



Board of Directors

Meeting Minutes

June 10, 2020



Meeting Minutes – June 10, 2020

Meeting Room:

Present: Conrad Hadubiak, Josée Lanouette, Paul Fritz-Németh, Bill Meyer, Jared Gillespie, Teddy Katz, Kathleen Dawson, Erin Lukie, Doug MacLaren, and Andi Mortenson.

Guest: Justin Oliveira

Staff: Martin Goulet

Recorder: Josée Lanouette

1. Call Meeting to order/welcome

- a. Conrad called the meeting to order at 19h02 EST on June 10, 2020.

2. Approval of the Agenda

The agenda was approved.

(Moved: Paul Fritz-Németh / Seconded: Andi Mortenson)

CARRIED UNANIMOUSLY

3. Approval of last meeting minutes:

Minutes of the meeting held on May 14, 2020

(Moved: Jared Gillespie / Seconded: Teddy Katz)

CARRIED UNANIMOUSLY

4. Business Arising from Previous minutes:

To be discussed in various reports.

5. National Team Report – Justin Oliveira:

MNT Quad Review:

Focussed on the following four aspects:

1. Coaching
2. Daily Training Environment
3. INS
4. Athlete retention

Key points:

- Desire for more games and more tournaments
- Increase coaching support at the training centre
- Improve the competition structure at the domestic level
- Develop mechanisms to support and provide more incentive to play domestically
- Ongoing issue of doing well with minimal budget
- Positive outlook going forward

- Athletes want a better work-life-play balance: Need to create a pathway for job opportunities while training.
- NCL change of age grouping may help
- Important to have a long-term “big picture” conversation with the athletes

WNT Review:

Focussed on the following aspects:

1. Consistency
2. Leadership within the team
3. Increased carding support
4. Progress tracking

Key points:

- Help players develop leadership skills – bring in key role models to program (i.e. Anne Dow) to speak to players.
- Increased carding achieved for both programs (positive news)

Pandemic Update:

- Challenging for staff and athletes
- While many unknowns, directive will come down from Public Health
- INS access expected soon – will use Montreal-based athletes to test out the training protocols
- Level of motivation high
- Crisis plan for COVID-19 – will follow recommendations from INS

6. Return to Sport Liability

The return to sport plan has been circulated to the PSOs.

Prior to the start of the next programming year (September 1 – August 31), our insurer has requested to have an acknowledgement of risk or waiver for provinces whose programs will start up before September 1 to waive COVID-19-related risks.

International travel insurance: Our current provider will no longer cover international travel, but other options are available.

Long-term issues:

We discussed the difference between a waiver and an acknowledgement of risk (which is necessary in Quebec because of the Civil Code

Will speak to legal counsel for recommendations for 2020-2021 program year.

Motion:

The Board directs the staff to take all steps necessary to ensure that all WPC registrants for the 2020-2021 program year and thereafter complete the necessary waiver or acknowledgement of risk before participating in any games, tournaments, leagues or activities sanctioned by Water Polo Canada or PSOs.

(Moved: Jared Gillespie / Seconded: Josée Lanouette)

CARRIED UNANIMOUSLY

7. President's Report

- a. Voting at the AGM:
 - i. Proving to be more complex than anticipated.
 - ii. Will circulate a ballot ahead of time
- b. Number of directors on the board:
 - i. Our article of continuance states that our maximum is ten (10)

Discussion on diversity on the board and recruiting non-elected nominees to help in board committees.

8. Executive Director Report

Martin provided a written report

Congratulations to staff for all the COVID-19 related publications

9. Financial Report

- a. Nothing to report
- b. Still waiting for confirmation for the Emergency Relief Fund as we are eligible to receive it

10. Standing Committee Reports:

- a. Bidding and Hosting - NTR
- b. Governance:
 - i. See written report
 - ii. Social Media Policy:
Motion to approve the Social Media Policy as drafted.
(Moved: Jared Gillespie / Seconded: Paul Fritz-Németh)
CARRIED UNANIMOUSLY
- c. Nominations:
 - i. All new candidates interviewed.
 - ii. Discussion of future options for voting to increase diversity of the board
- d. Strategic Planning + Implementation - NTR
- e. Long Term Sustainability:
 - i. Merchandising is delayed
- f. Risk Management - NTR
- g. Athlete's Council
 - i. Erin provided us with the background on a conversation about systemic racism and the athletes on the council.
Key points:
 - Athletes are very engaged and would like WPC to have a plan and a message to convey understanding
 - Discussion on concrete steps to take
 - Erin will enlist athletes to submit ideas and suggestions
 - Teddy to follow with a conversation with Waneek Horn-Miller
 - Teddy, Erin and Josée to follow up and submit ideas to the board
- h. Operations Council
 - i. Last meeting May 27:
 1. Insurance broker came to answer questions about our policy. Felt that it should be an annual conversation - Highly informative

- i. Presidents Council - NTR
- j. Water Polo Hall of Fame:
 - i. Terms of Reference:
 - Motion to approve the terms of reference as circulated.**
(Moved: Kathleen Dawson / Seconded: Paul Fritz-Németh)
CARRIED UNANIMOUSLY
 - ii. David Hart has shared the TOR with his committee
 - iii. Bill suggested that this would be an area where alumni could contribute
Discussion:
Need to have website presence soon
Give David Hart the go ahead to continue work.
ACTION ITEM: Ask David Hart to provide names of committee members to Conrad – appointment to committee

11. Adjourn:

Meeting adjourned at 22h09EST on June 10, 2020

Next meeting: June 14, 2020 (ZOOM – after the AGM – time TBC)