



WATER POLO CANADA

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www.waterpolo.ca

CALL FOR NOMINATIONS - BOARD OF DIRECTORS

Water Polo Canada (WPC) invites nominations from individuals interested in serving on its Board of Directors.

Nominations & Elections Timeline

(as outlined in the Water Polo Canada [By-laws](#))

- Thursday, July 24, 2025: Call for nominations
- Saturday, August 23, 2025: Deadline for nominations
- Sunday, September 7, 2025: Publication of the nomination list
- Monday, September 22, 2025: Elections at the Annual Meeting (AM)

Number of Positions Up for Election

Under section 5.11 of the WPC By-laws, it states that in 2025, to ensure a board stagger, the following positions will be up for election in 2025:

- three (3) directors for a three (3) year term
- one (1) director for a one (1) year term

Current Board Composition

| Name | Title | Term Ends |
|----------------------------|---------------------------------|-----------|
| Kathleen Dawson (MB) | President | 2027 |
| Kyam Schell-Schnitzer (ON) | Vice-President | 2027 |
| Nic Youngblud (AB) | Director | 2027 |
| Susan Cameron (SK) | Director | 2026 |
| Christine Preece (ON) | Director | 2025 |
| Christina Skinner (ON) | Director | 2025 |
| Adam Deffett (ON) | Director | 2025 |
| Catherine Code (ON) | Director | 2025 |
| Gaelan Patterson (AB) | Athlete Representative Director | 2027 |

Diversity and Board Composition

Water Polo Canada's 2024-2025 Board is 55% female. Sport Canada's Governance Code states, among other things, that a National Governing Body's Board should have not more than 60% of the directors as the same gender; therefore, it is Water Polo Canada's intent to search for qualified candidates to help comply with these criteria. Water Polo Canada recognizes the importance of independent directors to ensure balanced and unbiased decision making (as per



the definition of “independent” in the Water Polo Canada by-laws). Water Polo Canada also recognizes that diverse perspectives, experiences and backgrounds provide for optimal board performance. Consequently, we welcome new Canadians and those who come from diverse backgrounds and who have the knowledge, experience, skills and who are interested in developing their Canadian experience with a network of leaders who share a common passion to help sport and youth reach their potential.

Knowledge, Experience, and Skills

The Water Polo Canada Board of Directors oversees the policies of the Association, the budget, produces a [strategic plan](#) for the Association and reviews that plan regularly to ensure that its objectives are being met.

The Water Polo Canada Board conducts itself in a businesslike fashion. Individuals who apply for a Board position should be aware that it is a policy governance Board and Directors will be expected to be responsible for or participate in certain portfolios.

Furthermore, the Board is the strongest and most effective when each Director contributes knowledge, experience, and skills in one or more of the following core competencies:

- Governance experience / previous board experience
- Risk Management
- Legal background
- Audit and Finance
- Knowledge of Insurance
- Strategic Planning
- Fundraising and Revenue Generation
- Policy Writing
- Human Resources
- Knowledge of water polo and the Canadian sport system is an asset

Above all, Directors must understand the duties and responsibilities of a Board of Directors. Directors should, ideally, be financially literate and be familiar with processes involved in evaluating organizational performance.

Board Roles and Responsibilities

1. General Board Responsibilities

- Ensure ethical conduct of the organization
- Ensure financial responsibility and viability of the organization
- Articulate and communicate the vision and priorities
- Manage relationships with senior staff
- Monitor the ongoing progress of the organization
- Maintain overall stewardship and governance of the organization

2. Responsibilities of Board Members

- Attend Board meetings
- Attend other meetings as required
- Attend competitions in local area



- Complete tasks as required from minutes of meetings and other committee tasks
3. Time Commitment (Directors)
 - Attendance at the Annual Meeting each year (Friday to Sunday inclusive)
 - Monthly Board meetings (2-3-hour conference call on a weekday night)
 - At least 5 – 10 hours per month depending on other roles
 - Term of office is three years, unless specified
 4. Time Commitment (President)
 - All of the Director's time commitments plus 10+ hours a week
 - Attend occasional in-person meetings usually in Ottawa, Montreal, or Calgary
 5. Benefits
 - An opportunity to actively work with an engaging network of individuals who are passionate about the sport of water polo in Canada
 - An opportunity for personal and professional development
 - To actively contribute to Canada being a leader in High Performance, in the growth of water polo and in organizational excellence
 - An opportunity to actively contribute to Canada becoming the number one water polo nation and be part of a special sport community

How to Submit a Nomination

- 1) The following must be submitted in writing to nominations@waterpolo.ca
 - A motivation letter including areas of expertise/interest and how this skill set will contribute to the achievement of the strategic objectives of the organization.
 - A résumé with at least one reference.
- 2) Complete the Board Recruiting and Development Matrix form here: <https://questionpro.com/t/ANluHZ6bb3>

Parts 1 and 2, as detailed above, must be submitted and completed in full. Partial submissions will not be accepted.

Deadline for Nominations: August 23rd, 2025

For More Information

Should you have any questions regarding the Board of Directors and/or the nomination of individuals for this Board, please contact: nominations@waterpolo.ca

