

2019 CUGA Annual General Meeting Minutes

Saturday June 8th, 2018 @ 5:30-8 pm IBLC - room 185 UBC

1) Call to Order

Meeting was called to order at 5:57 pm

2) Roll call and Proxy Verification

19 members, 4 executive, 5 proxy

3) 2019 AGM Agenda Approval

Motion by Darryl

Approved

4) 2018 AGM Minutes Approval

Motion by Veronique

Approved

5) Old Business

a) Executive and Director reports were published to the mailing list in May. Any questions?

Reports from the Executive:

The membership was invited to have a discussion and/or ask questions about reports submitted by members of the executive, which had been previously posted to the Canadian Underwater Games Association mailing list.

There were no questions and there was one comment which was how members approve of the club grants and think it is a great CUGA initiative.

President (Jeff French)-see Appendix A

Vice-President (Alita Krickan)-see Appendix B

Treasurer (Heather Lindholm) -see Appendix C

Secretary (Vanessa Sliwinski) -see Appendix D

Chief Referee (Veronique Seguin) -see Appendix E

Underwater Hockey Director (James Leigh) -see Appendix F

Underwater Rugby Director (Camilo Contreras) -see Appendix G

b) Update on the Design/Apparel Committee from Vanessa and Jeff

There was a discussion on how we need to create set documents with standards and how we may want a new logo. Logo would be presented to CUGA members to vote on. We want to incorporate a logo that includes all underwater sports. We want Emily to remain on the committee to help with guidelines. We want to reach out to members of the community (Leo's dad who is a graphic designer) that could help create a new logo.

c) Update on all things Junior Ages Cup (see UWH Director's report)

We are excited to be sending off our 2 teams and our refs Joseph and Veronique.

d) Update on all things UWR Worlds

We are excited to be sending our first women's team (clapping from members) to Worlds along with the men's team. They have done a fabulous job on fundraising.

7) New Business

a) Nationals 2020

- Quebec City has put in a proposal to host at PEPS, May 22 to 24 2020.
- Comments from Marie-Renee (dedicated refs, streaming)
- Any other clubs interested in hosting?
- Vote
- 2021 Nationals: Edmonton?

We thanked the Vancouver organizing committee for hosting nationals 2019. There was a discussion about Guelph hosting nationals, however, they have not put in a proposal as required in the CUGA documents. Some concerns about going to Quebec City again, however, most enthusiastic to use this wonderful facility again. Quebec City will host the 2020 nationals.

b) Motions

Members were previously sent motions to review prior to AGM-see Appendix H
Proposed motions were discussed, voted on and passed-see Appendix I

8) Election of Officers

- As it is an odd year, the positions of President, Treasurer and UWR Director will be up for election.

Darryl motion for Jeff French and Heather Lindholm to remain in their current positions and for Camillo Blanco to be the UWR director
Vote was unanimous.

9) General Discussion

Heather discussed how we are doing well financially and want to continue supporting grants. She mentioned maybe adjusting membership dues to be able to support other initiatives such as paid referees.

Vanessa discussed how we have switched to google groups for communication to members. It is requested that clubs provide one main contact person per club to ensure that all club members are CUGA members.

We were reminded about the ref kit box for clubs that want to use it.

Members were happy with the uwhscore.

Jeff and the executive will work with Veronique to create a referee policy document. They will use the USA documents that are being created for referees as a guideline. There is a consensus that we need more refs and most members are also willing to pay extra at tournaments to have qualified refs and players not be required to ref.

Jesse thanked the executive for all the work they do.

10) Adjournment

Heather motion to adjourn.
Meeting adjourned 7:20pm

APPENDIX A : CUGA President's Report 2019 (Jeff French)

The highlight of the previous 12 months was hosting World Championships in Quebec City. Our four Elite and Masters team trained hard and had a fantastic showing at the tournament. Shout out to the Men's Masters team for earning a bronze medal! You can see a recap of the event on the CUGA website: <http://cuga.org/en/worlds-2018/>. The organizing committee, spearheaded by Marie-Renee, did a fantastic job! We heard very positive feedback from players, coaches and CMAS officials.

This year we have the Underwater Rugby Worlds in Austria and the Ages Cup in the UK. Alongside our Men's team, CUGA is welcoming its first UWR Women's team! Fundraising has been a massive success with these two teams having brought in thousands of dollars to help cover registration, equipment and travel costs. Amazing work by everyone involved!

Our U19 and U23 Men's team are getting set for Sheffield in just a couple of months. Looking forward to seeing their results! Unfortunately with the CMAS age group changes, we were unable to send any junior Women's teams this cycle. I know Emily (U23 coach) and James (UWH Director) have been working on some ideas to get a team together for the next Ages Championship.

Behind the scenes, here are some more projects CUGA either completed or are in progress.

- A dedicated referee compensation/funding policy is in the works. Our counterparts in the USOA have implanted a model that ensures qualified referees are present at all their major tournaments. With the help of our Chief Ref, we are working on a similar policy so we can all enjoy high quality games at our larger tournaments.
- The CUGA development grant for Spring 2019 is coming to a close near the end of May. Funding will be distributed as soon as a successful applicant is chosen. The Fall 2018 grant was given to the Timmins Underwater Club who sent their first ever team to a tournament last year.
- A member code of conduct was developed and posted here: <http://cuga.org/wp-content/uploads/2019/04/CUGA-Code-of-Conduct.pdf>
- Membership fees for 2019 were changed to \$30 per person and included insurance coverage for everyone.

Looking forward to another year of growth and development.

Jeff French

APPENDIX B: 2019 Vice President's Report (Alita Krickan)

This was my third year on the executive and it was a year of considerable activity. In this cycle we focussed on sustaining the initiatives that began two years ago while working to strengthen understanding within the underwater games community. 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 once again awarded two development grants with one of the grants this year going to support a burgeoning underwater rugby club that is sending members to the world cup this year. The \$500 development grants are available to help clubs in Canada grow, build and maintain capacity. Applications for these grants has been steadily declining since the first year and we hope that clubs please continue to keep them in mind. 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.

CUGA email has been transferred from yahoo groups to gmail where you can also find your CUGA member numbers. This allows us to keep track active members who are currently insured by the association for the purpose of tournament and clinic participation.

We recognized a need in association to articulate clear expectations about the conduct of our members and toward each other and the greater public when in such a capacity. As an executive we created a CUGA Code of Conduct to guide members CUGA-related business, coaching activities, and events including, but not limited to, competitions, tournaments, games, matches, practices, tryouts, training camps, and travel associated with coaching. It is strongly modelled on the NCCP Code of Ethics and we do hope that players, managers, coaches and all CUGA members will use it to help guide their interactions.

CUGA also leant its voice to the protest of the change in age group regulations less than six months before the Age Group Championships this summer. As a result, the serious concerns expressed by many nations, there were some exceptions made for this year's event but the new rules will be enforced going forward.

Advisement and Administration

We continued our work overseeing the various committees of CUGA. Referees were selected for the age group championships. The Team Gear Committee worked well with the team managers to develop a consistent a look for 2018 Elite and Masters' Team Canada gear. National Team Steering Committee members were elected for another 2-year term. This committee selected, and continues to select, the coaches, selectors and managers of the national teams for underwater hockey.

We have begun working with the Chief Referee, Véronique Séguin to create a guideline document for tournament organization with regards to scheduling and compensating referees. This process was initiated in response to a similar document that has ben created by USOA and reignition that there is a significant variation in what referees can expect from one event to another. There is also a recognition by the executive and the referee's that we struggle in Canada because our organization is much smaller. We have very few qualified referees, our events are spaced out across a very large country, and we have lower turn out at our events compared to many events in other countries making it hard to fully fund attending referees. We hope this initiative will help strengthen the quality of officiating at Canadian events.

As always, 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.

APPENDIX C: CUGA Treasurer's Report 2019 (Heather Lindholm)

Summary:

In 2018 the financial status of CUGA remained stable; with the projected 2019 memberships, revenue, and costs we expect it to remain stable in 2019 and 2020. We continue to be able to support the development of clubs through the Development Grants and are also able to support others such as referee involvement at tournaments.

2018 Financial Report:

Included with this document you will find the CUGA 2018 Financial Report that was filed with the Canada Revenue Agency.

Bank Account Balances as of December 31, 2018:

- Main Account: \$7,829.77
- TeamAccount: \$18,724.21
- PayPal: \$175.32

2019 Budget:

Also included with this report is the CUGA 2019 Budget, which compares 2018 actual numbers with the 2019 projections.

Financial Details as of March 31, 2019

Dues collected: \$6,280

Bank Account Balances:

- Main Account: \$13,450.99
- Team Account: \$35,433.75
- PayPal: \$2,125.32

Report prepared by Heather Lindholm.



2018 Financial Statement

General Revenue	
Membership Dues and Competition Levies	\$8,520
Donations	\$1,100
Other Income	\$300
Total	\$9,920
General Operations Expenses	
Development Grants	\$1,000
Competition Costs	\$2,750
Referee and Player Development	\$450
Insurance	\$3,500
Donation Transfer to Teams/Programs	\$1,100
CMAS Dues	\$878
Website/Sound System/Waivers	\$125
Bank Fees	\$185
Other Expenses	\$0
Total	\$9,988
Team Deposits (for disbursement in 2019)	
2019 Worlds Teams (4 teams)	\$18,576
Total	\$18,576
Team Expenses	
2019 Worlds Teams (4 teams)	\$0
Total	\$0

Assets

Main Bank Account	\$7,829.77
Team Bank Account	\$18,724.21
PayPal Account	\$175.32
Total	\$26,729.30

Liabilities

None \$0

CUGA 2019 Budget/ Budget CUGA 2019		
Year/ Année	2019	2018
	Projected/ Projetés	Actual/ Réels
Revenue / Revenus		
Dues/ Frais	7800	7520
Competition Fees (Nationals) / Frais de compétition (championnats nationaux)		1000
Medal cost recovery / Recouvrement des coûts des médailles	300	298
Other		100
Total Revenue / Revenus totaux	8100	8918
Expenses / Dépenses		
Development Grants	1000	1000
CMAS Dues / Frais de la CMAS	900	878
Insurance / Assurance	3500	3500
Website/Sound System/Waiver	550	125
Quebec Worlds Goals		1840
Player and Referee Development	600	450
Competition Expenses	1560	910
Bank Fees / Frais bancaires	250	185
Overhead costs / Frais généraux	150	0
Total Expenses / Total des dépenses	8510	8888
Donations		
Donations Received		1100
Donations Transferred to Teams/Programs		1100

APPENDIX D: CUGA Secretary Report 2019 (Vanessa Sliwinski)

Secretary activities for 2018-2019 term:

- Maintained current CUGA membership list including announcements about membership renewal. CUGA currently has 232 members (memberships continue to come in)
- Issued CUGA membership numbers and added members to google group our replacement to yahoo groups as the form of communication
- Verify players at Nationals and other tournaments hosted by clubs using CUGA insurance are CUGA members
- Letters were written over the past year to identify athletes as CUGA members and participants in Worlds events (primarily workplace requirements for leave purposes)
- Distributed information for 2019 AGM (agenda, motions, etc.)
- Regularly monitored e-mails from info@cuga.org
- Assisted the Executive in their various projects such as the Development Grant
- Was the CUGA member on the gear committee

APPENDIX E: Chief Referee Report 2019 (Veronique Seguin)

National Activities

The Chief Referee attended a junior clinic in Gatineau in January 2019 at the request of the organizer, Pierre Larose. Three very different types of referee sessions were provided to players based on instructions from coaches. An introduction sessions was provided to the younger players to give them a basic understanding of the game with an unexpectedly high interest afterwards from these recruits to referee during the event! Other people were in attendance as no restrictions were imposed on participation to referee classes (the more, the merrier). The Chief Referee also refereed as a series of games and assisted with coaching during the three days of the event. No other referees were available for the weekend.

A number of rule sessions were offered to the Camo Club by Valérie Robert. Course material are tailored to their needs. Valérie has also analyzed a number of new videos to benefit the training sessions.

A few upcoming formal level 1 referees are logging their games to get their certification. A refresh of the level 2 course should be performed over the course of next year.

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. Content and participation are tailored to the needs. All players on a national team attending a CMAS event must have followed the level 1 class as per CUGA policy.

Following work in the US (see below international section), Jeff French started a draft policy for referee scheduling and compensation. Work is underway to refine the policy over the course of the summer with the intent of informing future events sanctioned by CUGA, such as PCCs and ACCs hosted in Canada, as well as Nationals. Discussions will take place with current Canadian referees, organizers and players to shape the document, keeping in mind the specific context of the country.

International Activities

Worlds 2018 in Quebec City was a definite highlight with a contingent of three referees well rated: Véronique Séguin was Tournament Chief Referee; Valérie Robert and James Leigh were both referees. Canada is gaining depth in its refereeing squad and additional knowledge of how bigger international events are run. Véronique contributed to further formalization of the referee evaluation process as well as other referee procedures over the course of World Championships that will serve during future events. Again, Canada's reputation for sending great referees to international events was noticed.

Preparation for the Age Cup 2019, taking place August 2019 in Sheffield, is underway. Joseph Ravanohangi and Véronique Séguin will be attending the event for Canada.

Outside CMAS events, many Canadian referees were invited to the 2018 US Nationals (June), 2018 Pacific Coast Championships in Santa Clarita (November) and 2019 Battle of Altitude in Denver (January). A good Canadian delegation is again invited to the 2019 US Nationals in Orlando. These invitations reiterate the quality of the referees the country has.

Feedback from Canadian referees on how to best implement a system to both schedule a proper number of referees and cover their costs has led to an American policy successfully tested to date (work driven by Eric Straily). The policy considered input from players attending events, organizers and American referees. It will be tested again during US Nationals. Overall, the feedback is positive on all sides and this policy can serve to inform a similar document for Canada.

These events are also an opportunity to gather with our American colleagues and exchange how things are done. Discussions are ongoing on training needs and how to best meet them, with the intent of ensuring bigger events can have a sufficient number of referees to fill the schedule, but also train a “new generation”. There is acknowledgement the approaches are not the same on each side of the border and gaining an understanding of how each country got to where they are constituted a first step.

NDT Clinic

Pierre Larose again this year hosted a very well attended junior NDT clinic in January. This clinic served as a development for younger players and as an opportunity for the Ages worlds teams to train. Thanks to Pierre Larose for making this event a success.

An NDT event was tried for in October but was cancelled due to lack of interest as most were playing with their clubs after worlds and coaches had not been selected yet.

Ages Championship Changes

It was a difficult year for the Ages worlds group. CMAS had changed the age requirements from U19/U23 to U20/U24, no playing up an age category, and a lower age limit of 16. These changes were announced in January meaning most teams were already well into their selection process. We had many a talk with CMAS voicing our concerns. The U19 women team had combined with the U23 women team as both teams lacked numbers under the new rules the team was cancelled. The Men's teams also had concerns with a few selected players but were largely unaffected. The rules for this Ages Championship were then changed again after public outcry to allow for younger players to play and to play in an older category with special conditions met. A renewed effort for a U24 women team was made but was unable to find enough players, Emily Dressel is still organizing events for the interested women to keep their level up for the next cycle. Both U20 and U24 men teams are attending the Ages Championship.

Worlds 2020

Training and the selection process are well underway for the Men, Women and Women Masters teams having had events in January, February and at ACCs. The Masters Men Team has a newly selected coach and is starting its selection process.

Stay tuned to the NDT facebook page for more events

APPENDIX G: Underwater Rugby Director (Camilo Contreras)

The North American league has agreed to do 2 tournaments per year. One in Canada and one in USA.

Each country will have local events to promote the sport. For 2019 Boston host a league tournament and Toronto will host the next one in August.

In Canada we are doing local tournaments and clinics in the 4 cities we have UWRugby (Montreal, Timmins, Toronto, Brantford)

For international competitions in UWR. We have world championship every 4 years and now, panamerican championship every 2 years. Which means that we will be able to send a national team (in the elite division) each 2 year.

UWRugby world championship

As most of you know, this is a very exciting year for the rugby players. We have a men team already selected, lead by Cesar Florez We also manage to put together a women's team. Is a brand new team with some experienced and other new players but we all are excited and thrilled to participate in the championship in Austria. We will give our best to represent Canada. We will share with the community info and links for you to follow us and support us during this event.

I am really glad to see that UWRugby is growing in Canada. There is a project to start a club in Vancouver and the current teams we have are growing. That's the main goal, to promote the sport we love.

Me, Camilo Contreras decide to resign as CUGA director. Working with CUGA has been great. I have build strong friendship and relationships under and above water. All the activities we do like, events, policies, advising etc, has paid off. Our sports are growing in our country and we want more and play better. I will keep playing and leading the toronto team and of course will always be there to help. Best luck for the next director.

Regards,
CAMILO CONTRERAS

APPENDIX H: PROPOSED MOTIONS

Motions 2019

Motion #1

Proposed by: Jeff French

Motion:

The Team Canada Selection document be modified to include the following criteria under Section 4 - Other Requirements.

4.4. All selected Coaches, Selectors and Managers must be in good standing and agree to the criteria and standards listed in the CUGA Code of Conduct.

Rational:

As selected leaders and representatives of our sport on a Local, National and World level, it's important the individuals elected into these roles represent the entire community in a positive light. The Code of Conduct is the ideal set of criteria to measure the actions and behaviour of our members.

Motion #2

Proposed by: Vanessa Sliwinski

Motion:

Motion to change procedure for Coach, Managers and Selection committee policy section 1.5.2 and 1.5.3 requiring nominations for positions.

Instead no nominations for coach, managers and selectors. Those interested will put their names forward with the endorsement of a CUGA member and provide the steering committee with a letter of motivation.

Rational:

This will speed up process as CUGA will not have to hunt down nominees to get there answers. Also, this ensures those interested and committed will be involved.

Motion #3

Proposed by: Martin Tanguay

Motion:

It is recommended that players who are trying out do not get chosen as coaches for other teams since their time and effort should be towards one or the other

Rational:

Coach/selectors time and effort should be towards only one team. The idea is to have the best selectors/coaches as possible for a team, sometime the best option might be a selectors/coaches who is a player.

Motion #4

Proposed by: Joseph Ravoahangy

Motion:

National teams cannot participate at local tournaments but should play for their own clubs. Event related to a national teams must be in the form of a training of at least 2 days and cannot be in a tournament form. (Exception, tournaments made for national teams such as Hawaii tournament).

Rational:

To increase development of local hockey. Ensure clubs can send teams to tournaments.

E-mail explaining motion

For the past 6-7 years, the numbers of "National teams" at local event has grown. This has been very detrimental to local hockey. Clubs have difficulties sending teams to events due to loss of players. The "development" of national teams has been done a lot at the expense of the development of local hockey. Almost every tournament becomes a training camp for national teams.

The most recent example is at ACCs where the home club can't even field a home team due to those national teams. The Montreal team wasn't far from not sending a team and multiple clubs will have to mix or just won't send a team. There are more "national teams" than club teams.

We don't see that sort of thing in other countries. Tournaments are either a club affair or a regional affair, but almost never involves national teams. Why pursue a philosophy that is detrimental to local/club hockey, which is the base of any development countrywise? Where/when will our newer players play if they feel there's always a national team lurking around? How players can development a sense of belonging to a club if they always lose players to national teams? This current philosophy "benefits" only a few at the expense of the average player, who usually represents a way higher percentage of players compared to the elite/aspiring elites.

How will our club players get the chance to play with the best players from their clubs without needing to tryout?

My motion : Stop national teams from playing at local tournaments (hard to enforce just like that, I conceive), by changing the culture of national teams towards more a training camp basis, rather than the tournament + 1 day camp that is the current norm (2 to 5 days camp, ideally not right before a tournament, that part of the motion should be a bit more doable).

I'm not saying to NEVER have national teams (for example, Nationals in the west usually benefits from those teams), but in general, we want to promote beforehand local and club hockey (which is the base of sustainability for the sport, or any developing sport).

The rationale? We don't see our model elsewhere, even in the US/Australia, where they also have a big country (or at least, not as strongly as we do in Canada), and they yield better results. Our actual dividends doesn't support the current format, where the women's elite team hasn't got past 8th rank since 2011 and the men haven't got past 9th place since 2013.

APPENDIX I: VOTE ON MOTIONS

MOTION #1

Submitted by: Jeff French

Seconded by: Melanie Johnson

Discussion: Members informed of recent code of conduct document. No other further discussion was needed.

**Motion was passed (unanimous)
Change will be made to document**

MOTION #2

Submitted by: Vanessa Sliwinski

Seconded by: Melanie Johnson

Discussion: Motion and rationale were explained and no further discussion was required.

**Motion was passed (unanimous)
Change will be made to document**

MOTION #3

Submitted by: Martin Tanguay

Motion revoked prior to AGM

MOTION #4

Submitted by: Joseph Ravoahangy

Seconded by: Valérie Robert

Discussion:

It was brought up that rule can only apply to Nationals since this is a CUGA event. Various points were made throughout the discussion here are some key points

- current structure hurts smaller clubs
- historically Nationals was meant for clubs but slowly exceptions started to occur
- hurts development of local players if elite players not coaching, helping their club
- other sports only club teams go to nationals
- several support spirit but issues within some clubs make it difficult for women
- women being excluded from club teams or always forced to play with weaker/beginner players

- elite process favored over club
- some ok with women and juniors being excluded from rule
- some think if rule apply to men it should apply to everyone
- should create more NDT events as an intermediate step
- some clubs not enough players, what does this rule mean for them?
- all strong players being taken away at most tournaments and clubs can't be as competitive as they want
- requires some club culture changes to be successful
- some prefer to play with women, does not want to be forced to play on a club team

Through discussion motion was amended to:

National teams cannot participate at Nationals but should play for their own club.

Amended motion was passed (17 for, 4 against, 7 abstain)