



**Annual General Meeting
Sunday, June 14th, 2020
13:30
Virtual Meeting**

Present:

Conrad Hadubiak, WPC President
Josée Lanouette, WPC Vice-President
Kathleen Dawson, WPC Director
Jared Gillespie, WPC Director
Paul Fritz-Németh, WPC Director
Teddy Katz, WPC Director
Erin Lukie, WPC Director
Doug MacLaren, WPC Director
Bill Meyer, WPC Director
Andi Mortenson, WPC Director
Robin Randall, WPC Athletes' Council Chair
Eugene Gyorfi, AWPA
Dayna Christmas, AWPA
François Bouchard, FWPQ President
Olivier Bertrand, FWPQ Executive Director
Nancy Smith, MWPA President
Bruce Rose, MWPA Executive Director
Ken Young, OWP President
Nishant Dimani, OWP Technical Advisor
Julien Lavoie, WPNS Vice-President
Dwayne Donald, WPS President
Cyril Dorgigné, WPS Executive Director
Leslie Buchanan, WPW President
Courtney Kohnen, WPW Secretary
Keith Ryan, WPW Executive Director
Martin Goulet, WPC Staff
Diane Gagné, WPC Staff
Andrew Muir, WPC Staff
Justin Oliveira, WPC Staff
Grace Quinn-Cameron, WPC Staff
Neil Trousdale, WPC Staff
Mylène Turcotte-Fitzgerald, WPC staff
Jason Robinson, Sport Law and Strategy Group

Regrets:

Bill Borland, WPNB President

Joe Singleton, WPNL President
Keith Barrett, WPNL Treasurer
Scott Preston, WPNS President

Minute's recorder: Rebekka Steenkamer, WPC Staff

Action Meeting convened at 1:32pm

Item 1 Conrad Hadubiak called the meeting to order at 1:32pm.

- Please stay muted and raise your hand.
- You can unmute and call for attention but we have to be careful not to interrupt each other.

Item 2 Voting credentials and allocation were confirmed.

- Water Polo West (WPW): Leslie Buchanan (9 votes)
- Alberta Water Polo Association (AWPA): Eugene Gyorfí (14 votes)
- Water Polo Saskatchewan (WPS): Dwayne Donald (7 votes)
- Manitoba Water Polo Association (MWPA): Nancy Smith (6 votes)
- Ontario Water Polo (OWP): Ken Young (24 votes)
- Water Polo Quebec (WPQ) : François Bouchard (19 votes)
- Water Polo New Brunswick (WPNB): Conrad Hadubiak (2 votes)
- Water Polo Nova Scotia (WPNS) : Julien Lavoie (2 votes)
- Water Polo Newfoundland & Labrador (WPNL): *Not Present*
- Directors
 - Josée Lanouette (1 vote)
 - Erin Lukie (1 vote)
 - Kathleen Dawson (1 vote)
 - Jared Gillespie (1 vote)
 - Doug Maclaren (1 vote)
 - Andi Mortenson (1 vote)
 - Bill Meyer (1 vote)
 - Paul Fritz-Németh (1 vote)
 - Teddy Katz (1 vote)
- **Total eligible votes 92.**
- To pass a resolution there needs to be 47 votes for normal and 2/3 for motion to pass.
- **Conrad Hadubiak declares quorum.**

Item 3 Adoption of agenda

Motion #1: To approve the agenda

Dwayne Donald / Bill Meyer

Carried Unanimously

Item 4 Acceptance of previous minutes: June 9, 2019 AGM

Motion #2: To approve the previous minutes – June 9, 2019 AGM

Josée Lanouette / Ken Young

Carried Unanimously

• Issues:

- ***Kathleen:*** The number of the motions may need to be fixed.
- ***OWP:*** Requested resolving resolutions from last year in September.
- ***Conrad:*** Finance 101 seminar/webinar; description of how the committees work in WPC. This is still our intention. Possibly a late summer or fall meeting to go through those issues.

Item 5 Annual Reports

President

- There are a few items to talk about that are not in the annual report:
 - Really good results last summer at Pan Ams and FINA World League events for the Women and Men.
 - The Men at Pan Ams were as successful as they have ever been.
 - The Women qualified for Olympics.
 - Was looking forward to the Men's Qualification in March in the Netherlands.
 - We have managed issues and communicated well.
 - We continue to prioritize and manage safe sport issues.
- ***Safe Sport:***
 - Our response to COVID-19 remains a top priority.
 - We are working with local groups and municipalities to ensure athletes are safe coming back to play.
 - We are working with Provinces with COVID-19.
 - The entire Board is paying close attention and the WPC staff is as well.
 - Full year with the Safe Sport Officer. It is working very well and we will continue to assess.
 - The Board is maintaining the Safe Sport surcharge in the coming year.
 - We need to monitor the Safe Sport costs going forward.

- Recently, we have had societal issues including Black Lives Matter (combat racism in society) and Pride Month:
 - WPC strives to be involved and ahead of these issues:
 - WPC's Equity Policy was passed in February 2017:
 - Inclusion Policy – November 2018
 - WPC supports creating inclusive environment for trans individuals.
 - The policy guidance – Registrants should be able to participate in the gender that they identify with.
 - They do not need to disclose their gender to the organization.
- Issues of equity and inclusion have been in the forefront of our policies. They have already informed our activity before that. Do not discriminate against anyone.
- It may be necessary to do more.
- We want to remain leaders in equity and inclusion. There will be an announcement soon.
- Athletes were the main drivers of us doing more. They want us to help and take a leadership role:
 - Creating a WPC diversity task force.
 - Update WPC vision and mission.
 - Diverse set of champions.
 - Diversity training.
 - Support clubs and PSOs to introduce water polo to Indigenous and Black communities.
- **Finances:**
 - We have a surplus of \$48,589.
 - Operations surplus of \$33,540 but there was additional or “unusual” Safe Sport costs of \$81,905 which resulted in a deficit of \$48,765.
 - There is a significant uncertainty due to COVID-19. We always know when international tournaments will happen but now we don't. The Qualification tournament is now in this fiscal year.
 - The Board will look at finances from a broader timeline instead of year to year.
 - We are going to seek some additional funds and we don't think we will need to cut staff or programming.
 - We are still committed to holding a finance 101 seminar/webinar in the fall explaining how we account for income and expenses.
 - The report from the auditor was a clean report.
 - The focus this year was to communicate better than in the past. We received a number of COVID-19 updates and the Return-to-Sport plans.
 - The Operations Council was working and having regular meetings.
 - There was a joint Operations Council and President's Council meeting.

- Mylène is working on social media.
- Discussion:
 - **WPO:** Are these initiatives part of the Safe Sport budget?
 - **Conrad:** Yes, anything based on racism and education would be part of the Safe Sport budget. Outreach to clubs and PSOs may have access to that budget.
 - **OWP:** At the President's Council meeting in February 2020 OWP wanted to understand the parameters of the Safe Sport surcharge. OWP would like to have a Safe Sport discussion and develop a national strategy.
 - **WPS:** WPS would like to back OWP on that. WPS would like some clarification on what expenses can they can tapped into for that. It would be beneficial to get some clarity on that.
 - **Conrad:** Some of that is through the CAP and we can look at including that through the same process (i.e. apply for grants and explain what you want to do with it? Education?). You're right, clear parameters on those.
 - **WPO:** How do we plan to mitigate COVID-19 impacts on our (WPC) budgets? This may be of interest for other PSOs to plan on.
 - **Conrad:** They approved a budget but we understand that the budget needs to be flexible due to COVID-19 (revenue and expenses). The Government is offering more funds, we are taking advantage of these funds, but they are sometimes tied with how they can be used. At WPC we are aware of potential impacts, we are looking at this over several years and not just 1 year. Are there concerns a provincial level?
 - **WPO:** Probably like everyone here facing budgets lack of ingoing money to clubs and assistance, not much money on the incoming side and extra expenses, eventually a tighter situation eventually may be some financial difficulties for PSOs. Can we extend or delay some reports? Are there examples where we can learn from your plans?
 - **Conrad:** Having detailed requests from Provinces. We want to see PSOs succeed. We can't be the primary funder of the PSOs, we can use funding from grants to help PSOs. In the past we have done that in Safe Sport issues. For example, we assisted with B.C. and Alberta (timing and staff support). I would want to see a detailed report of what they need and why they need it.
 - **WPO:** One specific situation that could and probably will arise is that clubs will not be able to pay the affiliation fees for 2019-2021. What would be WPC's position regarding the good standing status.
 - **Conrad:** We would have to look at it and understand why the payment wasn't being made and then we can consider it. The Board considers all circumstances.

- **AWPA:** The help that the WPC staff gave us in our last situation was not very helpful. If Vern was on the call, he probably would agree with this. The board didn't feel the support from WPC. We have a brand-new board and Eugene is on the call.
- **Conrad:** Vern was very grateful for the support that Conrad and Martin helped with.
- **WPW:** WPW was very much helped by the Board.

Executive Director

- Written report
- Martin sent the information on the \$32.5 million in COVID-19 Emergency Relief Funds for Provincial Sport and Multisport Organizations via Bilateral Agreements between the Canadian Government and the Provincial Governments, an average of \$46,000/organization.
- This money should be tracked down by you and by your various constituents.
- Martin will help behind the scenes if he can.
- The Annual Report highlights:
 - Pan Am games (Men and Women) - this is something that has never happened before – the Men have not gotten a silver since 2011 in Guadalajara and the Women have only won a gold once when it was the women's 1st participation at the Pan Am Games in 1999. It is pretty remarkable to win 2 silver medals in Lima. Silver gave us access to Olympics (Women).
 - World League for the Men in Australia - Bronze medal, the first ever.
 - Waneek Horn Miller has been in the news lately. She is the first ever water polo person to be inducted into the Sport Hall of Fame which happened in October. Under the leadership of the committee we accompanied Waneek as much as we could in this very special moment for her. It was a proud moment for our sport.
 - We brought back the Canada Cup, which we haven't had since 2013. It was a pretty good success. We had a great group of countries (Canada, United States of America, Netherlands, China and Russia). There was a pretty good attendance. We are looking to have more high quality games for our program. We are opening up opportunities. Other countries are inviting us. This is a home run for us. Thanks to the High Performance Group's leadership in having this idea and building bridges. Thanks to the whole staff and volunteers. We had a positive response from those countries and they want to come back. They want to access facilities that our national team is at (INS). Martin recommends that anyone who wants to visit the INS to let us know.
 - In the report, the work with our High Performance partners is going very well thanks to Justin – access \$1.5 million dollars from OTP recommended funding. We are one of the very few team

sports that has both of our programs as targeted (Podium for the Women for Tokyo and Long-Term for the Men).

- NCL:
 - There is lots of info for the NCL.
 - This week we reached out to NCL clubs about reimbursements or credits and we are wrapping this up.
 - There was still some growth even though overall membership has plateaued.
 - There are things we need to improve.
 - Neil has been working on improvements of the NCL.
- Safe Sport:
 - We are moving ahead with the adoption the universal code of conduct and building this new code into our various policies. Hopefully by April 1st 2021 this will be ready.
 - Independent Body for Safe Sport:
 - There will be an independent body, similar to doping (CCES) which will deal with all these safe sport issues at an arm's length from the NSOs.
 - It is our belief that this is the right approach. It is also the belief of the athletes (AthletesCAN and the COC Athletes' commission).
 - Safe sport staff to be completely separate.
 - The RFP was released to see the framework of this body, funded by Sport Canada.
 - All this will be in place for new fiscal year.
 - Working groups have been put together.
- National Database:
 - Thank you to everyone working to put together the new national database.
 - Next meeting is on July 10th.
 - The RFP has been receiving a tremendous response (thank you to everyone).
- The Summit (section 7.5 in the report) was held in Richmond, B.C.
 - It brought our people together (referees, coaches, admin, provincial, club and NSO).
 - We had fantastic speakers: Ilan Yampolsky (Safe Sport and Integrity Director, Tennis Canada), Ahmed El-Awadi (CEO Swimming Canada) and Tricia Smith (President of the COC).
 - Marie-Claude Delières was there to run clinics around referees.
 - It was disappointing to have only 50 delegates.
 - Martin will work really hard with his team to make a great program for next time, but you need to participate.
 - If the provincial organizations want to work with Martin, let him know.
- Discussion:

- **WPO:** WPQ personally thinks that the Canada Cup needs to be a recurring event and be integrated in the water polo growth strategy. PSO/clubs should use this event as a spring board to promote the sport.
- **WPS:** Great idea Olivier, and every year it should be hosted in a different province!
- **WPO:** Safe sport and governing body → respect provincial jurisdictions. he sees confusion taking place. When WPC contacted them → is that body at the national body a filtering process that directs to the province? The government is planning to take the PSOs out of the issue (they will be on a need to know basis). The complaints will go through a global managing system, whether you are a swimmer, soccer, etc. there will be a website that is managed by the gov. they will let the PSOs know that they have to remove a registrant.
- **Martin:** It is above WPQ and Martin. What Minister of Sport Isabelle Charest is going to do, he does not know, as she did not sign the declaration. The direction (safe sport and maltreatment file) is the same direction as anti-doping. Extremely strong recommendation from the COC Athletes' Commission and AthletesCAN.
- **WPO:** We are not equipped at the PSO level to manage these cases.
- **Martin:** We should welcome this. He agrees with WPQ. A vast majority of NSF's want this to happen to relieve pressure from our shoulders.

Committee Reports

- *Governance – Jared Gillespie*
 - Written report
 - Jared, Josée, Kathleen and Teddy.
 - They met 5 times this year.
 - The Incident Reporting Form was implemented.
 - The intention was to bring forward safe sport incidents.
 - There are other resources on safe sport
 - Once submitted it complies information for the Safe Sport Officer.
 - It is sent directly to the Safe Sport Officer (no other contact).
 - The Annual Historical Reporting Policy – preserve authentic records.
 - The Social Media Policy was just passed at the last Board meeting.
 - Standardize terms of references.
 - Discipline Registry – universal code of conduct. Publically searchable registry (request information from PSOs and about NCL incidents).
 - Coach Registration and Certification Policy – A survey was circulated.

- Continually looking at the Code of Conduct and Disciplinary Procedures – remain proactive.
- *Strategic Planning – Paul Fritz-Németh*
 - Written report
 - Paul, Josée, Erin and Andi from the Board.
 - Scott, Bill, François, Angelos, Nancy, Mike, Dayna and Leslie (PSOs).
 - Thank you, it was a good year.
 - There were 3 meetings this year.
 - Annual Historical Reporting Policy.
 - Strategic Planning Committee and Growth Working Group with Grace are working on a growth plan.
 - Justin has been completing a number of things for the High Performance Development Working Group.
 - Club Board Member certifications – working with WPQ.
- *Risk Management – Josée Lanouette*
 - Written report
 - Josée, Jared, Paul and Teddy.
 - Held six meetings.
 - Sustainability, finance and strategic planning.
 - How to best manage risks.
 - Started with 4 risks and added 2 more for COVID-19 and the postponement of the Olympics.
 - Focus on Safe Sport Strategy alignment and succession planning.
 - This is a standing item at each board meeting.
- *Long-Term Sustainability – Teddy Katz*
 - Written report
 - There were 6 participants: Teddy Katz, Bill Meyer, Andi Mortenson, Doug MacLaren, Kathleen Dawson and Erin Lukie.
 - They tried to focus on alumni relations.
 - It was a pretty good year.
 - They worked closely with Waneek Horn Miller.
 - They had a table at the Hall of Fame dinner. It was a great celebration for Waneek Horn Miller.
 - They celebrated provincial athletes inducted.
 - We worked with development of a virtual Hall of Fame, which is closer to being initiated.
 - From a sponsorship point of view. Our pitch wasn't accepted. We worked with a handful of companies to offer exclusive opportunities.
 - Looking at internal initiatives including crowdfunding with NT athlete in the next couple months.
 - Looking at fundraising for NT and water polo in Canada.

- *Operations Council – Kathleen Dawson*
 - There were requests for changes to Operations Council.
 - They went in as group to revise the terms of reference.
 - She became the organizer.
 - They identified meeting topics (1 topic/meeting).
 - It has been a good 8 months since.
 - There have been 8 meetings as well as a couple of COVID-19 meetings.
 - PSO and Executive Director Participation has been consistent.
 - Martin attends each meeting which improves the lines of communication.
 - Written report.

- *Athletes Council – Robin Randell*
 - Erin Lukie and Bill Meyer are the Board liaisons.
 - The Council is proud of the council members.
 - \$25,000 for the legacy fund and replaces carding money lost.
 - Robin was a part of the Men’s National Team Quad debrief.
 - Relationships with Board and sport is positive.
 - Fight for athletes voices in the sport system.
 - An athlete exit survey was distributed by AthletesCAN.
 - Reached out to all athletes personally.
 - There are a couple Athletes Council members working with Mylène on Black Lives Matter.
 - ***Erin:*** Robin covered it. All the athletes are engaged which is fantastic.

- *Hall of Fame Committee – Kathleen Dawson & Bill Meyer*
 - Do not announce until a formal announcement has been made.
 - Kathleen has been talking about this for a few years. She needed to see this happen.
 - When Bill Meyer joined, he was the missing link.
 - Bill Meyer has connections with alumni.
 - The Board approved a Hall of Fame Committee.
 - People on Board that are passionate about it.
 - Kathleen Dawson is very excited about it.
 - David Hart has been a big part with the history of water polo and will be a big part of the committee.

- *Nomination Committee - Doug MacLaren*
 - Written report.
 - The nomination process consumes a lot of time (approx. half of the year).
 - Next year, gender and diversity balance will be taken in considerations.

Motion #3: To accept the PSO reports as filed in written.

Leslie Buchanan / Ken Young

Carried Unanimously

- Discussion:
 - **WPS:** Were there any PSOs that didn't submit a report and that want to say anything?
 - **Conrad:** We have all the reports (Mylène says yes).
 - **WPW:** WPW resubmitted their report without typos and it will hopefully be uploaded to the Dropbox.

Provincial Sport Organizations – Written reports

- *British Columbia*
 - Written report
- *Alberta*
 - Written report
- *Saskatchewan*
 - Written report
- *Manitoba*
 - Written report
- *Ontario*
 - Written report
- *Quebec*
 - Written report

Item 6 Notice of Motion

Motion #4: 4.5(b) AGM (Agenda of the AGM)

Be it resolved that Article 4.5(b) be repealed and replaced by the following:

Article 4.5(b)

At every annual meeting of members, the following matters shall be transacted in addition to any other business that may be transacted:

- (i) **Call to order;**
- (ii) **Confirmation of voting credentials, including acknowledgement of proxies, and allocation of votes;**
- (iii) **Vote on adoption of agenda;**
- (iv) **Declaration of conflict of interest, if any;**
- (v) **Vote on acceptance of previous meetings;**
- (vi) **Business arising from previous year's AGM;**
- (vii) **Annual reports from all Provincial/Territorial Section and the Corporation's committees;**
- (viii) **Correspondence;**
- (ix) **Notice of Motion;**
- (x) **Financial Report;**

- (xi) **Appointment of Auditor;**
- (xii) **Volunteer of the Year;**
- (xiii) **Appointment of Scrutineers;**
- (xiv) **Elections;**
- (xv) **New business; and**
- (xvi) **Scheduling of next AGM.**

- Notes on Motion: Amend agenda to limit what is talked about but provides more structure.

Jared Gillespie moves the motion

Leslie Buchanan seconds

- **Carried Unanimously**

Motion #5: 5.6 Nomination Procedures – Nominations Committee

Be it resolved that Article 5.6 be amended to include the following article:

5.6(c) A nominations committee appointed by the board shall determine candidate eligibility pursuant to the criteria established in section 5.4 and its policies, procedures, rules and Regulations.

- Notes on Motion: Speaks to nomination committee being established. WPC does have this committee but it will be solidified in By-laws.

Jared Gillespie moves the motion

Paul Fritz-Nemeth seconds

- Discussion:
 - **WPS:** Is the committee rejecting people from the criteria outlined in the By-laws?
 - **Jared:** By-law 5.4 outlines minimum requirements of being a Director in Canada. Those would be the minimum requirements. It is just to look for those minimum standards, perhaps a skill matrix to be put together. Not reject someone based on those standards.
 - **WPS:** A skill matrix? Directly based on these minimum requirements. WPS questions the language for the minimum standards.
 - **Jared:** Only addresses the language of those minimum standards.
 - **Conrad:** WPS your worry is reasonable. The way it is worded is open, so that the Board can then pass a policy under non communication of a skill matrix. It may be broad enough that the Board could say they want to see a 20% of minority of the Board, it is broad enough to include that. If that's not what we want to do then we should amend it.
 - **Jason:** This should be addressed in the policy not the By-laws. The purpose of the By-laws are to outline generic information to be compliant with the general act. To

change it you will have to have amendments. It is better to do it as policies. It is recommended not to have too much policy language in the By-laws.

- **Conrad:** This would allow the Board to put in criteria of what they are looking for in the Board.

- **Motion Passes, Not Unanimously**

Motion #6: 5.11 - Vacancies on the Board

Be it resolved that Article 5.11 be amended to remove the word ``consecutive``; the revised article will read as follows:

5.11(c) if the director fails in any year of his/her term as director to attend in person or by other means, three (3) meetings of the board unless there is good cause, as determined by the board, for such failure;

- Notes on Motion: It removes the word “consecutive” so instead it will be that the Director cannot miss 3 meetings.

Jared Gillespie moves the motion

Teddy Katz seconds

- **Carried Unanimously**

Motion #7: 10.3 - Election and Vacancy

Whereas the board is elected to act in the best interest of the Corporation;

And Whereas in accordance with good governance, it is the recommendation of the governance committee that the directors of the board appoint officers of the Corporation upon the expiration or vacancy of the said office in accordance with the By-laws;

Now therefor be it resolved that Section 10.3 be repealed and replaced by the following:

Subject to Section 10.5 hereof, officers of the Corporation shall be appointed by resolution of the board at the first meeting of the board of directors following the AGM in which the board is elected.

- Note on the Motion: The President and Vice President are the officers that are being discussed. This is after reviewing By-laws from Swimming Canada and Artistic Swimming Canada.

Jared Gillespie moves the motion

Josée Lanouette seconds

- Discussion:

- **WPS:** Does the motion mean that directors would then be selected through the AGM?
- **Jared:** No

- **Carried Unanimously**

Motion #8: 10.5 - Term

**Whereas the duties of the President and Vice President of Water Polo Canada require interaction with national and international associations and governing bodies;
And Whereas the ability of the President and Vice President of Water Polo Canada to carry out such national and international duties is enhanced by the ability of these officers to build relationships with the representatives of national and international organizations over time;**

And Whereas the current two-year term for the President and Vice President is generally far too short a period to develop the national and international relationships that benefit Water Polo Canada as an organization;

Now therefor be it resolved as follows, that:

1. Section 10.5 of the Bylaws of Water Polo Canada is hereby amended to read as follows: The President, and the Vice President and any other officers of the Corporation other than Executive Director shall hold office for a term of four (4) years and until the fourth annual general meeting after such election date and may be reappointed for a maximum of one additional term of four (4) years; provided however, that if such officer ceases to be a director of the Corporation, such officer's term shall automatically and simultaneously terminate as at the date such officer ceased to be a director of the Corporation.

- **Note on Motion:** Term of 4 years for the President and Vice President will allow for creating longer term relationships both nationally and internationally. It will enhance their ability to make relationships.

Jared Gillespie moves the motion.

Doug MacLaren seconds

- **Discussion:**
 - **OWP:** Follow-up from the President's Council meeting when OWP said that they don't understand why this is necessary now. This is a soft no from ON. Maybe we can have some discussion on that today. Conrad has had a longer tenure. OWP doesn't feel that strongly about it. We aren't really solving a problem. If we don't pass it today, maybe we have a discussion and come back.
 - **WPW:** My Board and Executive Director were not unanimous in this. WPW is very well versed in the IOC Agenda 2020 from an international perspective there are few meetings for Presidents and Vice Presidents to have. This is one governance aspect to a good model that includes limits. The one thing that WPW's Board was unclear on is if anyone would be grandfathered in? WPW says it is a move in the right direction.

- **WPS:** WPS's issue, was discussed at the President's Council. WPS was not opposed to it then. Looking through the Bylaws, there is no clear process on how to do a vote of confidence. WPS understands the reason, the concern is if things are a problem down the road.
 - **Conrad:** The President and Vice President are officers of the organization and 10.7 of the Bylaws discusses removal. There is a process in place. You can call a special meeting and if you get 2/3 of the votes, you can remove the President. It is not grandfathered. Conrad doesn't want anyone to think he wants to extend his term which is why he wants to do this now. Next year he doesn't want the new President to feel like they are doing this for themselves. If we change President every 2 years, there are only one or two meetings a year if you can get to all of them. We won't have the relationships we need in that capacity. This in no way benefits Conrad.
 - **WPO:** All officers?
 - **Conrad:** President and Vice President.
 - **Jared:** To address WPW's point, there is an 8 year maximum for changed leadership.
 - OWP would appreciate a discussion.
- **All those opposed:** OWP, WPS and WPQ
 - **Motion fails because we don't have 2/3.**

Item 7 Finances

- Thank you Martin, Diane and staff for a great financial year.
- We have had approximately \$3.7 million in revenue and approximately \$3.6 million in expenses.
- We have rolled over money to next fiscal.
- There is a reserve of approximately \$254,000, which is between 6% and 7% of our annual budget. This is a little low. The preference would be 25%.
- The 2020-2021 budget expects approximately \$4.2 million in revenue and approximately \$4.2 million in expenses.
- We are trying to build up a Safe Sport reserve because one incident can wipe out this reserve.

Discussion:

- **WPS:** Was this budget completed before or after COVID-19 and was it built into plans for next year?
- **Paul:** Both. There is lots up in the air but we are optimistic that we will get funding from government and we are still forecasting that the Pan Am Juniors are moving forward.
- **Martin:** The budget was approved on March 24, 2020 by the Board on a provisional basis. In many ways this budget is pre-COVID-19. We have applied to access the Emergency Relief Fund.

- **WPW:** Was there a comparative budget?
- **Paul:** Just a single year.
- **WPW:** This is a pre-covid budget?
- **Paul:** Yes
- **Conrad:** This is just information.
- **Keith:** This isn't going to move forward?
- **Paul:** This is it today and budget will change as the situation changes
- **WPS:** Does it include the cancellations of the 4 age group national teams?
- **Martin:** Yes and No. We plan for in and out so it doesn't really impact.
- **WPS:** I'm confused. Self-help is the in for AGNT but if there is an "in" there should be an "out". WPC should have invested more than \$355,000 in 2019-2020.
- **Martin:** Yes and this is part of the figure under Expenses – National Teams. In the 2020-2021 Budget there is \$150,000 for "Self Help" on the Expenses side as estimated back in March but we know now that it will be zero because everything is cancelled while our accountability framework with our Funding Partners will remain. We aren't sure what is going to happen. It is all going to balance at some point. There will be savings due to travel but there are things that are going to come up with Olympics being next year.
- **Robin:** Will there be direct athlete funding initiatives above and beyond AAP?
- **Martin:** No, but we got information about additional cards as part of the \$5 million for AAP of the \$72 million from the Emergency Relief Fund. Justin was working way before on this. For now the short answer is no. What did you have in mind?
- **Robin ANS:** The top 30 national team athletes to increase depth.
- **Justin:** There will be 1 more this card for Women this year which ends on October 31st and next year there will be 2 more cards for the Men and 3 more cards for the Women.

Item 8 Appointment of Auditor

Motion #9: Move to appoint KPMG as auditors for the 2020/2021 fiscal year.

Paul Fritz-Nemeth moves the motion

Erin Lukie seconds

Carried Unanimously

Discussion:

- Martin discussed that the cost for the audit process this year was \$13,000. The partner at KPMG was not the same partner, they were new this year.

This auditor has experience with NSOs as they are working with approximately 7 or 8 other National Sport Federations. We have had good service but it was interesting this year due to COVID-19. They were very accommodating and were on time. They schedule us way ahead of time so that they have time to do the audit before board approval in mid-May.

- Conrad stated that the Board and Staff recommend.
- WPQ stated that in Quebec all the aquatic organizations use the same auditor and they receive a 10% discount. Maybe WPC could join with other NSOs.

Volunteer of the Year:

- The Provinces will submit name and a short write up.
- WPC will make an announcement and post it on our website and social media.
- **WPW:** What is the timeline for this?
- **Mylène:** She will send a reminder but by next week.

Item 9 Elections

- Conrad will turn it over to Doug.
- We have received some ballots but we are waiting on 5 ballots to come in. We need these before tallying up the results.
- We will take a 10 min break.

- Josée Lanouette is acclaimed as Vice President for another 2 year term. Congratulations Josée.

- Jason, Grace and Doug are conducting the count.
- **WPW:** In the future this would be a good time to do the PSO reports.

- **Doug:** Exceptional year for all of us. He appreciates the time to put names forward.

- Board of Directors
 - 11 candidates for 4 positions.

The following candidates were voted in:

- Donna Atkinson
- Kathleen Dawson
- Frank Meunier
- Geoff Schoenberg

Discussion:

- **WPO:** Will there be a NCL presentation?

- **Martin ANS:** There is an in depth report for the NCL in the WPC report and also in the new format.
- **WPO:** Maybe we can book a meeting in the next weeks to go through the NCL numbers.
- **Martin ANS:** He will talk with Neil about that.
- **WPO:** It is a question about transparency and clarity.
- **Martin ANS:** There are lots of discussion going on with the High Performance Development Working Group. There are lots of pieces in the report. He will talk to Neil.
- **OWP:** OWP doesn't think that Neil would have to do a lot of prep work. OWP seconds WPQ. The report was excellent but he would like to see some voice over to the report.
- **Martin:** Says that the 2nd survey would be a good time to take suggestions.

Item 10 Next AGM

The next AGM will happen around this time next year, but we are not sure where or when.

Conrad Hadubiak adjourns meeting at 4:01pm

Distribution: Board of Directors, PSO offices, committee chairs, web page