

2018 CUGA Annual General Meeting Minutes

Saturday May 19th, 2018 – 7:30pm

Complexe Sportif Claude-Robillard, Montreal, Room S1.16

1) Call to Order – Meeting was called to order by Alita (CUGA Vice President) at 7:32pm.

2) Roll call and Proxy Verification - 31 people present. No proxy votes received.

3) 2018 AGM Agenda Approval – Karine motioned to approve the agenda, seconded by Liz. All voted in favour.

4) 2017 AGM Minutes Approval – Marie-Renee motioned to approve, seconded by Vanessa. All voted in favour.

5) Update from Marie-Renee on how things are coming for UWH Worlds prep now that we are on the home stretch.

Marie-Renee gave a short update on how things are progressing for Worlds in July. Overall things are very good! ACCs were used as a test of scheduling, nets, walls, scoring system and camera. A few bugs to work out but they have a plan in place and are looking forward to hosting. There are 42 teams registered. A call for volunteers will go out shortly, they are on budget and got a grant from CUGA for new nets. In short: “We are ready for the big show!”

6) Old Business

- a) Executive and Director reports were published to the mailing list in early May. *[See appendixes A through G for copies of the reports]*
No questions on the reports.
- b) At the 2017 AGM, Darryl volunteered to put together an UWH tournament kit that can be shipped from city to city as needed. Looking for an update on how this is coming along.
No update from Daryl as he wasn't present at the meeting. The CUGA Exec will follow up.
- c) Update on the Design/Apparel Committee from Gillian.
The committee started a bit late in the process and wasn't very effective this cycle. She gave everyone an update on the purpose of the committee itself. Will be looking at making this a solid process for the 2019 Junior Worlds. Sophie asked if we get a new secretary at this AGM will the committee continue as is – yes we will. Marcel asked about the branding for the UWR Worlds in Summer 2019, will include them in the committee going forward.

7) New Business

- a) Discussion and voting on a new CUGA Fee Structure presented by Jeff and the rest of the Executive. *[See Appendix I]*

The goal is be more streamlined with fee collection, eliminate the nationals levy and include insurance for everyone. Most believed that \$30 per year is

not a lot of money compared to the registration costs of most other sports. CUGA has not raised fees in many years. The main concern is with rookie/drop in players. After much discussion, it was decided that CUGA will refine the policy to manage drop-in and new players more effectively. Maybe a cap that clubs can buy and allow spots for new players to use?

- Motion for approving the new fee structure as written
 - For: Majority, Against: 3
 - Motion carried.
- Action for CUGA: determine how to manage new drop ins with the current structure

b) Discussion of new Head Coach role.

Prior to the AGM, the CUGA Exec developed the role and its criteria and sent out to the membership. No nominees were received. There was some discussion that the role sounded a lot like that of the UWH Director. Melanie recommended not adding the Head Coach role to the CUGA Constitution before we trial it and see the results. Emily sees no value in the role. Gillian's view was that staffing and player issues should be reported to the CUGA Exec and dealt with/endorsed by the Exec. Kelly Ellis asked if the head coach could be approached by a parent on any issue; Marie-Renee said that when she was UWH Director this is what she did. Recommendation was to CUGA to focus on policy development and re-establish the UWH Director to focus on "head coach" issues. In the end everyone except one person voted against moving forward with the Head Coach position.

c) Nationals 2019 – was discussed. No clubs stepped forward at this time. Edmonton and Calgary don't have a pool available, need to be more proactive in booking the high-end facilities. Still looking for a host...

d) Discussion and voting for new Steering Committee members

A call for nominations went out earlier this year via the mailing list.

BC: Eric Kalnins (approved)

AB/SK/: no nominations received

MB/ON: Sophie Gosse (nominated by Jacob Shears, approved), Sherif (nominated by Alex Gurbin, declined), Andrew Westbrook (nominated by Jacob Shears, not present, Exec will follow up)

QC/Martimes: Karine Desautels (self nominated, approved)

e) Motions [See Appendix H for submitted motions]

1. Submitted by Darryl prior to the AGM (he did not attend AGM), seconded by Kathy Armstrong.

Jacob Shears believes there is a strong conflict of interest. Kathy Armstrong mentioned there is a significant cost impact if player-selectors are involved.

- Ellen Olver suggested an amendment: "an individual who accepts a nomination for a coach or selector must indicate at the time of nomination that is their intention to try out for that team."
- Seconded by Sergei

- Approved

Gillian thinks this is an absolute regression and allows people to manipulate the process and get a free ride through the selection process. Alex Gurbin shared Gillian's views and worried about transparency. Sophie – “as a manager, she includes player selectors in the cost sharing.” Adam reminded everyone that the individual teams set their own cost sharing policy, not CUGA.

- Voted 11 in favour, 6 opposed, 6 abstentions
- Motion is carried. CUGA will update the Team Canada Selection document to reflect the motion. [*Sept 2018 note: this has been done, updated document is posted on the CUGA website*]

2. Kelly Ellis' motion, seconded by Adam Jocksch

Alita mentioned that CUGA does not read the letters of motivation. We simply collect and distribute them to the Steering Committee. Kelly believes that “manager details should not be made available to all the players.” Kelly asked why are nominations made public – they should be. They have been in the past and the Exec will ensure all nominations are published to the mailing list at the close of the nomination period. Gillian feels the team should see the letters of motivation in order to provide feedback to their team rep who is on the steering committee. Tricia stated there should be clarification on whether these letters are public or confidential. Right now they are not made public.

- Voted 5 in favour, 14 against, 5 abstentions
- Motion defeated

8) Election of Officers

UWH Director – Current officer is James Leigh

Nomination for James Leigh by Jacob Shears, seconded by Kathy Armstrong, approved by all

Secretary – Current officer is Gillian Parker

Nomination for Gillian Parker, declined

Nomination for Vanessa Sliwinski by Marcel Courchesne, accepted and approved by all

Vice President – Current officer is Alita Krickan

Nomination for Alita, accepted and approved by all

9) General Discussion

- 2019 UWR Worlds in Austria – the UWR players in Toronto, Montreal and Brantford have been organizing and looking for interested players. Trying to follow the hockey standards, have been in communication with CUGA. Creating a committee and finding coaches.
- CUGA Development Grant – no applications received during most recent period. Deadline will be extended and posted to mailing list.
- Mailing List – suggest that registration in CUGA gets you on the mailing list automatically. Action: Exec to review the Yahoo list procedure and find out how to manually add names and emails to group.

10) Adjournment

Meeting was adjourned at 9:58pm

Appendix A – Presidents Report – Jeff French

It was another busy year for underwater sports in Canada.

The Steering Committee was busy selecting some replacement coaches and selectors for our National Elite and Masters teams over the last year with continuous oversight and guidance by CUGA. The current version of the Committee comes to end at this year's AGM and we will be electing new people into the eight available positions. My thanks to the Committee for their hard work, valuable opinions and on going communication throughout the last two years.

Overseen by myself, a strong group of individuals were elected to fill the roles of Coach, Manager and Selectors for the 2019 Ages Cup teams. At this point we have no Selectors for the U19 Men's team so if you're interested in stepping into the role, please contact me. The tournament itself will be in Sheffield, UK in August 2019. For the second year in a row, Canada will be sending a team in each of the four divisions. Based on the two most recent Junior NDT clinics (Montreal in Nov 2017 and Gatineau in January 2018, both partially funded by CUGA), I know these teams will be well trained and excited to play for Canada.

CUGA was pleased to fund the purchase a pair of brand new nets for use at the upcoming UWH World Championship. These nets made their debut at the recent Atlantic Coast Championships, which were held in April at the same facility as the upcoming Worlds. The local organizing committee, fronted by Marie-Renee, has been working incredibly long and hard and we got a taste of their efforts at ACCs. On behalf of all the members in Canada, I want to thank them for doing such a great job. We look forward to hosting all the UWH countries in Quebec City this summer.

The latest CUGA development grant was awarded to the Saskatoon club. I recently did a follow up with the club to see how its been going they've had an increase in attendees. The club is run out of a YMCA and a large banner to help bring club awareness to other YMCA members was part of their funded purchase. The club is also very active online with lots of videos and photos promoting the sport. Great job to Joanne and the rest of the Saskatoon club!

As you'll see in the underwater rugby report, we are starting the journey to their World Championship in 2019. Camilo and I have been developing a process that somewhat mirrors what we do in underwater hockey when it comes to team selection. Since the number of players in the sport is much smaller, the process is a little different but we are aiming for it to be fair and transparent with the end goal of having a strong team compete in Austria next summer.

The next 12 months will be very exciting as we have Worlds for both UWH and UWR. I look forward to seeing another successful and fun year of underwater sports.

Appendix B – Vice Presidents Report – Alita Krickan

This was my second year on the executive and it was a year of considerable activity. In this cycle we attempted to build on the initiatives that began last year while working to enact the many resolutions that came from the 2017 Annual General Meeting. To help with the coordination and communication the executive has been participating in monthly meetings. Once again, I was very impressed by the collegiality and thoughtful participation this group showed when discussing many underwater hockey and rugby issue. It was a real pleasure to work with a committed group to get things done for our members. I did not take the lead on any specific projects or issues, but I frequently contributed ideas and feedback.

Description of Activities:

Initiatives: *Member Services*

The executive awarded the fall development grant to Saskatoon Seals. The \$500 development grants are available to help clubs in Canada grow, build and maintain capacity. There were fewer applicants in the fall round and we had hoped for more underwater hockey and rugby applicants in the spring. The spring round of applications is currently being held and we encourage clubs to consider putting forward a grant request. The applications are evaluated on a number of factors including demonstrated need, a well- thought-out process for meeting that need, and the scope of impact the plan was likely to have.

Through the work of Marie Renee, CUGA was once more able to offer athletes in the NDT process the ability to access group extended medical insurance so that they could use medical services such as massage and physiotherapy at an affordable rate.

Advisement and Administration

Based on the motions of the last AGM, the executive was tasked with initiating a variety of committees and a position. We endeavoured to honour the memberships' intentions but with the large volume of work it generated did result in us forming some of these committees later than anticipated. A Referee Selection Committee is currently being formed to guide referee selection decisions toward the Age Group Championships in 2019. A National Team Gear Committee has been struck and although they are working to develop as consistent a look as possible for 2018 a complete Team Canada presentation will not be in place in time for this year. We are currently following the process elect our National Team Steering Committee for a second 2-year term. This committee is responsible for selecting the coaches, selectors and managers of the national teams for underwater hockey.

We worked with the Chief Referee, Véronique Séguin to help promote and facilitate referee development including encouraging the availability of Level 1 Referee Clinics for juniors who represented Canada in Hobart this year. As I'm certain she will report there was a very well attended Level 1 Clinic at Atlantic Coast Championships in Quebec last month.

We worked together to create an underwater hockey head coach position as indicated by a motion passed at our last AGM. It was a challenge to stay true to the intention of the motion while thinking practically about the availability of people in our national community to fill such a role. Through discussion we decided to create a position that reflected the ideal of what the position should be to best serve the

National Teams: a person with underwater hockey coaching experience who is not currently playing on or coaching any of the national teams and can commit to a complete worlds cycle for all 8 teams. I am really looking forward to hearing feedback from the membership about this position.

It has been an honour to serve on the CUGA executive, build relationships, and assist where I can to support the development of underwater hockey and underwater rugby in Canada.



Canadian Underwater Hockey Association Treasurer's Report for 2017

Summary:

In 2017 the financial status of CUGA remained stable; with the projected 2018 memberships, revenue, and costs we expect it to remain stable in 2018 and 2019. Proposed changes to the fee structure will ensure longer term stability and an increased ability to support player and club development.

2017 Financial Report:

Included with this document you will find the CUGA 2017 Financial Report that was filed with the Canada Revenue Agency.

Bank Account Balances as of December 31, 2017:

- Main Account: \$8,647.98
- Team Account: \$202.21
- PayPal: \$19.54

2018 Budget:

Also included with this report is the CUGA 2018 Budget, which compares 2017 actual numbers with 2018 projections.

Notes regarding items in the budget:

1. The purchase of goals for the 2018 Worlds in Quebec City is a key item in the budget this year. These goals will be used for club and tournament play for many years and is a great opportunity for CUGA to support the 2018 Worlds.

Financial Details as of March 31, 2018

Dues/Insurance collected: \$5,650

Bank Account Balances:

- Main Account: \$12,840.94
- Team Account: \$190.96
- PayPal: \$86.76

Report prepared by Heather Lindholm.

Canadian Underwater Games Association Association
canadienne des jeux subaquatiques



Rapport préparé par Heather Lindholm.



2017 Financial Statement

General Revenue	
Membership Dues and Competition Levies`	\$4,430
Donations	\$4,530
Insurance Recovered	\$3,255
Other Income	\$535
Total	\$12,750
General Operations Expenses	
Development Grants	\$900
Competition Costs	\$1,323
Referee and Player Development	\$190
Insurance	\$3,300
Donation Transfer to Teams/Programs	\$4,530
CMAS Dues	\$792
Website/Sound System/Waivers	\$456
Bank Fees	\$291
Other Expenses	\$33
Total	\$11,815
Team Deposits (for disbursement in 2017)	
2017 Worlds Teams (5 teams)	\$88,328
Total	\$88,328
Team Expenses	
2017 Worlds Teams (5 teams)	\$126,351
Total	\$126,351

Assets

Main Bank Account	\$8,647.98
Team Bank Account	\$202.21
PayPal Account	\$19.54
Total	\$8,869.73

Liabilities

None \$0.00

Account Payable

None \$0.00

Accounts Receivable

None \$0.00

CUGA 2018 Budget/ Budget CUGA 2018		
Year/ Année	2018	2017
	Projected/ Projetés	Actual/ Réels
Revenue / Revenus		
Dues/Insurance / Frais/d'assurance	6500	6685
Competition Fees (Nationals) / Frais de compétition (championnats nationaux)	1000	1000
Medal cost recovery / Recouvrement des coûts des médailles	300	360
Other		175
Total Revenue / Revenus totaux	7800	8220
Expenses / Dépenses		
Development Grants	1000	900
CMAS Dues / Frais de la CMAS	878	792
Insurance / Assurance	3300	3300
Website/Sound System/Waiver	275	456
Quebec Worlds Goals	1500	
Player and Referee Development	600	190
Competition Expenses (Misc and Worlds Refs)	150	1323
Bank Fees / Frais bancaires	250	291
Overhead costs / Frais généraux	150	33
Total Expenses / Total des dépenses	8103	7285
Donations		
Donations Received		4530
Donations Transferred to Teams/Programs		4530

Appendix D - Underwater Hockey Directors Report- James Leigh

NDT Clinics

This year two NDT Clinics were held and both were Junior focused. The Elite and Masters programs were being handled by their respective coaches as it's a Worlds year.

Montreal

I hosted a clinic in Montreal in November, it was well attended by around 35 people. It focused on skills and drills and preparing for the trying out process for age worlds 2019. Thanks to Jacob Shears, Ellen Olver, and Pierre Larose for their help with the clinic.

Gatineau / Ottawa

Pierre Larose hosted a very well attended juniors clinic in January. This clinic served as one of the first events for the new junior coaches to interact with their potential players. Also this clinic had a development element for younger players. Thanks to Pierre Larose, Rob Maisey, Emily Dressel, Jacob Shears, and Ellen Olver for making this event a success.

Stay tuned to the NDT facebook page for more events

Appendix E - Underwater Rugby Report - Camilo Contreras

The North American league has held several meetings and the way we compete is settle now.

We will have 4 tournaments per year, 2 in Canada and 2 in the USA. Our calendar will start in fall and end in summer. Each year, the clubs will vote to define cities where we will be playing.

At the end of each season, the best team of each country has the option and privilege to compete in the champions cup held every year in November in Berlin, Germany.

In our current season we have the following tournament calendar

1. Fall 2017, Newark 2. Winter 2018, Montreal 3. Spring 2018 Pompano, Florida 4. Summer 2018, Toronto

On top of this, Brantford and San Francisco, host potluck tournaments to have a better space for beginners. Brantford hosted a tournament this past February and San Francisco will host a potluck this April.

As far as results go, two clubs are leading in every tournament – the Newark and Boston clubs.

UWRugby World Championships

For 2018 and 2019 the most exiting topic is the upcoming UWRugby world cup that will be held in Austria, August 2019

We are looking to assemble a women and men's team to represent Canada in this major event. All CUGA members are welcome to join the process and have a chance to represent our country.

All the guidelines for the selection process will be defined in the following months and will be shared with the community.

Appendix F – Chief Referee Report by Veronique Seguin

National Activities

In November 2017, the Chief Referee took advantage of the Montreal tournament to provide a small advances referee training. While national teams were playing, some referees jumped in to referee and practice a bit of the three referee system. On pool side, the criteria to evaluate referees at Worlds as being revised were explained to referees in attendance had a common understanding. In addition, a rule session was given to the women elite team to assist with Worlds preparation. The Chief Referee was also Tournament Referee for the tournament and a dedicated referee.

The Chief Referee attended a junior clinic in Gatineau in January 2018 at the request of the organizer, Pierre Larose. Two referee overview sessions were given to players interested in the national teams (one for the men and one for the women to accommodate for their respective clinic time). An introduction sessions was provided to the younger player to provide them with a basic understanding. Other people were in attendance as no restriction were imposed on attendance. The Chief Referee also refereed as a series of games during the three days of the event. No other referee was available for the weekend.

Two rule sessions (one in February and one in March) were given to the Camo Club at their request. Course material in tailored to their needs.

A level 1 referee course was given in Quebec City the Friday prior ACCs. The course was bilingual. Over 25 people participated. Valérie Robert and Véronique Séguin were dedicated referees during ACCs and [Assistant] Tournament Referees, preparing for Worlds 2018.

Another bilingual level 1 referee course will be given in Montreal in May before National Championships 2018. James Leigh, Valérie Robert and Véronique Séguin will be dedicated referees, again in preparation for Worlds 2018.

The course was updated to reflect the most recent changes. The Chief Referee will work to get all course materials translated after the Montreal course after some alterations are done to improve the course.

International Activities

Véronique Séguin was an evaluator and Tournament Assistant Chief Referee for the 2017 Age Cup, in Hobart, Australia. Before the event, she contributed to the organization of the event. After the event, along with the other evaluators, she contributed to further improving the criteria to evaluate referee at CMAS sanctioned events. Also attending the event was Hugo Savard. Both referees were overall well

rated by their peers, contributing to Canada's reputation of sending great referees to international events.

Preparation for Worlds Championships, taking place July 2018 in Quebec City, started already some years ago, but intensified after Hobart. Véronique Séguin will be Tournament Chief Referee. Canada will be well represented with James Leigh, Valérie Robert and Hugo Savard in attendance.

Prior to Worlds, the Chief Referee has been invited to attend US Nationals in Denver in June.

The Chief Referee is also being involved on other ad hoc international files by the CMAS Tournament Director, as needed. She declined an official position with CMAS due to other commitments.

Any person interested in becoming a referee should contact the Chief Referee (veronique_seguin@hotmail.com). Referee course are available upon request, either in person or through Skype, provided a referee is available and numbers sufficient. National teams can also seek referee advice or participation in events to assist them in their preparation.

Appendix G – Past Presidents Report – Adam Jocksch

As mandated at the 2017 AGM, CUGA has started the creation of a committee to look at referee selection for international CMAS-sanctioned events. The aim of this committee is recommend a policy for selecting referees that will accompany Canadian teams to these events. As this committee has not been struck with enough time to report back this year, it report will be delivered at the 2019 AGM.

The committee will begin by looking at how referees are currently being selected as a point of reference. Selection is currently being done using a draft referee evaluation criteria that is being developed by CMAS, in partnership with national organizations. It will not be in this committee's mandate to determine if the draft CMAS criteria is a good way of assessing referees – rather it will be this committee's job to review the reasoning behind the current selection method and offer feedback in its report.

Motion 7 of the last AGM was also referred to this committee (as amended):

The current coach, manager selection committee have its mandate expanded to include defining compensation for referees based on the location and costs of attending each worlds

The committee will review and discuss this motion and include a recommendation on it in their report.

Appendix H – Motions

Motion #1, submitted by Darryl Brambilla

To change the UWH National Team Selection Procedures and allow an individual to put their name forward as a Coach or Selector but they may also be a player candidate for that National Team. Specifically item 4.1 currently indicates “Selectors and coaches cannot be candidates for the team”.

The initial decision on a Coach or Selector would still remain with the Steering Committee. If an individual ends up being a Coach or Selector and also would like to be a player they cannot select themselves for the team. They would be subject to review and selection by the other coach/selectors of that team, a CUGA Board Member, and 2 additional individuals outside of that team but involved in the Nationals process - specifically selectors from other National Teams. Those 2 additional individuals would be chosen by CUGA for assisting in the evaluation of the player candidate for that team.

Rationale:

Our community members are forced to choose between being a Player, Coach, or Selector, which does not always result in the most qualified & experienced candidate to coach our National Teams. Recently the Men’s Elite team used a loophole in the process whereby the try out players wanted the coach to become a player for the National Team based on his experience and expertise. As a result the coach resigned at the end of the selection process and was selected to the team and a new coach put in place. Instead of creating / finding more loopholes lets simply ensure we not limit our National Teams success and ensure the most qualified individual is chosen.

Motion #2, submitted by Kelly Ellis

Addition to the wording of the National Team Selection Process document.

FROM: *Criteria for coach, selectors and managers: The steering committee, as chosen by the membership, is solely responsible for selecting coaches, selectors and managers.*

TO: *Criteria for coach, selectors and managers: The steering committee, as chosen by the membership, is solely responsible for selecting coaches, selectors and managers. The Letters of Motivation and other supporting documentation provided by candidates is to be kept private and confidential and not shared among the general CUGA membership. Only members of the Steering Committee and the CUGA Executive will be able to review and comment on these documents. Breaking this confidentiality policy will lead to removal of position or disqualification of potential role.*

Rationale:

As stated in the National Team Selection Documentation (dated April 2017): *Criteria for coach, selectors and managers: The steering committee, as chosen by the*

*membership, is **solely** responsible for selecting coaches, selectors and managers. To eliminate mass viewing of confidential documentation, each member on the steering committee agrees that all selection documents/material will remain confidential and it should be the responsibility of CUGA to ensure the sharing of confidential information is not tolerated.*

Appendix I - New Fee Proposal

CUGA Fee Change Proposal

Members pay \$20/year for the insurance option. As an example, Alita pays \$30/year now if she pays prior to Jan 31st and \$35 if she's late. (In our meeting I stated an example who would pay \$25/year). So, approximately two thirds of our members currently pay \$30/year.

GO-UWH, our largest club, with 80ish members is the complicated piece. They pay \$10/year dues for each person and then \$800/year for insurance, totaling approximately \$1600/year for the club.

Our annual revenue is approx \$8000 though right now this year looks a bit low, it depends on how many sign up as the year goes along. This revenue number includes the \$1000 National levy.

Our expenses are generally now between \$7000 and \$8000.

Considerations:

1. We will get rid of the Nationals levy.
2. The target revenue must be at least \$8000 to cover costs, growth, and unexpected challenges.
3. The USOA fees are \$30/year unless you live in California, then the fee is \$45/year.

Proposal:

1. \$30/year for everyone.
2. Revenue will be \$9000.
 - a. Our large club may balk at the increase of \$800/year. There are 2 considerations, one is that the fees will go up for others as well and the second is that many of the club go to Nationals every year and are essentially paying the levy but that has gone away.