



**Annual General Meeting  
Saturday, June 16<sup>th</sup>, 2018  
Toronto, Ontario**

Present: Conrad Hadubiak, WPC President  
Josée Lanouette, WPC Vice-President  
Kevin Freedman, WPC Director  
Kathleen Dawson, WPC Director  
Ariane Clavet-Gaumont, WPC Director  
Paul Fritz-Németh, WPC Director  
Shane Duval, AWPA  
Dayna Christmas, AWPA  
Dwayne Donald, WPS  
Cyril Dorgigné, WPS  
Angelos Kotzambasis, OWP  
Nishant Damani, OWP  
Hugues Guèvremont, FWPQ  
Olivier Bertrand, FWPQ  
Bill Borland, WPNB  
Martin Goulet, WPC Executive Director

Regrets Kathy Heffernan, MWPA

Minute's recorder: Grace Quinn Cameron, WPC Staff

**Action** Meeting convened at 2:38pm.

**Item 1** Conrad Hadubiak called the meeting to order at 2:38pm.

**Item 2** Voting credentials and allocation were confirmed

- Total eligible votes 70

**Item 3** Adoption of agenda

**Motion #1: To approve the agenda**

Angelos Kotzambasis / Shane Duval

**Carried Unanimously**

**Motion#2: To approve the previous minutes – June 11, 2017 AGM**

Angelos Kotzambasis / Kevin Freedman

**Carried Unanimously**

- Issues:

- Misspelling of names in motion #3, 4, and 5. The correct name is Kathy Heffernan.

- Misspelling of names for Volunteer of the Year for WPQ. The correct name is Michelle Grigat.

**Item 5** Business arising from June 11, 2017 AGM

**Item 6** Annual Reports

President

- Commend the staff for their outstanding work managing our organization and for leveraging our resources to the maximum level. We always have challenges but I would like to highlight what we have achieved. I would like to thank the board members for their diligent work and I appreciate their efforts.
- Each board member had a different reason for resigning. Two of the members thought that the board should be more hands-on with high performance program. The board members who remain feel as though their role is “nose in, hands out.” This frustrated a couple of the board members and they felt as though they should resign. Another board member resigned for personal reasons. The fourth board member chose to resign as well after finishing up his term.
- Today there are two outstanding candidates who are new to the board and would like to join. There are also board members who wish to continue.
- My objective is to be as open as possible and I appreciate when I get told to give more. I am grateful for the opportunity this weekend to do so.

Discussion:

- In response to a question from Saskatchewan regarding lack of time with the President of WPC: When discussing with Presidents, I feel as though I am speaking to the PSOs. Anything said to them can be passed on to the PSOs. We

can make sure that we have joint meeting in the future, if that is important to the PSOs.

### Executive Director

- Report gives a perspective of the last four years. Globally we are in a good place, regarding our accomplishments. As ED, we need to keep an eye on risks. We need to achieve this collectively as a group. Many of the risks are not only risks to WPC itself but to water polo across Canada.

### Discussion:

- Both men and women's teams are on target with OTP.
- We haven't been able to effectively move the strategic plan ahead. Generally speaking, the level of engagement in the sport is not where it should be.
- A sponsorship group was created internally. We have baby step progress and are very far from where we should be. We created a specific sponsorship package for a sponsor and it did not turn out but the door is still open. We put an RFP for clothing sponsorship and we have had 4 bids. We do not however have any title sponsorships. The NCL is ready to go on the market. I am looking at an external consultant for sponsorship. We have failed from a sponsorship standpoint but we have been thinking out of the box to make up for it and move our agenda forwards.
- For the missing director position, we cannot sustain the position. My focus was to stabilize the staffing structure and deliver the NCL.
- We are in a process with BCWP where they have appealed the decision to end their membership with WPC. WPC is aware that there is another group that is putting together a plan to become the representing body of water polo in BC. When they are ready to apply for membership, the WPC board will have to make a decision. Short-term there is no financial burden on us.
- We are short two board members after the election process.
- In regards to high performance, the role of the administration of the federation is one of stewardship, but the role of high performance is for the HPD. The men's team is identified to do well in 2024 and the women's is in 2020. The board fully supports the high performance plan [Conrad]. We always have the eventuality of OTP funding being cut in our plans [Conrad]. There is an executive summary of the HP plan that can be circulated to the PSOs. I will never micromanage Justin. I will only ask lots of questions and keep him accountable. We have to do better on keeping the PSOs informed [Conrad].

### Committee Reports

- *Strategic Planning – Paul*
  - No report
- *Business Development & Risk Management – Josee*
  - Met 6 times last year.
  - Working hard to tie in an alumni piece for alumni recognition.

- For risk management, we met in January to start work. We identified key issues with regards to risk management. Our primary concern will be with writing policies.
- I was invited to collaborate with WPQ in writing their strategic plan.
- Thanks to Martin's great foresight for having Benoit in tomorrow.
- *Governance – Kevin*
  - Made up of Kevin and Josee.
  - In the fall we updated the code of conduct and disciplinary procedure.
  - This year, the effort has been in the two policies discussed earlier today. An inclusion or transgender policy is on their radar.
- *Ops Council [Ariane]*
  - Made up of EDs and Ariane as board liaison.
  - Had a good flow of info to the board at board meetings.
  - Met once a month.
- *Athletes Council – Kathleen*
  - Had 5 meetings over the year.
  - Carmen and Nick didn't put their names forward for a new term. Now are working with a new group of athletes who didn't not start at the beginning of the term.
  - Over the last 4 years, we have gone from athletes that felt uncomfortable to athletes who feel informed.
  - Athletes are thrilled about the uniforms that they have now.
  - There will be a presentation to the athletes that explains the roles of the WPC staff. Mylene and Justin are working on creating a video of the content for athletes overseas.
- *Nominations*
  - No report
- *Audits and Finance*
  - No report
- *Bidding & Hosting (New Committee)- Paul*
  - No report

Provincial Sport Organizations – Verbal and written reports

- *Alberta*
  - Written report
- *Saskatchewan*
  - Written report
- *Manitoba*
  - Written report
- *Ontario*
  - Written report
- *Québec*
  - Happy that Josee did strategic plan

- Grassroots program generated two new clubs that are swim clubs. We are hoping to have new programs around the area of Montreal. Have signed the city of Gatineau.
- 14U finals were done in Saguenay. Great for young kids to discover a higher level of water polo.
- Hope to be part of Jeux du Quebec in 2022.
- Been working with other aquatic federations and facilities in Quebec and have an action plan for everyone to know the programming of WPQ. Hopefully will be able to have programming in northern regions of Quebec.
- In the portion of graphic design for the strategic plan. Strategic plan covers up to 2023.
- *New Brunswick*
  - In the middle of major change in the way that they are doing business. More information to come.
  - Acadie Games in New Brunswick.
  - WPNB was the St John water polo club for too long and this is now changing.

**Item 7**      Correspondence

- No correspondence

**Item 8**      Notice of Motion

**Motion #3: Change to Section 4.14 of WPC Bylaws**

- **Saskatchewan Comment:** Spoke about changing the voting structure.
- Motion defeated

**Motion #4: To have Water Polo Canada fund the entire associated cost for all Age Group National Team athletes participating at international events.**

- **Saskatchewan Comment:** Brought up over long-term frustration and concern with age group national teams. Worry about the sustainability of the program due to funding mechanisms. Motion will stay as is. Would like WPC to fund AGNT.
- Alberta Water Polo would like to amend motion.
  - Amendment: WPC initiates an AGNT working group to evaluate a 100% sustainability and funding model for AGNT programs. The committee will consist of a minimum of the following: 2 NSO staff, 4 PSO representatives and 1 WPC board member. WPC will provide detailed budget of AGNT programs including both revenues and expenditures. Working group will respond to the joint operations and president's committee by January 30, 2019.
  - Angelos Kotzambasis seconded motion.
  - Purpose of the amendment was to get a clear understanding of how the funding is set. They want to assist in providing a long term solution allowing more athletes to play.

- Conrad will bring the committee together. PSOs will determine who will be on the committee.
- Vote in favour: Carried unanimously
- No discussion on the vote as amended
  - Amendment passed unanimously

**Item 9**      Finances

- Clear opinion from auditors; no issues identified

Discussion:

- Cash is affected by variants from year to year due to the timing of the fiscal year.
- Self-help is the amounts that are contributed by the AGNT for their own expenses. They changed because in the 17-18 fiscal year, there was an extra event.
- Operationally, we do not have a deficit, but there is a special item relating to a discipline hearing. The allocation for the discipline hearing is our deficit.

**Item 10**      Appointment of Auditor

**Motion #5**      **Move to appoint KPMG as auditors for the 2018/2019 fiscal year**

Kevin Freedman / Angelos Kotzambasis

**Carried Unanimously**

**Item 11**      Elections

1. Board of Directors
  - 6 vacant director's spots and 1 vacant VP
  - Josee will return as VP

The following candidates were acclaimed:

- Kevin
- Kathleen
- Jared Gillespie
- Teddy Katz

Congratulations to all the Board members who are reelected and welcome to Jared and Teddy.

**Item 12**      New Business

**Item 13**      Next AGM

Location and date to be confirmed.

**Motion #6**      **Move to Adjourn      4:50pm**

Angelos Kotzambasis / Shane Duval

**Carried Unanimously**

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