



Board of Directors

Meeting Minutes

March 24, 2020



Meeting Minutes - March 24, 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.

Staff: Martin Goulet

Recorder: Josée Lanouette

1. Call Meeting to order/welcome

- a. Conrad called the meeting to order at 19h02PST on March 24, 2020.

2. Approval of the Agenda

The agenda was approved.

(Moved: Bill Meyer / Seconded: Josée Lanouette)

CARRIED UNANIMOUSLY

3. Approval of last meeting minutes:

February 22-23, 2020

(Moved: Teddy Katz / Seconded: Jared Gillespie)

CARRIED UNANIMOUSLY

March 12, 2020

(Moved: Teddy Katz / Seconded: Erin Lukie)

CARRIED UNANIMOUSLY

4. Business Arising from Previous minutes:

To be discussed in various reports.

5. President's Report

- a. AWPA update:
 - i. Discussion of issue in Alberta
 - ii. AWPA President to prepare a request for financial support to help defray some of the legal costs
- b. Water Polo West:
 - i. Following up fee payment delay
 - ii. **ACTION ITEM:** To report back in May
- c. COVID-19 update:
 - i. Review of actions to date and COC's position
 - ii. Athletes were given a "heads up" ahead of the release of Team Canada's position

- iii. Reaction has been positive
 - 1. Call to athletes this week to discuss this further
- iv. WPC released three major communications with respect to the pandemic.
 - 1. Suggestion of including an image of COVID-19 on the web site to draw attention to the news.
 - 2. Thank you to Martin and team for the excellent communication pieces. Suggestion of increasing the frequency of messages out to the water polo community since there is currently a captive audience.
- v. Joint President/OPS meeting:
 - 1. NCL – recommendation for cancellation of remainder of season
 - 2. Look at reimbursements scenarios but complex
 - 3. Look at other competition opportunities to replace later but this might not be an option

MOTION: The board moves to cancel the remainder of the 2019-2020 NCL season and directs the staff to take the necessary steps to mitigate the losses resulting from this cancellation.
(Moved: Bill Meyer / Seconded: Paul Fritz-Németh)
CARRIED UNANIMOUSLY
- vi. FINA Bureau / Aquatics Canada updates:
 - 1. Two positions opening up
 - 2. WPC nominations committee to look for candidates for these two positions.
ACTION ITEM: The nominations committee to circulate the two notices for call for candidates and make recommendations to AC within the next 45 days.
 - 3. Josée to help with this portion of nominations work.
- vii. 2020 AGM:
 - 1. Discussion surrounding timing of the AGM and additional sessions.
 - 2. As discussed on the joint call, there is an interest in having an AGM in June via electronic means. There is interest in having the information sessions later (TBC).
MOTION: The board moves to have the 2019-2020 WPC AGM via electronic means on June 14, 2020 (time to be confirmed).
The remainder of the sessions to be rescheduled at a later date.
(Moved: Teddy Katz / Seconded: Paul Fritz-Németh)
CARRIED UNANIMOUSLY

ACTION ITEM: Include a reminder in the AGM communication for all committee reports, PSO reports, and volunteer nominations to be sent electronically prior to final AGM package being sent out.

6. Executive Director Report

A few highlights from ED report:

- a. Membership System Database Project:
 - i. Martin gave highlights of the work to date from the committee and the Sports Law Strategy Group (SLSG)
 - ii. WPC is currently adding to the list of requirements and the board has questions with respect to privacy and how the information will be protected (especially disciplinary information).

- iii. Again, thankful to have AWPA president as a key part of this working group.
- b. Registration fees for 2020-2021:
 - MOTION:** The board moves to keep the base registration fees at a Status Quo for the 2020-2021 programming year.
(Moved: Bill Meyer / Seconded: Teddy Katz)
CARRIED UNANIMOUSLY
- c. Safe Sport Surcharge fees for 2020-2021:
 - MOTION:** The board moves to keep the Safe Sport Surcharge fees at a Status Quo for the 2020-2021 programming year.
(Moved: Josée Lanouette / Seconded: Paul Fritz-Németh)
CARRIED UNANIMOUSLY
- d. Staffing / COVID-19:
 - i. There are no staffing changes considering the pandemic.
 - ii. Workplans have been adjusted and staff are working from home
 - iii. The morale is good.

7. Financial Report

- a. Provisional budget for 2020-2021 and current budget circulated:
 - i. Some unknowns because of COVID-19
 - MOTION:** The board moves to approve the budget as currently presented.
(Moved: Paul Fritz-Németh / Seconded: Erin Lukie)
CARRIED UNANIMOUSLY
 - ii. Discussion: Discussion surrounding building the strategic reserve (1% of overall budget) but difficult in current circumstances. Will watch the budget closely in the months to come.

8. Standing Committee Reports:

- a. Bidding and Hosting:
 - i. JR Pan Ams – we can expect a change in date
- b. Audit and Finance - NTR
- c. Governance:
 - i. See written report
 - ii. Complaint form ready to upload as a Safe Sport resource
 - iii. Discipline Registry – Universal Code of Conduct makes it an obligation to report on discipline matters. Discussion on how this could look. Working with OPS council to start reporting.
 - iv. Annual Historical Reporting Policy – to capture the major annual events at WPC at the NSO level.
 - MOTION:** The board moves to approve the Annual Historical Reporting Policy.
(Moved: Jared Gillespie / Seconded: Paul Fritz-Németh)
CARRIED UNANIMOUSLY
- d. Nominations – see written report
- e. Strategic Planning + Implementation:
 - i. No recent meeting
 - ii. High Performance Working Group – reflecting on changing age categories. OPS Council needs to be brought into this discussion
 - iii. Growth Working Group – will continue this work in September

- f. Long Term Sustainability:
 - i. Crowdchange platform – discussion that launch will be pushed back
 - ii. WNT eager to have a second phase of t-shirt sales
 - iii. Mylène to work on MNT pages
- g. Risk Management:
 - i. See written report. Comments / feedback required before April 24, 2020.
- h. Athlete's Council
 - i. Next meeting coming up soon
 - ii. List on council members needs updating on web page
- i. Operations Council
 - i. Terms of reference
MOTION: The board moves to approve the Terms of Reference for the Operations Council.
 (Moved: Andi Mortenson / Seconded: Josée Lanouette)
CARRIED UNANIMOUSLY
 - ii. Three meetings of OPS held since last board meeting
 - 1. February 24 – NCL coaching requirements
 - 2. Joint call with presidents
 - 3. March 23 – Discipline Registry
 - iii. PSO contact information – to be sent to WPC by the PSO's ED following the PSO's AGM
 - iv. Signed waivers – WPQ is having trouble in obtaining waivers and would like to know how WPC can help resolve:
 - 1. Suggestion of having messaging to remind users that waivers are mandatory for insurance and must be completed to be considered in good standing.
 - v. Discussion on minimum security standards for coaches
 - vi. Discussion on sessional memberships – no age restriction
- j. Presidents Council:
 - 1. Items discussed in President's report
- k. Water Polo Hall of Fame:
 - i. Aquatic Hall of Fame – Curator in place. Work progressing well
 - ii. Water Polo Hall of Fame – Kathleen to arrange meeting to pursue work on this.

9. IN CAMERA SESSION

MOTION: The board moves to approve the terms of Martin Goulet's contract and extension until November 2024.
 (Moved: Teddy Katz / Seconded: Josée Lanouette)
CARRIED UNANIMOUSLY

10. Adjourn:

Meeting adjourned at 22h05EST on March 24, 2020
 Motion to adjourn
 (Moved: Erin Lukie / Seconded: Josée Lanouette)
CARRIED UNANIMOUSLY

Next meeting: May 14, 2020 (Conference Call – 19h00EST)