

SWIM
NATATION
MANITOBA



2024-25 Annual Report

swimmanitoba.mb.ca

Table of Contents

Who We Are.....	4
Swim Natation Manitoba’s mission is to provide innovative leadership in the development, promotion, and delivery of competitive swimming for all ages. Swim Natation Manitoba is the governing body of competitive swimming in Manitoba. Our vision is to elevate swimming in Manitoba to international recognition through dynamic leadership, collaboration, and partnerships.	4
SNM Board of Directors.....	5
SNM Operational Team	5
SNM Committees	6
President’s Message	8
Executive Director’s Message	9
REMS Registration System	12
Committee Reports - Governance and Human Resource Committee	14
Committee Reports - Sport Committee	15
Committee Reports - Advancement Committee.....	19
Manitoba Swim Coaches Advisory Group (MSCA)	21
Manitoba Swim Officials Association (MSOA)	23

Who We Are

Swim Natation Manitoba's mission is to provide innovative leadership in the development, promotion, and delivery of competitive swimming for all ages. Swim Natation Manitoba is the governing body of competitive swimming in Manitoba. Our vision is to elevate swimming in Manitoba to international recognition through dynamic leadership, collaboration, and partnerships.

Our Vision

Swim Manitoba leads the development and promotion of competitive swimming in collaboration with the swimming community.

Our Mission

Swim Manitoba leads a thriving and supportive swim community, inspiring Manitobans to embrace swimming as a sport for life.

Our Values

Fairness and inclusion
Community working in cooperation
Evolution and innovation

SNM acknowledges the work we do to support a thriving amateur sport community takes place on the traditional lands and waterways of the Anishinaabeg, Oji-Cree, Dakota, and Dene Peoples as well as the National Homeland of the Red River Métis. We respect the treaties made here and are grateful to work, live, and play on this land.

SNM Board of Directors

Bryan Miller - President

Dale Gustafson - Treasurer

Jessie Joaquin - Secretary

Janene Cheung - Director

Andrew Halayko - Director

Betty Kwan - Director

Elliot Macdonald - Director

SNM Operational Team

Bruce Rose - Executive Director

Charaty Rees - Business Manager

Karen Williams – Administrative Specialist

Cameron Harbeck – Programs Co-ordinator, 2024 Summer Swim Co-ordinator, 2024 Manitoba Summer Games Co-ordinator

SNM Committees

Advancement Committee

Reporting to the Swim Natation Manitoba (SNM) Board of Directors, the Advancement Committee has oversight regarding all marketing, fund-raising, communication, promotional, branding, and advocacy matters. The Advancement Committee's primary task is to look for new opportunities to ensure SNM programming remains financially viable.

Chair: Andrew Halayko

Members: Betty Kwan, Bruce Rose

Sport Committee

The Sport Committee is responsible for the financial and logistical organization and operation of any Swim Natation Manitoba (SNM) Championship meet hosted by SNM. The Committee will also partner with Swimming Canada staff to organize, manage and operate any Swimming Canada Championship or other SNC designated meet hosted by SNM.

Reporting to the Swim-Natation Manitoba (SNM) Board of Directors, the Sport Committee has oversight regarding all technical and operational sport performance matters. The Sport Committee's primary task is to ensure all current and established rules, bylaws, best practices, and policies are followed by the coaches, athletes, officials, and member clubs.

The Sport Committee's secondary task is to help develop programming consistent with the goals for athlete performance and skill-centered people development as outlined in the SNM strategic plan.

Chair: Janene Cheung

Members: Andrew Halayko, Elliot Macdonald, Bruce Rose

Executive Committee

The Executive Committee has oversight regarding the operation of the Swim Natation Manitoba (SNM) Board of Directors. The Executive Committee is responsible for nominations and succession planning. In addition, guided by the strategic plan, the Executive Committee advises the Executive Director on matters that fall outside of normal operational procedures or written policy.

Chair: Bryan Miller

Members: Dale Gustafson, Jesse Joaquin, Bruce Rose

Finance and Audit Committee

The Finance and Audit Committee is a committee of the Board of the Organization. It is responsible for oversight related to corporate auditing and reporting, financial policies and strategies, and financial risk management.

Chair: Dale Gustafson

Members: Bryan Miller, Bruce Rose

Governance and Human Resource Committee

Reporting to the Swim-Natation Manitoba (SNM) Board, the Governance and Human Resource Committee is responsible for bylaws, policies, and their interpretation and operational application. The Governance Committee advises the SNM Board of Directors (the Board) and the Executive Director on bylaws and policy, additionally reviewing and writing them as needed. The Governance Committee will work with all other SNM committees and SNM stakeholders to develop terms of reference, policy, and when needed, bylaws.

This committee also has key responsibilities in all Human Resource matters and dispute resolution within SNM.

Chair: Elliot Macdonald

Members: Bryan Miller, Andrew Halayko, Betty Kwan

President's Message

It has been a productive and forward-focused year for Swim Manitoba, marked by several key governance initiatives and strategic developments aimed at strengthening our organization and supporting the continued success of our clubs and athletes.

Strategic Planning

One of the primary areas of focus has been the initiation of work on a new Strategic Plan. This effort is laying the foundation for Swim Manitoba's future direction, ensuring that our goals align with the needs of our membership and the evolving landscape of amateur sport in the province. Input from stakeholders will continue to shape this living document as we move forward.

Governance and Board Development

We successfully launched the President's Council Meeting series this year, bringing club leadership together to facilitate dialogue, collaboration, and the sharing of best practices. These sessions are key to fostering a stronger, more connected swimming community across Manitoba.

In line with national sport governance expectations, Swim Manitoba's Board of Directors has undertaken training in Responsible Coaching Movement (RCM), Respect in Sport (RIS), and Governance Essentials. These steps are essential in reinforcing our commitment to safe sport and ethical leadership.

We have also introduced smaller working committees with clearly defined Terms of Reference, allowing for more focused and efficient progress on key initiatives. These committees will play an important role in operationalizing our strategic priorities.

Policy and Bylaw Review

A comprehensive review of bylaws and policies has been initiated to ensure that our governance framework is current, compliant, and reflective of best practices. This includes the development and implementation of updated policies in several critical areas:

- Finance
- Equipment
- Club standards and operations
- Screening and privacy
- Respect in Sport (RIS)

These updates are intended to provide greater clarity, accountability, and consistency across our organization.

In closing, I would like to thank the Board, staff, clubs, and volunteers for their ongoing support and dedication. Our progress this year represents a strong step forward in ensuring that Swim Manitoba remains a responsive, responsible, and resilient organization.

Respectfully submitted,
Bryan Miller
President, Swim Manitoba

Executive Director's Message

On behalf of the SNM Operational Team, I want to express my gratitude to our members for their support throughout the past season. Your support has been crucial to our presence here today, recognizing the important accomplishments achieved. Managing a provincial sport organization requires a community effort, and we are grateful for your dedication and enthusiasm for competitive swimming.

The SNM Operational team has been working diligently to keep our administrative efforts moving forward. After a difficult beginning to the 2024-25 season with limited staff, measures have been implemented to bolster human resources, bringing Karen Williams and Cam Harbeck on board.

While reviewing this Annual Report, you'll discover the achievements from every level of the association, as well as the supporting committees. Highlighted below are some of our noteworthy accomplishments.

Strategic Plan - we are crafting a new strategic plan to guide our initiatives in 2025 and the years that follow.

Sponsorship - a new sponsorship program has been created and circulated to support the need for new revenue. This initiative aims to attract a diverse range of sponsors who are interested in aligning their brand with the values and excitement of this sport, which is rapidly gaining popularity among various demographics. The program outlines various sponsorship tiers, each offering unique benefits and visibility opportunities for businesses, ranging from local enterprises to large corporations.

Pan Am Pool Training Tank - a new user agreement was signed in the 2024-25 season to support access to the Pan Am pool training tank. This agreement aims to enhance accessibility for a wider range of athletes and teams, providing them with the opportunity to utilize this facility for their training needs. The terms of the agreement include substantial discounts on usage rates, making it financially feasible for emerging athletes, local clubs, and competitive teams to access high-quality training resources.

National Sport Trust Fund (NSTF) project – a project was initiated to address the rising demand for additional revenue to finance new acquisitions for the training tank. Contributions to this project will be acknowledged with a charitable tax receipt. The next time you are thinking about donating, please consider this project!

REMS – SNC launched a new membership platform, dedicating much of the year to understanding the system and providing tools and resources to members for their general use. Overall, the system has proven challenging, and it is uncertain whether the NSO will continue using the REMS platform for the 2025-26 season.

Provincial Team – in collaboration with the MSCA, several months were dedicated to revising the previous PT program and developing new individual programs and models to create a more comprehensive initiative for the fall of 2025.

Summer Swim - the Summer Swim program was a success led by program co-ordinator Cam Harbeck. Meets were held in the following communities - Manitou, Pan Am (replacement location for Winkler), Beausejour and Neepawa. Total number of swimmers participating - 400.

Manitoba Summer Games - through dedication and effort, we played a significant role in the competitions at the 2024 Manitoba Summer Games in Dauphin. Total number of swimmers participating - 53, Coaches and Technical Reps - 17, Volunteers - 50+. The Manitoba Games provided a positive and fun experience for our participating members. The event proceeded smoothly with only a few minor hiccups over the weekend. Sport Manitoba's feedback was favorable.

Sport in a Box - we received SNM Board of Director approval to purchase Sport in a Box. This has been a positive addition to Pan Am pool and has provided a more professional look to our swim meets.

Canada Summer Games (CSG) - CSG programming took place over the 2024-25 season. We are grateful and thankful to everyone that has been supporting this program. Special thanks to Szilvie Carriere, Craig McCormick and their support team of coaches. The CSG roster is to be announced early June 2025.

Website – Swim Natation Manitoba was approved for funding through the Manitoba Accessibility Fund to rebuild the organization's website with the intention of ensuring that we meet the WCAG 2.1 Level AA accessibility standards.

Throughout the web development process, accessibility testing was done to insure WCAG 2.1 Level AA was achieved. These tests included:

- Accessibility testing with WAVE
- Keyboard navigation testing
- Color contrast checks
- Responsive design testing
- Focus order tests
- Check for skip navigation links
- Check for proper use of headings, lists and other semantic html elements on website
- Check for use of ARIA (Accessible Rich Internet Applications) attributes for assistive technologies.

Membership – We realized a small increase in our membership. Athlete membership comparison noted below:

- 2018-19: 1357 swimmers
- 2019-20: 1167 swimmers
- 2020-21: 746 swimmers
- 2021-22: 1115 swimmers
- 2022-23: 1330 swimmers
- 2023-24: 1431 swimmers
- 2024-25: 1582 swimmers

In closing, I want to recognize the contributions of the SNM Board of Directors during the past season. Their input and important discussions throughout the year have been essential to our success.

I would also like to recognize and thank departing Board member Jessie Joaquin for his contributions over the past year. His innovative approach to leadership has been a refreshing addition to the SNM Board of Directors.

It is well understood that a successful organization relies on a community, and I want to express my gratitude and acknowledge my support team: Charaty Rees, Karen Williams, and Cam Harbeck!

I would also like to recognize the tremendous support we receive from Sport Manitoba.

Respectfully submitted,

Bruce Rose

SNM Executive Director

REMS Registration System

Over the past year, Swimming Canada implemented a new registration system with SportLomo called REMS. The intent of this new registration system was to streamline our registration and swim meet processes, improving data management, and providing a more user-friendly experience for families, coaches, and officials.

While the system programmers offered some promising features, the reality of implementation presented several significant challenges.

Key Issues Experienced:

- **Extensive Customization Needs:** From the beginning, REMS required a high degree of customization to meet our organizational needs. Despite efforts to adapt the platform, many of these customizations did not function as intended or introduced additional complexity often leading to additional system issues.
- **Technical Limitations:** Core functionalities such as reporting, user interface navigation, swim meet and registration workflows lacked flexibility and intuitiveness. This resulted in confusion among users and required ongoing support from the office or SportLomo.
- **Time and Resource Drain:** Considerable time and resources were invested into troubleshooting, ongoing corrections, and communication with SportLomo. These efforts, unfortunately, did not lead to a fully reliable or efficient system. SportLomo was not prepared for the complexity of the needs for a swimming organization.
- **User Experience:** Feedback from families, provincial organizations, and registrants indicated frustration with the registration process, including unclear steps, technical glitches, and inconsistent communication support from SportLomo.

Outcome:

After an intensive third-party review, ultimately, the REMS Registration system did not meet Swimming Canada's operational needs or expectations, despite significant investment and collaboration. The customizations that were intended to align the system with our processes and needs instead, created new complications and inefficiencies. As a result, Swimming Canada is reassessing the registration needs and exploring alternative solutions that offer more stability, ease of use, and adaptability to our sport's unique and extensive requirements. Although alternative solutions are being explored, the time and cost investment to get these programs up and running before registration opens for the 2025–2026 season presents a significant challenge, requiring careful consideration of available resources, timelines, and the risk of further disruption to the registration process.

Next Steps:

Swimming Canada is currently reviewing other platforms with a focus on:

- Proven reliability and support
- Streamlined registration workflows with all users
- Adaptability for a swim organization

- Complete system where all needs are met - swim meets, registration, officiating
- Flexible reporting and communication tools
- Positive user experience for both administrators and families

Swimming Canada's priority moving forward is to implement a solution that supports the long-term growth, reduces administrative burden, and enhances the overall registration experience for our community.

Respectfully submitted,

Charaty Rees

SNM Business Manager

Committee Reports - Governance and Human Resource Committee

Chair: Elliot Macdonald

Members: Bryan Miller, Andrew Halayko, Betty Kwan

The Governance and Human Resource Committee (GHRC) reports directly to the Swim-Natation Manitoba (SNM) Board. Its primary mandate is to oversee SNM's bylaws and policies, including their interpretation, practical implementation, and necessary revisions. The GHRC provides essential guidance to the SNM Board of Directors and the Executive Director on all matters related to bylaws and policy, undertaking reviews and drafting new documents as required. The committee also collaborates with all other SNM committees and stakeholders to establish terms of reference, develop policies, and, when necessary, draft bylaws.

Additionally, this committee holds primary responsibility for all Human Resource matters and for facilitating the resolution of disputes within SNM.

Updates from the 2024-25 Season:

- **Bylaw Review:** The SNM Bylaws are currently under comprehensive review. These Bylaws were submitted to Sport Manitoba for evaluation, and the feedback confirmed that the existing Bylaws meet the minimum standards required by our primary funder.
- **Policy Evaluation and Updates:** The continuous evaluation of SNM Policies has resulted in several key updates. Policies that have been reviewed and revised include the Club Policy, Screening Policy, Equipment Policy, Financing Policy, Privacy Policy, and Respect in Sport Policy.
- **Committee Terms of Reference:** The Committee's Terms of Reference have been finalized, which will significantly aid our efforts for the upcoming 2025-26 sports season.
- **Human Resources:** Significant progress has been made in human resources this past season:
 - A new Executive Director was hired in May 2024, marking their first year with the association.
 - An Administrative Specialist was recruited to manage all training tank responsibilities.
 - A part-time Program Coordinator was hired to assist with SNM operations, with a specific focus on services related to coaching, officiating, camps, programs, and competitions.
 - A Summer Swim Coordinator and a Manitoba Summer Games Coordinator were also brought on board to support their respective programs.

Respectfully submitted,

Elliot Macdonald, Bryan Miller, Andrew Halayko, Betty Kwan

Committee Reports - Sport Committee

Chair: Janene Cheung

Members: Andrew Halayko, Elliot Macdonald, Bruce Rose

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The Sport Committee's secondary task is to help develop programming consistent with the goals for athlete performance and skill-centered people development as outlined in the SNM strategic plan.

Updates from the 2024-25 Season:

- **Strategic Plan:** During the 2024-25 season, efforts commenced on developing a new strategic plan to steer the association's activities beyond 2025. SNM stakeholders have been continuously offering input and feedback.
- **Club:** In the 2024-25 season, SNM introduced a new club, the Dragon Swim Club. Additionally, there has been a focused effort to recruit and support summer swim clubs for the 2025 programming.
- **SNM Meets:** During the 2024-25 season, two successful Junior Provincial meets were hosted. Special thanks go to the Brandon Bluefins Swim Club and St James Seals Swim Club for organizing these highly successful meets.
- **SNC Meets:** The SNM Office has been diligently working in the latter part of this reporting season to secure National Equivalency status for the 2025 ManSask meet, scheduled for early July. SNM is pleased to share that approval was granted by SNC on May 7th. Sincere thanks to the dedicated team working behind the scenes to help ensure another successful event in Manitoba.
- **Officials:** A variety of training opportunities have been organized to support the growth and development of our officials.
 - In-person Domestic Para Swimming Clinic will be offered by Sandra Rousseau on July 9, 2025 (day before ManSask LC 2025) at Pan Am Pool.
 - Officials clinics conducted since September 2024:
 - October 25, 2024 - Introduction to Swim Officiating (Timekeeper)
Course conductor: Andrew Halayko
Clinic supervisor: Janene Cheung

- October 26, 2024
Introduction to Swim Officiating (Timekeeper)
Course conductor: Steve Lang
Clinic supervisor: Michelle Neilson
- October 26, 2024
Inspector of Turns & Judge of Strokes
Course conductor: Michelle Neilson
- October 26, 2024
Chief Timekeeper
Course conductor: Janene Cheung
- November 12, 2024
Introduction to Swim Officiating (Timekeeper) - Virtual
Course conductor: Stephanie Simpson
Clinic supervisor: Janene Cheung
- November 21, 2024
Chief Judge Electronics (CJE) / Chief Recorder
Course conductor: Michelle Neilson
- January 4, 2025
Starter
Course conductor: Janene Cheung
- January 14, 2025
Chief Judge Electronics (CJE) / Chief Recorder
Course conductor: Chris Torrance
- March 4, 2025
Inspector of Turns & Judge of Strokes (Virtual)
Course conductor: Steve Lang
Clinic supervisor: Michelle Neilson
- March 6, 2025
Inspector of Turns & Judge of Strokes
Course conductor: Andrew Halayko
Clinic supervisor: Janene Cheung
- March 22, 2025
Meet Manager
Course conductor: Janene Cheung
- March 29, 2025
Referee
Course conductor: Peter Garagan
- April 09, 2025
Starter Clinic (virtual)
Course conductor: Janene Cheung

- **Coaching:** During the last season, SNM created a new screening policy required by our provincial funder - Sport Manitoba. This document has received approval from the SNM Board of Directors and will be implemented on September 1, 2025.

Miscellaneous coaching data:

- Number of individuals attending a Swim 101 course - 32
 - Number of active and screened female coaches - 51
 - Number of active and screened male coaches - 44
 - Number of active coaches certified in Respect in Sport – 95
- **Provincial Team:** Working together with the MSCA, the SNM operational team has finished revising the outdated Provincial Team handbook. After multiple meetings and discussions, a new Provincial Team program has been developed and is set to launch on September 1, 2025.
 - **Swimming Rules:**

World Aquatics Rule Updates:

Changes have been made to the World Aquatics Rulebook effective January 1, 2025. The Swimming Canada rulebook has been updated to reflect these changes. Everyone is encouraged to review the Strikethrough version of the rulebook to see all the edits (updates are in blue along with the previous version that has been struck out).

- Part I: Rules Applicable to All Aquatic Sports
 - 13. Protests and Appeals
 - 13.2 Jury of Appeal
 - 14. Matters That Can Be Appealed
- Part II: Swimming Rules
 - 14. Age Group Rules – Swimming
 - C14.3.3 National Age Group Records
 - C14.3.3.4 National Age Group records shall be recognized for the same individual events as Canadian records. Records for the 50 Backstroke, 50 Breaststroke, and 50 Butterfly shall only be maintained for the 18 & Under age category. No records shall be maintained for the 100 IM in the 11-12, 13-14, and 15-17 age categories. ~~with the exception, no records shall be kept for the stroke 50's (Back, Breast, Fly) and 100 IM in the following age categories: 11-12, 13-14, 15-17.~~
 - 15. Swimwear and Wearables
 - 15.3.2 At a Swimming Canada national competition, a Taping Review Committee shall be established in advance of the competition. All tape worn during competition must be approved by this committee. If verification of taping is not completed or approval is not granted prior to competition, the swimmer may be subject to disqualification under the applicable rule for unauthorized equipment or medical support. ~~At a Swimming Canada National Competition, a committee shall be created to review taping requests.~~

Changes to World Aquatics Open Water Swimming Rules (Jan 2025):

- Precisions made to the knock-out swims (Part 3, 1.3)
- All Competitors from the same team shall all wear the same team caps of the same colour and style (Part 3, 7.4)
- Addition of a Video Review Judge as an official position when a DRS (decision review system) is also in place. (Part 3, 3.17 and 9.4)
- Additional cameras placed to cover the entire funnel not just the finish plate. (Part 3, 9.1.2.5)
- Chief Finish Judge and Finish Judge can report infractions seen in the funnel. (Part 3, 3.6.3)
- Mandatory use of the biodegradable water bottles for feeding at World Aquatics events, verified by the Feeding Judge. (Part 3, 5.13.5) • Declare wearables in the first call room (Part 3, 7.5)
- Allowing Wetsuit use up to 20celcius if conditions declared unsafe. (Part 3, 7.2)
- Also a big change here in wetsuits that are allowed:
 - o **Part 1: 7.5.2.1 Design** Wetsuits shall completely cover torso, back, **shoudlers** and **thighs knees**. They shall not extend beyond the neck, wrists and ankles. The body parts, after the **shoulder elbow** and/or below the **thigh knee** do not necessarily need to be covered.

Stroke 50's (BACK, BREAST, FLY) have been added to the Olympic program.

Respectfully submitted,

Janene Cheung, Andrew Halayko, Elliot Macdonald and Bruce Rose

Committee Reports - Advancement Committee

Chair: Andrew Halayko

Members: Betty Kwan, Bruce Rose

The Advancement Committee reports to the SNM Board of Directors and is responsible for strengthening SNM's visibility, resource base, and stakeholder engagement through strategic initiatives.

2024–25 Season Updates & Strategic Planning

The committee identified six key stakeholder groups with complementary needs:

- Athletes
- SNM Programs
- Swim Clubs
- Swimming Infrastructure
- Coaches
- Officials

To drive advancement, three priority domains were identified:

1. Communications & Social Media
2. Sponsorship Development
3. Donor Engagement

Communications & Social Media Strategy

Recognizing the growing importance of digital engagement, the Advancement Committee proposed and actively supported the establishment of a new dedicated staff team in May to manage and enhance SNM's social media presence.

Social Media Performance Metrics (May 1 – May 25, 2025):

- Total Views: 14,100
- Total Interactions: 814
- New Followers: 12
- Content Published: 21 posts

With a consistent content strategy, SNM has achieved steady audience reach and engagement, reinforcing the importance of ongoing digital efforts. This progress also presents valuable sponsorship opportunities and strengthens community-building efforts.

Key Actions:

- Maintain consistent content across platforms.
- Promote athlete success stories, sponsor recognition, and interactive community posts.
- Utilize data-driven insights to optimize engagement.
- Expand ad campaigns for key events and sponsorship opportunities.

Sponsorship & Donor Development

Expanding sponsorship and donor efforts is essential to securing financial and in-kind contributions, ensuring sustainability, and fostering local and national partnerships.

Current Sponsors:

- Sport Manitoba
- City of Winnipeg

New Sponsors:

- Manitoba Liquor & Lotteries (MBLL)
- Canad Inns

Sponsorship Priorities:

- Athlete support (scholarships, bursaries, travel awards)
- Equipment upgrades (bulkheads, computers, Sport in a Box)
- Program funding (Summer Swim, Canada Games, Racing League, Provincial Teams)
- Event sponsorship (meets, award ceremonies)
- Club development initiatives (program launch funds)

Donor Development Strategy:

- Define clear strategic funding priorities.
- Strengthen donor engagement and recognition frameworks.
- Expand SNM's capacity to grow long-term donor relationships.

Respectfully submitted,

Andrew Halayko, Betty Kwan and Bruce Rose

Manitoba Swim Coaches Advisory Group (MSCA)

The MSAC has been active with number of planning meetings and MB team activities. The coaching cooperation in Manitoba is very high. Communication, to advance and improve competitive swimming in the province, is frequent and positive.

MSCA Activities/Meetings

- The MSCA reviewed and simplified its terms of reference to be a productive technical voice to SNM.
- The MSCA reviewed and summarized recommendations for MB Team and worked with SNM to develop the next program draft.
- The MSCA provided input into a draft of the 2025/2026 competition schedule.

International/National/Provincial involvement

- Vlastimil Cerny
 - Staff coach at the 2024 Olympic Games and was appointed to the SNC High Performance Committee and Canadian Swim Coaches Association Board of Directors
- Szilvie Carriere
 - Appointed as Head Coach of the 2025 Canada Games
 - Szilvie Carriere and Craig McCormich were actively involved in Canada Games preparation and planning. Other coaches involved were Dillon Perron, Josh Koldon and Cam Harbeck
 - Meet and Greet with CSG Target Squad
 - Western Championship Camp with Swim Canada's Development Coach Ken McKinnon - info session
 - Sport Psychologist session with Page Zaporzan
 - Nutritional workshop with Jorie Janzen
 - Selected the CSG Spring Squad:
 - Pool session June 1st: guest speaker Kelsey Wog 2-time Olympian
 - CSG Final Selection - end of May - Craig McCormich, Szilvie Carriere
 - Next planned activity June 22nd - TBA
- Coaching Clinics
 - Five coaches attended the Canadian Swim Coaches Association conference in Calgary
- Next Steps
 - Work with SNM to finalize the 2025/26 competition calendar
 - Work with SNM to finalize and implement the MB Team program

- **Major challenge to the swimming community – AGING POOLS AND POOL CLOSURES!**

Submitted by,
Vlastimil Cerny and Szilvie Carriere

Manitoba Swim Officials Association (MSOA)

2024/2025 Swim Season

Disqualification Exception Reports (Hytek):

These reports summarize the following:

- Types of disqualifications recorded
- Frequency of each infraction
- Trends over time, if applicable

MSOA goal is to facilitate a monthly/bi-monthly discussion with coaches to review these reports.

These meetings would help to:

- Identify recurring issues or trends that may require additional technical education or swimmer development
- Ensure consistency in officiating and interpretation of rules
- Support coaches in proactively addressing common infractions with their swimmers

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<https://www.swimming.ca/wp-content/uploads/2025/05/Markup-Swimming-Canada-Rulebook-May-27-2025.pdf>

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Course conductor: Janene Cheung
 - November 12, 2024
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- Course conductor: Stephanie Simpson
- Clinic supervisor: Janene Cheung
- November 21, 2024
 - Chief Judge Electronics (CJE) / Chief Recorder
 - Course conductor: Michelle Neilson
- January 4, 2025
 - Starter Course conductor: Janene Cheung
- January 14, 2025
 - Chief Judge Electronics (CJE) / Chief Recorder
 - Course conductor: Chris Torrance
- March 4, 2025
 - Inspector of Turns & Judge of Strokes (Virtual)
 - Course conductor: Steve Lang
 - Clinic supervisor: Michelle Neilson
- March 6, 2025
 - Inspector of Turns & Judge of Strokes
 - Course conductor: Andrew Halayko
 - Clinic supervisor: Janene Cheung
- March 22, 2025
 - Meet Manager
 - Course conductor: Janene Cheung
- March 29, 2025
 - Referee
 - Course conductor: Peter Garagan
- April 09, 2025
 - Starter Clinic (virtual)
 - Course conductor: Janene Cheung

Level V Officials:

- Two (2) officials were certified as Level V Master Officials as of June 19, 2024; Congratulations to Shelly Rempel-Rossum & Chris Torrance on their achievement
- Other officials advancing levels:
 - Level III
 - Andrew Halayko
 - Steve Lang
 - Stephanie Simpson
 - Amr Abdelaziz

National Meets:

- One (1) Level V, Michelle Neilson has attended the 2025 Speedo Canadian Swimming Open. She was also selected to represent Manitoba, Canada at the Invictus Games held in BC.
- Three (3) officials have been chosen to represent Manitoba at the 2025 Canada Summer Games in St. John's NFLD.
 - One (1) Level V and two (2) Level III

National Meet Equivalency:

- ManSask LC 2025 taking place in Winnipeg at Pan Pam Pool has been approved for National Equivalency; i.e. some aspects of the meet will be consistent with a National level meet, such as Senior Briefings & General Briefings, 90 min warm ups, Commission table, etc.
- Sandra Rousseau, WPS, will be attending the meet as the Para Technical Official.

New Swimming Canada Registration System Update:

- REMS went live in September 2024. All active officials are still not in the system. Meet sanctioning function is currently not working.

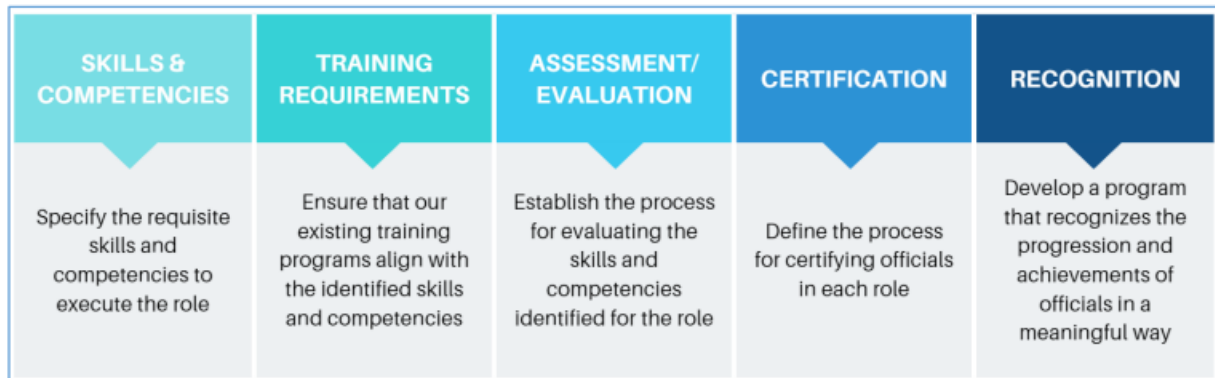
Officials Certification Pathway Update: (excerpt from Fall 2024 Officials Bulletin)

- This past fall, the Pathway Project team enlisted the support of an Officials Pathway Steering Committee comprised of leaders and educators committed to advancing swimming officiating in Canada. The steering committee's initial focus was to distill the objectives identified by the original officials' focus groups down to three primary objectives, which will serve as guiding principles for all future decision-making.



These objectives reflect a strategic approach to improving the pathway for swimming officials in Canada by enhancing recruitment, retention, and progression while maintaining high standards and consistency, and considering the unique needs of clubs across the country.

- **Pathway Framework**
 - Over the past few months, the Officials Pathway Steering Committee has been focused on defining the skills and competencies, training requirements, and assessment and certification processes for each role in the pathway. This work will form the foundation of the new pathway and provide the basis for resources that will support our project goals.



- **Next Steps**
 - In the coming months, the Pathway Project team will continue to finalize the definitions of roles and progression requirements, in addition to developing the necessary resources to support the new pathway. If you have an interest in participating in the pathway project, please email officials@swimming.ca
- Target roll out fall 2026

Respectfully Submitted,

Janene Cheung
MSOA President

SWIM to Live, Live to SWIM

Swim Natation Manitoba is the governing body of competitive swimming in Manitoba. Our vision is to elevate swimming in Manitoba to international recognition through dynamic leadership, collaboration, and partnerships.

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