney
Mitch Geller
Courtney Hattie
Penny Joyce
Sarah Mayer
Olivier Morneau-Ricard
Megan Pereira
Alexandra Piche
Andree Pouliot-Deschamps
Scott Stevenson
Sara Toth

AGM Agenda / Ordre du jour de l'AGA

Saturday January 28th 2023 / Samedi 28 janvier 2023

Virtual & In-person Meeting / Réunions virtuelles & en personne

AGM Business Meeting / Réunion d'affaires de l'AGA

1. Call to order / Appel à l'ordre
2. Review agenda / Revue de l'agenda
3. Approval of 2021 AGM minutes / Approbation du procès-verbal de l'AGA de 2021
4. Diving Plongeon Canada President's report / Rapport du président de Diving Plongeon Canada
5. Chief Operating Officer and Chief Technical Officer's report / Rapport de la directrice en chef des opérations et du directeur en chef technique
6. Approval of Bylaw Revisions / Approbation des modifications aux règlements
7. Presentation of 2021-2022 audited financial statements / Présentation des états financiers vérifiés de 2021-2022
8. Appointment of auditors / Nomination des vérificateurs
9. Report of the Nominations Committee / Rapport du comité des nominations
10. Election of Diving Plongeon Canada Board of Directors 2022-2023 / Élection des membres du conseil d'administration de 2022-2023
11. Presentation of reports / Présentation des rapports
12. Reports from partner organizations / Rapports des partenaires stratégiques
13. Other business / Autres affaires
14. Closing remarks / Mots de fermeture
15. Adjournment / Ajournement



Commonwealth
games

BIRMINGHAM 2022

Commonwealth
games

**WE FLY
PLUS HAUT**

AGM Minutes

Saturday January 29th 2022

12:00pm ET

Virtual Meeting

AGM Business Meeting

1. CALL TO ORDER

The President of the Board of Directors, Bernie Olanski, welcomed everyone to the second virtual AGM and thanked the organizers. He called the meeting to order at 12:13 EST. President Olanski confirmed the voting delegates present online and described the voting procedures.

Athletes Committee (3 votes)

- Aimee Harrison

Coaches Committee (3 votes)

- Mary Carroll

Officials Committee (3 votes)

- Stephane Lortie

Provincial Representatives (1 vote each)

- Alberta: Steve Power
- British Columbia: Marie-Pierre Lavoie
- Manitoba: Peter Bernatsky
- New Brunswick: Lugene Blando
- Newfoundland & Labrador: (Proxy held by Nova Scotia) Claude Cormier
- Nova Scotia: Claude Cormier
- Ontario: François Bernard
- Quebec: Pascale Beaudry
- Saskatchewan: Karen Swanson

2. REVIEW AGENDA

Bernie Olanski reviewed the agenda. There were no changes.

3. APPROVAL OF 2020 AGM MINUTES

Moved by Claude Cormier and seconded by François Bernard to approve the minutes of the 2020 AGM. Carried.

4. DIVING PLONGEON CANADA PRESIDENT'S REPORT

President Bernie Olanski noted his report in the AGM materials. He thanked everyone for their commitment and dedication over the past two years and commended everyone for their hard work and determination. Bernie named the DPC staff and thanked them for their dedication to our sport and wished everyone the best as we head into another competitive season.

5. CHIEF OPERATING OFFICER AND CHIEF TECHNICAL OFFICER'S REPORT

Penny Joyce and Mitch Geller shared highlights from the report as presented in the AGM Materials. Penny expressed congratulations to the community for our amazing efforts while we experience this extraordinary journey of delivering sport and programming together while facing many challenges. Highlighting various program areas, she commended all the people who work behind the scenes virtually and in person. Naming Sport Canada, OTP, the COC and the Canadian Olympic Foundation, she expressed our gratitude for the continued flexibility and improved communication regarding our funding processes and programs. Penny thanked the Provincial Sections for their continued participation in the regular virtual meetings and for their support and collaborative efforts.

Mitch thanked the coaches and athletes for their flexibility and innovation as things continue to progress and change. He commended the officials and staff for their dedication to the virtual judging events and thanked the ISS team and Mike Morris for their skills and support for hosting world-leading virtual and in person events. Mitch summarized a number of national team athlete retirements. He thanked the board of directors for their continued passion and support for everything we do and for their commitment to the responsibilities they take on, on our behalf.

Penny thanked the DPC staff for their ongoing dedication and professionalism. She expressed appreciation for a great team atmosphere and the collective sense of family that is present in our sport.

Other highlights included a review of our upcoming calendar of events, the arrival of Hui Tong back to Canada, DPC's commitment to the development and support of the Canadian Diving Institutes, Andrée Pouliot-Dechamps' ongoing work with the junior development program and reconfirming our federation's commitment to the development and support of our national team as we head towards the podium at the 2024 Olympic Games in Paris, France. Mitch

concluded with some highlights about our national High Diving team's prospective competition calendar and activities.

6. PRESENTATION OF 2020-2021 AUDITED FINANCIAL STATEMENTS

Board member Scott Sinclair expressed his appreciation to Mitch, Penny, Kathy Hare and the staff for the tasks related to keeping our financial statements in order. He thanked Sport Canada for their support in this challenging year.

He summarized that the opinion of our auditor was detailed and very clear. The balance sheet shows that DPC is in a healthy position despite a year full of change and challenges. He reported that our working capital is consistent with previous years and our statement of operations showed a small revenue over expenses.

There were no questions or comments.

7. APPOINTMENT OF AUDITORS

Moved by Marie-Pierre Lavoie and seconded by Steve Power to re-appoint our auditor Baker-Tilly for the 2022-2023 fiscal year. Carried.

8. REPORT OF THE NOMINATIONS COMMITTEE

A pre-recorded video of the Nominations Committee Chair Rodd McCormick was played. Before he presented the committee's report, he acknowledged Kathy Seaman's departure from the FINA Technical Committee and thanked her for her years of dedicated service. In the video, Rodd shared that the Nominations Committee distributed the call for interested individuals for three open positions. They recommended that Jill Brewer, Debbie Muir and Heather Turner be re-confirmed to the board. They also recommended that Bernie Olanski be named as the President.

Bernie thanked Rodd and the committee for their work. He reported that there were no other nominations received.

9. ELECTION OF DIVING PLONGEON CANADA BOARD OF DIRECTORS 2021-2022

President Bernie Olanski announced that Jill Brewer, Debbie Muir and Heather Turner were elected to the board by acclamation.

10. PRESENTATION OF REPORTS

Bernie referred to the reports in the AGM materials. There were no comments or questions.

11. REPORTS FROM PARTNER ORGANIZATIONS

Bernie referred to the reports in the AGM materials.

Bernie acknowledged Kathy Seaman and thanked her for all her years of dedication and service.

Sport Canada representative Julie Seaborn congratulated DPC for its successful year.

12. OTHER BUSINESS

No new business was presented.

13. CLOSING REMARKS

Bernie congratulated everyone for having a successful year despite the ongoing challenges that we are still dealing with. He thanked everyone for being a part of this virtual AGM.

14. ADJOURNMENT

Moved by Peter Bernasky to adjourn. Carried.

The meeting was adjourned at 12:58 EST.



**ACCEPTANCE OF ACTS AND PROCEEDINGS
OF THE MEMBERS
OF DIVING PLONGEON CANADA
BOARD OF DIRECTORS**

Be it resolved that all acts and proceedings of the Directors of Diving Plongeon Canada (DPC) as exhibited by the Minutes of the meetings of that body, held since the last meeting of the members of the Association and all acts and proceedings taken, all payments made by or to the officers, agents of employees of Diving Plongeon Canada (DPC) under authority of or pursuant to any By-law, resolution, motion, instruction or direction contained in the By-law and Minutes of the Board of Directors held subsequent to the last Annual Meeting of the members of the Association, be, and the same are hereby ratified, approved and confirmed.



**WE FLY
PLUS HAUT**

DPC PRESIDENT'S REPORT

Fortunately, the past year saw the gradual easing of the COVID-19 pandemic and our sport was able to return, bit-by-bit, to a more normal sporting environment.

Our senior athletes competed at the FINA World Aquatic Championships and the Commonwealth Games, where they unveiled their tremendous potential heading into Paris 2024.

The Budapest world championships featured 21-year-old springboard specialist Mia Vallée competing in her first-ever major senior international competition. She reached the podium twice with a bronze medal in the 1m event and a silver in the 3m event. The men's 10m Synchro event in Budapest showcased our newly minted Rylan Wiens and Nathan Zsombor-Murray synchro duo, as they set their mark by winning Canada's first-ever World Championships medal in that event. Caeli McKay, our only women's 10m entry and still battling her devastating pre-Tokyo ankle injury, turned in another heroic platform performance, ending up in the 5th place spot. Lastly, our new Women's 3m synchronized team of Mia Vallée and Margo Erlam showed that they're ready and willing to take over the mantle of our now retired and prolific former 3m synchro pair, Jennifer Abel and Melissa Citrini-Beaulieu with a commendable 5th place ranking.

Our targeted peak event of 2022, the Commonwealth Games in Birmingham, England, saw Team Canada hit the podium in all potential medal events except for one. Mia Vallée once again led the team in terms of medal count, winning gold on 1m and bronze in both the 3m and 3m synchronized events. Her reputation as one of the world's strongest springboard competitors is now firmly established. The men's 10m event was especially thrilling with Rylan Wiens, Nathan Zsombor-Murray, 17-year-old Benjamin Tessier, coming away with a 2,4,5 finish respectively. The men's 10m synchronized event was also exciting, as Rylan Weins and Nathan Zsombor-Murray won silver after a close battle with the team from England who claimed the gold. In the women's platform events, Caeli McKay followed up on her strong Budapest showing with a consistent performance in the individual event by capturing the bronze medal. Overall, we are encouraged by the grit, determination, and talent displayed by our new senior team.

On the junior side, Canada joined forces with our friends in British Diving to create an alternative and new junior international event, the Futures Cup, which was staged in Plymouth, England. In this inaugural edition of what will hopefully be an annual event, our athletes performed remarkably well, winning four gold medals and three bronze against some of the top athletes in the world.

To celebrate the relaxing of Covid restrictions, we decided to gather all our junior national athletes in a grand outdoor festival that replaced our traditional Junior Development (ages 10 – 13) and Junior Elite (ages 14 – 18) National Championships. The turnout was fantastic and a series of educational sessions were provided to many of the 120 attending parents.

2022 proved to be our most successful season to date in high diving. Winning an impressive 11 medals over nine international competitions, Canada became the most decorated high diving nation. In addition to the considerable medal-haul, 2022 saw a successful launch of our junior national high diving program, the start of our high diving coaching development program, and the addition of high diving programs at six of our major clubs across the country.

In terms of event hosting, DPC was pleased to host an in-person FINA Grand Prix with the Canada Cup event which took place in Calgary from June 9 to 12. Although the number of participants was smaller than usual, the diving quality was impressive, and it was a great opportunity to ease back in to live international event hosting while re-uniting with our international diving family.

Work continued on the further establishment of our new Canadian Diving Institute (CDI) network which consists of programs in Victoria, Saskatoon, Calgary, Toronto and Montreal. In addition to the collaborative relationship amongst the CDIs, the aim is for all these programs to be aligned with regional affiliate clubs so that ongoing guidance can be provided to coaches and athletes. The integration of the senior and NextGen programs within each CDI will ensure a clear developmental continuum that will produce greater depth and further us towards our goal of podium contenders in all events.

Lastly, DPC has just finished hosting the FINA World Junior Diving Championships which was combined with the first Junior International High Diving Championships. From all accounts, the event was an outstanding success and I congratulate everyone who was involved from both a performance perspective and from a behind-the-scenes event management perspective.

In closing, I would like to commend the Canadian diving community on making it through another challenging year. I wish everyone the best as they continue to lead our sport through the post-COVID-19 period and towards Paris in 2024.

Respectfully submitted,

Bernie Olanski
President

COO CTO Report

Introduction

Although it was another year of uncertainty due to the world pandemic, the war in Ukraine and changes within FINA, we were able to host several events, send teams to several international competitions and continue to progress many of our programs. By mid-summer, we were pleased to see that most clubs and pools were back in full or almost full operation.

SPORT PERFORMANCE

Senior Elite Program

Based on our analysis of the past Olympic cycle, we made considerable changes to our high performance structure following the Tokyo Olympics. The most significant of those changes was the establishment of our new Canadian Diving Institute (CDI) network and restructuring the coaching staff within our Montreal INS program. The changes had an immediate and positive effect on team morale and increased the alignment amongst our national team programs. We saw many of our coaches demonstrate strong and open collaboration, embrace our “One Team” approach, and successfully unveil our new generation of young athletes who proved, through their impressive 2022 results, their readiness to challenge for Olympic medals in the upcoming Paris 2024 Olympic Games and through to LA 2028.

The dovetailing of our senior and NextGen programs has yielded a clear developmental continuum producing greater depth and furthering us towards our goal of podium contenders in all events. In addition to the collaborative relationship amongst the Canadian Diving Institutes, these programs work to align with clubs whereby ongoing interaction with club coaches can be provided. For talent-identified divers who may eventually need an enhanced training environment, this also allows for a smooth and progressive transition to a Canadian Diving Institute program.

From a results perspective, 2022 was a harbinger of potential Olympic success in 2024. While still limited by the lingering Covid disruptions, the international program consisted of only two major international gatherings – the hastily organized 19th World Aquatics Championships in Budapest, and the 2022 Commonwealth Games in Birmingham. Nevertheless, we leveraged the limited international schedule to our advantage to focus on essential physical and technical development through longer training phases and came away with many impressive results in both competitions. (See performance summary below).

2022 World Aquatics Championships – Budapest

Due to the poor placement in the international calendar and our identified need to prioritize training over competition in the first, and essential, triennial season, we did not initially plan to target the World Championships, originally slated to take place in Fukuoka, Japan, as a “peak” event. With Fukuoka postponing their hosting of the event due to ongoing Covid concerns, the event was moved to Budapest and rescheduled for later in the season. With this change, we saw an opportunity to achieve our training objectives while still preparing adequately for the competition.

Coming off a two-year Covid-inspired absence from Canada and competing at her first-ever major senior international, 21-year-old springboard specialist Mia Vallée, having been one of our top junior talents, emerged as the star of our Team Canada show. Hitting the podium twice, a bronze in the 1m event and a silver in the 3m event, Mia demonstrated her immense power with the highest difficulty 1m program and her competitive stability in splitting the Chinese favourites on 3m.

The men’s 10m synchronized event showcased our newly minted Rylan Wiens and Nathan Zsombor-Murray synchro duo, as they set their mark by winning Canada’s first-ever World Championships medal in that event. Moreover, they earned Canada’s M10m synchro highest international point-total to date, and in going toe-to-toe with Britain’s top team, established their Olympic medal potential.

Caeli McKay, our only women’s 10m entry and still battling her devastating pre-Tokyo ankle injury, turned in another heroic platform performance. Ending up in the 5th place spot, Caeli’s growing confidence in the individual event was quite apparent. This was punctuated by her third-place finish in the semi-finals and by her demonstration of great composure and consistency through all phases of the event.

Lastly, our new Women’s 3m synchronized team of Mia Vallée and Margo Erlam showed that they’re ready and willing to take over the mantle of our now retired and prolific former synchro pair, Jennifer Abel and Melissa Citrini-Beaulieu. Despite a shoulder injury that kept Margo out of training in the weeks leading up to the Championships, they finished up with a commendable 5th place ranking and it was clear that with more experience under their belt, an Olympic medal-bid is within reach.

Commonwealth Games – Birmingham, England

The later-season timing of the Commonwealth Games fit best with our year-1 triennial training plan and, as such, it was targeted as our peak event for 2022. With a team size of 10 athletes, hitting the podium in all potential medal events, save one, was gratifying indeed.

The biggest thrill of the Games was the Men's 10m event in which Rylan Wiens, Nathan Zsombor-Murray, and absolute freshman, 17-year-old Benjamin Tessier, came away with a 2,4,5 finish respectively. Rylan's silver-medal performance was especially poignant in that in a dive-for-dive battle for the podium, Rylan finished with his newest and toughest dive that he'd been working to perfect all season, the back 2 ½ with 2 ½ twists. Rylan has typically been considered a better practice-diver than he is a competition-diver, but in this case, with a medal, possibly gold, on the line, he was able to turn up the heat exactly when needed – i.e., true “performance-on-demand” and awarded nines by virtually all judges to secure his spot on the podium. An almost perfect last dive by Aussie, Cassiel Rousseau, kept Rylan just shy of a gold medal finish.

Nathan Zsombor-Murray was kept from adding to the medal table primarily due to lack of DD. Despite a very solid round of dives, he, unlike Rylan, was not yet ready to perform his higher difficulty dives. Benjamin Tessier's performance was nothing short of dramatic. In only his second international competition and his first major Games, Ben led the pack for a good part of the preliminaries and was sitting in third spot at the end of the fourth round in finals.

Like Nathan, the only thing that stood between him and an eventual podium finish was a degree of difficulty deficit, which both young athletes will do their best to rectify this coming season.

The men's 10m synchronized event was also a nail-biter. Having just battled the British team for silver at the Budapest World Championships, our team of Rylan and Nathan were eager to outpace them in this final event of the season. While many thought that they had legitimately outperformed their British rivals who were representing England this time around, the incredibly boisterous and supportive local crowd seemed to have the desired effect on the judges' perspective. This led to the English boys edging us out of the gold medal spot. Nonetheless, we were again encouraged by the grit, determination, and talent displayed by our young team.

Mia Vallée once again led the team in terms of medal count. Winning gold on 1m and bronze in both the 3m and 3m synchronized events, she proved that Budapest was not a flash-in-the-pan event. Her reputation as one of the world's strongest springboard competitors was firmly established.

In the women's platform events, Caeli McKay followed up on her strong Budapest showing with a consistent, if not spectacular, performance in the individual event in Birmingham to capture the bronze medal. The 10m synchro event, however, did not go according to plan with Caeli and Celina Toth finishing in 5th spot.

NextGen / High Performance Athlete Development Program

DPC's junior high performance director, Andrée Pouliot-Deschamps, has done, and continues to do, an exceptional job of educating our coaches and instilling world-class fundamentals in our most promising young athletes.

All those involved in our junior development programs were thrilled and gratified to see the first graduates of the HPAD/NextGen pathway programs, Mia Vallée, Rylan Wiens, Nathan Zsombor-Murray, and Margo Erlam, all bring home this generation's first medals from major Games.

With ongoing Covid concerns and the threat of a looming war in Ukraine, our juniors were devastated by our decision to pull out of the World Junior Championships held in Kiev last December. As a substitute for this event, we joined forces with our friends in British Diving to create an alternative and new international event, the Futures Cup, which was staged in Plymouth, England and in which most of our World Junior Championships team competed. In this inaugural edition of what will hopefully be an annual event, our athletes performed remarkably well, winning four gold medals and three bronze against some of the top athletes in the world.

Lastly, we successfully unveiled our new junior carding selection process this past year which included physical and technical athlete testing, as well as a specially designed competition element, all taking place in a camp environment. This provided a comprehensive overview of all athletes under consideration and an objective ranking of athletes which determined ultimate carding nominations.

High Diving

2022 proved to be our most successful season to date in high diving. Winning an impressive 11 medals over nine international competitions, Canada became the most decorated high diving nation. Congratulations to Molly Carlson and Jessica Macaulay for their phenomenal podium performances throughout the season and to Aimee Harrison who became the first woman in the world to compete 5181B (front 4 somersaults with 1/2 twist in pike position) setting the bar high for the 2023 season.

In addition to the considerable medal-haul, 2022 saw a successful launch of our junior national high diving program, the start of our high diving coaching development program, and the addition of high diving programs at six of our major clubs across the country.

Recently, Team Canada broke another record, winning four medals including two golds at the first 2022 International Junior High Diving Championships in Montreal.

Mental Performance Program

This past year we launched a new coherent mental performance strategy with Dr. Penny Werthner at the helm. Having struggled with this aspect of our program in past years, we enlisted the help of Dr. Werthner in designing and implementing a strategy that includes testing, training (bio/neural feedback), and support for athletes as well as a new and cutting-edge mental health support program for our elite coaches. Dr. Werthner will monitor and oversee all mental performance practitioners working with our team. As well, she will continue working directly with several of our targeted athletes.

SPORT BUSINESS

National Office

DPC staff continued to work diligently to adapt to the ever-changing COVID environment this past year. Staff members have been working both in the office and at home. We were pleased to hire Sports Admin Masters student Rim Fawaz, to provide logistical support on a part-time basis for Ivonne Shoucair and Andrée Pouliot-Deschamps in organizing national team/HPAD travel and camp

We are in the process of transitioning to a new communications manager as Maelle Dancause, who has been an integral part of DPC's media relations, communications and marketing team for ten years, has decided to move on to new challenges. With Maelle's departure, we are welcoming Alexandra Piché to this position. Based in Montreal, Alex comes to us with a lot of experience in sport journalism -- she has been working for Radio-Canada Sports since 2018 and she has worked on contract for Radio-Canada on various Pan Am and Olympic Games since 2013. Alex has also done a lot of work for Agence SportCom, Quebec's major sport news network.

Finance and Funding

DPC's financial position has remained strong during the last year and much of this is thanks to the federal government subsidy programs and a great amount of flexibility displayed by our key funding partners: Sport Canada, Own the Podium, the Canadian Olympic Committee and the Canadian Olympic Foundation. A new Sport Funding Framework was introduced this past year and DPC is expected to receive new core funding levels for the next quadrennial soon.

Event Hosting

National Championships

DPC was pleased to host three in-person national championships this past year. The Winter Nationals took place in Saskatoon at the Shaw Centre from April 8th to 10th and served as the selection trials for the Canada Cup and phase one of the world championship selection. The Summer Nationals were held in Victoria, May 27-29 and served as the selection trials for the Commonwealth Games and phase two for the world aquatic championship team. Many thanks to the Saskatoon Diving Club and Boardworks Diving for helping to host these important events.

The long-awaited Junior Festival took place at Parc Jean Drapeau in Montreal from July 13 to 19, and we were able to successfully assemble our junior national diving community in an outdoor, safe environment for over a week for the first time in over two years. 165 divers, 40 coaches and 35 judges (including some of our best next gen officials to do some shadow judging throughout the week) participated from 27 clubs from across the country. All age groups competed together for the first time since 2013. Not only was the event very competitive, but it was also an opportunity for everyone to re-connect in person and celebrate the sport of diving. Many of our senior divers and Olympians made guest appearances throughout the week. Their presence and interaction with the young divers were a source of excitement and inspiration for the athletes and the coaches. Thanks to the team at Plongeon Quebec for helping to put this event together.

Canada Cup - 2022

DPC was pleased to be able to host a FINA Grand Prix event this year with the Canada Cup in Calgary from June 9 to 12. Although it was smaller than usual due to the pandemic, the events were strong with ten countries represented and just over 70 athletes attended including teams from Australia, the US and Great Britain. A FINA judges school also took place in conjunction with the event. There were several logistical issues due to the lingering effects of COVID, but in general everyone was very happy to be back in action in an international competition environment. Thanks to Dive Alberta and Dive Calgary for their on-the-ground assistance with this event.

Diving World Series

The Montreal Diving World Series went through several postponements and then finally a cancellation this past year. Originally scheduled for March of 2022, the DWS Montreal was postponed to May due to COVID. With the other hosts dropping out of being able to host in the spring, FINA then requested that DPC host in October. Unable to secure all the hosts for a fall series, FINA made the decision to cancel the series entirely.

New World Cup Circuit

Throughout the summer, FINA held meetings with a working group to discuss plans to revise the World Series and Grand Prix circuit to ensure an optimal number of competitions were on the calendar. It was broadly felt that too many events were being scheduled and certain events consistently drew poor attendance numbers. A new World Cup Circuit has now emerged which combines elements of the Grand Prix Circuit and the World Series. Up to three World Cup events may be occurring in 2023 and DPC will be hosting the “Super Finals” of the Series this May.

FINA World Junior Diving Championships / Junior International High Diving Championships

Although this event just finished at the time of this report and therefore did not take place in the 2021-22 fiscal year, we would be remiss if we did not mention the success of this large undertaking, considering much of its preparation took place during the summer of 2022. With over 250 athletes, 140 team officials, and over 40 judges, this was definitely the biggest event that DPC has hosted. Some of the highlights included:

- Four gold medals and four silver medals for the Canadian diving team, finishing on top of the medal standings
- First ever junior international high diving championships featuring athletes diving from 12m and 15m heights
- Two first place finishes, one second place finish and one third place finish for the Canadian high diving team
- Separate FINA high diving judging clinics and high diving coaches’ clinics
- Pan Am Aquatics high diving committee meeting and planning

Television

Throughout the pandemic, DPC took the opportunity to upgrade its technical equipment and enhance its broadcasting capabilities to allow for the self-production of diving events. Instead of relying on a team of experts operating the “broadcast truck” outside the pool, we now have the expertise and technology to produce a high-quality broadcast that meets domestic and international professional television standards at a much lower cost. We were thrilled to produce our own show for broadcast for the first time at the 2022 Canada Cup as well as at the recently held FINA World Juniors in Montreal.

We know that being on television results in great visibility, promotions, and increased enrollment for our sport and we were pleased to be on air with the following broadcasters last year:



2022 ANNUAL GENERAL MEETING ASSEMBLÉE GÉNÉRALE ANNUELLE 2022

Mainstream Broadcasting

Canada Cup

- 4 x RDS/RDS 1-hour episodes (24 airings for a total audience of 185,000 viewers)

World Juniors

- 1 x CBC – 1-hour Road to Olympic Games
- 4 x RDS/RDS 1-hour episodes (will air Dec 22 to Jan 23)

Streaming

WSN – Saskatoon – on CBC Sports

SSN – Victoria – on CBC Sports

Canada Cup

- Nationally – CBC Sports
- Internationally – FINA YouTube

World Juniors

- Nationally – CBC Sports
- Internationally – FINA YouTube

Jr International High Diving

- Nationally – CBC Sports
- Internationally – ISS Livestream

Promotion and We Fly by Five

DPC oversaw a social media ad campaign that ran from August 10th to September 10th to help clubs across the country attract new members. Customized ads were generated on Facebook and Instagram for three different regions: Quebec, Centre and West. Local diving Olympians were featured for each market. The campaign generated many visits to the “Get on Board” section on diving.ca, where 349 “Find Your Club” forms were filled. We hope that this led to lots of brand new registrants for the clubs who were working to see their membership levels back to the pre-COVID era.

Although we were hampered by the pandemic for most of the year, DPC and the White Rock Diving Club were able to hold very successful We Fly By Five pilots during the month of August. Children attended over multiple weeks and very positive feedback was received from the parents. The specially designed social media campaign was instrumental in attracting participants. A Western regional coordinator was hired to manage the pilots and assist with the training of master instructors, two of which are now trained in BC. The next pilots are planned for the Forest City Diving Club and the Toronto Diving Academy. Newfoundland is also lining up to try the program. To promote We Fly by Five and assist with registration, a bilingual promotional website is now available as well as social media templates for club use.

Safe Sport

Canada's new independent safe sport entity -- Abuse Free Sport and its Office of the Sport Integrity Commissioner (OSIC) -- came into fruition this past year and all national sport organizations and multi-sport organizations have been going through the process of becoming signatories of this program. DPC is aiming to become a signatory by March 1, 2023. For the first year of the agreement, DPC will include the following participants at the national level on the agreement: staff, board, officials, national team coaches, national team athletes, national team support staff and national committee volunteers. This means that going forward, any allegation of maltreatment or other prohibited behavior, as defined in the [Universal Code of Conduct to Prevent and Address Maltreatment in Sport](#) (UCCMS), against a UCCMS participant of Diving Plongeon Canada must be filed directly with the OSIC. All such complaints or reports will then be addressed according to the policies and procedures of the OSIC.

DPC's independent third party safe sport officer, Brian Ward, will remain in place for non-OSIC participants to review issues and provide guidance on addressing safe sport situations as well as determine if issues fall within the parameters of DPC's Conduct Policy.

New Registration System

The launching and implementation of the new membership registration system was a major focus for DPC this past year. The overall intent of the new system is to allow for a member-first approach; allowing all participants to go on-line, create their accounts, complete the required information based on their provincial membership type and pay online. The system has been launched for the current season and clubs/provinces are in the process of adapting to the new program. For this season, we are currently going through a transition phase so that clubs can get used to the new system and realize its added features and move completely to the member-first registration approach next season. We recognize that this is a big change for clubs, and DPC, along with service

provider Interpodia will continue to work with everyone to work out all the issues and adjust, as they arise.

2022 Comparative Performance Statistics

The charts below provide a variety of performance statistics that we track on a seasonal and quadrennial basis. Some of the statistics utilize DPC's standard competition weighting and performance measures that were developed to examine performance in a consistent manner.

Ranks	# Divers	
	2022	2019
Top 12	44	118
Top 6	31	83
Top 3	17	41
Bronze	6	14
Silver	7	16
Gold	4	11

Sex/Board	Avg. Rank	Avg. Score
M - 10M Synchro	2.8	410.46
X - 10M Synchro	3.5	269.75
X - 3M Synchro	3.5	293.25
W - 3M Synchro	3.8	296.19
W - 10M Synchro	5.0	286.08
M - Platform	6.7	436.98
W - Platform	7.6	282.82
W - 3M	9.8	289.91
M - 3M	10.4	334.84

General	Statistic	
	2022	2019
Diver-Events	54.00	127.00
Diver-Points	188.50	492.50
Points-Ratio	3.49	3.88

Competition	Points	Events	Avg. Points	Gold	Silver	Bronze	Total
19th World Champs	45.50	10	4.55	0	1	2	3
2022 Comm. Games	65.00	18	3.61	1	2	3	6
2022 FINA GP CAN	79.00	18	4.39	3	4	1	8
				4	7	6	17

Event	Points	Events	Avg. Points
W-3M	32.25	9	3.58
M-10M	27.50	10	2.75
M-10M Synchro	25.75	4	6.44
W-3M Synchro	23.25	4	5.81
W-10M	23.25	9	2.58
W-1M	20.50	4	5.13
X-3M Synchro	13.00	2	6.50
X-10M Synchro	10.00	2	5.00
M-3M	8.00	7	1.14
W-10M Synchro	3.00	1	3.00
M-1M	2.00	2	1.00

Diver	Points	Events	Avg. Points
VALLEE, MIA	53.13	6.5	8.17
WIENS, RYLAN	30.13	5	6.03
ERLAM, MARGO	21.38	7.5	2.85
ZSOMBOR-MURRAY, NATHAN	18.63	4.5	4.14
TOTH, CELINA	13.00	3	4.33
MCKAY, CAELI	11.75	2.5	4.70
HATTIE, BRYDEN	10.50	5	2.10
CULLEN, MATT	6.50	2	3.25
WARE, PAMELA	6.50	1.5	4.33
FUNG, KATELYN	4.50	1.5	3.00
TESSIER, BENJAMIN	3.00	2.5	1.20
MARKENTIN, BJORN	3.00	1	3.00
FOFANA, CEDRIC	2.00	3	0.67
WILSON, AIMEE	1.50	1.5	1.00
BATALLA, RENEE	1.00	2	0.50
GOSELIN-PARADIS, LAURENT	1.00	1	1.00
MILLER, KATE	1.00	1	1.00
BOISVERT, JULIANNE	0.00	1	0.00
CHAMANDY, OLIVIA	0.00	1	0.00
PAUL, CARSON	0.00	1	0.00



2022 DIGITAL PLATFORMS OVERVIEW

SOCIAL MEDIA

Throughout the 2021-22 season, Diving Plongeon Canada (DPC) made it a priority to put the spotlight on the members of the "Canadian Diving Team 2.0", to raise their profiles, raise the awareness around diving and get our fans excited to see new emerging talents on the national and international scene.

REACH



232,902 people (+56.5%)

reached on Facebook (+550 new followers)



271,152 people (+303.1%)

reached on Instagram (+1,522 new followers)



3.6 million + people

reached on TikTok (+10,300 followers)



48.59% growth rate on TikTok vs 30.75% growth rate on Instagram

265 POSTS

Account mentions from Team Canada, athletes and broadcasters' accounts led to an increase in page visit:

Facebook: 53,161 visits

(+139.6% increase)

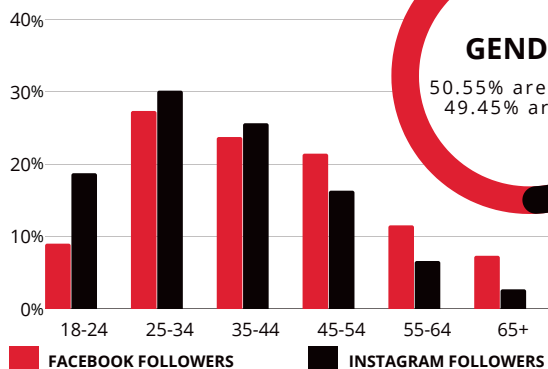
Instagram: 33,260 visits

(stable since 2021)



DEMOGRAPHICS

AGE GROUPS



GENDER

50.55% are women
49.45% are men



31,500 TikTok followers



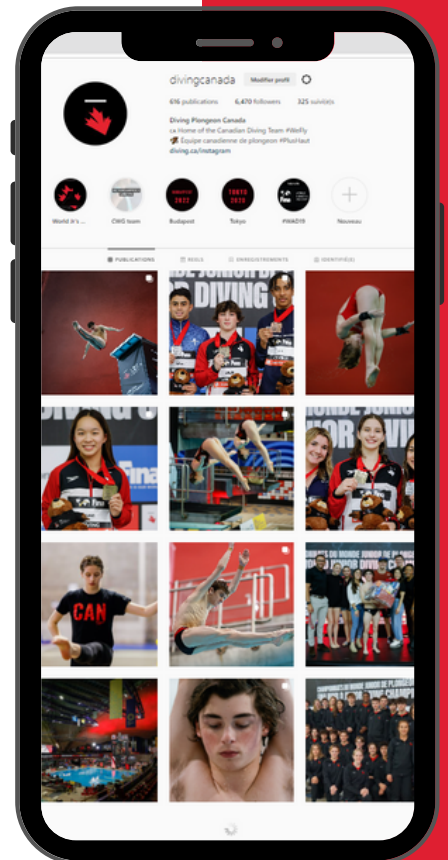
7,193 Facebook followers



6,470 Instagram followers



4,018 Twitter followers



FB TOP - 3



Help our Ukrainian Friends
13,872 PEOPLE REACHED



World Juniors Boy's 3m A podium
11,611 PEOPLE REACHED

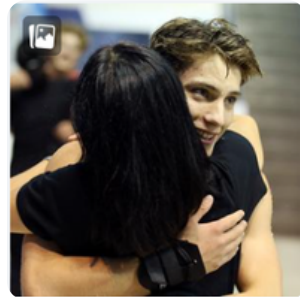


Worlds - Mia Vallée's silver medal
11,357 PEOPLE REACHED

IG TOP - 3



World Juniors Celebrities
4,165 PEOPLE REACHED



Male Athlete of the Year
4,142 PEOPLE REACHED

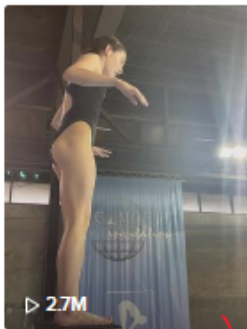


Futures Cup Team Event
4,112 PEOPLE REACHED

FOCUS ON TIKTOK

In 2022, **37 videos** were published on our TikTok account, generating over 3.6 million views. **10,300 new followers** joined our account and interacted with our behind the scenes content, event highlights and members' spotlight. Once again this year, the focus of the platform was to present a more friendly side of the organization, and present diving in a fun, more relatable way.

TT TOP - 3



Junior High Diving Team
2.7M PEOPLE REACHED

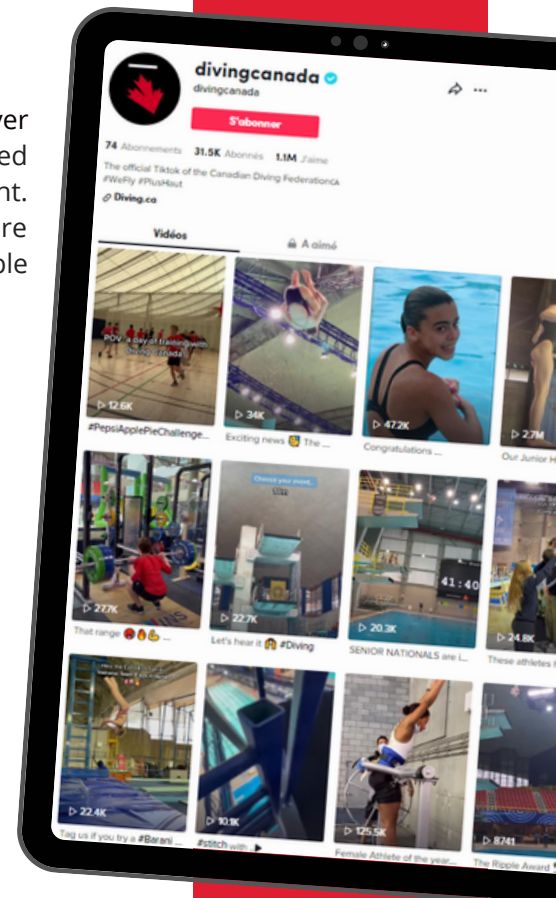
trying the 12m tower for the first time!



National team training camp
416,200 PEOPLE REACHED



Jennifer: Athlete of the Year
125,500 PEOPLE REACHED



WHAT MAKES IT GO VIRAL?

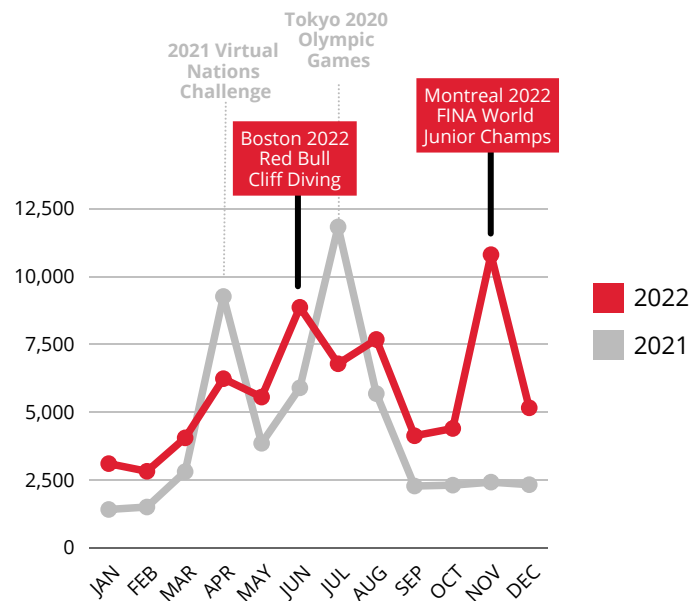
DPC's TikTok followers love to see behind the scenes content and feel like they have an exclusive access into the athletes' training routines. Videos featuring abdominal workout, water belt training, trampoline and high diving are consistently more popular than others.

WEBSITE

Although our social media accounts offer a lot of content, DPC's website remains the main hub for our community to access information such as the event calendar, our safe sport resources, national team members' biographies and other important news.

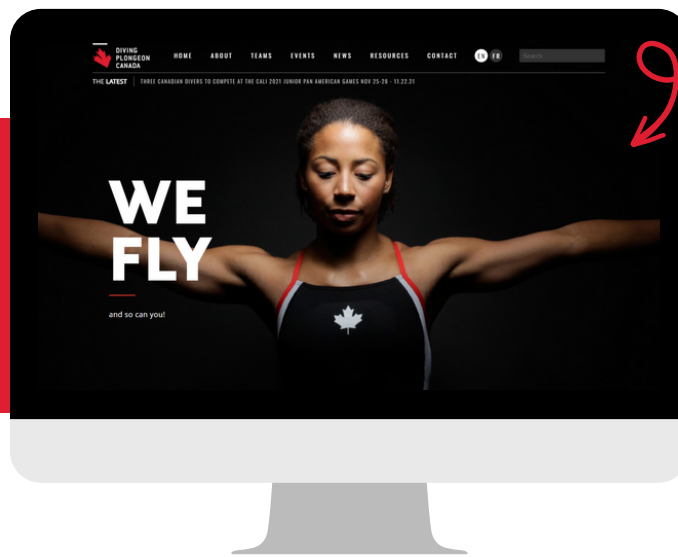
Most visited pages:

1. Homepage: **39,423 views** (+22.39% increase)
2. Montreal 2022: **27,366 views**
3. Events: **15,099 views** (+81.10% increase)
4. National-International events: **10,128 views**
5. Canada Cup 2022: **7,712 views**



254,997 PAGE VIEWS

+68.23% increase



who will be the next athlete featured on diving.ca's homepage?

CAMPAIGNS

A paid campaign ran from August 10th to September 10th to help clubs across the country to recruit new members. We segmented our audience in three: Quebec, Centre and West and featured local Olympians for each market.

The goal was to reach out to new audiences, especially to mom who have an interest in sports like gymnastics and swimming, and invite them to visit the **Get on Board** on diving.ca. From there, they could learn more about our sport and find a diving club near them.

Highlights:

1. Get on Board landing page: **919 page visits**
2. Find Your Club form: **349 forms filled**



**WE FLY
PLUS HAUT**

DIVING PLONGEON CANADA

2022 ORGANIZATIONAL CHART



BOARD OF DIRECTORS

CHIEF OPERATING OFFICER PENNY JOYCE

CHIEF TECHNICAL OFFICER MITCH GELLER

FINANCE AND ADMINISTRATION

FINANCIAL SERVICES DIRECTOR
KATHY HARE

FINANCE COORDINATOR
JOANNE HACHÉ

ADMINISTRATIVE COORDINATOR
MEGAN PEREIRA

EVENTS AND COMMUNICATION

EVENTS & COMMUNICATIONS DIRECTOR
JEFF FEENEY

NATIONAL PROGRAMS & EVENTS MANAGER
SARAH MAYER

MARKETING CONSULTANT
LAWRENCE BASLAW

COMMUNICATIONS MANAGER
ALEXANDRA PICHE

NATIONAL TEAM OUTFITTING & EVENTS COORDINATOR
COURTNEY HATTIE

PROGRAM DEVELOPMENT

EVENTS & SPORT DEVELOPMENT HIGH DIVING
OLIVIER MORNEAU

HP CLUB & COACH DEVELOPMENT / WE FLY BY FIVE MANAGER
TRACY BRADLEY

STRATEGIC ALLIANCES DIRECTOR
SCOTT STEVENSON

OFFICIALS PROGRAM MANAGER, CANADA GAMES, POLICIES
SARA TOTH

PERFORMANCE

JUNIOR HP DIRECTOR
ANDRÉE POULIOT-DESCHAMPS

HIGH PERFORMANCE CONSULTANT
NANCY BRAWLEY

SENIOR HP DIRECTOR
LINO SOCCORRO

TECHNICAL HIGH PERFORMANCE COORDINATOR
RIM FAWAZ

NATIONAL OPERATIONS DIRECTOR / REGISTRAR
IVONNE SHOUCAIR

CANADIAN DIVING INSTITUTES

MONTREAL
*AARON DZIVER
HUI TONG
YIHUA LI
DEVON BUTTERS*

TORONTO
*ANNA DACYSHYN
JOSÉ GUERRA*

CALGARY
GILLES EMPTOZ-LACOTE

SASKATOON
MARY CARROLL

VICTORIA
TOMMY MCLEOD

PART-TIME EMPLOYEE OR CONTRACTOR

BIRMINGHAM 2022

commonwealth
games



**WE FLY
PLUS HAUT**



BIRMINGHAM
2022
commonwealth
games

DIVING PLONGEON CANADA

BY-LAW NO. 6

A BY-LAW RELATING GENERALLY TO THE CONDUCT OF THE BUSINESS AND AFFAIRS OF THE CORPORATION

ARTICLE 1 INTERPRETATION

1.1 In this by-law and all other by-laws and resolutions of the Corporation, unless the content otherwise requires:

- (a) The singular includes the plural;
- (b) The masculine gender include all genders;
- (c) "Act" means the *Canada Not-for-Profit Corporations Act*, S.C. 2009, c.23, including the Regulations made pursuant to the Act, and any statutes or regulations that may be substituted, as amended from time to time;
- (d) "Articles" means the restated article of continuance of the Corporation;
- (e) "Auditor" means a Public Accountant, as defined in the Act, appointed by the Members by Ordinary Resolution at the annual meeting to audit the books, accounts, and records of the Corporation for a report to the Members at the next annual meeting;
- (f) "Board" means the Board of Directors of the Corporation;
- (g) "Days" means total days irrespective of weekends or holidays;
- (h) "Director" means a member of the Board of Directors;
- (i) "Corporation" means Diving Plongeon Canada;
- (j) "Documents", include deeds, mortgages, hypothecs, charges, conveyances, transfers and assignments of property, real or personal, immovable or movable, agreements, releases, receipts and discharges for the payment of money or other obligations, conveyances, transfer and assignments of shares, bonds, debentures or other securities and all paper writings;
- (k) "Members" shall have the meaning as set out in Article 3;
- (l) "Nominating Committee" means a committee appointed by the Board of Directors as more particularly described in Article 9.2;
- (m) "Officer" means an individual elected or appointed to serve as an Officer of the Corporation pursuant to these Bylaws;

- (n) "Ordinary Resolution" means a resolution passed by the majority of votes cast on that resolution;
- (o) "Registrant" means an individual who is engaged in activities that are provided, sponsored, supported, sanctioned or recognized by the Corporation or its Members. Registrants include recreational and competitive divers, members of national teams, coaches, officials, administrators, and volunteers who serve on executives, committees and boards of directors of diving clubs, Members and the Corporation. Registrants may pay a program fee for services rendered, but are not Members of the Corporation;
- (p) "Special Resolution" means a resolution passed by a majority of not less than two thirds of the votes cast on that resolution.

- 1.2 Headings used in the by-laws of the Corporation are for convenience of reference only and shall not affect the construction or interpretation thereof.
- 1.3 Except as provided in the Act, the Board shall have the authority to interpret any provision of these by-laws that is ambiguous or unclear.
- 1.4 These Bylaws have been drafted in English and the official French text is a translation. In the case of conflicting interpretations, the English version shall prevail.

ARTICLE 2 REGISTERED OFFICE

The registered office of the Corporation shall be located in the Province of Ontario, at such place therein as the directors of the Corporation may from time to time decide.

ARTICLE 3 MEMBERSHIP

- 3.1 Members - The Corporation shall have two classes of Members: Provincial Sections (defined as any province or territory of Canada that has at least one active diving club) and Committees (defined as, and limited to, the Corporation's duly-constituted Athletes Committee, Coaches Committee and Officials Committee). Each Member will designate a delegate or delegates to represent the Member at meetings of Members. Membership shall be non-transferable.
- 3.2 Member in Good Standing - A member that is a Provincial Section shall be deemed to be in good standing provided they have paid dues of the Corporation in accordance with Article 3.3, and they are not subject to a disciplinary investigation or action by the Corporation.

- 3.3 Member Dues - The Board may from time to time establish member dues in such amounts as it shall deem advisable; provided however, that any change in member dues shall be brought before the next meeting of Members and notice of such change shall be given. Any action of the Board as aforesaid, unless rescinded at such meeting of Members, shall continue and be valid, but the Members may at such meeting vary the actions of the Board to establish member dues as determined by a majority of Members.
- 3.4 Registration Fees - The Board may from time to time establish registration fees in such amounts as it shall deem advisable and may for such purpose establish different categories of Registrants with different fees.
- 3.5 Termination of Membership:
- (a) A Member may resign from the Corporation by giving written notice of its intention to resign; however, a Member may not resign when subject to a disciplinary investigation or action of the Corporation.
 - (b) A Member may be suspended from the Corporation for failure to pay dues in accordance with Article 3.3. If dues remain unpaid for a further 120 days following the suspension, the Member may be expelled from the Corporation.
 - (c) Notwithstanding expulsion from membership, a former Member remains liable for any assessment levied under authority of Article 3.3 prior to the expulsion.
 - (d) In addition to suspension or expulsion for failure to pay dues, a Member may be suspended or expelled from the Corporation in accordance with the Corporation's policies and procedures related to discipline of Members.
 - (e) A Member that is a Provincial Section shall cease to be a Member upon its dissolution or winding-up of affairs.

ARTICLE 4 MEETINGS OF MEMBERS

- 4.1 Types of meetings - Meetings of Members will include annual meetings and special meetings. The Corporation will hold meetings of Members at such date, time and place as determined by the Board.
- 4.2 Date of meeting - The annual meeting will be held within 15 months of the last annual meeting but not later than six months after the end of the Corporation's preceding financial year.
- 4.3 Calling meeting - A special meeting of the Members may be called at any time by the President, or upon the written requisition of Members holding not less than five percent of the total Members' votes. The Board will convene such a requisitioned special meeting in accordance with the Act. The agenda of the special meeting will be limited to the subject matter for which the meeting was duly called

- 4.4 Format of Meeting - A meeting of Members may be held by means of telephone, electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility. Any Member entitled to vote at a meeting of Members may participate in the meeting by means of telephone, or an electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility. A person so participating in a meeting is deemed to be present at the meeting.
- 4.5 Notice - Notice will include the time and place of a meeting, the proposed agenda, reasonable information to permit Members to make informed decisions, and will be given to each Member by the following means:
- (a) By mail, courier or personal delivery to each Member entitled to vote at the meeting, at least 30 days before the day on which the meeting is to be held; or
 - (b) By telephone, electronic or other communication facility to each Member entitled to vote at the meeting, at least 21 days before the day on which the meeting is to be held.
- 4.6 Who May Attend - Persons entitled to be present at a meeting of Members are the designated representatives of Members, the Directors, the Auditor, Registrants and such other persons who are entitled or required under any provision of the Act to be present at the meeting. Any other person may be admitted only at the invitation of the Chair of the meeting or by Ordinary Resolution of the Members at the meeting.
- 4.7 Adjournment of Meeting - Any meetings of Members may be adjourned to any time and place as determined by the Board and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place. No notice will be required for any adjourned meeting.
- 4.8 Quorum - Quorum for a meeting of Members will be such Members as hold a majority of Members' votes. If quorum is met at the start of the meeting, but thereafter Members depart the meeting such that quorum is lost, the meeting is nonetheless a valid meeting and may continue.

- 4.9 Allocation of Votes - Each Member that is a Provincial Section shall have one vote at meetings of Members, to be exercised by their delegate. Each Member that is a Committee shall have three votes at meetings of Members, to be exercised by their delegate or delegates.
- 4.10 Show of Hands - At all meetings of Members of the Corporation, every question shall be determined by a show of hands unless otherwise required by a by-law of the Corporation or unless a secret ballot has been requested and granted. Whenever a vote by show of hands has been taken upon a question, a declaration by the chairperson that a resolution has been carried or lost by a particular majority and an entry to that effect in the minutes of the Corporation is conclusive evidence of the fact without proof of the number or proportion of votes in favor of or against the motion.
- 4.11 Secret Ballot - Any Member may demand that any vote be by secret ballot and if seconded, compliance shall be made with any such request.
- 4.12 Written Resolutions - A resolution in writing, signed by all Members entitled to vote on that resolution at meeting of Members, is as valid as if it had been passed at a meeting of Members. Facsimile signatures shall be satisfactory for the purpose of executing any such resolutions in writing.
- 4.13 Proxies - A Member may, by means of a written proxy, appoint a proxy holder to attend and act at a specific meeting of Members, in the manner and to the extent authorized by the proxy. A proxy holder must be a Registrant of the Corporation. No individual may represent by proxy more than one Member.

ARTICLE 5 BOARD OF DIRECTORS

- 5.1 Number - The property and business of the Corporation shall be managed by a Board of a minimum of four Directors and a maximum of nine Directors.
- 5.2 Powers - Except as otherwise provided in the Act or these Bylaws, the Board has the powers of the Corporation and may delegate any of its powers, duties and functions. More specifically, the Board shall:
- (a) Approve the vision, mission, values and strategic direction of the Corporation;
 - (b) Approve policies, procedures and rules to deliver the programs and services of the Corporation, including policies relating to the discipline of Members and Registrants and the management of disputes within the Corporation;
 - (c) Provide continuity for the Corporation by ensuring its financial health;

- (d) Engage under employment contract such persons as it deems necessary for carrying out the work of the Corporation;
 - (e) Ensure positive relationships with stakeholders; and
 - (f) Perform any other duties from time to time as may be in the best interests of the Corporation.
- 5.3 Qualifications - Any person who is 18 years of age or older, who has the power under law to contract, who is resident of Canada, who is a Registrant of the Corporation, who has not been declared incapable by a court in Canada or in another country, who does not have the status of bankrupt, and who satisfies the requirements of the *Income Tax Act* in relation to the eligibility to serve as a director of a registered charity may be nominated for election as a Director
- 5.4 Term of Office - At the first meeting of Members following receipt of a Certificate of Continuance under the Act, a majority of Directors shall be elected for a period of two years and the remaining Directors shall be elected for a period of one year so that subsequent elections to the Board are carried out on a staggered basis. Thereafter, Directors shall be elected for a term of two years.
- 5.5 Vacation of Office - The office of a Director shall be vacated automatically:
- (a) If the Director fails to maintain the qualifications specified in Article 5.3;
 - (b) If the Director ceases to be a Registrant in good standing of the Corporation;
 - (c) If the Director is charged with any criminal offense relating to the position;
 - (d) If the Director, without reasonable excuse, fails to attend three consecutive meetings of the Board; or
 - (e) Upon the Director's death.
- 5.6 Removal from Office - A Director may be removed by Ordinary Resolution of the Members at a meeting of Members, provided the Director has been given written notice of and the opportunity to be heard at such a meeting.
- 5.7 Filling a Vacancy - For any vacancy occurring in the Board of Directors, the Board by majority vote, may, by appointment, fill the vacancy until the next annual meeting, provided the appointee meets the qualifications set out in Article 5.3. A Director so appointed shall be eligible for re-election to the Board at the next election for the remainder of the vacant position's term of office.
- 5.8 Election - Nominations to the Board will be identified by the Nominating Committee to the Membership and are circulated 30 days prior to the annual meeting. In the event that there are more individuals seeking election than positions available, ballots shall be circulated to the Members for voting purposes.

- 5.9 Indemnification – The Corporation shall indemnify and hold harmless out of the funds of the Corporation each Director and Officer from and against any and all claims, demands, actions and costs which may arise or be incurred as a result of occupying the position or performing the duties of a Director or Officer. The Corporation shall not indemnify a Director or Officer or any other person for acts of fraud, dishonesty or bad faith.

ARTICLE 6 MEETINGS OF DIRECTORS

- 6.1 Notice - meetings of the Board of Directors may be held at any time and place to be determined by the Board provided that 48 hours written notice of such meeting shall be given, other than by mail, to each Director. Notice by mail shall be sent at least 14 days prior to the meeting. No formal notice of a meeting is necessary if all the Directors are present or if those absent have signified their consent to the meeting being held without notice and in their absence.
- 6.2 Meetings by Phone - If all the Directors of the Corporation consent thereto generally or in respect of a particular meeting, a Director may participate in a meeting of the Board or of a Committee of the Board by means of such conference telephone or other communications facilities as permit all persons participating in the meeting to hear each other, and a director participating in such a meeting by such means is deemed to be present at the meeting.
- 6.3 First Meeting of Newly Elected Directors - Where Directors are elected at an annual meeting (or, in the case of a Director appointed to fill a vacancy on the Board, at a meeting of the Board), no notice of the first meeting following the election or appointment shall be required to be given to the newly elected or appointed Director or Directors in order to legally constitute the meeting, provided that a quorum of Directors is present.
- 6.4 Quorum – A majority of Directors shall form a quorum for the transaction of business. Such quorum of Directors present shall be competent to do and perform all acts, which are or shall be directed to be done at any such meeting.
- 6.5 Written Resolutions - A resolution in writing, signed by all the Directors entitled to vote on that resolution is as valid as if it had been passed at a meeting of the Board or Committee of the Board. Facsimile signatures shall be satisfactory for the purpose of executing any such resolution in writing.

ARTICLE 7 OFFICERS

- 7.1 Officers - The officers of the Corporation shall be the President and any other officers as the Board may determine by resolution from time to time. Any two offices may be held by the same person. The President shall be a Director of the Corporation but no other officers need be Directors.
- 7.2 Appointment - Officers of the Corporation shall be appointed by resolution of the Board at the first meeting of the Board of Directors following each annual meeting of Members in which the Board is elected.
- 7.3 Term - The officers of the Corporation shall hold office for one year from the date of appointment until their successors are appointed. Officers shall be subject to removal by Ordinary Resolution of the Board at any time. If otherwise qualified, there is no limit on the number of terms of office in which an officer may be appointed.
- 7.4 Remuneration of Officers - Officers shall not be entitled to any remuneration in their capacity as an Officer, but they shall be entitled to be paid their travelling and other expenses properly incurred by them in connection with the affairs of the Corporation, and in attending meetings of the Corporation. Any Officer who is a *bona fide* employee of the Corporation may be paid remuneration with respect to services performed by him or her as an employee.

ARTICLE 8 DUTIES OF OFFICERS

- 8.1 President - The President shall preside at all meetings of the Corporation and of the Board. The President shall act as the chairperson and the spokesperson for the Board and the organization. The President shall see that all orders and resolutions of the Board are carried into effect and that all meetings are run in accordance with the procedures established. The President may delegate any of his duties.
- 8.2 Other Officers - Any other officers appointed by the Board shall have such duties as the Board may prescribe.

ARTICLE 9 BOARD COMMITTEES

- 9.1 The Board may constitute such committees to help carry out its responsibilities, as it considers necessary. Such committees shall be composed of such persons appointed by the Board, whether members of the Board or not, and the duties of such committees shall be those from time to time designated by the Board.
- 9.2 Nominating Committee - The Board shall constitute a nominating committee consisting of at least one person from each of the following groups: Provincial Sections, athletes, coaches and officials. The duties of the Nominating Committee shall be set forth in Terms of Reference, which shall be established from time to time by the Board. Generally these duties include nomination of a full slate of candidates for election to the Board at each annual meeting.
- 9.3 Remuneration of Committee Members - The Board shall determine the remuneration if any to be provided to members of board committees.
- 9.4 Removal of Board Committee Members - Any committee member may be removed by Ordinary Resolution of the Board.

ARTICLE 10 EXECUTION OF DOCUMENTS

- 10.1 Cheques, Drafts, and Notes - All cheques, drafts or orders for the payment of money and all notes and acceptance and bills of exchange shall be signed by such officers or Directors and in the manner from time to time prescribed by the Board.
- 10.2 Execution of Documents - Contracts, documents or any instruments in writing requiring the signature of the Corporation, shall be signed by any two officers and all contracts, documents and instruments in writing or signed shall be binding upon the Corporation without any further authorization or formality. The Board shall have the power from time to time by resolution to appoint any person or persons on behalf of the Corporation to sign specific contracts, documents and instruments in writing. The seal of the Corporation may, when required be affixed to contracts, documents and instruments in writing signed as aforesaid or by any person or persons appointed by resolution of the Board.
- 10.3 Books and Records - The Board shall see that all necessary books and records of the Corporation required by the by-laws of the Corporation or by any applicable statute are regularly and properly kept.

ARTICLE 11 FISCAL YEAR

The fiscal year of the Corporation shall be determined by the Board.

ARTICLE 12 AUDITORS

The Members shall, at each annual meeting, appoint an Auditor to audit the accounts of the Corporation for report to the Members at the next annual meeting. The Auditor shall hold office until the next annual meeting provided that the Board may fill any casual vacancy in the office of the Auditor.

ARTICLE 13 CONFLICT OF INTEREST

In accordance with the Act, a Director, Officer, or member of a committee who has an interest, or who may be perceived as having an interest, in a proposed contract or transaction with the Corporation will comply with the Act and the Corporation's Conflict of Interest Policy and will disclose fully and promptly the nature and extent of such interest to the Board or Committee, as the case may be, will refrain from voting or speaking in debate on such contract or transaction; will refrain from influencing the decision on such contract or transaction; and will otherwise comply with the requirements of the Act regarding conflict of interest.

ARTICLE 14 AMENDMENT OF BY-LAWS

Except for the items set out in Article 15, these Bylaws may be amended or repealed by Ordinary Resolution of the Directors at a meeting of the Board. The Directors will submit the Bylaw amendment or repeal to the Members at the next meeting of Members, and the Members may, by Ordinary Resolution, confirm, reject or amend the Bylaw, amendment or repeal. The Bylaw, amendment or repeal is effective from the date of the resolution of the Directors. If the Bylaw, amendment or repeal is confirmed, or confirmed as amended, by the Members it remains effective in the form in which it was confirmed. The Bylaw, amendment or repeal ceases to have effect if it is not submitted to the Members as described, or if it is rejected by the Members.

ARTICLE 15 FUNDAMENTAL CHANGES

In accordance with the Act, a Special Resolution of the Members is required to make the following fundamental changes to the Articles or by-laws of the Corporation:

- (a) Change the Corporation's name;
- (b) Change the province in which the Corporation's registered office is situated;
- (c) Add, change or remove any restriction on the activities that the Corporation may carry on;

- (d) Create a new class or group of Members;
- (e) Change a condition required for being a Member;
- (f) Change the designation of any class or group of Members or add, change or remove any rights and conditions of any such class or group;
- (g) Divide any class or group of Members into two or more classes or groups and fix the rights and conditions of each class or group;
- (h) Add, change or remove a provision respecting the transfer of a membership;
- (i) Increase or decrease the number of, or the minimum or maximum number of directors;
- (j) Change the statement of the purpose of the Corporation;
- (k) Change the statement concerning the distribution of property remaining on liquidation after the discharge of any liabilities of the Corporation;
- (l) Change the manner of giving notice to Members entitled to vote at a meeting of Members;
- (m) Change the method of voting by Members not in attendance at a meeting of Members;
or
- (n)** Add, change or remove any other provision that is permitted by this Act to be set out in the Articles.

ARTICLE 16 NOTICES

- 17.1 In these Bylaws, written notice will mean notice which is provided by mail, courier, personal delivery, telephone, electronic or other communication facility to the address of record of the Director or Member, as the case may be.
- 17.2 Date of notice will be the date on which notice is given by personal delivery, one day after the date on which the notice is delivered by telephone, electronic or other communication facility, two days after the date that notice is couriered, or five days after the date that notice is mailed.
- 17.3 The accidental omission to give any notice to any Member, Director, Officer, member of a committee or the Auditor, or the non-receipt of any notice by any such person where the Corporation has provided notice in accordance with the Bylaws, or any error in any notice not affecting its substance will not invalidate any action taken at any meeting to which the notice pertained.

ARTICLE 17 EFFECTIVE DATE

This by-law was approved by a Special Resolution of the Members of the Corporation at a meeting of Members duly called held on [date]. This by-law shall come into force upon the Corporation's receipt of a Certificate of Continuance from Corporations Canada.

ARTICLE 18 REPEAL OF EXISTING BY-LAWS

Upon this by-law coming into force, By-law No. 5 of the Corporation is repealed, provided that such repeal shall not affect the validity of any act done or right, privilege, obligation or liability acquired or incurred under the validity of any contract or agreement made pursuant to any such by-law prior to its appeal.

DIVING PLONGEON CANADA

BY-LAW NO. 6 – **RECOMMENDED REVISIONS**

A BY-LAW RELATING GENERALLY TO THE CONDUCT OF THE BUSINESS AND AFFAIRS OF THE CORPORATION

TABLE OF CONTENTS

ARTICLE 1 INTERPRETATION

1.1 In this by-law and all other by-laws and resolutions of the Corporation, unless the content otherwise requires:

(a) The singular includes the plural;

~~(b)~~ ~~The masculine gender include all genders;~~

~~(e)~~~~(b)~~ "Act" means the *Canada Not-for-Profit Corporations Act*, S.C. 2009, c.23, including the Regulations made pursuant to the Act, and any statutes or regulations that may be substituted, as amended from time to time;

~~(d)~~~~(c)~~ "Articles" means the restated articles of continuance of the Corporation, as may be amended from time to time;

~~(e)~~~~(d)~~ "Auditor" means a Public Accountant, as defined in the Act, appointed by the Members by Ordinary Resolution at the annual meeting to audit the books, accounts, and records of the Corporation for a report to the Board and presentation to the Members at the next annual meeting;

~~(f)~~~~(e)~~ "Board" means the Board of Directors of the Corporation;

~~(g)~~~~(f)~~ "Days" means total days ~~irrespective of including of~~ weekends ~~or and~~ holidays;

~~(h)~~~~(g)~~ "Director" means a member of the Board ~~of Directors~~;

~~(i)~~~~(h)~~ "Corporation" means Diving Plongeon Canada;

~~(j)~~~~(i)~~ "Documents", include deeds, mortgages, hypothecs, charges, conveyances, transfers and assignments of property, real or personal, immovable or movable, agreements, releases, receipts and discharges for the payment of money or other obligations, conveyances, transfer and assignments of shares, bonds, debentures or other securities and all paper writings;

~~(k)~~~~(j)~~ "Members" shall have the meaning ~~as~~ set out in Article 3;

~~(l)~~~~(k)~~ "Nominating Committee" means a committee appointed established by the Board ~~of Directors as more particularly described in~~ accordance with Article 9.2;

~~(m)~~~~(l)~~ "Officer" means ~~a~~ an individual elected or appointed to serve as an Officer of the Corporation pursuant to these Bylaws;

~~(n)~~~~(m)~~ "Ordinary Resolution" means a resolution passed by the majority of votes cast on that resolution or consented to by all the voting Members entitled to vote on that resolution;

~~(o)~~~~(n)~~ "Registrant" means an individual who is ~~engaged registered with the Corporation or one of its members to participate~~ in activities that are provided,

sponsored, supported, sanctioned or recognized by the Corporation or its Members. For greater certainty, Registrants include recreational and competitive divers, members of national teams, coaches, officials, administrators, and volunteers who serve on executives, committees and boards of directors of diving clubs, ~~Members and the Corporation~~. Registrants may pay a program fee for services rendered, but are not Members of the Corporation;

(o) “Special Resolution” means a resolution that is submitted to a special meeting of the ~~mMembers of the Corporation~~ duly called for the purpose of considering the resolution and passed at the meeting, with or without amendment, by at least two-thirds of the votes cast; or consented to by each member of the Corporation entitled to vote at a meeting of the ~~mMembers of the Corporation~~; and a resolution passed by a majority of not less than two thirds of the votes cast on that resolution.

(p) “Standing Committees” means the Athletes Committee, the Coaches Committee and Officials Committee, duly established pursuant to section 9.1 hereof.

- 1.2 Headings used in the by-laws of the Corporation are for convenience of reference only and shall not affect the construction or interpretation thereof.
- 1.3 Except as provided in the Act, the Board shall have the authority to interpret any provision of these by-laws that is ambiguous or unclear.
- 1.4 These Bylaws have been drafted in English and the official French text is a translation. In the case of conflicting interpretations, the English version shall prevail.

ARTICLE 2 REGISTERED OFFICE

The registered office of the Corporation shall be located in the Province of Ontario, at such place therein as the ~~directors of the Corporation~~Board may from time to time decide.

ARTICLE 3 MEMBERSHIP

- 3.1 Members - The Corporation shall have two classes of Members: Provincial Sections (defined as any province or territory of Canada that has at least one active diving club) and the three Standing Committees ~~(defined as, and limited to, the Corporation's duly-constituted Athletes Committee, Coaches Committee and Officials Committee)~~. Each Member will designate a delegate or delegates to represent the Member it at meetings of Members. Membership shall be non-transferable.
- 3.2 Member in Good Standing - A member that is a Provincial Section shall be deemed to be in good standing provided they have paid dues of the Corporation in accordance with Article 3.3, and they are not subject to a disciplinary investigation or action by the Corporation.
- 3.3 Member Dues - The Board may from time to time establish ~~member dues in such amounts as it shall deem advisable; provided however, that any change in member dues shall be brought before the next meeting of Members and notice of such change shall be given. Any action of the Board as aforesaid, unless rescinded at such meeting of Members, shall continue and be valid, but the Members may at such meeting vary the~~

~~actions of the Board to establish member dues as determined by a majority of Members. membership dues in such amounts as it shall deem advisable.~~

- 3.4 Registration Fees - The Board may from time to time establish registration fees in such amounts as it shall deem advisable and may for such purpose establish different categories of Registrants with different fees.
- 3.5 Termination of Membership:
- (a) A Member may resign from the Corporation by giving written notice of its intention to resign; however, a Member may not resign when subject to a disciplinary investigation or action of the Corporation.
 - (b) A Member may be suspended from the Corporation for failure to pay dues in accordance with Article 3.3. If dues remain unpaid for a further 120 days following the suspension, the Member may be expelled from the Corporation.
 - (c) Notwithstanding expulsion from membership, a former Member remains liable for any assessment levied under authority of Article 3.3 prior to the expulsion.
 - (d) In addition to suspension or expulsion for failure to pay dues, a Member may be suspended or expelled from the Corporation in accordance with the Corporation's policies and procedures related to discipline of Members.
 - (e) A Member that is a Provincial Section shall cease to be a Member upon its dissolution or winding-up of affairs.

ARTICLE 4 MEETINGS OF MEMBERS

- 4.1 Types of meetings - Meetings of Members will include annual meetings and special meetings. The Corporation will hold meetings of Members at such date, time and place as determined by the Board.
- 4.2 Date of meeting - The annual meeting will be held within 15 months of the last annual meeting but not later than six months after the end of the Corporation's preceding financial year.
- 4.3 Calling meeting - A special meeting of the Members may be called at any time by the President, or upon the written requisition of Members holding not less than five percent of the total Members' votes. The Board will convene such a requisitioned special meeting in accordance with the Act. The agenda of the special meeting will be limited to the subject matter for which the meeting was duly called
- 4.4 Format of Meeting - A meeting of Members may be held by means of telephone, electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility. Any Member entitled to vote at a meeting of Members may participate in the meeting by means of telephone, or an electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility. A person so participating in a meeting is deemed to be present at the meeting.

- 4.5 Notice - Notice will include the time and place of a meeting, the proposed agenda, reasonable information to permit Members to make informed decisions, and will be given to each Member by the following means:
- (a) By mail, courier or personal delivery to each Member entitled to vote at the meeting, at least 30 days before the day on which the meeting is to be held; or
 - (b) By telephone, electronic or other communication facility to each Member entitled to vote at the meeting, at least 21 days before the day on which the meeting is to be held.
- 4.6 Who May Attend - Persons entitled to be present at a meeting of Members are the designated representatives of Members, the Directors, the Auditor, Registrants and such other persons who are entitled or required under any provision of the Act to be present at the meeting. Any other person may be admitted only at the invitation of the Chair of the meeting or by Ordinary Resolution of the Members at the meeting.
- 4.7 Adjournment of Meeting - Any meetings of Members may be adjourned to any time and place as determined by the Board and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place. No notice will be required for any adjourned meeting.
- 4.8 Quorum - Quorum for a meeting of Members will be such Members as hold a majority of Members' votes. If quorum is met at the start of the meeting, but thereafter Members depart the meeting such that quorum is lost, the meeting is nonetheless a valid meeting and may continue.
- 4.9 Allocation of Votes - Each Member that is a Provincial Section shall have one vote at meetings of Members, to be exercised by their delegate. Each Member that is a Standing Committee shall have three votes at meetings of Members, to be exercised by their respective delegate or delegates.
- 4.10 Show of Hands - At all meetings of Members of the Corporation, every question shall be determined by a show of hands unless otherwise required by a by-law of the Corporation or unless a secret ballot has been requested and granted. Whenever a vote by show of hands has been taken upon a question, a declaration by the chairperson that a resolution has been carried or lost by a particular majority and an entry to that effect in the minutes of the Corporation is conclusive evidence of the fact without proof of the number or proportion of votes in favor of or against the motion.
- 4.11 Secret Ballot - Any Member may demand that any vote be by secret ballot and if seconded, compliance shall be made with any such request.
- 4.12 Written Resolutions - A resolution in writing, signed by all Members entitled to vote on that resolution at meeting of Members, is as valid as if it had been passed at a meeting of Members. Faesimile-Electronic signatures shall be satisfactory for the purpose of executing any such resolutions in writing.
- 4.13 Proxies - A Member may, by means of a written proxy, appoint a proxy holder to attend and act at a specific meeting of Members, in the manner and to the extent authorized by

the proxy. A proxy holder must be a Registrant of the Corporation. No individual may represent by proxy more than one Member.

ARTICLE 5 BOARD OF DIRECTORS

- 5.1 Number - The property and business of the Corporation shall be managed by a Board of a minimum of four Directors and a maximum of nine Directors. The Board may fix the number of Directors within the minimum and maximum number of Directors set out in the Articles.
- 5.2 Powers - Except as otherwise provided in the Act or these Bylaws, the Board has the powers of the Corporation and may delegate any of its powers, duties and functions. More specifically and without limitation, the Board shall:
- (a) Approve the vision, mission, values and strategic direction of the Corporation;
 - (b) Approve policies, procedures and rules to deliver the programs and services of the Corporation, including policies relating to the discipline of Members and Registrants and the management of disputes within the Corporation;
 - ~~(c) Provide continuity for the Corporation by ensuring its financial health;~~
 - ~~(c)~~
 - ~~(d) Engage under employment contract such persons as it deems necessary for carrying out the work of the Corporation;~~
 - ~~(d)~~
 - ~~(e) Ensure positive relationships with stakeholders; -and~~
 - ~~(e)~~
 - (f) Perform any other duties from time to time as may be in the best interests of the Corporation.
- 5.3 Qualifications - Any person who is 18 years of age or older, who has the power under law to contract, who is resident of Canada, who is a Registrant of the Corporation, who has not been declared incapable by a court in Canada or in another country, who does not have the status of bankrupt, and who satisfies the requirements of the *Income Tax Act* in relation to the eligibility to serve as a director of a registered charity may be nominated for election as a Director
- 5.4 Term of Office ~~— Except to fill a vacancy in accordance with Section 5.7, each Directors shall be elected for a two-year term, on a staggered basis. At the first meeting of Members following receipt of a Certificate of Continuance under the Act, a majority of Directors shall be elected for a period of two years and the remaining Directors shall be elected for a period of one year so that subsequent elections to the Board are carried out on a staggered basis. Thereafter, Directors shall be elected for a term of two years.~~
- 5.5 Vacation of Office - The office of a Director shall be vacated automatically:
- (a) If the Director fails to maintain the qualifications specified in Article 5.3;
 - (b) If the Director ceases to be a Registrant in good standing of the Corporation;
 - (c) If the Director is charged with any criminal offense relating to the position;
 - (d) If the Director, without reasonable excuse, fails to attend three consecutive meetings of the Board; or
 - (e) Upon the Director's death.

- 5.6 Removal from Office - A Director may be removed by Ordinary Resolution of the Members at a meeting of Members, provided the Director has been given written notice of and the opportunity to be heard at such a meeting.
- 5.7 Filling a Vacancy - For any vacancy occurring ~~in on~~ the Board ~~of Directors~~, the Board may by a majority vote, ~~may, by appointment,~~ appoint a new Director to fill the vacancy until the next annual meeting for the remainder of the vacating Director's term, provided the appointee meets the qualifications set out in Article 5.3. ~~A Director so appointed shall be eligible for re-election to the Board at the next election for the remainder of the vacant position's term of office.~~
- 5.8 Election - Nominations to the Board will be identified by the Nominating Committee to the Membership and ~~are~~ circulated 30 days prior to the annual meeting. In the event that there are more individuals seeking election than positions available, ballots shall be circulated to the Members for voting purposes.
- 5.9 Indemnification – The Corporation shall indemnify and hold harmless ~~out of the funds of the Corporation~~ each Director and Officer from and against any and all claims, demands, actions and costs which may arise or be incurred as a result of occupying the position or performing the duties of a Director or Officer out of the funds of the Corporation. The Corporation shall not indemnify a Director or Officer or any other person for acts of fraud, dishonesty or bad faith.

ARTICLE 6 MEETINGS OF DIRECTORS

- 6.1 Notice - ~~M~~meetings of the Board ~~of Directors~~ may be held at any time and place to be determined by the Board. ~~provided that~~ Unless waived by all Directors, at least 48 hours' ~~written electronic~~ notice of such meeting shall be given, ~~other than by mail,~~ to each Director. ~~Notice by mail shall be sent at least 14 days prior to the meeting.~~ No formal notice of a meeting is necessary if all the Directors are present or if those absent have signified their consent to the meeting ~~-being held without notice and in their absence.~~
- 6.2 Meetings by Phone ~~Not in Person~~ - If all the Directors ~~of the Corporation~~ consent thereto generally or in respect of a particular meeting, a Director may participate in a meeting of the Board or of a Committee of the Board electronically, by means of ~~such~~ conference telephone or such other communications' facilities as permit all persons participating in the meeting to hear each other, and a ~~De~~director participating in such a meeting by such means is deemed to be present at the meeting.
- 6.3 First Meeting of Newly Elected Directors – Where Directors are elected at an annual meeting (or, in the case of a Director appointed to fill a vacancy on the Board, at a meeting of the Board), no notice of the first meeting following the election or appointment shall be required to be given to the newly elected or appointed Director or Directors in order to legally constitute the meeting, provided that a quorum of Directors is present.

- 6.4 Quorum – A majority of Directors shall form a quorum for the transaction of business. Such quorum of Directors present shall be competent to do and perform all acts, which are or shall be directed to be done at any such meeting.
- 6.5 Written Resolutions – A resolution in writing, signed by all the Directors entitled to vote on that resolution is as valid as if it had been passed at a meeting of the Board or Committee of the Board. ~~Fa~~esimile-Digital or E~~electronic~~ signatures shall be satisfactory for the purpose of executing any such resolution in writing.

ARTICLE 7 OFFICERS

- 7.1 Officers – The officers of the Corporation shall be the President and any other officers as the Board may determine by resolution from time to time. Any two offices may be held by the same person. The President shall be a Director of the Corporation but no other officers need be Directors.
- 7.2 Appointment – Officers of the Corporation shall be appointed by Ordinary ~~R~~Resolution of the Board at the first meeting of the Board of Directors following each annual meeting of Members in which the Board is elected.
- 7.3 Term – The officers of the Corporation shall hold office for one year from the date of appointment until their successors are appointed. Officers shall be subject to removal by Ordinary Resolution of the Board at any time. If otherwise qualified, there is no limit on the number of terms of office in which an officer may be appointed.
- 7.4 Remuneration of Officers – Officers shall not be entitled to any remuneration in their capacity as an Officer, but they shall be entitled to be paid their travelling and other expenses properly incurred by them in connection with the affairs of the Corporation, and in attending meetings of the Corporation. Any Officer who is a *bona fide* employee of the Corporation may be paid remuneration with respect to services performed by ~~him or her~~them as an employee.

ARTICLE 8 DUTIES OF OFFICERS

- 8.1 President – The President shall preside at all meetings of the Corporation and of the Board. The President shall act as the chairperson and the spokesperson for the Board and the organization. The President shall see that all orders and resolutions of the Board are carried into effect and that all meetings are run in accordance with the procedures established. The President may delegate any of ~~his-its~~ duties.
- 8.2 Other Officers – Any other officers appointed by the Board shall have such duties as the Board may prescribe.

ARTICLE 9 BOARD COMMITTEES

- 9.1 Appointment of Standing and Ad-Hoc Committees – ~~The Board shall establish three Standing Committees, namely: an Athletes Committee, an Officials Committee and a Coaches Committee, each of which shall be a Member of the Corporation. In addition, the Board may appoint such other standing and ad-hoc committees as it deems necessary~~

~~for the effective management of the business and affairs of the Corporation. The Board may appoint and remove members of any committees so established, provide for the election of the members of such committees, prescribe the duties and terms of reference for such committees, and it may delegate any of its powers, duties and functions to one or more of such committees. The Board may constitute such committees to help carry out its responsibilities, as it considers necessary. Such committees shall be composed of such persons appointed by the Board, whether members of the Board or not, and the duties of such committees shall be those from time to time designated by the Board.~~

9.2 Nominating Committee - The Board shall constitute a nominating committee consisting of at least one person from each of the following groups: Provincial Sections, athletes, coaches and officials. The duties of the Nominating Committee shall be set forth in Terms of Reference, which shall be established from time to time by the Board. Generally these duties include nomination of a full slate of candidates for election to the Board at each annual meeting.

9.3 Remuneration of Committee Members - The Board shall determine the remuneration if any to be provided to members of board committees.

~~9.4 Removal of Board Committee Members - Any committee member may be removed by Ordinary Resolution of the Board.~~

ARTICLE 10 EXECUTION OF DOCUMENTS

10.1 Cheques, Drafts, and Notes - All cheques, drafts or orders for the payment of money and all notes and acceptance and bills of exchange shall be signed by such officers or Directors and in the manner from time to time prescribed by the Board.

10.2 Execution of Documents - Contracts, documents or any instruments in writing requiring the signature of the Corporation, shall be signed by any two officers and all contracts, documents and instruments in writing or signed shall be binding upon the Corporation without any further authorization or formality. The Board shall have the power from time to time by resolution to appoint any person or persons on behalf of the Corporation to sign specific contracts, documents and instruments in writing. The seal of the Corporation may, when required be affixed to contracts, documents and instruments in writing signed as aforesaid or by any person or persons appointed by resolution of the Board.

10.3 Books and Records - The Board shall see that all necessary books and records of the Corporation required by the by-laws of the Corporation or by any applicable statute are regularly and properly kept.

ARTICLE 11 FISCAL YEAR END

The fiscal year of the Corporation shall end on such date each year as may be determined by the Board from time to time.

ARTICLE 12 AUDITORS

The Members shall, at each annual meeting, appoint an Auditor to audit the accounts of the Corporation for report to the Members at the next annual meeting. The Auditor shall hold office until the next annual meeting provided that the Board may fill any casual vacancy in the office of the Auditor.

ARTICLE 13 CONFLICT OF INTEREST

In accordance with the Act, a Director, Officer, or member of a committee who has an interest, or who may be perceived as having an interest, in a proposed contract or transaction with the Corporation will comply with the Act and the Corporation's Conflict of Interest Policy and will disclose fully and promptly the nature and extent of such interest to the Board or Committee, as the case may be, will refrain from voting or speaking in debate on such contract or transaction; will refrain from influencing the decision on such contract or transaction; and will otherwise comply with the requirements of the Act regarding conflict of interest.

ARTICLE 14 AMENDMENT OF BY-LAWS

Except for the items set out in Article 15, these Bylaws may be amended or repealed by Ordinary Resolution of the Directors at a meeting of the Board. The Directors will submit the Bylaw amendment or repeal to the Members at the next meeting of Members, and the Members may, by Ordinary Resolution, confirm, reject, or amend the Bylaw, amendment or repeal. The Bylaw, amendment, or repeal is effective from the date of the resolution of the Directors. If the Bylaw, amendment or repeal is confirmed, or confirmed as amended, by the Members it remains effective in the form in which it was confirmed. The Bylaw, amendment, or repeal ceases to have effect if it is not submitted to the Members as described, or if it is rejected by the Members.

The Bylaws may also be amended by member proposal, as described in Section 163 of the Act. Amendments by member proposal must be approved by Ordinary Resolution of the Members at any meeting of the Members. Amendments by member proposal that are approved by the Members take effect immediately.

ARTICLE 15 FUNDAMENTAL CHANGES

In accordance with the Act, a Special Resolution of the Members is required to make the following fundamental changes to the Articles or by-laws of the Corporation:

- (a) Change the Corporation's name;
- (b) Change the province in which the Corporation's registered office is situated;
- (c) Add, change or remove any restriction on the activities that the Corporation may carry on;
- (d) Create a new class or group of Members;
- (e) Change a condition required for being a Member;
- (f) Change the designation of any class or group of Members or add, change or remove any rights and conditions of any such class or group;
- (g) Divide any class or group of Members into two or more classes or groups and fix the rights and conditions of each class or group;
- (h) Add, change or remove a provision respecting the transfer of a membership;
- (i) Increase or decrease the number of, or the minimum or maximum number of directors;

President

This by-law was confirmed by Ordinary Resolution of the Members on January 28, 2023.

President

DIVING PLONGEON CANADA

BY-LAW NO. 6 – REVISIONS ACCEPTED

**A BY-LAW RELATING GENERALLY TO THE CONDUCT OF THE
BUSINESS AND AFFAIRS OF THE CORPORATION**

ARTICLE 1 INTERPRETATION

1.1 In this by-law and all other by-laws and resolutions of the Corporation, unless the content otherwise requires:

- (a) The singular includes the plural;
- (b) “Act” means the *Canada Not-for-Profit Corporations Act, S.C. 2009, c.23*, including the Regulations made pursuant to the Act, and any statutes or regulations that may be substituted, as amended from time to time;
- (c) “Articles” means the restated articles of continuance of the Corporation, as may be amended from time to time;
- (d) “Auditor” means a Public Accountant, as defined in the Act, appointed by the Members by Ordinary Resolution at the annual meeting to audit the books, accounts, and records of the Corporation for a report to the Board and presentation to the Members at the next annual meeting;
- (e) “Board” means the Board of Directors of the Corporation;
- (f) “Days” means total days including weekends and holidays;
- (g) “Director” means a member of the Board;
- (h) “Corporation” means Diving Plongeon Canada;
- (i) “Documents”, include deeds, mortgages, hypothecs, charges, conveyances, transfers and assignments of property, real or personal, immovable or movable, agreements, releases, receipts and discharges for the payment of money or other obligations, conveyances, transfer and assignments of shares, bonds, debentures or other securities and all paper writings;
- (j) “Members” shall have the meaning set out in Article 3;
- (k) “Nominating Committee” means a committee established by the Board in accordance with Article 9.2;
- (l) “Officer” means an individual elected or appointed to serve as an Officer of the Corporation pursuant to these Bylaws;
- (m) “Ordinary Resolution” means a resolution passed by the majority of votes cast on that resolution or consented to by all the voting Members entitled to vote on that resolution;
- (n) “Registrant” means an individual who is registered with the Corporation or one of its members to participate in activities that are provided, sponsored, supported, sanctioned or recognized by the Corporation or its Members. For greater

certainty, Registrants include recreational and competitive divers, members of national teams, coaches, officials, administrators, and volunteers who serve on executives, committees and boards of directors of diving clubs. Registrants may pay a program fee for services rendered, but are not Members of the Corporation;

- (o) “Special Resolution” means a resolution that is submitted to a special meeting of the Members duly called for the purpose of considering the resolution and passed at the meeting, with or without amendment, by at least two-thirds of the votes cast; or consented to by each member of the Corporation entitled to vote at a meeting of the Members: and .
- (p) “Standing Committees” means the Athletes Committee, the Coaches Committee and Officials Committee, duly established pursuant to section 9.1 hereof.

- 1.2 Headings used in the by-laws of the Corporation are for convenience of reference only and shall not affect the construction or interpretation thereof.
- 1.3 Except as provided in the Act, the Board shall have the authority to interpret any provision of these by-laws that is ambiguous or unclear.
- 1.4 These Bylaws have been drafted in English and the official French text is a translation. In the case of conflicting interpretations, the English version shall prevail.

ARTICLE 2 REGISTERED OFFICE

The registered office of the Corporation shall be located in the Province of Ontario, at such place therein as the Board may from time to time decide.

ARTICLE 3 MEMBERSHIP

- 3.1 Members - The Corporation shall have two classes of Members: Provincial Sections (defined as any province or territory of Canada that has at least one active diving club) and the three Standing Committees. Each Member will designate a delegate or delegates to represent it at meetings of Members. Membership shall be non-transferable.
- 3.2 Member in Good Standing - A member that is a Provincial Section shall be deemed to be in good standing provided they have paid dues of the Corporation in accordance with Article 3.3, and they are not subject to a disciplinary investigation or action by the Corporation.
- 3.3 Member Dues - The Board may from time to time establish membership dues in such amounts as it shall deem advisable.

- 3.4 Registration Fees - The Board may from time to time establish registration fees in such amounts as it shall deem advisable and may for such purpose establish different categories of Registrants with different fees.
- 3.5 Termination of Membership:
- (a) A Member may resign from the Corporation by giving written notice of its intention to resign; however, a Member may not resign when subject to a disciplinary investigation or action of the Corporation.
 - (b) A Member may be suspended from the Corporation for failure to pay dues in accordance with Article 3.3. If dues remain unpaid for a further 120 days following the suspension, the Member may be expelled from the Corporation.
 - (c) Notwithstanding expulsion from membership, a former Member remains liable for any assessment levied under authority of Article 3.3 prior to the expulsion.
 - (d) In addition to suspension or expulsion for failure to pay dues, a Member may be suspended or expelled from the Corporation in accordance with the Corporation's policies and procedures related to discipline of Members.
 - (e) A Member that is a Provincial Section shall cease to be a Member upon its dissolution or winding-up of affairs.

ARTICLE 4 MEETINGS OF MEMBERS

- 4.1 Types of meetings - Meetings of Members will include annual meetings and special meetings. The Corporation will hold meetings of Members at such date, time and place as determined by the Board.
- 4.2 Date of meeting - The annual meeting will be held within 15 months of the last annual meeting but not later than six months after the end of the Corporation's preceding financial year.
- 4.3 Calling meeting - A special meeting of the Members may be called at any time by the President, or upon the written requisition of Members holding not less than five percent of the total Members' votes. The Board will convene such a requisitioned special meeting in accordance with the Act. The agenda of the special meeting will be limited to the subject matter for which the meeting was duly called
- 4.4 Format of Meeting - A meeting of Members may be held by means of telephone, electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility. Any Member entitled to vote at a meeting of Members may participate in the meeting by means of telephone, or an electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting, if the Corporation makes available such a communication facility. A person so participating in a meeting is deemed to be present at the meeting.

- 4.5 Notice - Notice will include the time and place of a meeting, the proposed agenda, reasonable information to permit Members to make informed decisions, and will be given to each Member by the following means:
- (a) By mail, courier or personal delivery to each Member entitled to vote at the meeting, at least 30 days before the day on which the meeting is to be held; or
 - (b) By telephone, electronic or other communication facility to each Member entitled to vote at the meeting, at least 21 days before the day on which the meeting is to be held.
- 4.6 Who May Attend - Persons entitled to be present at a meeting of Members are the designated representatives of Members, the Directors, the Auditor, Registrants and such other persons who are entitled or required under any provision of the Act to be present at the meeting. Any other person may be admitted only at the invitation of the Chair of the meeting or by Ordinary Resolution of the Members at the meeting.
- 4.7 Adjournment of Meeting - Any meetings of Members may be adjourned to any time and place as determined by the Board and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place. No notice will be required for any adjourned meeting.
- 4.8 Quorum - Quorum for a meeting of Members will be such Members as hold a majority of Members' votes. If quorum is met at the start of the meeting, but thereafter Members depart the meeting such that quorum is lost, the meeting is nonetheless a valid meeting and may continue.
- 4.9 Allocation of Votes - Each Member that is a Provincial Section shall have one vote at meetings of Members, to be exercised by their delegate. Each Member that is a Standing Committee shall have three votes at meetings of Members, to be exercised by their respective delegate or delegates.
- 4.10 Show of Hands - At all meetings of Members of the Corporation, every question shall be determined by a show of hands unless otherwise required by a by-law of the Corporation or unless a secret ballot has been requested and granted. Whenever a vote by show of hands has been taken upon a question, a declaration by the chairperson that a resolution has been carried or lost by a particular majority and an entry to that effect in the minutes of the Corporation is conclusive evidence of the fact without proof of the number or proportion of votes in favor of or against the motion.
- 4.11 Secret Ballot - Any Member may demand that any vote be by secret ballot and if seconded, compliance shall be made with any such request.

- 4.12 Written Resolutions - A resolution in writing, signed by all Members entitled to vote on that resolution at meeting of Members, is as valid as if it had been passed at a meeting of Members. Electronic signatures shall be satisfactory for the purpose of executing any such resolutions in writing.
- 4.13 Proxies - A Member may, by means of a written proxy, appoint a proxy holder to attend and act at a specific meeting of Members, in the manner and to the extent authorized by the proxy. A proxy holder must be a Registrant of the Corporation. No individual may represent by proxy more than one Member.

ARTICLE 5 BOARD OF DIRECTORS

- 5.1 Number - The property and business of the Corporation shall be managed by a Board of a minimum of four Directors and a maximum of nine Directors. The Board may fix the number of Directors within the minimum and maximum number of Directors set out in the Articles.
- 5.2 Powers - Except as otherwise provided in the Act or these Bylaws, the Board has the powers of the Corporation and may delegate any of its powers, duties and functions. More specifically and without limitation, the Board shall:
- (a) Approve the vision, mission, values and strategic direction of the Corporation;
 - (b) Approve policies, procedures and rules to deliver the programs and services of the Corporation, including policies relating to the discipline of Members and Registrants and the management of disputes within the Corporation;
 - (c) Provide continuity for the Corporation by ensuring its financial health;
 - (d) Engage under employment contract such persons as it deems necessary for carrying out the work of the Corporation;
 - (e) Ensure positive relationships with stakeholders; and
 - (f) Perform any other duties from time to time as may be in the best interests of the Corporation.
- 5.3 Qualifications - Any person who is 18 years of age or older, who has the power under law to contract, who is resident of Canada, who is a Registrant of the Corporation, who has not been declared incapable by a court in Canada or in another country, who does not have the status of bankrupt, and who satisfies the requirements of the *Income Tax Act* in relation to the eligibility to serve as a director of a registered charity may be nominated for election as a Director
- 5.4 Term of Office – Except to fill a vacancy in accordance with Section 5.7, each Director shall be elected for a two-year term, on a staggered basis.
- 5.5 Vacation of Office - The office of a Director shall be vacated automatically:

- (a) If the Director fails to maintain the qualifications specified in Article 5.3;
- (b) If the Director ceases to be a Registrant in good standing of the Corporation;
- (c) If the Director is charged with any criminal offense relating to the position;
- (d) If the Director, without reasonable excuse, fails to attend three consecutive meetings of the Board; or
- (e) Upon the Director's death.

- 5.6 Removal from Office - A Director may be removed by Ordinary Resolution of the Members at a meeting of Members, provided the Director has been given written notice of and the opportunity to be heard at such a meeting.
- 5.7 Filling a Vacancy - For any vacancy occurring on the Board, the Board may by a majority vote, appoint a new Director to fill the vacancy for the remainder of the vacating Director's term, provided the appointee meets the qualifications set out in Article 5.3.
- 5.8 Election - Nominations to the Board will be identified by the Nominating Committee to the Membership and circulated 30 days prior to the annual meeting. In the event that there are more individuals seeking election than positions available, ballots shall be circulated to the Members for voting purposes.
- 5.9 Indemnification – The Corporation shall indemnify and hold harmless each Director and Officer from and against any and all claims, demands, actions and costs which may arise or be incurred as a result of occupying the position or performing the duties of a Director or Officer out of the funds of the Corporation. The Corporation shall not indemnify a Director or Officer or any other person for acts of fraud, dishonesty or bad faith.

ARTICLE 6 MEETINGS OF DIRECTORS

- 6.1 Notice - Meetings of the Board may be held at any time and place to be determined by the Board. Unless waived by all Directors, at least 48 hours' notice of such meeting shall be given to each Director. No formal notice of a meeting is necessary if all the Directors are present or if those absent have signified their consent to the meeting being held without notice and in their absence.
- 6.2 Meetings Not in Person - If all the Directors consent thereto generally or in respect of a particular meeting, a Director may participate in a meeting of the Board or of a Committee of the Board electronically, by means of conference telephone or such other communications' facilities as permit all persons participating in the meeting to hear each other, and a Director participating in such a meeting by such means is deemed to be present at the meeting.

- 6.3 First Meeting of Newly Elected Directors – Where Directors are elected at an annual meeting (or, in the case of a Director appointed to fill a vacancy on the Board, at a meeting of the Board), no notice of the first meeting following the election or appointment shall be required to be given to the newly elected or appointed Director or Directors in order to legally constitute the meeting, provided that a quorum of Directors is present.
- 6.4 Quorum – A majority of Directors shall form a quorum for the transaction of business. Such quorum of Directors present shall be competent to do and perform all acts, which are or shall be directed to be done at any such meeting.
- 6.5 Written Resolutions – A resolution in writing, signed by all the Directors entitled to vote on that resolution is as valid as if it had been passed at a meeting of the Board or Committee of the Board. Digital or electronic signatures shall be satisfactory for the purpose of executing any such resolution in writing.

ARTICLE 7 OFFICERS

- 7.1 Officers – The officers of the Corporation shall be the President and any other officers as the Board may determine by resolution from time to time. Any two offices may be held by the same person. The President shall be a Director of the Corporation but no other officers need be Directors.
- 7.2 Appointment – Officers of the Corporation shall be appointed by Ordinary Resolution of the Board at the first meeting of the Board of Directors following each annual meeting of Members in which the Board is elected.
- 7.3 Term – The officers of the Corporation shall hold office for one year from the date of appointment until their successors are appointed. Officers shall be subject to removal by Ordinary Resolution of the Board at any time. If otherwise qualified, there is no limit on the number of terms of office in which an officer may be appointed.
- 7.4 Remuneration of Officers – Officers shall not be entitled to any remuneration in their capacity as an Officer, but they shall be entitled to be paid their travelling and other expenses properly incurred by them in connection with the affairs of the Corporation, and in attending meetings of the Corporation. Any Officer who is a *bona fide* employee of the Corporation may be paid remuneration with respect to services performed by them as an employee.

ARTICLE 8 DUTIES OF OFFICERS

- 8.1 President – The President shall preside at all meetings of the Corporation and of the Board. The President shall act as the chairperson and the spokesperson for the Board and the organization. The President shall see that all orders and resolutions of the Board are carried into effect and that all meetings are run in accordance with the procedures established. The President may delegate any of its duties.
- 8.2 Other Officers – Any other officers appointed by the Board shall have such duties as the Board may prescribe.

ARTICLE 9 BOARD COMMITTEES

- 9.1 Appointment of Standing and Ad-Hoc Committees – The Board shall establish three Standing Committees, namely: an Athletes Committee, an Officials Committee and a Coaches Committee, each of which shall be a Member of the Corporation. In addition, the Board may appoint such other standing and ad-hoc committees as it deems necessary for the effective management of the business and affairs of the Corporation. The Board may appoint and remove members of any committees so established, provide for the election of the members of such committees, prescribe the duties and terms of reference for such committees, and it may delegate any of its powers, duties and functions to one or more of such committees. .
- 9.2 Nominating Committee - The Board shall constitute a nominating committee consisting of at least one person from each of the following groups: Provincial Sections, athletes, coaches and officials. The duties of the Nominating Committee shall be set forth in Terms of Reference, which shall be established from time to time by the Board. Generally these duties include nomination of a full slate of candidates for election to the Board at each annual meeting.
- 9.3 Remuneration of Committee Members - The Board shall determine the remuneration if any to be provided to members of board committees.

ARTICLE 10 EXECUTION OF DOCUMENTS

- 10.1 Cheques, Drafts, and Notes - All cheques, drafts or orders for the payment of money and all notes and acceptance and bills of exchange shall be signed by such officers or Directors and in the manner from time to time prescribed by the Board.
- 10.2 Execution of Documents - Contracts, documents or any instruments in writing requiring the signature of the Corporation, shall be signed by any two officers and all contracts, documents and instruments in writing or signed shall be binding upon the Corporation without any further authorization or formality. The Board shall have the power from time to time by resolution to appoint any person or persons on behalf of the Corporation to

sign specific contracts, documents and instruments in writing. The seal of the Corporation may, when required be affixed to contracts, documents and instruments in writing signed as aforesaid or by any person or persons appointed by resolution of the Board.

- 10.3 Books and Records - The Board shall see that all necessary books and records of the Corporation required by the by-laws of the Corporation or by any applicable statute are regularly and properly kept.

ARTICLE 11 FISCAL YEAR END

The fiscal year of the Corporation shall end on such date each year as may be determined by the Board from time to time.

ARTICLE 12 AUDITORS

The Members shall, at each annual meeting, appoint an Auditor to audit the accounts of the Corporation for report to the Members at the next annual meeting. The Auditor shall hold office until the next annual meeting provided that the Board may fill any casual vacancy in the office of the Auditor.

ARTICLE 13 CONFLICT OF INTEREST

In accordance with the Act, a Director, Officer, or member of a committee who has an interest, or who may be perceived as having an interest, in a proposed contract or transaction with the Corporation will comply with the Act and the Corporation's Conflict of Interest Policy and will disclose fully and promptly the nature and extent of such interest to the Board or Committee, as the case may be, will refrain from voting or speaking in debate on such contract or transaction; will refrain from influencing the decision on such contract or transaction; and will otherwise comply with the requirements of the Act regarding conflict of interest.

ARTICLE 14 AMENDMENT OF BY-LAWS

Except for the items set out in Article 15, these Bylaws may be amended or repealed by Ordinary Resolution of the Directors at a meeting of the Board. The Directors will submit the Bylaw amendment or repeal to the Members at the next meeting of Members, and the Members may, by Ordinary Resolution, confirm, reject, or amend the Bylaw, amendment or repeal. The Bylaw, amendment, or repeal is effective from the date of the resolution of the Directors. If the Bylaw, amendment or repeal is confirmed, or confirmed as amended, by the Members it remains effective in the form in which it was confirmed. The Bylaw, amendment, or repeal ceases to have effect if it is not submitted to the Members as described, or if it is rejected by the Members.

The Bylaws may also be amended by member proposal, as described in Section 163 of the Act. Amendments by member proposal must be approved by Ordinary Resolution of the Members at any meeting of the Members. Amendments by member proposal that are approved by the Members take effect immediately.

ARTICLE 15 FUNDAMENTAL CHANGES

In accordance with the Act, a Special Resolution of the Members is required to make the following fundamental changes to the Articles or by-laws of the Corporation:

- (a) Change the Corporation's name;
- (b) Change the province in which the Corporation's registered office is situated;
- (c) Add, change or remove any restriction on the activities that the Corporation may carry on;
- (d) Create a new class or group of Members;
- (e) Change a condition required for being a Member;
- (f) Change the designation of any class or group of Members or add, change or remove any rights and conditions of any such class or group;
- (g) Divide any class or group of Members into two or more classes or groups and fix the rights and conditions of each class or group;
- (h) Add, change or remove a provision respecting the transfer of a membership;
- (i) Increase or decrease the number of, or the minimum or maximum number of directors;
- (j) Change the statement of the purpose of the Corporation;
- (k) Change the statement concerning the distribution of property remaining on liquidation after the discharge of any liabilities of the Corporation;
- (l) Change the manner of giving notice to Members entitled to vote at a meeting of Members;
- (m) Change the method of voting by Members not in attendance at a meeting of Members; or
- (n) Add, change or remove any other provision that is permitted by this Act to be set out in the Articles.

ARTICLE 16 NOTICES

- 16.1 In these Bylaws, written notice will mean notice which is provided by mail, courier, personal delivery, telephone, electronic or other communication facility to the address of record of the Director or Member, as the case may be.
- 16.2 Date of notice will be the date on which notice is given by personal delivery, one day after the date on which the notice is delivered by telephone, electronic or other communication facility, two days after the date that notice is couriered, or five days after the date that notice is mailed.

16.3 The accidental omission to give any notice to any Member, Director, Officer, member of a committee or the Auditor, or the non-receipt of any notice by any such person where the Corporation has provided notice in accordance with the Bylaws, or any error in any notice not affecting its substance will not invalidate any action taken at any meeting to which the notice pertained.

ARTICLE 17 EFFECTIVE DATE

This By-Law comes into force when made by the Board in accordance with the Act.

ARTICLE 18 REPEAL OF BY-LAWS

All previous by-laws of the Corporation are repealed as of the coming into force of this by-law. Such repeal does not affect the previous operation of any by-law so repealed or affect the validity of any act done or right, privilege, obligation or liability acquired or incurred under any such by-law prior to its repeal.

This by-law was made by the Board on October 15, 2022.

President

This by-law was confirmed by Ordinary Resolution of the Members on January 28, 2023.

President



**WE FLY
PLUS HAUT**





DIVING PLONGEON CANADA

Financial Statements For the year ended August 31, 2022

Diving Plongeon Canada

Financial Statements

For the year ended August 31, 2022

Contents

Independent Auditor's Report	1
Financial Statements	
Statement of Financial Position	3
Statement of Changes in Net Assets	4
Statement of Operations	5
Statement of Cash Flows	6
Summary of Significant Accounting Policies	7
Notes to Financial Statements	10
Supplementary Financial Information	
Schedule 1 - Athletes Expenses	14
Schedule 2 - Coaches Expenses	15
Schedule 3 - Events/Competitions Expenses	16
Schedule 4 - Clubs/Sections Expenses	17
Schedule 5 - Officials Expenses	18
Schedule 6 - Planning and Management	19

Baker Tilly Ottawa LLP
Chartered Professional Accountants
400-301 Moodie Drive
Ottawa, ON
Canada K2H 9C4

T: +1 613.820.8010
F: +1 613.820.0465

ottawa@bakertilly.ca
www.bakertilly.ca

Independent Auditor's Report

To the Members of the Diving Plongeon Canada

Opinion

We have audited the financial statements of Diving Plongeon Canada (the "association") which comprise the statement of financial position as at August 31, 2022, and the statements of operations, changes in net assets, and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the association as at August 31, 2022, and its results of operations and its cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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. In preparing the financial statements, management is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Baker Tilly Ottawa LLP

Chartered Professional Accountants, Licensed Public Accountants
December 9, 2022
Ottawa, Ontario

Diving Plongeon Canada Statement of Financial Position

August 31	2022	2021
Assets		
Current		
Cash (Note 1)	\$ 2,297,668	\$ 1,561,939
Accounts receivable (Note 10)	386,936	479,881
Government remittances receivable	83,653	126,908
Prepaid expenses	204,601	305,010
	2,972,858	2,473,738
Tangible capital assets (Note 2)	82,173	111,858
	\$ 3,055,031	\$ 2,585,596

Liabilities and Net Assets

Current		
Accounts payable and accrued liabilities (Note 1 and 10)	\$ 322,539	\$ 374,596
Deferred revenue	65,525	130,800
Deferred contributions (Note 3)	475,891	-
	863,955	505,396
Long-term debt (Note 4)	30,000	30,000
	893,955	535,396
Net assets		
Unrestricted	2,161,076	2,050,200
	\$ 3,055,031	\$ 2,585,596

On behalf of the Board:

_____ Director

_____ Director

Diving Plongeon Canada
Statement of Changes in Net Assets

For the year ended August 31	2022	2021
Balance, beginning of year	\$ 2,050,200	\$ 2,028,260
Excess of revenue over expenses for the year	110,876	21,940
Balance, end of year	\$ 2,161,076	\$ 2,050,200

Diving Plongeon Canada Statement of Operations

For the year ended August 31	2022	2021
Revenue		
Sport Canada - core (Note 3)	\$ 3,730,711	\$ 3,305,897
Canadian Olympic organizations	368,525	480,000
Canada Cup (Note 3)	472,447	124,750
Clinic fees	1,250	-
Coaching Association of Canada	3,000	9,000
Diving World Series (Note 3)	139,609	45,000
Donations	345	800
Events	114,341	58,963
FINA	79,640	-
Insurance premiums	60,349	38,776
International team fees	8,000	-
Membership fees	24,180	24,423
Pan Am Juniors	7,500	-
Sales	932	-
Sponsorships (Note 5)	71,250	39,883
Training Camp Management	32,750	9,045
Toronto Diving Academy	195,919	128,125
Miscellaneous	244,491	35,148
Wage subsidy (Note 4 and Note 6)	20,887	543,265
	5,576,126	4,843,075
Expenses		
Amortization of tangible capital assets	35,295	39,195
Athletes (Schedule 1) (Note 9)	1,449,706	1,255,020
Coaches (Schedule 2) (Note 9)	978,521	970,393
Events/competitions (Schedule 3) (Note 9)	808,253	525,656
Clubs/sections (Schedule 4) (Note 9)	713,111	680,465
Officials (Schedule 5)	140,974	124,030
Planning and Management (Schedule 6) (Note 9)	1,057,058	1,017,956
Toronto Diving Academy	282,332	208,420
	5,465,250	4,821,135
Excess of revenue over expenses for the year	\$ 110,876	\$ 21,940

Diving Plongeon Canada Statement of Cash Flows

For the year ended August 31	2022	2021
Cash from (used in) operating activities		
Excess of revenue over expenses for the year	\$ 110,876	\$ 21,940
Items not affecting cash		
Amortization of tangible capital assets	35,295	39,195
	146,171	61,135
Net change in non-cash working capital items		
Accounts receivable	92,945	(75,351)
Government remittances receivable	43,255	6,983
Prepaid expenses	100,409	(229,501)
Accounts payable and accrued liabilities	(52,057)	158,863
Deferred contributions	475,891	-
Deferred revenue	(65,275)	(177,450)
	741,339	(255,321)
Cash used in investing activities		
Acquisition of tangible capital assets	(5,610)	(96,426)
Increase (decrease) in cash during the year	735,729	(351,747)
Cash, beginning of year	1,561,939	1,913,686
Cash, end of year	\$ 2,297,668	\$ 1,561,939

Diving Plongeon Canada

Summary of Significant Accounting Policies

August 31, 2022

Nature of Business	<p>The association was incorporated as a not-for-profit organization under Part II of the Canada Corporations Act with federal letters patent dated November 25, 1968, and was continued under the Canada Not-for-profit Corporations Act on June 26, 2014.</p> <p>The association is a registered Canadian Amateur Athletics Association. Under the Income Tax Act, the association is a registered charity and is exempt from income taxes.</p>
Basis for Presentation	<p>These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations which are part of Canadian generally accepted accounting principles and include the following significant accounting policies.</p>
Use of Estimates	<p>The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations 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 period. The association's estimates relate to provision for doubtful receivables, estimated useful life of tangible capital assets, and accruals for certain liabilities. Actual results could differ from management's best estimates as additional information becomes available in the future.</p>
Financial Instruments	<p><u><i>Measurement of arm's length financial instruments</i></u></p> <p>Financial instruments are financial assets or liabilities of the association where, in general, the association has the right to receive cash or another financial asset from another party or the association has the obligation to pay another party cash or other financial asset.</p> <p>The association initially measures its arm's length financial assets and liabilities at fair value.</p> <p>The association subsequently measures its arm's length financial assets and financial liabilities at amortized cost, except for investments in equity instruments or investments held until maturity that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in excess of revenue over expenses.</p> <p>Financial assets and financial liabilities measured at amortized cost include cash, accounts receivable, accounts payable and accrued liabilities, and long-term debt.</p>

Diving Plongeon Canada

Summary of Significant Accounting Policies

August 31, 2022

**Financial Instruments
(continued)**

Impairment

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in excess of revenue over expenses. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess of revenue over expenses.

Transaction costs

The association recognizes its transaction costs in excess of revenue over expenses in the period incurred. However, the arm's length financial instruments that will not be subsequently measured at fair value are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption.

Revenue Recognition

The association follows the deferral method of accounting for contributions. The association receives Government of Canada contributions for the purpose of sponsoring specific activities during the year. Expenses are applied against contributions on the accrual basis. Unexpended portions of Government of Canada contributions as at August 31 are deferred to the next fiscal year and are recorded as current liabilities. Funds which have been granted for projects but not received as at August 31 are recorded as accounts receivable, to the extent that grantable expenses have been incurred.

Other revenues are recorded when earned.

Tangible Capital Assets

Tangible capital assets are recorded at cost. Assets with a cost less than \$2,000 are expensed in the year of acquisition. Amortization is based on the estimated useful life of the asset and is provided as follows:

Computers	33.3%	straight-line basis
Furniture and equipment	20%	straight-line basis
Vehicle	16.6%	straight-line basis

Foreign Currency

Transactions during the year in foreign currencies have been translated in the accounts to Canadian dollars at the exchange rate effective on the transaction date. All monetary assets in foreign currencies have been translated to Canadian dollars at the exchange rates in effect at the year end date. Gains or losses resulting therefrom are included in the determination of excess of revenue over expenses for the year except for the foreign currency gains and losses on long-term monetary items which are deferred and amortized over the remaining terms of the related items.

Diving Plongeon Canada Summary of Significant Accounting Policies

August 31, 2022

**Contributed Materials
and Services**

Contributed materials and services which are used in the normal course of the association's operations and would otherwise have been purchased are recorded at their fair value at the date of contribution if fair value can be reasonably estimated.

Allocation of Costs

The association engages in programs and events funded by the government. The costs of these programs and events include the costs of personnel that are directly attributable to the program or event. These expenses are tracked and allocated to each program or event on the basis of time spent in the respective area.

**Government
Contributions**

The association's records are subject to audit by the government to identify instances, if any, in which amounts charged against contributions have not complied with the agreed terms and conditions and which therefore would be refundable to the government. Adjustments to prior years' contributions are recorded in the year in which the government requests the adjustment.

Diving Plongeon Canada Notes to Financial Statements

August 31, 2022

1. Cash

The association's bank accounts are held at one chartered bank. Bank balances include \$115,337 (2021 - \$3,105) denominated in U.S. dollars.

The association has available to it a line of credit with a limit of \$500,000 with a chartered bank. The line is secured by a general security agreement constituting a first rank security interest in all property of the association and bears interest at bank prime plus 2%. Any amounts drawn on this facility are due on demand. \$50 (2021 - \$50) was outstanding at year end.

The association also has available to it credit cards with an aggregate credit limit of \$245,000 of which \$39,545 (2021- \$7,462) was utilized at year end and is included in the balance of accounts payable and accrued liabilities.

2. Tangible Capital Assets

	2022			2021		
	Cost	Accumulated Amortization	Net Book Value	Cost	Accumulated Amortization	Net Book Value
Computers	\$ 55,335	\$ 46,537	\$ 8,798	\$ 49,725	\$ 39,243	\$ 10,482
Furniture and equipment	98,894	41,964	56,930	98,894	22,185	76,709
Vehicle	49,335	32,890	16,445	49,335	24,668	24,667
	\$ 203,564	\$ 121,391	\$ 82,173	\$ 197,954	\$ 86,096	\$ 111,858

3. Deferred Contributions

Deferred contributions represent restricted funds received from government organizations in the current year that relate to operations of the subsequent fiscal year. Contributions recognized in revenue in the current year have been included in Sport Canada, Canada Cup, and Diving World Series revenues to the extent the funding was restricted for that purpose.

The changes in the deferred contributions balance for the year ended August 31, 2022 were as follows:

	Balance at beginning of year	Received during the year	Revenue recognized	Balance at end of year
Sport Canada	\$ -	\$ 4,446,211	\$(3,970,320)	\$ 475,891
Other government funding	-	165,000	(165,000)	-
	\$ -	\$ 4,611,211	\$(4,135,320)	\$ 475,891

Diving Plongeon Canada Notes to Financial Statements

August 31, 2022

3. Deferred Contributions (continued)

The changes in the deferred contributions balance for the year ended August 31, 2021 were as follows:

	Balance at beginning of year	Received during the year	Revenue recognized	Balance at end of year
Sport Canada	\$ 53,500	\$ 3,050,000	\$(3,305,896)	\$ -
Other government funding	124,750	-	(124,750)	-
	<u>\$ 178,250</u>	<u>\$ 3,050,000</u>	<u>\$(3,430,646)</u>	<u>\$ -</u>

4. Long-term Debt

Canadian Emergency Business Account loan payable is in the amount of \$40,000. As long as the amount is repaid by December 31, 2023, \$10,000 of the loan amount will be forgiven. As allowed by Canadian accounting standards for not-for-profit organizations, the \$10,000 expected to be forgiven was recorded as part of government assistance revenue in the 2020 fiscal year. As a result, the payable balance at year end is presented as \$30,000.

5. Contributed Clothing

Contributions recognized in the year ended August 31, 2022 include contributed clothing having a fair value of \$28,500 (2021 - \$10,000). This amount has been recorded as revenue and expensed in these financial statements.

6. Government Assistance

The association qualified for various streams of government assistance in the fiscal year. In addition to the sources of funding identified in note 4, the association qualified for the Canadian Emergency Wage Subsidy that was created to subsidize Canadian organizations in response to the COVID-19 pandemic. The association also received \$7,001 from the Canada Summer Jobs Program.

Government assistance may be subject to audit under the terms and conditions of the programs. Should an audit reveal that any of the qualifying criteria or expenses incurred are not in accordance with program guidelines, the government may require the association to reimburse a portion of the assistance.

Diving Plongeon Canada Notes to Financial Statements

August 31, 2022

7. Commitments

As part of its normal operations, the association has various commitments with various expiry dates related to the rental of equipment and premises for its 2022 fiscal year and thereafter.

The most significant agreement is for the lease of office space under agreement expiring August 31, 2025. The annual rent includes additional rent representing base rent, operating costs, and applicable taxes. Total operating costs in 2022 were \$37,834.

The estimated total payment of base rent for the next three fiscal years are approximately:

2023	\$	28,875
2024		28,875
2025		<u>28,875</u>
	\$	<u>86,625</u>

8. Comparative Amounts

In certain instances, 2021 amounts presented for comparative purposes have been reclassified to conform to the financial statement presentation adopted for the current year.

9. Cost Allocation

As outlined in the Summary of Significant Accounting Policies, the association allocates personnel costs to its programs and events. During the year, personnel costs were allocated as follows:

	<u>2022</u>	<u>2021</u>
Athletes	\$ 67,933	\$ 36,424
Coaches	678,783	783,209
Events/Competitions	12,500	-
Clubs/Sections	205,285	168,390
Planning and Management	<u>1,036,296</u>	<u>925,203</u>
	<u>\$ 2,000,797</u>	<u>\$ 1,913,226</u>

Diving Plongeon Canada Notes to Financial Statements

August 31, 2022

10. Risk and Concentrations

The association is exposed to various risks through its financial instruments. The following analysis provides a measure of the association's risk exposure and concentrations as at August 31, 2022.

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. The association is exposed to this credit risk mainly in respect of its accounts receivable.

Liquidity risk

Liquidity risk is the risk that the association will encounter difficulty in meeting obligations associated with financial liabilities. The association is exposed to this risk mainly in respect of its accounts payable and accrued liabilities and long-term debt.

Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The association is exposed to this risk mainly in respect of cash held in U.S. dollars as disclosed in note 1 and its accounts receivable and accounts payable and accrued liabilities balances held in U.S. dollars. Accounts receivable and accounts payable and accrued liabilities balances include \$58,600 (2021 - \$nil) and \$47,467 (2021 - \$nil) respectively, denominated in U.S. dollars.

Changes in risk

There have been no significant changes in the association's risk exposures from the previous fiscal year.

Diving Plongeon Canada
Schedule 1 - Athletes Expenses

For the year ended August 31	2022	2021
Senior National Team	\$ 706,290	\$ 706,864
Junior High Performance	427,064	239,689
Performance Monitoring and Enhancements	135,869	107,130
Administration	40,969	11,133
Integrated Support Team	139,514	190,204
	<hr/>	
	\$ 1,449,706	\$ 1,255,020

Diving Plongeon Canada
Schedule 2 - Coaches Expenses

<u>For the year ended August 31</u>	<u>2022</u>	<u>2021</u>
Senior Performance Incentives	\$ 863,585	\$ 880,789
Meetings	28,919	23,684
Development and Succession	50,823	28,023
National Coaching Certification Program	35,194	37,897
	<hr/>	
	\$ 978,521	\$ 970,393

Diving Plongeon Canada
Schedule 3 - Events/Competitions Expenses

For the year ended August 31	2022	2021
Promotion	\$ 69,546	\$ 88,544
National Competitions	136,535	273,416
Canada Cup	414,958	54,072
Marketing	47,605	34,992
Diving World Series	139,609	74,632
	<hr/>	
	\$ 808,253	\$ 525,656

Diving Plongeon Canada
Schedule 4 - Clubs/Sections Expenses

For the year ended August 31	2022	2021
Club Funding Assistance	\$ 39,622	\$ 12,571
Club Performance Incentives	39,000	40,000
World Class Program Support	260,185	247,532
Other Clubs/Provinces	81,076	45,006
Safe Sport & Equity	79,894	133,176
Training Centres	213,334	202,180
	<hr/>	
	\$ 713,111	\$ 680,465

Diving Plongeon Canada
Schedule 5 - Officials Expenses

For the year ended August 31	2022	2021
Domestic	\$ 94,026	\$ 48,975
Grand Prix	1,970	-
Major Competitions	8,591	6,155
Junior International	9,931	-
Development	26,456	68,900
	<hr/>	
	\$ 140,974	\$ 124,030

Diving Plongeon Canada
Schedule 6 - Planning and Management

For the year ended August 31	2022	2021
Human Resources	\$ 796,745	\$ 780,386
Travel	53,033	43,644
Administration	183,115	174,400
Governance	24,165	19,526
	<hr/>	<hr/>
	\$ 1,057,058	\$ 1,017,956

WING

NONGFU SPRING



**WE FLY
PLUS HAUT**

2022 DPC NOMINATING COMMITTEE REPORT

December 15, 2022

Composition

The 2022 DPC Nominating Committee was comprised of the following people:

Barb Bush (PSO representative)
Celina Toth (Athletes' representative)
Isabelle Cloutier (Coaches' representative)
Claire Marentette (Officials' representative)
Heather Turner (Board Representative)
Rodd McCormick (Chair)

Approach & Recommendation

Information was exchanged and the Nominating Committee was invited to discuss possible candidates. After considering the information, the Nominating Committee unanimously passed the following resolution which was endorsed by the DPC Board:

BE IT RESOLVED THAT:

1. A slate of candidates, consisting of **Bernie Olanski** and **Scott Sinclair** each for a two year term (together, the "**Slate**"), be and is hereby recommended by the Nominating Committee to be elected as directors of Diving Plongeon Canada ("**DPC**") to fill the two vacancies for the DPC Board at the Annual General Meeting on January 28, 2023;
2. Second, during the past year, the Board of Directors amended DPC's by-laws to allow it to increase the number of directors on the Board from 5 to 6. After the size of the Board was increased, the Directors appointed **Alex Despatie** to fill the vacancy. Provided that the amendment to the by-laws is affirmed by the membership, Alex will also be nominated for re-election.

In the course of arriving at the Slate, the Nominating Committee conducted an inventory of skills required for the Board and evaluated prospective candidates for the Board and had discussions with current Board members regarding, amongst other things, the ongoing interest of candidates for re-election, commitment and availability as well as their perception of needs for the Board.

It was agreed, for example, that, amongst their skills, Bernie, Scott and Alex bring intimate knowledge of governmental affairs, legal and constitutional and financial management proceedings,

management and board experience, public relations and broadcasting experience and having been active in the sport of diving for many years.

With Bernie and Scott each having served full terms and Alex having served a half term in the newly expanded Board size, the Nominating Committee unanimously agreed that it is appropriate to recommend the incumbents as a slate for 2023 to permit the Board the opportunity to develop strong cohesion. Although additional skills including diversity aspects were considered desirable, the Nominating Committee believes the members of the Slate cover essential skills desired for the Board, represent the best combination in conjunction with the existing directors, and have the following items that are considered to be essential for nomination:

1. passion for the sport of diving;
2. a demonstrated ability to work well with existing Board members and management to assist DPC in achieving its mission and vision while upholding its values; and
3. collective skillsets to further the objectives of DPC.

Next Steps

In accordance with the DPC Policy regarding nominations, this Report is to be circulated at least 30 days prior to the Annual Meeting (scheduled to be held January 28, 2023) along with a request for additional nominations. **Additional nominations may be submitted to DPC's COO (Penny Joyce) up until 1 pm on the day preceding the election (January 27, 2023).**

Each nomination

- must be submitted in writing on an official nominating form (which may be obtained from the National Office);
- must have the written consent of the nominee to serve, if elected; and
- must be signed by no fewer than two members of DPC, one of whom must be a voting member at the AGM.

If you have any questions or concerns, please do not hesitate to contact me.

I would also like to take this opportunity to express my appreciation to all of the members of the Nominating Committee who served on behalf of all of us to locate appropriate candidates for the leadership of Diving Plongeon Canada.

Respectfully submitted

"Rodd McCormick"

Chair
Nominating Committee



BERNIE OLANSKI

Effective Leader, Trusted Advisor, Team Player, Consensus Builder, and Hard Worker

PROFESSIONAL EXPERIENCE

Lexcor Business Lawyers LLP

1997- Present

- Senior/Managing Partner at boutique business law firm
- Trusted advisor to entrepreneurs and business professionals in all aspects of corporate commercial law, including:
 - Creation, maintenance, governance, and legislative compliance of business and not-for-profit entities.
 - Negotiation and completion of mergers, acquisitions, corporate reorganizations, financing and securitizations, and other commercial transactions.
 - Negotiation and preparation of a wide range of business agreements.

Private Practice

1988 – 1997

- Sole practitioner in general practice of law, primarily criminal and quasi-criminal defence

SpeedMatters for Corporate Law

2010 – Present

- Co-developer of intelligent document automation & data management software

Sport Governance Experience

Diving Plongeon Canada, Board of Directors 2017 - Present

- President (2018 – Present)
- Canadian Olympic Committee Liaison; Aquatics Canada Delegate; Awards Committee Chair; Athletes Committee Chair, Finance Committee Member

Dive Ontario, Board of Directors 2008 – 2015

- President (2012 – 2015), VP Club Services, Director at Large and various committees including Technical, Competition Review and Quest for Gold
- As President, implemented a new, streamlined and effective governance structure and a high-performance management plan; Oversaw the quadrupling of the annual budget

Forest City Diving Club, President 1999 - 2011

- Managed transition from a purely recreational diving club to a well-regarded competitive club finishing in the top 3 at Jr. Nationals
- Recipient of Diving Canada's President's Award in 2003 after hosting London's first, and Canada's largest, Jr. Nationals

Education

Juris Doctor/Bachelor of Laws 1983 - 1986

- University of Western Ontario London, ON

Bachelor of Business Administration and Commerce 1979 - 1983

- University of Alberta Edmonton, Alberta (1981 – 1983)
- Camrose Lutheran College Camrose, Alberta (1979 – 1981)

W. SCOTT SINCLAIR.

PROFESSIONAL EXPERIENCE

East Lake Limited 2010 – present

President
East Lake operates a chain of footwear retailers.

Various Financial Services Companies 1986 – 1989

Various
Officer of three different financial services companies.

Deloitte 1986 – 1989

Audit
Became CPA, CA, specializing in Financial Institutions.

EDUCATION

Bachelor of Commerce, University of Toronto, 1984

COMMUNITY SERVICE

National Shoe Retailers Association Board (2020 – present)

Diving Plongeon Canada Board (2010 - present)

The Aquatic Foundation of Canada Board (2005 – 2015)

The Canadian Amateur Diving Foundation Board (2005 – 2015)

Canada's National Ballet School Board and its Foundation Boards (2002 – 2010)

Mid-Toronto Community Services Board including four years as Chair (1997 – 2003)



ALEX DESPATIE

PROFESSIONAL BIO

Alexandre Despatie burst on to the Canadian and international sporting scene when he won the 1998 Commonwealth Games at just 13 years of age, and over the next 14 years, he would provide Canadians and diving fans around the world with many other equally incredible performances.

Alex first started diving in his backyard pool with his sister before he could even swim. He loved to “play the Olympics” and then would get fished out of the water over and over again. His father knew Olympic gold medallist Sylvie Bernier’s husband and this connection brought Alex to the CAMO diving club as soon as he was old enough to train.

A generational talent, Alex became competitive with the best divers in Canada at only 12 years of age, and then qualified for and won the Commonwealth Games in 1998. After this, he set his sights on the Olympics and two years later, he narrowly missed a medal, placing 4th on platform at the 2000 Olympics in Sydney, Australia. This launched an Olympic career that would see him participate in four consecutive Games, winning silver medals on 3m in both 2008 and 2012.

At the world championships level, Alex is unequalled in the history of this sport. He is the only diver ever to have won a world championship on all three boards (1m, 3m, and tower). His list of international podiums is impressively long and includes seven medals at the Pan American Games, 11 at the Commonwealth Games, nine at the world championships, and two at the Olympic Games. He is also a 37-time national champion.

Alex was inducted into Canada’s Sports Hall of Fame in 2018 and the Canadian Olympic Hall of Fame in 2019.

Since his retirement in 2013, Alex has been busy with his career as a professional broadcaster, an emcee, and an entrepreneur. He also spends time continuing his charity work for various organizations.

MEDIA EXPERIENCE

- Host of Breakfast Television Montreal for 2 1/5 years
- Co-host on multiple Radio shows in Montreal in French and English
- Only person to Host an Olympic prime show in both French and English for CBC
- Ongoing work for CBC Sports and RDS
- MC for corporate/sports events

CHARITY WORK

- Ambassador of Ronald McDonald's House of Charity for 15 years
- Ambassador for the 24H of Tremblant raising millions of dollars each year for sick children in need
- Ambassador for the Cedars Cancer institute for over 15 years and counting

DPC OFFICIALS COMMITTEE

2021 marked a return to near-normalcy for everyone, and like everyone else in the sport, we welcomed a return to in-person competitions and a move away from virtual competitions and education events.

While considered part of the upcoming 2023 season, we held a very successful in-person Official Symposium in Calgary in October. While the virtual education events over the last couple of years were useful, they were no comparison to the ability to gather in person to discuss, collaborate and interact. This year's symposium featured a wide range of topics. As the first evening of the event was on the National Day of Truth and Reconciliation, we had a speaker from the Indigenous Sports Council of Alberta who spoke of our role and the role of sport in Reconciliation. We were able to bring in Simon Latimer from New Zealand via Zoom to present on Unconscious Bias in Judging, and were able to go to the pool for a session with Dive Calgary and Gilles Emptoz-Lacote.

The Canada Cup in Calgary presented another education opportunity for our judges, with several national and provincial judges able to participate in a FINA judges certification course and participate in shadow judging.

The National Roster Development Team added several new judges as apprentices and we welcomed one national level judge back to the roster this year. This is the largest group of new national judges several years – they represent a bright future for the national officials program.

As the diving world started to “catch up” on events from the last few years, there were several national events that brought our judges together. We assigned meet referees to all of the Junior Qualification events and had judges attend 2 senior national championships, The Junior National Festival and 1 Junior Trials event. The Junior Festival held outdoors in Montreal presented many of our officials with new challenges of judging outdoors, but all adapted quickly. We also had 12 judges attend the Canada Summer Games (held one-year late) in Etobicoke and St. Catharines, which introduced an exciting new team event.

As our committee members reach the end of term limits, the committee is seeing a change in membership. This past year we welcomed Stephane Lortie and Jeremy Comfort, and Eryn Bulmer and Jayne MacDonald are joining the Committee this year to replace Josie Josten and Stephen Power as they finish their terms. We are looking forward the fresh ideas and direction that new committee members bring.

Steve Power, Chairperson



**WE FLY
PLUS HAUT**

BRITISH COLUMBIA DIVING REPORT

1. Membership

# Competitive 2021-22:	112	# Recreational 2021-22:	591
# Competitive 2020-21:	101	# Recreational 2020-21:	493
# Clubs 2021-22:	7	# Clubs 2020-21:	7

Level of diving that constitutes the largest portion of members:

Recreational

2. Governance

Number of board members:

7

Biggest challenge the board faced in 2021-22:

The challenge that remains constant is finding people to run for the Board of Directors as well as finding outside sources for revenue. We had success as well in creating an Athlete's rep position on our Board, as well as developing a new Strategic Plan.

3. Financial State

Total budget:

\$319,313

Funding received from provincial government:

234,358

Increase or decrease from last year:

decrease

Reasons for increase/decrease:

BC Diving received funding for COVID in excess of \$40,000 in the last fiscal year. This funding was not available this year.

Funding received through other sources such as bingo, casino, and lottery. Please list:

\$95,000 funding through BC Gaming.

Number of full-time staff:	1
Number of part-time staff:	3
Percentage of budget that goes to administration:	51
Percentage of budget that goes to technical programs:	49

4. COVID Recovery

Please comment on how your clubs, coaches, athletes, officials, and other participants are doing in terms of recovering from the pandemic.

For the most part, the clubs have rebounded 100%. Many of the clubs have waiting lists for their recreational programs. We have had difficulty getting coaches courses running this past year but hope to be able to get the courses running again this fall. We have also lost some officials through the past few years of inactivity for them at the provincial level. We are working on building the program.

5. Programs

Athletes

Funding programs and level of funding available:

Athlete Assistance Program – varies per athlete
Irene MacDonald Memorial Fund – depends on how the fund does on the market

List of recipients in 2021-22:

Renee Batalla, Keira Lu, Kayden Hayes, Carter Baker, Mattias Frohloff, Amelia Semple, Paige Bush, Mackenzie Lu, Michelle McLeod

In what areas does your province excel in terms of athlete development?

Athlete financial support has always been very good in BC. We are able to assist High Performance athletes with provincial level funding.

Please comment on the most significant athlete development challenges in the past year:

The most obvious challenge for Athlete development was the inability to host camps for our provincial team, as well as host one of our provincial championships in person.

Coaching Initiatives

Funding programs and level of funding available for coaches:

The province continues to support diving through Excellence funding through Viasport. This funding provides funding for our regional coaches and provincial coaches to supplement their salaries.
This year one of our coaches also received funding through BC Games Society through their Powering Human Potential. Funding was provided for a mentor to work with our Head Coach in Kelowna.

List of recipients in 2021-22:

Tommy McLeod, Igor Kopecky, Jorge Betancourt, Lisa Boog, Yan Yang, Charlie Tu, Greg Cox and Christina Unger.

Number of full-time coaches:

9

Number of part-time coaches:

16

Professional development opportunities for coaches:

Professional development opportunities were held on Zoom again this year. We had assistance from CSI Pacific in scheduling in Sport psych courses for coaches to assist with their athletes.

Please comment on the most significant coaching development challenges in the past year:

Hosting coaching clinics and courses was the most significant challenge in the first part of the year. Most clinics were not able to run as pools were not having in person courses yet.

Other Programs – Highlights and Challenges

(e.g. building membership, starting new clubs)

This was the first year using the new registration program – Interpodia. Clubs had many challenges in getting their programs prepared for registration in September. Once up and running, the program proved to be valuable, but we still had our challenges.

We have a new club start up happening this year in Prince George.

This year we were dropped from participating in our In-province Games – due to lack of clubs in all the zones.

6. Performance

Comment on top performers for 2021-22:

Highlights for the year were BC winning gold in both Winter and Summer Womens 10m. Celina Toth came back from a long break and took silver at Canada Cup – 2nd 10m. BC also had great performances at the Canada Games. Michelle McLeod captured gold on Womens 3m and silver on Womens Tower. Kayden Hayes took bronze on Womens tower, and Keira Lu took bronze on Womens 1m.

General performance at national championships in 2021-22:

Junior Nationals

Our Junior divers performed very well at the Junior National Diving Festival, earning spots to compete at the World Junior Trials.

Keira Lu winning silver on 1m and breaking out and winning Gold on A 3m. Jackson Congdon won his first ever Junior medal placing 2nd on B Boys tower and Renee Batalla winning the Girls A tower. We also had great performances from our young C divers with Alexandra Wood capturing bronze on C girls 1m and Nikos Tzanetakis winning bronze on 3m Boys C.

Senior Nationals

BC had breakout performances by our Women on 10m winning both the Winter and Summer Nationals.

Tanisha Lucoe – Sr. Winter Nationals – Gold – 10 m

Renee Batalla – Sr. Summer Nationals – Gold 10 m

Celina Toth – Sr. Summer Nationals – Bronze 10 m

Bryden Hattie captured gold on both 1m and 3m at the Sr. Summer Nationals.

Bryden Hattie – Sr. Summer Nationals – 1m Gold, 3m Gold

Other performance highlights:

A significant performance highlight this year was the development of the High Diving in White Rock. Carter Baker was selected to participate in a training camp in Utah, and traveled to Bosnia and Herzegovina to witness the Red Bull High Diving.

7. Provincially Hosted Competition Highlights

List of competitions hosted with number of participants:

Candy Cane – (Recreational)

BC Winter Provincials – Surrey, BC – Cancelled – held virtually

Marc LePoole Sting – Victoria, BC

BC Summer Provincials/Canada Games Trials - Victoria

Hosting highlights:

Boardworks was able to host the Senior Summer Nationals and the BC Summer provincials in back-to-back weekends. Congratulations to the organizing committee for putting on 2 great events.

Hosting challenges:

Some pools were not hosting clinics or competitions earlier in the year. All pools have now fully opened are available for hosting.

Any other special accomplishment(s) or other highlights during the past year?

ALBERTA DIVING REPORT

1. Membership

# Competitive 2021-22:	89	# Recreational 2021-22:	706
# Competitive 2020-21:	65	# Recreational 2020-21:	229
# Clubs 2021-22:	7	# Clubs 2020-21:	7

Level of diving that constitutes the largest portion of members:

Recreational

2. Governance

Number of board members:

9

Biggest challenge the board faced in 2021-22:

The biggest challenge for this Board is to find new ways to increase revenues. We have been experiencing a steady decline in provincial funding since 2017. The Board over-all works very well together and understands that it is a governing and sanctioning body and focuses on policy and governance.

3. Financial State

Total budget:

\$225,000

Funding received from provincial government:

\$61,000

Increase or decrease from last year:

Increase

Reasons for increase/decrease:

The increase is due to the Canada Summer Games cycle and the increase in the Year 3 and 4 funding, the Canada Cup national hosting grant and increased insurance and registration revenues from the clubs.

Funding received through other sources such as bingo, casino, and lottery. Please list:

Alberta Gaming and Liquor Commission, CSI

Number of full-time staff:

0

Number of part-time staff:

1

Percentage of budget that goes to administration:

20%

Percentage of budget that goes to technical programs:

73%

4. COVID Recovery

Please comment on how your clubs, coaches, athletes, officials, and other participants are doing in terms of recovering from the pandemic.

In terms of numbers the clubs are growing and have mostly returned to pre-Covid participation rates. The results of the competitive divers are lagging slightly due to the time off, but we anticipate that next season they should be back on track.

5. Programs

Athletes

Funding programs and level of funding available:

This year's budget is tight with regards to funding available for the athletes. We anticipate a full recovery in 2023, and then being able to get back to pre-Covid funding levels for our athletes.

List of recipients in 2021-22:

25 divers and 5 coaches got funding to attend the Junior Festival in Montreal.

In what areas does your province excel in terms of athlete development?

Alberta excels in talent identification and development. We have a huge catchment pool through the Swim Gym program in Edmonton and attribute much of the success in Edmonton to that program.

Please comment on the most significant athlete development challenges in the past year:

The divers struggled with being out of practice in travel and competition experiences.

Coaching Initiatives

Funding programs and level of funding available for coaches:

Alberta Diving funded 5 coaches to the Junior Festival in Montreal in July 2022.

List of recipients in 2021-22:

Rommel Kong, Igor Paskov, Herb Flewwelling, Steve Flewwelling and David Flewwelling.

Number of full-time coaches:

7

Number of part-time coaches:

30

Professional development opportunities for coaches:

Alberta Diving funds coaches to NCCP clinic opportunities. We also support the coaches to fulfill the requirements of completing these courses such as CORE training. Currently Ruby Tang and Rommel Kong are working towards completing their Comp-Dev requirements.

Please comment on the most significant coaching development challenges in the past year:

We struggle most to retain enough part-time recreational coaches and to retain older athletes to contribute to our development program and talent identification system.

6. Performance

Comment on top performers for 2021-22:

Alberta Diving had many wonderful performances from both Edmonton and Calgary divers.

General performance at national championships in 2021-22:

Junior Nationals

The Junior Festival in Montreal saw Calgary girl Lila Gokiart win a gold and a bronze in the 1 and 3 meter events respectively, and her teammate Chase Shaw won 2 bronze medals in the same events. Moving north to the Edmonton crew, Luisa Fragoeiro Arco, Audrey Thordarson-Wehner, and Aidyn Pankiw-Brennan all won medals in their platform events showcasing the strong tower program in Edmonton. Luisa also won a silver medal on the 3 meter springboard and received Best Overall diver for Girls 14-15 category. Audrey, Luisa, Aidyn and Michelle McLeod were all invited to participate at the World Junior Trials in October in Montreal. Luisa easily won the tower event, earning a spot on the World Junior team which she later declined as she plans to dive for Portugal. She also won the bronze medal on 1 metre. Michelle came third on tower, narrowly missing a spot on the team. Audrey battled with Michelle for the 3rd place until the last dive finishing 4th. Luc Goertzen also earned a place on the World Junior team with a gold in men's B 1m, bronze in men's B tower, and silver in men's B 3m. Edmonton also had 2 divers Aylah Angeles and Zoe Zelyck compete in the first ever High Diving Nationals.

Senior Nationals

Performance highlights by Alberta divers include Tazman Abramovich (Dive Calgary) who won the gold medal on 1 meter at the Winter Senior Nationals, and the bronze medal on 1 meter at the Summer Senior Nationals.

Other performance highlights:

Ernie Braitenbach from Dive Calgary earned a bronze medal on 3 meter at the Canada Summer Games in Niagara Region. A Strong showing from Luisa, making all finals and top 6 on tower and 3 metre were her highlights.

7. Provincially Hosted Competition Highlights

List of competitions hosted with number of participants:

Alberta Winter Provincials (47 divers), Sleigh Bell Novice Invitational, Canada Games Training Camp Trials, Spring Novice Invitational, Novice Nationals (93 divers), and Alberta Summer Provincials (59 divers), Canada Cup (68 divers).

Hosting highlights:

Canada Cup held June 9 to 12, 2022 in Calgary at the Repsol was definitely a hosting highlight for Alberta. We had 8 countries and 68 divers competing in this Grand Prix event. The Novice Nationals was also a highlight as it is important to have a competitive goal for our Novice divers to aspire to. Ruby Tang of Rocky Mountain Diving Club, and Dive Calgary did a fantastic hosting job at Seton in south Calgary, and the feedback was extremely positive from the participants.

Hosting challenges:

There is always a challenge to be financially viable when hosting competitions as the facility rental is very expensive. It is not easy getting sponsors and producing novel ideas to help ensure that we are cash positive at the end of an event.

Any other special accomplishment(s) or other highlights during the past year?

Over-all, Alberta is very proud of the Association and the clubs who survived Covid and are already seeing some very encouraging growth and results in its wake. We will continue to foster and promote the sport of diving in Alberta and support our clubs to be healthy and strong moving forward.

DIVE SASKATCHEWAN REPORT

1. Membership

# Competitive 2021-22:	97	# Recreational 2021-22:	421
# Competitive 2020-21:	85	# Recreational 2020-21:	296
# Clubs 2021-22:	2	# Clubs 2020-21:	2

Level of diving that constitutes the largest portion of members:

Learn to Dive

2. Governance

Number of board members: 6

Biggest challenge the board faced in 2021-22:

Our Board is working well – we have a clear annual calendar of meetings and agendas and were able to hold our annual Board and Staff weekend retreat this year which is an important tool to keep us aligned. We spend time at our retreat discussing the type of culture we want to have in Saskatchewan. We are sad to say goodbye to Lori Hesselberg who has been on our board for 20 years and are looking for another member to join our team.

3. Financial State

Total budget:	\$380,000
Funding received from provincial government:	\$230,000
Increase or decrease from last year:	-\$4000

Reasons for increase/decrease:

Slight decrease in Coach Employment Grant.

Funding received through other sources such as bingo, casino, and lottery. Please list:

Other sources are membership fees, athlete camps and clinics, rural summer clinics

Number of full-time staff:	0
Number of part-time staff:	1
Percentage of budget that goes to administration:	18%
Percentage of budget that goes to technical programs:	78%

4. COVID Recovery

Please comment on how your clubs, coaches, athletes, officials, and other participants are doing in terms of recovering from the pandemic.

Membership numbers have definitely recovered and most programming is back to normal.

5. Programs

Athletes

Funding programs and level of funding available:

Future Best Athlete Assistance: \$12,000 (8 x \$1500)
 Jr National Travel Grant: \$10,000 (20 x \$500)
 Sr National Travel Grant: \$2250 (4 x \$500, 1 x \$250)
 Novice Out of Province Competition - \$4000

List of recipients in 2021-22:

SR Nationals
 Kelsey Clairmont
 Presley Deck
 Rylan Wiens
 Margo Erlam
 Bjorn Markentin

JR Nationals
 Casey Spilchak
 Lennox Burnett
 Kash Tarasoff
 Thomas Lafreniere
 Lauren Cey

Ali Cey
Anika Park
Autumn Johnson
Jane Lafreniere
Claire Werner
Mira Tinani
Amelia Sharp
Chelsey Dorosh
Kelsey Clairmont
Lila Stewart
Audrey Probe
Brooklyn Markusson
Jessica Markusson
Lauren Vickaryous

Future Best:
Brooklyn Markusson
Anika Park
Kash Tarasoff
Presley Deck
Lila Stewart
Finlee Sharp
Brooklyn O'Day
Amelia Sharp

In what areas does your province excel in terms of athlete development?

Our clubs have done a fantastic job of athlete development. Our Jr Dev't Testing Program has proved to be very successful in developing HP athletes and we regularly see athletes who scored high on JD Testing go on to podium finishes at National Championships.

Please comment on the most significant athlete development challenges in the past year:

As a PSO, we have found it difficult to not be able to hold joint events such as Provincial Training Camps – both within our province and without. We have benefited in past years from sharing expertise and relationships between clubs and our annual trips to Cuba have always been important team builders. We have definitely missed out on some of those opportunities and we will need to work to unite our coaches, our athletes and our philosophies. We also have seen some stress related to athletes moving away from local clubs to HP training centers. While we are so grateful for enhanced opportunities for our athletes, we can't help but see challenges with clubs and coaches who feel they are 'losing'

important members of their teams. We are hoping that strong communication and thoughtful transitions can keep this from being a negative force in our programs.

Coaching Initiatives

Funding programs and level of funding available for coaches:

Coach Employment – Dive Sask pays 2/3 of the salary and benefits for 2 HP Head Coaches.
Education Grants -not accessed this year
Post Secondary Scholarship - \$500

List of recipients in 2021-22:

Coach Employment:

Laura Desautels
Steve Carroll

Scholarship:

Tyler Boechler

Number of full-time coaches:

3 – 2 work directly for Dive Sask

Number of part-time coaches:

29

Professional development opportunities for coaches:

Sask Sport Workshops

Please comment on the most significant coaching development challenges in the past year:

Both of our HP Head Coaches struggled with workload this year as they were short of assistant head coaches. Regina recently hired a coach from Mexico, and Saskatoon is also looking to bring in a foreign coach. While both clubs have sufficient numbers of Rec and Provincial coaches, recruitment and training of HP coaches has been difficult.

Mary Carroll won the Sask Sport Coach of the Year

Other Programs – Highlights and Challenges

(e.g. building membership, starting new clubs)

We are pleased that our membership numbers have returned to pre-Covid levels, and we are working with 2 other centers to start recreational Plouff clubs this winter.

We are pleased that we have been able to schedule our regular Provincial Training Camp for this fall, along with our Annual Awards Banquet, and are also working to plan a spring Training Camp outside of the country.

We feel that life is returning to some semblance of normal and are excited to see our athletes back in competition.

6. Performance

Comment on top performers for 2021-22:

We had some amazing performance this year – probably the best year in Team Sask history.

Rylan Wiens won the Sask Sport Male Athlete of the Year

General performance at national championships in 2021-22:

Junior Nationals

While our numbers were smaller than normal, our medal count was outstanding. 20 athletes attended and 6 athletes (3 from each club) earned a total of 11 medals. We also won 1 medal at Canada Games.

Kash Tarasoff – Group C 1m Silver
Kash Tarasoff – Group C 3m Silver
Kash Tarasoff – Group C Platform Silver
Thomas Lafreniere – Group D 1m Bronze
Thomas Lafreniere – Group D Platform Bronze
Presley Deck – Group B 3m Bronze
Presley Deck – Group B Platform Gold
Lila Stewart – Group B 1m Bronze
Lauren Vickaryous – Group D 3m Silver
Lauren Vickaryous – Group D Platform Gold
Jessica Markusson – Group D 3m - Bronze

Senior Nationals

We had 6 athletes attend Sr Nationals and 4 of them won 8 medals, including 4 National Championship titles and 1 Canadian record – again a historical number.

WSN

Bjorn Markentin – 3m Silver
Margo Erlam – 1m Gold
Margo Erlam – 3m Gold
Alyssa Clairmont – 1m Bronze
Rylan Wiens – 10m Gold, new Canadian record

SSN

Margo Erlam – 1m Silver
Margo Erlam – 3m Silver
Rylan Wiens – 10m Gold

Other performance highlights:

We had an unprecedented number of international opportunities and medals won:

Jr Pan Am Diving Champs:

Lila Stewart – 1m Silver
Lila Stewart – 3 m Bronze
Lila Stewart – Platform Silver
Top Female C Diver

Canada Cup

Margo & Bryden – Gold
Rylan & Nathan – Gold
Margo & Mia – Gold
Rylan 10m – Silver

Futures Cup, Britain

Margo – 3m Bronze
Margo & Mia – 3m Gold
Rylan – 10m Silver
Bjorn – 3m Silver
Rylan, Margo, Benjamin, Kate Team – Gold

World Championships

Rylan & Nathan 10m Bronze

Commonwealth Games
Rylan 10m – Silver
Rylan & Nathan 10m – Silver
Margo & Mia 3m - Bronze

7. Provincially Hosted Competition Highlights

List of competitions hosted with number of participants:

SK Provincials – Saskatoon 61 divers
Westerns – Regina 98 divers

Also WSN in Saskatoon

Hosting highlights:

Handled by Clubs

Hosting challenges:

The Clubs were pleased that post Covid, volunteers were still eager to host meets and were able to continue in their responsibilities with no problems.

Any other special accomplishment(s) or other highlights during the past year?

DIVE MANITOBA REPORT

1. Membership

# Competitive 2021-22:	38	# Recreational 2021-22:	500
# Competitive 2020-21:	35	# Recreational 2020-21:	279
# Clubs 2021-22:	1	# Clubs 2020-21:	1

Level of diving that constitutes the largest portion of members:

Learn to Dive

2. Governance

Number of board members: 6

Biggest challenge the board faced in 2021-22:

Our president for the previous 2 years (Peter Bernatsky) stepped down due to increased professional commitments (remaining on the board). We were able to replace Peter with another great volunteer as President (Brandon Christopher). The board voted to move to a Winter sport (from a Summer sport) within the Sport Manitoba Funding framework. It matches our year-end and programming scheduling and allows for increase accuracies in budgeting and improved program development opportunities. Otherwise, there weren't any significant challenges for the board.

3. Financial State

Total budget:	172,666
Funding received from provincial government:	138,201
Increase or decrease from last year:	Increase

Reasons for increase/decrease:

Additional Canada Summer Games funding for training; deferred funding from previous year.

Funding received through other sources such as bingo, casino, and lottery. Please list:

We receive that an allotted amount from Sport Manitoba that used to be called Lotteries Funding. It's now called Sport Development funding.

Number of full-time staff:	1
Number of part-time staff:	0
Percentage of budget that goes to administration:	35%
Percentage of budget that goes to technical programs:	65%

4. COVID Recovery

Please comment on how your clubs, coaches, athletes, officials, and other participants are doing in terms of recovering from the pandemic.

Our club is doing extremely well, with some of the highest Learn to Dive numbers in years. We have increased our officials base as well. All and all, Manitoba has survived and recovered quite well, considering we were out of the water for 44 of 52 weeks at COVID peak.

5. Programs

Athletes

Funding programs and level of funding available:

We have a high-performance program and funding available for those competing at Nationals.

List of recipients in 2021-22:

Leia Berman, Attila Bernatsky, Zita Bernatsky, Adam Cohen, Ava Curtis, Adyson Downey, Evey Hedges, Emily Muth, Corydon Wolfe, Anna Wylie, Nicholas Landry, Vladimir Tiaglei, Alex Tiaglei, Kate Kirsch

In what areas does your province excel in terms of athlete development?

Right now, our province is excelling in younger age groups competitive development as well as high diving for some of our older divers.

Please comment on the most significant athlete development challenges in the past year:

There weren't any significant athlete development challenges this year, it was great to dive and compete again.

Coaching Initiatives

Funding programs and level of funding available for coaches:

We have funding available for any professional coach development/training opportunities.

List of recipients in 2021-22:

We didn't have any coach development opportunities this past year that required funding.

Number of full-time coaches:

2

Number of part-time coaches:

6

Professional development opportunities for coaches:

We support all coach development opportunities when they are presented and/or available.

Please comment on the most significant coaching development challenges in the past year:

There were not any significant coaching development challenges this past year. However, a constant that isn't changing is geography, making it hard to partner with other clubs/provinces to offer training.

Other Programs - Highlights and Challenges

We are active in promoting and assisting the club grow their Learn to Dive programming. We will be doing a Strategic planning session this spring and will be reviewing opportunities for new program development across the province.

6. Performance

Comment on top performers for 2021-22:

It was an amazing year of training camps and competitions around the world for Manitoba divers!

General performance at national championships in 2021-22:

Junior Nationals

Manitoba club Revolution had the second largest contingents at the Festival in July which projects towards an exciting future in Manitoba.

Senior Nationals

It was very exciting to send 3 divers to Senior Nationals this year (Adam Cohen, Attila Bernatsky and Leia Berman).

Other performance highlights:

Manitoba divers took to the sport of High Diving, training and competing in the US and Europe! Manitoba also podiumed 3 times at Canada Summer Games!

7. Provincially Hosted Competition Highlights

List of competitions hosted with number of participants:

Revolution Invitational - Approx. 80 (Revolution and Regina)
Dive Manitoba Winter Provincials - Approx 80 (Revolution and Regina)
Polar Bear - Approx. 120 (clubs across the country)
Dive Manitoba Summer Provincials - Approx. 95 (clubs across the country)

Hosting highlights:

Besides competing, we started to live stream our events. To much success, we had great viewership across the planet, from San Diego to Hungary and of course local. The great thing is these broadcasts will remain on our YouTube Channel for coaches and diver to watch/review any time they like. We also started using the big screen to show results, highlights and sponsors. This change reduced our volunteer requirements from Wednesday and Thursday (4 hours per day) to about 1 hour on Thursday night. Outstanding.

Hosting challenges:

We didn't have any hosting challenges other than Dresden Trials cancelled for a 2nd year.

Any other special accomplishment(s) or other highlights during the past year?

We are very close to having a second National judge in Manitoba, Cam McLean. Our divers excelled in the high diving events this past year and there is interest in the event.

DIVE ONTARIO REPORT

1. Membership

# Competitive 2021-22:	152	# Recreational 2021-22:	558
# Competitive 2020-21:	154	# Recreational 2020-21:	266
# Clubs 2021-22:	10/1	# Clubs 2020-21:	10/1

Level of diving that constitutes the largest portion of members:

Recreational

2. Governance

Number of board members: 6 Voting

Biggest challenge the board faced in 2021-22:

Navigating COVID recovery: We were unsure of when mandates would change so it became very difficult to plan.

3. Financial State

Total budget: \$515,662

Funding received from provincial government: \$395,993

Increase or decrease from last year: \$278,704

Reasons for increase/decrease:

COVID relief funding for clubs (\$239,709) and athlete grants (\$38,995)

Funding received through other sources such as bingo, casino, and lottery. Please list:

N/A

Number of full-time staff:	2
Number of part-time staff:	3 interns
Percentage of budget that goes to administration:	37%
Percentage of budget that goes to technical programs:	63%

4. COVID Recovery

Please comment on how your clubs, coaches, athletes, officials, and other participants are doing in terms of recovering from the pandemic.

We have two clubs that are trying to rebuild their programs after COVID. One was not able to return to the water until Spring 2022 due to the restrictions at their facility. Since the reopening, they have been struggling because only the 1M boards are approved for us.

The other clubs in our province have strong enrollment numbers.

This was a difficult period for coaches and officials to continue their professional development. The athletes who were allowed to continue training had a marked advantage when competition resumed over those who did not. The latter are still catching up for training time lost.

5. Programs

Athletes

Funding programs and level of funding available:

Quest from Gold from the Ontario MTCS

List of recipients in 2021-22:

<i>Ben Tobin</i>	
<i>Ciro Mejia</i>	
<i>Aislinn Zuechner</i>	
<i>Daria Chambers</i>	
<i>Megan Lupa</i>	
<i>Sarah Carruthers</i>	
<i>Maisy Woloszyn</i>	

<i>Nigel Chambers</i>	
<i>Geoffrey Vavitsas</i>	
<i>Noah Bernard</i>	

In what areas does your province excel in terms of athlete development?

Boys A: At the Junior National Festival, Emmitt Reesor won Gold Medals on the 1m and Platform and Noah Bernard won Gold on 3m. Three of Ontario's Boys Group A will compete at Junior Worlds.

Two Ontario girls named to Senior National Team : Katelyn Fung and Kate Miller

Ontario started developing High Diving. We hosted our first High Diving Clinic this summer, and purchased a box to put on 10m platform at TPASC. Two of our athletes will compete at Junior Worlds in High Diving.

Please comment on the most significant athlete development challenges in the past year:

As mentioned previously, the athletes who were permitted to train through COVID lockdowns had a marked advantage when competition resumed over those who did not. The latter are still catching up for training time lost

Coaching Initiatives

Funding programs and level of funding available for coaches:

4 instructor beginner courses, with costs underwritten by DO
Free high diving clinic with Olivier and Stephane from DPC this summer

List of recipients in 2021-22:

Number of full-time coaches:

10

Number of part-time coaches:

28

Professional development opportunities for coaches:

Instructor beginner courses, supplemented by DO
High Diving clinic in the summer

Please comment on the most significant coaching development challenges in the past year:

Getting coaches certified/updating certifications after the COVID layoff. We only have one person who can do assessments within our province.

Other Programs - Highlights and Challenges

HIGHLIGHTS

Introduced High Diving across the province with a clinic in the summer.

Canada Summer Games team performance

Best showing at Junior Nationals ever

CHALLENGES

We are still working on getting the high diving 2M box approved for use at TPASC

One of our clubs has had its facilities restricted to 1M due to facility maintenance issues, and it is greatly impacting their recreational programming

6. Performance

Comment on top performers for 2021-22:

Kate Miller Bronze on platform at Winter Senior Nationals

Bronze on platform at Italy Grand Prix

Gold at World Junior Trials - will compete at Junior Worlds

Katelyn Fung 4th place on platform at Winter and Summer Senior Nationals

4th place on 3m at Summer Nationals

Silver medal at Canada Cup in Mixed Synchro on platform

Silver medals at World Junior Trials on 1m and 3m, will compete at

Junior Worlds in Two events

At the Junior National Festival Ontario divers came second to Quebec.

Gold Medals : Emmitt Reesor 1m , platform

Noah Bernard 3m

Alexa Fung 1m

Maisy Woloszyn - 3m

Daria Chambers - platform

Silver Maisy Woloszyv -1m

Ciro Mejia -platform

Daria Chambers - 3m

Gabin Emptoz Lacote - 1m

Bronze Geoffrey Vavistas -platform

Gabin Emptoz Lacote -platform

Sarah Carruters - 3m

First Junior National High Diving Championship

Silver Caitlyn Padgett

Noland Lazary

Eight of Ontario Divers will compete at Junior Worlds : Katelyn Fung, Kate Miller, Alexa Fung, Emmitt Reesor , Noah Bernard , Geoffrey Vavistas and High Divers Caitlyn Padgett and Noland Lazary.

General performance at national championships in 2021-22:

Junior Nationals

Junior Nationals - 35 participants

Top 6 finishes :

Emmitt Reesor Gold on 1m and platform, 4th on 3m

Noah Bernard - Gold on 3m, 5th on 1m

Alexa Fung - Gold on 1m, 5th on 3m

Maisy Woloszyn - Gold on 3m, silver on 1m

Daria Chambers - Gold on Platform, Silver on 3m, 4th on 1m

Ciro Mejia - silver on Platform

Gabin Emptoz Lacote - Silver on 1m, Bronze on platform, 6th on 3m

Geoffrey Vavitsas - bronze on platform

Sarah Carruters - bronze on 3m

Nigel Chambers -4th on platform

Kathryn Grant 4th place on all three boards

Leonard Povzner -5th on 3m

Ben Tobin - 6th on 1m

Senior Nationals

Winter Senior Nationals - 8 participants

Top 6 finishes:

Kate Miller - 3rd on platform

Katelyn Fung -4th on platform

Sarah Carruters - 5th on platform

Ammie Wison - 5 on 3m

Summer Senior Nationals - 12 participants

Top 6 finishes:

Kate Miller -4 th on platform,

Katelyn Fung -4 th on 3m, 4th on platform

Elaena Dick -6th on platform

Nigel Chambers -6th on platform

Noah Bernard-6th on 1m

Other performance highlights:

First Junior High Diving Championship:

Caitlyn Padgett - second

Megan Lupa -6th

Noland Lazary -second.

Eight Ontario divers will take part at Junior Worlds

7. Provincially Hosted Competition Highlights

List of competitions hosted with number of participants:

3 National Qualifier Provincials

- Winter: 43

- Spring: 54

- Summer: 67

Aspire Provincials: 51

Hosting highlights:

We were able to host two meets after the mandates were lifted that ran successfully.

We had ongoing technical challenges with our equipment as it is older. We have purchased new equipment for the upcoming season to improve this experience.

The Provincial competition schedule was subject to coaching feedback. This was taken into account and a standard Provincial schedule was established by our Sports Performance committee to be used throughout this diving season. This schedule will be reviewed annually.

Clubs stated that they do not have the ISS meet management software skill set within their membership to support the running of their invitationals. Dive Ontario offered for them to shadow the meet managers at Provincials - 1 club did complete this. A guide has been shared with the clubs (provided by Mike Morris) on the set-up and use of the software. Dive Ontario has developed a Meet Equipment / Management agreement for clubs if they would like Dive Ontario to provide support.

Hosting challenges:

Masking was in effect through Spring Provincials

Late registrations from one specific club continued to be a challenge. We have updated late fee and registration/dive sheet submission deadlines as a result for the upcoming season.

The rule file in the ISS software was not accurate and we could not use the rule validation features to check D & C divers. We have to continue to complete manually.

Any other special accomplishment(s) or other highlights during the past year?

We livestreamed two of our provincial meets (Winter and Summer) and were able to reach viewers throughout Canada and around the world.

QUEBEC REPORT

1. Membership

# Competitive 2021-22:	225	# Recreational 2021-22:	2171
# Competitive 2020-21:	204	# Recreational 2020-21:	921
# Clubs 2021-22:	16	# Clubs 2020-21:	14

Level of diving that constitutes the largest portion of members:

Recreational divers

2. Governance

Number of board members:

5

Biggest challenge the board faced in 2021-22:

The year 2021-22 was similar to the previous one, full of surprises, changes and requiring a certain capacity to adapt without losing sight of our mission! It was also important to support and help our members with the return to diving.

Despite the realities of clubs, the volatile motivation and interest of athletes, the personnel challenges, the management of competitions and training platforms, Plongeon Québec has managed to weather this turbulence with audacity.

Other challenges we had to overcome:

- Develop more talent for teaching diving
- The implementation of the new Code of governance imposed by the ministère de l'Éducation
- Development and management of the Federation's staff to optimize its operations
- Transition of our national membership system to Interpodia
- Obtaining new, reliable and recurring sources of funding

3. Financial Statements

Total budget:

\$479K

Funding received from the provincial government:

\$316K

Increase or decrease from last year:

Decrease

Reasons for increase/decrease:

In 2020-21 we received grants related to COVID-19 that we did not have last season.

Funding received through other sources such as bingo, casino, and lottery. Please list:

We did not do any self-financing activities. We have tried to organize our event "*Tes pas game de sauter (I dare you to jump)*", but without success. This is due to the lack of staff within the Federation.

Number of full-time employees:	2-3
Number of part-time employees:	1
Percentage of budget spent on administration:	55%
Percentage of budget spent on technical programs:	45%

4. COVID Recovery

Please comment on how your clubs, coaches, athletes, officials, and other participants are doing in terms of recovering from the pandemic.

Clubs: The main issue for clubs is the lack of instructors/coaches on their team. The demand for diving is very high in Quebec, however, clubs are having a hard time providing more groups in their program because of the lack of instructors/coaches.

Coaches: They are happy to get back to some normalcy in training as well as getting back to competitions with their athletes.

Athletes: Similar to the coaches, they are excited to get back to competing and seeing other club athletes in person. We have noticed that the younger age groups (D and C) are lagging behind from previous years. They were the age groups most impacted by the pandemic. The Federation is working with the Coaches Commission to adapt the provincial rule book to allow the D and C categories easier access to the junior and senior provincial competition circuit.

Officials: We lost a few officials during the pandemic, some did not return to judge last season, but we had a good cohort at the officials training which allowed us to recruit some new faces.

5. Programs

Athletes

Funding programs and level of funding available:

In Quebec we have the **Programme de soutien au développement de l'excellence (PSDE)** from the ministère de l'Éducation which offers considerable amounts of money to support our athletes. This money can be used to support our athletes in their participation in competitions (reimbursement of expenses) and to pay for training camps. The total amount is approximately \$100K.

We also have different organizations that offer bursaries to our athletes, such as the Foundation for Athletic Excellence, the Gold Medal Club and the Nordic Foundation.

List of recipients in 2021-2022:

Ethan Pitman | December 2021: QFAE - \$4000

Matt Cullen | February 2022: QFAE / Bonneville 808 Challenge (Bonneville Industries) - \$4000

Marie-Laurence Forest : QFAE / Bonneville 808 Challenge (Fenplast) - \$4000
May 2022: Nordic Foundation - \$2500

Laurent Gosselin-Paradis | February 2022: QFAE / Bonneville 808 Challenge (Planète Courier) - \$4000

Benjamin Tessier | February 2022: QFAE / Bonneville 808 Challenge (Fenplast) - \$4000

Loïc Tremblay | March 2022: QFAE / National Bank - \$4000
May 2022: Nordic Foundation - \$2500

Livia McKibbin | April 2022: QFAE / Laurent Duvernay-Tardif Foundation - \$1500
May 2022: Nordic Foundation - \$1500

Émile Boivin | May 2022 : Nordic Foundation - \$1500

Jules Rolland | May 2022 : Laurentian Athlete Fund - \$300

Jordane Legault | May 2022: Laurentian Athlete Fund - \$300

Cédric Fofana | May 2022 : QFAE / Aquam - \$4000

Nathan Zsombor-Murray | May 2022: QFAE / Beneva - \$4000

In what areas does your province excel in terms of athlete development?

We believe that one of our greatest strengths is the presence of **trained and competent coaches** in our clubs. These coaches develop very successful athletes on the national and international scene.

We also have our **recreational program Plouf!** which allows us to introduce a large number of young people to the sport of diving throughout Quebec. Many of our clubs adhere to the program, and we also have some municipalities that offer it. We are also working on a "Plouf Instructor" training program adapted for *health and physical education* teachers to bring diving to schools in Quebec.

In addition, we took charge of writing the safety regulations for high diving and added this discipline to the Federation's mission. Thanks to Stéphane Lapointe's involvement, high diving is

taking a big step forward in Quebec.

Please indicate the most significant athlete development challenges over the past year:

The pandemic and the lack of physical activity it has created in youth is definitely an issue that has impacted our sport. Coaches have noticed that the youth are less skilled than they were a few years ago. We need to work even harder with these young people to bring the level back.

Moreover, the young people who were not in the Sport-etudes program could not train in the pool because of the sanitary measures imposed by the Quebec government. We were one of the provinces with the most restrictive health measures.

Coaching Initiatives

Funding programs and level of funding available for coaches:

As a recognized sport Federation, Plongeon Québec receives grants from the Programme de soutien au développement de l'excellence. There is a budgetary envelope dedicated to coaches called the **Programme d'engagement des entraîneurs (PEDE)** which helps clubs cover the salary of their coaches. This program is only available to coaches who have completed the Competition Development in Diving course or have a University degree in the sport.

We also have the Team Quebec program, which gives a grant to coaches with athletes on the national team.

List of recipients in 2021-2022:

PEDE: César Henderson, Isabelle Cloutier, Stéphane Lapointe, Mary Lou B Dupuis, Étienne Le Blanc-Brillon, Leila Molnar, Jared Bitner, Yihua Li, David Bédard, Johane Boivin, Olivier Duchesneau, Devon Butters, Samuel Parent, Dominique Racine, Mélanie Duff, Dany Boulanger

Team Quebec program: Aaron Dziver, Devon Butters, Yihua Li, Hui Tong, César Henderson, Isabelle Cloutier, Jim Wynne, Olivier Duchesneau and Stéphane Lapointe.

We would also like to highlight **Mary Lou B Dupuis** who was awarded the "Developmental Coach of the Year" category at the Soirée des Lauréats montréalais du Conseil du sport de Montréal.

Full-time coaches:

18

Part-time coaches:

1

Professional development opportunities for coaches:

Nothing has been organized by Plongeon Québec for development in 2021-22. We are, however, involved in a research project, in collaboration with the NSI and the University of Quebec in Montreal, which is called: *Optimization of feedback given to athletes*. We expect to

present the results to our coaches in the 2022-23 season.

Please comment on the most significant coaching development challenges in the past year:

Our training committee is composed of only three trainers who are also coaches. It is therefore difficult to offer training and keep up with the demand because these trainers have a very busy schedule.

We are currently in the process of training another person to join the committee and provide training.

Other Programs - Highlights and Challenges

We have clubs that closed during the pandemic that are now restarting their activities.

6. Performance

Comment on top performers for 2021-22:

Canada Games - Niagara 2022

Eight diving athletes represented Quebec at the Canada Games in Niagara, Ontario. Arnaud Goulet, Loïc Tremblay, Olivier Gauthier, Christopher Booler, Amélie-Laura Jasmin, Sonya Palkhivala, Julianne Boisvert and Jordane Legault represented Quebec brilliantly. The Quebec delegation returned to the province with a total of 142 medals. Of these, 13 were won in diving, six more than at the last Canada Games in Winnipeg, Manitoba, in 2017. Each of our athletes proudly went home with at least one medal. In addition to the number of medals, Quebec had the most points in diving. We would like to thank and congratulate our coaches Mary Lou B. Dupuis and Devon Butters for their dedication and support to our team before, during and after the Games.

British Elite Junior Diving Championships in Southend-on-Sea:

On the international scene at the junior level, our Quebec athletes stood out at the British Elite Diving Championships last spring. Along with Isabelle Cloutier and Devon Butters, Arnaud Corbeil, Olivier Gauthier, Sonya Palkhivala and Samuel Talbot performed well. Among the best results in Quebec, Arnaud won the silver medal in the platform event; Olivier won bronze in the 1m event.

Overall performance at Nationals in 2021-2022:

Junior National Championships

During the National Junior Festival in the summer of 2022, our athletes made Quebec shine on the national scene. Among our medal winners, congratulations to our Quebec athletes: Claude-Olivier Lisé-Coderre (CAMO), Sara-Jade Tessier (ENVOL), Dalia Pereira (ENVOL), Élodie Couture (CAMO), Arnaud Corbeil (CAMO), Charles-Antoine Labadie (CAMO), Blessing Roche (PCDC), Jules Rolland (ENVOL), Julianne Boisvert (ENVOL), Olivier Gauthier (CAMO),

Chris Brooker (PCDC), Samuel Talbot (CAMO), Joseph Obisanya (PCDC), Marie-Laurence Forest (ARO), Éloi Houle (CAMO), Amelie Bayol (CAMO), Livia McKibbin (ARO), Laurence Labadie (CAMO) and Sandrine Fortin (CAMO).

Senior National Championships

Senior Canadian Championships - Winter and Summer

Many of our athletes returned to Quebec with medals. We highlight the performances of Cédric Fofana, Thomas Ciprick, Olivier Gauthier, Nathan Zsombor-Murray, Benjamin Tessier, Pamela Ware, Mia Vallée and Éloïse Bélanger.

Twenty-three of our athletes also participated in the second Senior Canadian Championship, the summer one, which took place in Victoria. Congratulations to Cédric Fofana, Laurent Gosselin-Paradis, Nathan Zsombor-Murray, Benjamin Tessier, Mia Vallée, Pamela Ware, Caeli Mckay and Julianne Boisvert for your medals!

Other performance highlights:

7. Provincially Hosted Competition Highlights

List of competitions hosted with the number of participants:

- Provincial Espoir 1 Championship - Agami, April 16-17, 2022: 84 divers
- Provincial Espoir 2 Championship - l'Envol May 20-22, 2022: 73 divers
- Super Final Espoir Aquam - Camo Montreal June 25-26: 77 divers
- Junior and Senior Provincial Championship - Camo Montreal March 16-18, 2022: 63
- Junior and Senior Provincial Championship - Gatineau May 6-8, 2022: 85
- Junior and Senior Provincial Championship - ARO, Quebec: 74

Hosting highlights:

We would like to acknowledge the work of all (coaches, athletes and officials) during the 2021-22 season because due to the pandemic, we had a very condensed competition schedule. There was one competition every two/three weeks.

We have recruited several new officials for the 2021-22 season.

Hosting challenges:

The result compilation program requires a lot of experience to run well. With the pandemic, we have many new volunteers who do not know how to use the system.

Any other special accomplishment(s) or other highlights during the past year?

NOVA SCOTIA REPORT

1. Membership

# Competitive 2021-22:	0	# Recreational 2021-22:	0
# Competitive 2020-21:	10-Stopped operations in March	# Recreational 2020-21:	25, plus 60 Plouf (Learn to Dive) Stopped operations in March
# Clubs 2021-22:	1 – not operating	# Clubs 2020-21:	1

Level of diving that constitutes the largest portion of members:

Plouf (Learn to Dive), Recreational

2. Governance

Number of board members: 6

Biggest challenge the board faced in 2021-22:

Lack of facility due to closure of Centennial Pool; no other pool space available;
COVID restrictions
Due to these two factors, with the most important being the lack of a facility, diving operations have essentially ceased since early 2020. This along with the expectations of Sport Nova Scotia in terms of administration and reporting required to obtain funding were the Board’s biggest challenges.

3. Financial State

Total budget:

Funding received from provincial government:

Increase or decrease from last year:

Reasons for increase/decrease:

--

Funding received through other sources such as bingo, casino, and lottery. Please list:

N/A

Number of full-time staff:	0
Number of part-time staff:	0
Percentage of budget that goes to administration:	
Percentage of budget that goes to technical programs:	

4. COVID Recovery

Please comment on how your clubs, coaches, athletes, officials, and other participants are doing in terms of recovering from the pandemic.

<p>Due to the lack of a facility until just recently - Centennial Pool as noted above was closed due to mechanical issues starting in 2020 and only just re-opened in the last month or so – we have essentially been forced to start all programs from scratch in 2022. This process has only just begun in the last two months.</p>

5. Programs

Athletes

Funding programs and level of funding available:

--

List of recipients in 2021-22:

n/a

In what areas does your province excel in terms of athlete development?

Please comment on the most significant athlete development challenges in the past year:

Coaching Initiatives

Funding programs and level of funding available for coaches:

List of recipients in 2021-22:

n/a

Number of full-time coaches:

Number of part-time coaches:

Professional development opportunities for coaches:

Please comment on the most significant coaching development challenges in the past year:

Other Programs - Highlights and Challenges

(e.g. building membership, starting new clubs)

6. Performance

Comment on top performers for 2021-22:

n/a

General performance at national championships in 2021-22:

Junior Nationals

n/a

Senior Nationals

n/a

Other performance highlights:

7. Provincially hosted competition highlights

List of competitions hosted with number of participants:

n/a

Hosting highlights:

Hosting challenges:

Any other special accomplishment(s) or other highlights during the past year?

Officials update; maintained contact with certified officials. Nationally certified Judge Erin Dobbeltstyn relocated to NS in the latter part of 2022 and will be a significant addition to the team of provincial officials.

NEWFOUNDLAND REPORT

1. Membership

# Competitive 2021-22:	2	# Recreational 2021-22:	37
# Competitive 2020-21:	4	# Recreational 2020-21:	22
# Clubs 2021-22:	1	# Clubs 2020-21:	1

Level of diving that constitutes the largest portion of members:

Learn to Dive is the biggest portion of Diving in NL. The only member club, Edge, is in going through a rebuild.

2. Governance

Number of board members: 4

Biggest challenge the board faced in 2021-22:

Limited funding and sources of funding restrict the ability of NLDA to provide the member club with the tools they need to be successful. The facilities the member club is diving out of has received funding for 2025 Canada Games but to date no work has commenced to replace and/or upgrade equipment. Additionally, promoting diving and recruiting new divers remain to be a large challenge for both the PSO and its member club

3. Financial State

Total budget:	\$58853
Funding received from provincial government:	\$23850
Increase or decrease from last year:	\$1500

Reasons for increase/decrease:

Additional operational grants were received by NLDA. The closer we get to a Canada Games year, additional funding is provided by government.

Funding received through other sources such as bingo, casino, and lottery. Please list:

NLDA does not have any additional funding other than government assisted Funding	
Number of full-time staff:	0
Number of part-time staff:	0 – all volunteer
Percentage of budget that goes to administration:	1%
Percentage of budget that goes to technical programs:	99%

4. COVID Recovery

Please comment on how your clubs, coaches, athletes, officials, and other participants are doing in terms of recovering from the pandemic.

The club is responding well. They continue to build via recruitment efforts. They did lose some of the older divers due to the results of the slow downs/shutdowns from the Pandemic, however they have attacked a young base to grow with as everyone including is excited to be getting back to normal.

5. Programs

Athletes

Funding programs and level of funding available:

Annual Premiers Athletic Excellence Award with funding ranging from \$500 to \$1,500 per athlete is awarded based on the level of competition and the athletes' respective accomplishments
--

List of recipients in 2021-22:

Merrick Noel

In what areas does your province excel in terms of athlete development?

None currently. NLDA did identify and assist in bringing in a new head coach last year so we expect a few years for development before we can measure success.

Please comment on the most significant athlete development challenges in the past year:

Diver participation is the biggest challenge for NL. We continue to struggle to attract new divers into the program.

Coaching Initiatives

Funding programs and level of funding available for coaches:

NLDA provides funding on an annual basis to provide for Coaching Clinics for existing and new coaches within the member club as needed.

List of recipients in 2021-22:

N/A for 2021-22. Clinics planned for Winter 2023

Number of full-time coaches:

1

Number of part-time coaches:

4

Professional development opportunities for coaches:

We coordinate Coaching clinics when required and shadowing with head coach to further the development of new and existing coaches

Please comment on the most significant coaching development challenges in the past year:

Due to a very young club and 2 years of covid related challenges, the pool of divers that can be selected from or interested in coaching is very limited. We lost some senior divers and some existing coaches due to the pandemic.

Other Programs – Highlights and Challenges

None at this time but NLDA/EDGE are very interested in the We Fly by 5 program and would like to become involved with this initiative. Where we are in the midst of a rebuild this would be a good time to initiate this program.

6. Performance

Comment on top performers for 2021-22:

We had two competitive divers working towards their national qualifiers, Merrick Noel and Juan Diego Palma. Juan Diego qualified for Junior nationals for 1m and 3m events.

Merrick did not qualify for nationals.

General performance at national championships in 2021-22:

Junior Nationals

Juan competed in both 1m and 3m events.

He finished 9th place in the 1M qualification round

He finished 8th in 3m Final

Senior Nationals

No participants

Other performance highlights:

Merrick Noel represented NL at the Canada Summer Games.

7. Provincially Hosted Competition Highlights

List of competitions hosted with number of participants:

There were no Provincial competitions in 2021-2022

Hosting highlights:

N/A

Hosting challenges:

N/A

Any other special accomplishment(s) or other highlights during the past year?

Nothing additional at this time.



**WE FLY
PLUS HAUT**

FINA BUREAU REPORT

Prepared by Cheryl A. Gibson
November 12, 2022



FINA Bureau Meetings Attended:

- November 23, 2021 virtual
- December 6, 2021 Abu, Dhabi UAE
- January 14, 2022 virtual
- January 21, 2022 virtual
- February 16, 2022 virtual
- March 8, 2022 virtual
- March 23, 2022 virtual
- April 21, 2022 virtual
- June , 2022 – Budapest Hungary
- July 3, 2022 – virtual
- August 8, 2022 virtual
- September 9, 2022 virtual
- October 14, 2022 virtual
- November 8, 2022 virtual

Pan Am Aquatics Meeting:

- January 26, 2022 virtual
- Extraordinary Congress June 18, 2022 Budapest, Hungary

FINA Artistic Swimming Meetings Attended:

- Numerous meeting of the Technical Committee Artistic Swimming

Events Attended:

- World Swimming Championships (25M), Abu Dhabi, UAE December 2022
- AS Super Final, Athens, Greece May 2022
- World Aquatic Championships, Budapest, Hungary June 2022
- AS World Junior Championships, Quebec City, Quebec August 2022
- AS Technical Congress, Lausanne, Switzerland October 2022

Items to Report:

A. FINA Draft Constitution

I have previously provided an outline of the changes and my understanding of why these changes were pursued. I am part of a group tasked with reviewing the draft for drafting edits but not to suggest substantive changes. I have provided my comments to FINA but do not expect any changes to be made until after the draft is approved by Congress in Melbourne.

Kelly Stark-Anderson and I reviewed the draft for changes which Canada proposes be made to the draft and Kelly has submitted the changes proposed by Canada.

Please note that the draft constitution often refers to the By-laws. The By-laws are expected to require significant re-drafting and that is expected to occur when the new FINA constitution is approved by Congress in December.

I expect that Pan Am Aquatics will need to consider the process for nominating FINA Bureau Members now that there will be 5 Continental Representatives, 4 at large members and gender limitations. Unless there is a change in Zones, Canada and the U.S. are likely to continue to have a FINA Bureau member given each is its own Zone in Pan Am Aquatics.

B. Calendar

FINA finalized the World Aquatic Championships calendar that will see Fukuoka, Japan host the WCH in July 2023 and Doha Qatar host the WCH in February 2024. This is a very packed and an unusual calendar given the delays caused by COVID.

FINA has revamped the World Series/World Cups for each of the disciplines in an effort to take a similar approach across the disciplines. Competition dates have not been released as early as many would wish as the FINA staff have been swamped by the number of international FINA competitions being held in an unusually short time frame. This should normalize after the Paris Games in 2024.

C. Athletes' Committee

Elections were conducted in June 2022 for a number of positions available on the Athletes Committee. Alia Atkinson was elected as the Chair and, under the new FINA Constitution, the Chair of the Athletes' Committee will be not only a member of the FINA Bureau but also a member of the Executive. This is a big step forward for our athletes!

D. Technical Committee Appointments

The Technical Committees were appointed to serve until 2025. Canada was fortunate to have members appointed to the Technical Committees of each of Diving (Gord Peterson), Artistic

Swimming (Lisa Schott as Chair), Water Polo (Bill Shaw) and Swimming (Louise LeBlanc).

E. FINA Liaison Positions

You may have noted that the draft FINA Constitution no longer includes a reference to the position of Board Liaison for each sport. I understand that this is due to some instances of persons in this position going beyond the intended purview of the role and, in some cases, undertaking inappropriate actions. I am pleased to report that I am not one of these folks. The draft constitution will allow a person or persons to assist with communications, etc., but no longer needs to be a Bureau member and it is unlikely that there will be a special title afforded to the position. At any rate, I expect that, at least in the short-term, I will continue to be asked to undertake this role for Artistic Swimming.

F. Aquatics Integrity Unit

The AIU has been populated and will begin to operate January 2023 and various panels and committees that previously conducted this work for FINA will cease. I understand that the various component groups of the AIU are at work setting out details in respect of their processes. Perhaps these details will be released at the Congress in December.

G. Budapest WCH

Congratulations to all of our Canadian athletes and staff for their efforts at the Budapest WCH. A special thankyou to our Chef de Mission Michelle Comeau and her team!

Extraordinary Congress: FINA's Policy on Eligibility for the Men's and Women's Competition Categories was approved. The 24 page document is available on FINA's website.

H. Return to Field of Play/Fitness to Participate

I have been assigned to work with the FINA Executive Director and the Chair of the FINA Sports Medicine Committee to draft policies and rules related to the mental and physical health of athletes participating in FINA events

Request:

I would be most appreciative if each sport would keep me informed of communications between their offices and the FINA offices, especially where there are bids made to host events.



DIVING COMMITTEE (DC) REPORT

2021-2023 Composition:

Executive Committee Liaison:	Rafael Radhames Tavarez	(Zone 2)
Chair:	Gordon Peterson CAN	(Zone 4)
Vice Chair:	Colleen Huffman USA	(Zone 3)
Secretary (English):	Kathy Seaman CAN	(Zone 4)
Secretary (Spanish):	Hermes Venegas CHI	(Zone 1)
Members:	Ulises Alvarado ECU	(Zone 1)
	Jacqueline Delgado de Pinillos PER	(Zone 1)
	Katura Horton-Perinchief BER	(Zone 2)
	Rolando Ruiz CUB	(Zone 2)
	Francisco Balbuena DOM	(Zone 2)
	Ivan Bautista Vargas (MEX)	(Zone 2)
	Mark Ruiz USA	(Zone 3)
Athlete Representative:	Rommel Pacheco (MEX)	(Zone 2)

2021-2022 Competitions

The 2021-22 competitive season was still significantly impacted by the Coronavirus Pandemic. At the end of 2021, divers travelling to the FINA World Junior Diving Championships in Kiev were withdrawn by DPC, partly as a result of some concerns regarding war but also because of the uncertainty of COVID protocols, Although it was another couple of months before Russia actually invaded the Ukraine, hindsight says the cancellation was appropriate, if disappointing.

Fortunately, however, the first Junior Pan American Games were held in Cali, Colombia from November 25 to December 5, 2021. As reported last year, a small (but enthusiastic team) was entered by DPC, led by Coach Steve Carroll. The three divers met with significant competition as all other countries sent their best teams because of the direct qualification to the 2023 Pan American Games in Chile. Nevertheless, the Canadian team acquitted itself admirably and managed a fourth place in the team event. The divers (Julianne Boisvert, Quinn Gariepy and Ben Smyth) performed extremely well under somewhat difficult competitive circumstances. The new pool that was constructed for the Games was not completed until competition was underway. In fact, supports were required to hold the platforms upright as they had sagged when the concrete forms were removed. Ben Smyth had the distinction of stepping on a piece of wire discarded during overnight construction and his injury

resulted in questions regarding the late construction. In the end, the event was successful but it was a very exhausting time for the PanAm Aquatics (PAQ) DC.

2022 FINA Competitions held in PAQ

As a result of the Pandemic, the only FINA diving event hosted in the Americas was the Canada Cup held in Calgary June 9-12. The event was small by usual standards but a rousing success from participants' point of view. Unfortunately, there were some positive COVID tests that resulted in some restrictions being imposed (including the closing of the hospitality suite for an evening) but the diving itself was a very welcome distraction to what was going on in the world. For many divers (including Canada's team), this was one of the first international competitions of the year in preparation for the FINA World Championships in Budapest, HUN. Mia Vallee announced her presence to the world as Canada's next springboard star, winning the 3m prelim along with her semi-final before ending up the bridesmaid to Sarah Bacon from the USA in the final. Mia went on to better her performance at the World Championships, but she certainly started her year off great in Calgary.

A New Look

In 2022, PanAm Aquatics got a new name and look as the UANA brand was retired. Having been approved at a UANA Special General Meeting held at the FINA World Championships, the new brand was introduced in advance of the Junior Pan Am Games in Cali, Colombia. The PAQ refresh was in advance of an anticipated refresh for FINA – which is expected to occur at the World Swimming Championships in December 2022.

Looking Ahead

The next Pan American Games will be held in Santiago, Chile in October, 2023. A new pool is scheduled for the event, to be located in the same complex as where the Junior Pan American Diving Championships were held in 2019. Construction progress has been slow, with it last scheduled to begin in December, but we are hopeful that things will pick up quickly to have the pool ready prior to October 2023.

Respectfully Submitted,

"Gord Peterson"

Gordon Peterson
PAQ DC Chair

FINA TECHNICAL DIVING COMMITTEE REPORT

Submitted by Gord Peterson
FINA TDC Member



FINA Update

2022 has been a year of change for FINA Diving! The FINA Diving Calendar saw many of its scheduled events postponed or cancelled, with no FINA World Series held in 2022, only one FINA Grand Prix event held to date and last minute scheduling of a FINA World Championships and FINA Diving World Cup.

Following the FINA World Championships in Budapest, I was appointed to the FINA TDC, with Kathy Seaman stepping down after 26 years and six completed terms of service – 18 as a member of the FINA TDC Commission. Kathy's involvement on the TDC has been significant and lengthy and there is much for which to thank her. Half of the FINA TDC Commission changed (2/4) and the TDC itself saw more than half of its remaining members change (11/18).

FINA World Championships

On short notice, Budapest organized a successful FINA World Championships. The level of diving evidenced the lack of competition most divers had experienced since the Olympic Games, with only the Calgary FINA Grand Prix and a "pseudo-Grand Prix" in Italy (protesting the FINA fees required for a Grand Prix) having been held as international competitions prior to the Championships in 2022.

FINA Grand Prix Events

CAN has held the only in-person FINA Grand Prix in 2022 to date, in Calgary. There is another scheduled in Malaysia at the end of November. FINA sought to increase hosting fees for Grand Prix events and met with considerable resistance. FINA has re-evaluated its calendar, deleting Grand Prix events, and Federations may now host FINA Grand Prix-like events without the "FINA Grand Prix" name and FINA will not impose as many restrictions on sponsorship or require similar competition "look" as it did for the FINA Grand Prix events.

In Calgary, 58 divers from eight Federations participated. The competition itself was a success but COVID did impact the hosting as some positive tests resulted in stricter measures being imposed and some participants were affected during and after the competition. After both the Calgary FINA Grand Prix and the FINA World Championships, there were participants who tested positive for COVID.

Commonwealth Games

FINA typically sends FINA TDC evaluators to the Commonwealth Games. The FINA TDC composition changed about a month prior to the Games. Initially it was suggested that there would be a transition period, permitting departing FINA TDC members to attend the Commonwealth Games. The FINA TDC Chair, however, proclaimed the week prior to the Games that only current TDC

members would have authority and no FINA TDC member would be allowed to judge at the Games. Since judges had been submitted by Federations in October 2021 at the request of the host and selection confirmed in December 2021 with the consent of FINA, the change was unexpected. More so because CAN had inquired early in 2022 as to the impact and timing of the change to the FINA TDC in order to determine if CAN needed to replace one of its two judges scheduled for the Commonwealth Games.

The surprise announced change impacted three judges who had become new TDC members in July, including one who was selected as a neutral judge from a non-Commonwealth nation (and myself). It also impacted the FINA TDC members who were not continuing (such as Kathy and a NZ official who cancelled his travel). The late announcement changing the transition approach was disappointing and resulted, amongst other things, in CAN having one judge who had to judge all events instead of dividing responsibilities between two judges.

FINA Technical Diving Congress

The FINA Technical Diving Congress was held virtually for the first time ever on October 3, 2022. Minor rule changes were proposed, the majority of which had been reviewed by the old FINA TDC. The new FINA TDC did have a meeting the week prior to the FINA Technical Diving Congress as it was realized that submissions made by a Federation had not been evaluated by either the FINA TDC or the FINA Bureau. Despite the rush to evaluate the submissions, the FINA TDC Diving Congress went smoothly, and all rule changes approved by the FINA TDC were adopted.

FINA World Cup

For the first time ever, the FINA Diving World Cup was held in conjunction with the FINA Swimming World Cup and held October 20-23. China was one of the very few Federations to bring all of their top divers to the competition, with many competitors impacted by late notice of the event. As a result, the overall diving quality was diminished. This event served as a “test event” for the new calendar FINA has proposed for 2023 and beyond. The event was a qualified success in terms of demonstrating the value of a restricted entry competition to replace FINA World Series and the benefit of combining FINA disciplines for events.

The top Canadian Divers were unable to attend and only three young divers were available to attend. Nevertheless, the three divers performed credibly, with two making finals, finishing 5th and 7th and the other finishing 16th.

Other Matters

We have had two virtual FINA TDC meetings – the first on August 25 where a general welcome and assignment of responsibilities occurred and one on September 29 to discuss submissions for the FINA Technical Diving Congress. We have not had an in-person meeting yet nor has the time for one been identified. In the interim, we have been assigned to sub-committees and work has commenced on those to a great extent.

In addition to the subcommittees, a couple of new TDC members have been assigned responsibility for teaching schools, replacing outgoing TDC members scheduled to deliver schools in 2022. I have been assigned to three FINA diving schools in 2022. My first school was a Certification School held in COL in September in conjunction with their diving national championships. I co-led a FINA Development School for PERU (virtual), for which the date repeatedly changed; it was finally held Dec. 9, 10. I was also scheduled to lead a Development School in BRA in December but a Certification School in the USA was substituted instead in December. In 2022, there have only been eight FINA schools to date – a Certification School was held in Calgary, in conjunction with the FINA Grand Prix and six other such schools have been held, including the one in USA. To date, only two FINA Development Schools have been conducted. COVID restrictions have made hosting schools very challenging and there has been a request to extend FINA certification expiry for at least one continent as a result.

The FINA World Junior Championships 2022 were successfully held in Montreal, CAN November 27 – December 4. It was an extremely large event, with over 265 entries received for diving and high diving. CHN, because of its COVID restrictions and requirement for quarantining upon return, and RUS, because of its invasion in Ukraine and resulting suspension by FINA were not in attendance – making the entry number all that more impressive. Unfortunately, with COVID increasing with winter approaching for Northern Hemisphere countries, it was not a COVID-free event.

My start as a member of the FINA TDC has been challenging with all the changes occurring and significant uncertainty inhibiting planning. Nevertheless, CAN continues to be a strong supporter of FINA activities, hosting the only FINA Grand Prix held to date in 2022 along with the FINA Diving Junior World Championships at the end of November. CAN has also committed to host one of the three FINA Diving World Cups in 2023 and managed to send divers to the test Diving World Cup in Berlin despite the short notice and challenging time of year.

We are certainly living in “interesting times” with opportunities abounding!

Respectfully submitted,



FINA COACHES COMMITTEE REPORT



The FINA Coaches Committee's role and responsibilities are focused on the promotion and development of diving across the world. It reviews our sport's rules and regulations and identifies how to best encourage the development of the aquatic sports. Return to normal operations has been slow and difficult due to constant adaptations required by the everchanging sport landscape we face due to the never-ending pandemic.

The FINA Diving sub-committee (FDSC) is comprised of 5 International High-Performance diving coaches and is a sub-committee that reports to the FINA Coaches Committee representing all 6 aquatic sports. This committee also provides a coach perspective to the FINA Technical Diving Committee. The FDSC's collaboration with the TDC has proven to be critical at times in order to navigate through the unforeseen obstacles that we now face regularly.

In spite of the difficulties that we have become accustomed to when it comes time to host an event, the diving event at the FINA World Championships were successfully organised and we were privileged to witness some spectacular performances. Originally the event was slated to be held in Fukuoka, Japan, but was delayed until 2023 due to circumstances created by the pandemic. This unfortunate occurrence spurred some ingenuity and quick action on the behalf of our international governing body and one of its gracious sport federation partners resulting in the event being organized in Hungary, Budapest.

The WAC in Budapest presented an opportunity to introduce a new initiative to help better organise our preliminary rounds that can see upwards of 60 divers performing at once which traditionally results in events that can run for more than 4 hours at a time. For the first time, some of the preliminary rounds were split into two separate events. The result being that the preliminary rounds were shorter. The judging panel for both preliminary A and preliminary B events were the same to ensure cohesive scrutiny by our judges. The top 9 divers of each preliminary event moved forward to the semi final rounds. The new initiative was well received by the majority of the athletes and coaches that participated.

The 2022 diving season saw the unfortunate dissolution of the prestigious FINA Diving World Series events. The World Series were originally created to showcase our top world divers on a more intimate stage. The top 8 divers at the Olympics or World Aquatic Championships were invited to perform at these events. These events proved to be very exciting and viewership across the world was significant, but they were also very expensive to produce. Many coaches are sad to see the disappearance of the World Series however there is excitement brewing for what

the future holds as well.

FINA has created a new string of multisport competitions that are to be known as the FINA World Cup Series. There will be 3 World Cup Series. The first two legs of the series are used to qualify for the third leg named the Super Final World Cup. The top 18 divers are invited to attend the third leg of the journey. Qualification to the World Cup Series is undergone at the WAC or the Olympics. The first iteration of this new competition format was held in Berlin, Germany. Both swimming and diving events were held at this event.

FINA is reviewing many aspects of its current operations. Currently, the FINA Diving Grand Prix circuit is also being scrutinised. In fact, the diving community has been advised that FINA will no longer sanction Grand Prix Diving events as in the past. The FINA Diving Grand Prix nomenclature will no longer be used. There will continue to be FINA sanctioned international diving events. However, the criteria required to be met in order to host such an event is still being defined.

Lastly, the FINA Diving Development School situated in Kazan, Russia had its operations closed earlier this year due to the unfortunate events occurring in eastern Europe. The school's mandate is to create conditions for scholarship holders to achieve their maximum potential, both in diving and personal development. Each athlete is tasked with improving their technical abilities and their performance results from the moment they arrive at the Centre and qualify for the World Aquatic Championships and the Olympic Games. The school opened in mid-year of 2021 and saw the successful advancement of many international divers. Fortunately, the school will re-open in January in Toronto, Canada. The school will be headed by Mr. Jose Guerra of Cuba.

Report submitted by,



Aaron Dziver ChPC Chair,

FINA Diving Sub-Committee Member, FINA Coaches Committee

FINA HIGH DIVING REPORT



The lingering effects of the Covid shutdown were still felt by high diving in the 2021/22 season with only one FINA international high diving competition being staged. Nonetheless, much progress was made by the Technical High Diving Committee with respect to competition rules, sport development, and to future competition offerings.

COMPETITIONS

Abu Dhabi Aquatics Festival:

As mentioned above, the international high diving calendar was limited to only one event, the Abu Dhabi Aquatics Festival, which featured open water, diving, and high diving competitions running in parallel with the world short course swimming championship, all taking place on Yas Island. While the short course championships events were staged in the indoor Etihad stadium, the other disciplines took place next to the stadium using temporary facilities constructed on the bank of the Yas Bay Waterfront.

Despite many significant construction challenges, the high diving events were exciting, ran smoothly, were well attended, and featured most of the world's best high divers.

World High Diving Championships:

With the postponement of the Fukuoka World Championships and its subsequent move to Budapest, it was unfortunate the organizers of the Budapest World Championships were unable to provide include high diving in their competition program. Despite our best efforts to find an alternate location for a World Championship high diving event, non could be organized on short notice and ultimately, the 2022 World High Diving Championships were necessarily cancelled.

MEETINGS

Abu Dhabi, December 16, 2021:

A meeting of the THDC was held in conjunction with the Abu Dhabi Aquatics Festival at which time several proposals were discussed in preparation for submission for Bureau approval.

Virtual Meeting, January 25, 2022:

As a follow-up to the December meeting, a virtual meeting of the THDC was held. Refinements to the Bureau proposals were examined and other critical issues raised. These included:

- The need for additional certified high diving judges
- Coach certification processes
- Modifications to facility specification
- Junior high diving rules
- World Junior high diving championships
- Approval for the proposed High Diving Grand Prix Circuit
- Lobbying efforts for high diving's inclusion in the Olympic program.

Meeting of the Subcommittee Chairs, Bern, Switzerland, May 21 – 23, 2022:

Chairs of the events, judges, development, and coaching subcommittees, along with the Honorary Secretary of the THDC met over three days to finalize many of the proposals that would be submitted for Bureau approval prior to presentation at Technical Congress. At this meeting, the new junior high diving rules were finalized, FINA HD Grand Prix format and rules were finalized, Judging School dates identified, and a comprehensive competition strategy developed.

Technical Congress – Virtual, October 3rd, 2022:

All THDC proposals were supported and approved at the Technical Congress along with Canada's proposed change to the junior high diving rules.

FINA OFFICE

Long-time high diving sport manager, Mirjam Heller, resigned from her position in late 2021. She was replaced by former Canadian diving Olympian, Marie-Eve Marleau. Marie-Eve took on her new role in June 2022 and has been warmly received by the diving and high diving communities.

Respectfully submitted by:



Mitch Geller
FINA THDC Member / Chair – FINA THDC Development Subcommittee

CANADIAN OLYMPIC COMMITTEE REPORT



2022 saw a return to China for the COC, but this time for a Winter Olympic Games. The 2022 Winter Olympic Games in Beijing were impacted by COVID but Canada prepared well and ended up tying with its second-best over-all medal performance at a Winter Olympics, finishing with 26 medals (behind 2018 Pyeongchang and tied with 2010 Vancouver).

This coming year will mark my final year as a member of the COC Board of Directors, as my term draws to a close and I am ineligible to run again. It is somewhat bittersweet as I look to the future. I am proud of what has been accomplished as a member of the COC Board during my tenure. The COC is a very different organization from when I first joined - a far more professional and competent organization that contributes significant resources and leadership to National Sport Organizations such as Diving Plongeon Canada as well as being a staunch advocate and supporter of the sports.

In 2022, the Board had a retreat at which it considered the future for sport in Canada. The importance of a purpose led framework was discussed as well as inclusive and abuse-free sport. We will see the announcement of results from the COC's retreat discussion in 2023, starting with Team Canada Impact Agenda. Please look for it.

2023 will be an election year for the COC Board. As I am not eligible to stand for election, I will serve again as Chair of the Nominating Committee. There are six positions up for election. Once again, we will seek to increase visible diversity on the Board as four members are not returning to the Board. It is also an opportunity to reduce the size of the Board as two positions will be removed so that every two years, six directors will be elected for four year terms (for a total of 12 elected directors). The mandate remains to determine the "best team" and with the reduction in size, we will inevitably lose the ability to include some great people. As I write this, nominations have closed and a record number were received this year, promising some very interesting discussions and ensuring the continuation of a strong board leadership group.

Importantly, 2022 also saw the COC continue its advocacy for additional funding for the sport sector as well as the COC becoming a signatory to Abuse-free Sport in addition to expanding its effort to assist NSOs in understanding and committing to Abuse-free Sport by providing access to legal counsel. The COC has emphasized the need to ensure the safety of athletes, coaches and officials and continues to "walk the talk". Again, please look for announcements in those areas.

Respectfully submitted by:

"Gord Peterson"

Gordon E. Peterson, Director, COC,

Chair, COC Chair Nominating Committee

WE FLY | PLUS HAUT



AQUATICS CANADA REPORT

2022 President's Report

2022 was a year of hope and ongoing challenges as we began to emerge from the pandemic, trying to redefine “normal” in all aspects of our lives. This return to normal has not been easy with the need to remain flexible and adapt to constant changes in training and competition schedules. The resilience of the aquatic sports was tested even further by the invasion of the Ukraine by Russia, highlighting the need for sport to be a voice of reason, ethics and integrity in difficult times.

With COVID-19 restrictions easing toward the middle of the year, our aquatics athletes were able to resume in-person international competition, including participation by all disciplines at the FINA World Championships in Budapest in June 2022. This Championships highlighted exciting results from our swimmers, including the performance by Summer Macintosh to become the youngest Canadian to win gold at any World Championships. Diving Plongeon Canada's new crop of senior athletes also made an impressive showing with 3 podium finishes. The Canadian artistic swimming team made a strong showing in Budapest, with a top-10 finish in every event and the rising talent of Audrey Lamothe showcased in the solo events. Unfortunately, the Canadian mens' water polo team encountered issues with positive COVID tests and made the decision to leave the competition early. The integrity of the sport staff and the team in making that difficult decision is something we can all be proud of.

Canada continued to demonstrate strength in other competitions, including the Commonwealth Games in the summer, and hosting of events throughout the year. Supporting the FINA calendar, CAS hosted the FINA World Junior Artistic Swimming Championships, cementing Canada as a key international host for artistic swimming. CAS also partnered with USA Artistic Swimming to hold the largest virtual FINA World Series event in the world earlier in the spring. DPC hosted the FINA Grand Prix in Calgary in June (1 of only 2 in-person Grand Prix events held in 2022) and is hosting the FINA World Junior Diving Championships in Montreal this month. Swimming Canada also hosted the second leg of the FINA World Cup in Toronto at the end of October.

Chef de Mission Michelle Comeau continues to work diligently with the four NSOs in preparation for the FINA World Championships scheduled for Fukuoka in July 2023. Michelle is supported in that work by Robin Randall, who will serve as Assistant Chef de Mission and hopefully in succession for the Chef role as we turn to World Championships in Doha early in 2024.

ACA's relationship with FINA continued to strengthen under the leadership of Husain Al-Musallam as President of FINA and Brent Nowicki as Executive Director. Cheryl Gibson worked tirelessly as Canada's FINA Bureau member, attending 14 FINA Bureau meetings, many of them in the middle of the night, and as the liaison to the FINA Technical Artistic Swimming Committee.

FINA continues to progress its agenda in promoting good governance both within FINA and within the national federations. This was evident in the further work that the FINA Reform Commission undertook to address concerns over FINA's operational independence and conflicts of interest and to improve the governance, transparency and culture of the organization. These changes include the creation of an Aquatics Integrity Unit to oversee anti-doping, event manipulation and ethical violations with appointments to the AIU made at the Extraordinary Congress in Budapest in June, 2022. At that

Congress, the sport technical committees, coaches committee, athletes committee and masters committee were also appointed with Canada securing strong representation on most of those committees, each of whom will serve until 2025. FINA's Policy on Eligibility for the Men's and Women's Competition Categories was also approved at the Congress. In connection with the promotion of good governance in the national federations, Canada was required to complete a governance survey for qualify for 2023 funding from FINA's Olympic Aquatic Support Program. I am pleased to report that ACA scored in the highest category, improving its score from 16 last year to 18 this year and thereby becoming eligible for the top level of funding from FINA. Many thanks to Suzanne Paulins at Swimming Canada for her leadership in pulling together the required information and to the support provided by the other discipline leaders.

FINA continued with its governance work and recently provided a completely revamped constitution which will be tabled for approval at the upcoming Extraordinary Congress to be held on December 12 in Melbourne. My thanks to Gord Petersen from diving for his usual thorough review. Cheryl and I met to review those comments and others that she and I had, resulting in a submission of comments by Canada. It remains to be seen how the details will develop, however the key changes aim to increase geographic and female representation (resulting in an increased Bureau size), add age and term limits for Bureau members and officer positions and add voting and Executive Committee representation.

In 2022, the rebranding of UANA to PanAm Aquatics and development of a go forward strategic focus for PAQ got underway, with amendments to the PAQ constitution approved at a PAQ Extraordinary Congress in Budapest in June. Canada is seen as a valuable contributor to development in the America's and we expect PAQ will continue to promote training and education, looking to Canada to play a leading role. PAQ is now in the process of considering further constitutional changes to align with the changes to the FINA constitution, including greater gender diversity in representation on the FINA Bureau and in PAQ and strengthening of PAQ's role as a continental

organization. Cheryl and I met with David de Vlieger (and I am scheduled to have a conversation with Maureen Croes) on the scope of the proposed amendments and this will be the subject of continuing review and discussion to ensure Canada retains its desired influence within PAQ and its ability to choose its own FINA Bureau member.

Finally, it is clear that the health and well-being of our athletes and others within our community are the highest priority for each of our national sport organizations. Safe sport is critical with many initiatives underway within each of the disciplines, some mandated but many driven by the fundamental value of respect and dignity for everyone. The inclusion of mental and emotional health as key elements of overall well-being is critical to ensuring we create a safe sport environment.

As we prepare for another year of commitment and dedication to the aquatics in Canada, I would like to express my thanks to the community of dedicated sport professionals and volunteers. It is a community that reflects passion for athletic pursuit and the value of sport as well as Canadian honour, respect and dignity. In particular, I would like to recognize the commitment and passion shown by each of Jackie Buckingham and Martin Goulet, in their respective roles as Chief Executive Officer of Canada Artistic Swimming and Water Polo Canada, as they move on to new adventures. Wishing each of you a happy and healthy 2023.

Sincerely,



Kelly Stark-Anderson
President, Aquatics Canada Aquatiques

SPORT CANADA REPORT



Sport Support Program

- The Sport Support Program (SSP) supports the development of Canadian athletes and coaches. Funding is provided to eligible organizations for programming that is aligned with the goals of the Canadian Sport Policy.
- The SSP is delivered through various components, including National Sport Organization, Multi Sport Organization and Canadian Sport Centers.
- The NSO component funds eligible national level organizations for programming that supports the development of Canadian athletes and coaches.

Sport Funding and Accountability Framework

- Sport Canada is currently reviewing funding frameworks for the Sport Support Program.
- With these revised frameworks, Sport Canada will implement a new approach to funding that is simplified, transparent, and more directly aligned with the Government of Canada and Sport Canada priorities.
- With the revised frameworks, Sport Canada is working to:
 - Simplify eligibility criteria;
 - Incorporate a transparent formula-based approach to determine funding reference-levels; and
 - Track how organizations are progressing on key priorities like official languages, gender equity, preventing and addressing maltreatment, etc.

Funding Envelopes

For fiscal year 2022-2023, Diving Plongeon Canada has been approved to receive the following funding under the Sport Support Program:

1. Reference-Level Funding: \$1,094,500
 - a. General Administration, Governance, Salaries, Coaching Salaries, National Team Programs, Official Languages, Operation and Programming
 - b. Note that only Water Ski is eligible for funding under National Team Programs as Wakeboard did not meet the minimum criteria for funding.
2. Targeted Excellence Support
 - a. Enhanced Excellence: \$2,184,352
 - b. Next Generation Initiative: \$100,000
3. Safety in Sport Funding: \$58,500
4. Recovery Funding: \$29,000

Safety in Sport

- Budget 2019 announced an investment of \$30 million over five years, starting in 2019–20, to enable Canadian sport organizations to ensure a safe and healthy sport environment, covering the areas of: harassment, abuse, and discrimination; concussions; and anti-doping.
- The safety in sport clauses have been included in Sport Canada's contribution agreements again for 2022-2023. Organizations are required to:
 - Have adopted or integrated the UCCMS into organizational policies and procedure
 - Have an independent third party in place to receive and manage allegations of harassment and abuse
 - Have individuals affiliated with the organization complete training on the prevention of harassment and abuse
 - Disclose any incident of harassment, abuse or discrimination

Recovery Fund

- In Budget 2021, the Government of Canada announced \$1.9 billion in new spending to help support the recovery and reopening of the arts, culture, heritage and sport sectors.

The Recovery Fund

- One of the two main initiatives
- To provide \$300 million over two years to organizations that are still struggling due to the pandemic.
- For Sport \$60 million over two years (2021-22 and 2022-23) through the SSP to help existing national level recipient organizations struggling financially to restore programming and services
- And \$6 million in 2021-22 for Olympic and Paralympic athlete costs due to quarantine requirements

International Single Sport Events

- The International Single Sport Events (ISSE) is a component of Sport Canada' Hosting Program.
- Aims to enhance high-performance sport development as well as the international profile of Canadian sport organizations.
- Each year, this program finances approximately 85 events such as World Championships, Olympic or Paralympic qualification events and World Cups.
- The ISSE provided funding for the 2022 Canada Cup – FINA Diving Grand Prix and the 2022 FINA World Junior Diving Championships.



Athlete Assistance Program

Athlete Assistance Program (AAP) is

- Federal government grant program
- Provides direct financial assistance to Canadian High Performance athletes for:
 - Living and Training Allowance
 - Tuition/Deferred Tuition
 - Supplementary Support
- To help cover a portion of the athlete's training and competition expenses.
- 21 AAP cards are currently allocated to Diving Plongeon Canada.

MOTION FROM DIVE ALBERTA

“Considering that since 1996 of the 20 Olympic Diving Medals won by Canadians, 19 were won by divers living in their own hometown, that divers wishing to remain in their own home diving program be given all of the same rights and considerations for carding membership on national teams, etc. as divers in The DPC designated training centers.”



**WE FLY
PLUS HAUT**

2022-2023 DOMESTIC EVENT CALENDAR

Month	Dates	Level	Event	Host
December	15-18, 2022	Sr Qualification	CAMO Invitational	Montreal, QC
January	27-29, 2023	Sr National	Winter National Championships & AGM	Victoria, BC
February	3-5, 2023	Jr/Sr Qualification	SK Winter Provincial Championships	Regina, SK
	17-19, 2023	Jr/Sr Qualification	AB Winter Provincial Championships	Calgary, AB
	23-26, 2023	Jr/Sr Qualification	QC Winter Provincial Championships	Gatineau, QC
	23-26, 2023	Jr/Sr Qualification	BC Winter Provincial Championships	Surrey, BC
March	3-5, 2023	Jr/Sr Qualification	ON Winter Provincial Championships	Windsor, ON
	TBC	High Diving	High Diving Invitational	Montreal, QC
	10-12, 2023	Jr/Sr Qualification	Marc LePool Sting Invitational	Victoria, BC
	16-19, 2023	Jr/Sr Qualification	Polar Bear Invitational/Junior Team Trials	Winnipeg, MB
April				
May	12-14, 2023	Jr/Sr Qualification	Westerns Invitational	Saskatoon, SK
	19-20, 2023	Jr/Sr Qualification	AB Spring Provincial Championships	Edmonton, AB
	19-21, 2023	Jr/Sr Qualification	ON Spring Provincial Championships	Ottawa, ON
	26-28, 2023	Sr National	Summer Senior Nationals/Pan Am Trials/World Championship Trials	Toronto, ON
June	1-4, 2023	Jr/Sr Qualification	QC Summer Provincial Championships	Quebec, QC
	2-4, 2023	Jr/Sr Qualification	BC Summer Provincial Championships	Victoria, BC
	9-11, 2023	Jr/Sr Qualification	MB Summer Provincial Championships	Winnipeg, MB
July	10-16, 2023 tbc	Jr National	Junior National Diving Festival	Montreal, QC

**WE FLY
PLUS HAUT**



2022-2023 INTERNATIONAL/NATIONAL EVENT CALENDAR

Month	Dates	Level	Event	Host
November	27-04, 2022	Jr International	FINA World Junior Diving Championships	Montreal, QC
December	15-18, 2022	Sr Qualification	CAMO Invitational	Montreal, QC
January	27-29, 2023	Sr National	Winter National Championships & AGM	Victoria, BC
February	18-26, 2023	Sr International	PanAm Diving Qualifying Championship Qualifer for spots: Pan Am Games	Guanajuato, MEX
May	26-28, 2023	Sr National	Summer Senior Nationals Trials for: Pan Am Games/World Championships/FISU Games/other possible international events	Toronto, ON
July	10-16, 2023 TBC	Jr National	Junior National Festival	Montreal, QC
	14-30, 2023	Sr International	FINA World Championships	Fukuoka, JPN
	26-08, 2023	Sr International	FISU World University Summer Games - Participation not confirmed	Cheng Du, CHN
August	02-11, 2023	Master International	FINA World Masters Championships	Kyushu, JPN
October	20-05, 2023	Sr International	Pan American Games	Santiago, CHI

WE FLY PLUS HAUT



WE FLY PLUS HAUT



Canada
Qualifié
WE FLY PLUS HAUT
FINA
MONTREAL 2022
FINA
CHAMPIONNATS DU MONDE
JUNIOR DE PLONGEON
WORLD JUNIOR
DIVING CHAMPIONSHIPS
MONTREAL 2022

FINA
Canada
FINA
CHAMPIONNATS DU MONDE JUNIOR DE PLONGEON DE LA FINA
WORLD JUNIOR DIVING CHAMPIONSHIPS
speedo
Montréal
Canada
PISC OLYMPIQUE
LE CENTRE SPORTIF
TOURISME / MONTREAL
CHAMPIONNATS DU MONDE JUNIOR
FINA WORLD JUNIOR