

President's Report

VWP 2024 AGM

1. Policy Adoption for 2024-25 Membership Renewal

The VWP Board of Directors has dedicated countless hours of hard work and collaboration to adopting a comprehensive set of policies to meet the requirements set forth by the Manitoba Water Polo Association's (MWPA) "Club Membership" Policy (#42). These efforts reflect our commitment to ensuring the club remains in good standing with MWPA for the 2024-25 membership renewal while also creating a stronger and more transparent foundation for our members.

By implementing these policies, the club not only aligns with MWPA's standards but also demonstrates its dedication to promoting a safe, equitable, and well-regulated environment for all athletes, coaches, parents, and volunteers. These policies were developed with careful consideration to reflect the values and needs of the club while addressing key aspects of governance, accountability, and member protection. The adopted policies include the following:

- **Alternate Dispute Resolution Policy:** Establishes a structured process to resolve disputes amicably and efficiently outside formal complaint or litigation procedures.
- **Appeal Policy:** Outlines the process for members to appeal decisions made by the club, ensuring fairness and transparency in decision-making.
- **Conflicts of Interest Policy:** Provides guidelines for identifying and managing situations where personal interests could conflict with the club's objectives.
- **Discipline and Complaints Policy:** Details the procedures for addressing complaints and disciplinary matters, promoting a fair and consistent approach.
- **Privacy Policy:** Ensures the protection and appropriate handling of personal information in compliance with privacy laws.
- **Safe Sport Policy:** Reinforces the club's commitment to maintaining a safe and supportive environment, free from abuse, harassment, and discrimination.
- **Screening Policy:** Implements screening measures, such as background checks, to ensure all individuals in positions of trust meet the required standards.
- **Whistleblower Policy:** Encourages and protects individuals who report unethical behavior or policy violations within the club.
- **VWP Refund Policy:** Defines the conditions and processes for membership and program fee refunds, providing clarity and consistency.
- **VWP Financial Reconciliation Process:** Establishes clear guidelines for financial accountability and reporting within the club.

These policies represent a significant step forward for the Vortex Water Polo Club, ensuring a strong foundation for future growth while safeguarding the well-being of its members. They are not just administrative requirements but a reflection of the club's commitment to fostering a safe, inclusive, and

transparent environment for everyone involved. By addressing critical areas such as dispute resolution, ethical conduct, member protection, and financial accountability, these policies empower the club to operate with integrity and fairness.

As we implemented these measures, we aimed to build trust and confidence among our athletes, parents, coaches, and volunteers, ensuring that every individual feels supported and valued.

2. Commitment to Transparency and Openness – Board Minutes

As a Board, we recognized the importance of listening to our membership and addressing concerns about transparency and openness in our operations. Members expressed a desire for greater insight into the decisions and actions taken by the Board, and we took this feedback to heart.

In response, we made the decision to publish all approved Board minutes. This initiative ensures that our membership has access to clear and accurate records of our discussions and decisions. By sharing this information, we aim to build trust, foster a culture of open communication, and provide our members with a deeper understanding of the work being done to support the club's goals.

We believe that transparency is the cornerstone of good governance, and this step aligns with our broader commitment to inclusivity, accountability, and member engagement. Our hope is that this effort strengthens the connection between the Board and our members, ensuring that everyone feels informed and valued as part of the Vortex Water Polo community.

3. Redefining the Club's Bylaws

While the previous bylaws served as a great starting point, they left many important details open to interpretation. This lack of clarity made it difficult to navigate certain situations effectively and posed challenges in governance, consistency, and decision-making. Inadequate bylaws often lack specificity, leaving key areas of governance vague or undefined. They may omit detailed processes for handling disputes, making decisions, or establishing roles and responsibilities, leading to confusion and inconsistent practices.

In the summer, Sport Manitoba provided feedback on our existing bylaws, along with a template for new bylaws. As a result of how the extensive the amendments to the existing bylaws would be, it was determined that the club was better placed to develop new bylaws based on the Sport Manitoba template. We provided an opportunity for our membership and Sport Manitoba to review the new bylaws. Additionally, the bylaws have also been reviewed by independent, third party experts with extensive experience in developing and re-developing bylaws for various organizations. This input and oversight have helped ensure that the updated bylaws align with best practices and meet the highest standards of governance.

Strong bylaws provide a comprehensive, clear, and well-defined framework. They outline roles and responsibilities, decision-making processes, and procedures for conflict resolution, ensuring accountability, transparency, and consistency. The newly redefined bylaws address the gaps in the previous version, offering clearer guidance on critical areas such as governance, membership, financial accountability, and conflict resolution.

Together with the new VWP Policies, these updated bylaws will create a stronger governance foundation for our club. We believe this will ensure consistency, fairness, and adaptability, empowering future Boards to lead effectively and guide our club forward.

4. Acknowledgment of Key Contributors

None of the progress we've made this year would have been possible without the dedication and contributions of the Board and members of the club.

I would also like to thank our incredible Technical Director, **Mike Reid**, and our amazing Coaches, Men's Head Coach **Julian Del Campo** and our Women's Head Coach, **Brenden (Pizey) Jamieson**. Although Brenden has stepped down as the Women's Head Coach, we are very fortunate to continue to have his expertise at the pool deck as a volunteer coach.

Our coaches are the **true treasures** of Vortex Water Polo Club, and your passion, expertise, and commitment to excellence set you apart. The impact you have on our athletes is immeasurable, shaping not only their skills in the pool but also their confidence, discipline, and love for the sport. Thank you for all that you do to inspire and elevate this club. We are so grateful for your hard work, and I hope you know just how much you mean to the entire Vortex family.

Thank you.

Nurik Nurmagambetov, Interim President, Vortex Water Polo Club