



Swim Natation Manitoba (SNM)  
Governance Committee Annual Report  
June 15, 2022

The Governance Committee is responsible for the bylaws and policies of Swim Natation Manitoba (SNM) and their interpretation and operational application. The Governance Committee advises the SNM Board of Directors (the Board) and the Executive Director on bylaws and policies, and reviews and drafts amendments as needed. This committee also has key responsibilities in matters of dispute resolution within SNM.

The 2021/2022 season has been quite the year of transition from a governance perspective – to a new Chair of the Governance Committee, a new Executive Director and (slowly) out of a global pandemic. Notwithstanding the foregoing, it has still been an active year for governance in terms of reviewing and enforcing the policies and bylaws of SNM. We continue to address issues relating to the COVID-19 pandemic and, in particular, how our bylaws and policies should and/or could be amended, and the steps we can take to encourage compliance.

To start the 2022/2023 season, the new Chair of the Governance Committee and new Executive Director have committed to conducting a full-scale review of SNM’s existing bylaws and policies with the Board to ensure, among other things, SNM’s frameworks are clear, comprehensive and consistent (from an intra-organizational perspective, but also as to how they relate to the policies and values of Sport Manitoba and Swimming Canada). Particular attention will be given to SNM’s “Harassment & Abuse”, “Discipline and Complaints” and “Determination of Eligible Candidates” policies with the assistance of external consultants and counsel.

We have also continued to review and revise the organization’s risk register. This high-level strategic document helps guide and prioritize the Board’s decision-making process. As we slowly transition out of the global COVID-19 pandemic, particular attention will be given to the risks associated with inevitably lower membership numbers, and how SNM can return to (and improve upon) pre-pandemic values.

In summary, the Governance Committee has enjoyed a productive 2021/2022 season, and I personally have appreciated the opportunity to get my proverbial feet wet as I dip my toes back into the swimming world after a (too) long hiatus. I am happy to be back in the Manitoba swim community and look forward to continuing to ensure the good governance of SNM.

Respectfully submitted,  
Kevin Bruce  
Chair, Governance Committee