

2022 CUGA Online AGM Agenda

Saturday June 4, 2022 Time: 1:00pm-3pm Eastern Time / 10:00am Pacific Time

Zoom Meeting ID: 813 3007 0711 Passcode: 55555

1) Call to Order and Attendance

Meeting was called to order at 1:07 pm EST

2) Roll call and Proxy Verification

32 Members, 5 executive, 23 proxy

3) Review rules and protocols of online AGM

Reminder the AGM is being recorded

i) When entering the Zoom meeting, please rename yourself in the Participants list to your proper first and last name so attendance and CUGA membership can be verified. Please include your preferred pronoun in your name as well. Ex. Jane Smith (she/her)

ii) Please stay muted unless you are presenting or called up to speak by a member of the CUGA Executive

iii) Use the Raise Hand function in Zoom if you wish to speak. Click the “Reactions” button in the toolbar at the bottom, then “Raise Hand”. You will be unmuted by one of the meeting hosts. This “Raise Hand” feature can be used to second a motion when asked by the hosts.

Jeff and Alita explained protocol

4)2022 AGM Agenda approval

Motion by Charles Savard and seconded by Darryl Brambilla

Approved

5) 2019 AGM Minutes approval

Motion by Marie-Renée Blanchet and seconded by Liz Johnston

Approved

5) Old Business

a) Executive and Director Reports were published to the CUGA mailing list. Any questions?

No 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. -See Appendix A

b) Update on UWH Worlds 2023 [Jeff]

July 2023 in Australia. Selection process occurring ending late summer/early fall.

c) Update on UWR Worlds 2023 [Jaime]

Team manager Jaime spoke about UWR worlds. There are 29 males and 23 females participating in the selection. They created an executive team for UWR in Canada. After previous World's they created a pool to get feedback. They will be hosting worlds in Montreal, July 2023. They currently have 2 experienced coaches for each team and the final selection for the team will occur in May 2023. The sport is seeing growth and we are encouraged to check out their YouTube channel
<https://www.youtube.com/channel/UCDtU2cpSCBbn0ZD4tpBZnDQ>

5) New Business

a) Nationals 2022

It was a big hit. Thanks to Quebec City for hosting!

i) National 2023: Should be held in the West. Any clubs interested in hosting?

Short discussion about UBC potential host.

b) PCCs 2022:

Likely will be Oct. 8-9 at the Castaic Aquatic Centre near LA. Formal announcement coming soon. ACCs 2023. Is Montreal or Quebec City interested in hosting?

No ACCs this past year. If any club is interested they should contact the organisation. Marie-Renee mentions that it is preferable for someone other than Quebec City but they may be willing if there are no other options.

c) Election of Officers

i) President (note this is one year term, up for re-election in 2023)

Candidates: Alita Krickan (withdrawn) Gillian Parker and Charles Savard
Charles Savard received majority

ii) VP

Candidates: Liz Johnston, Gillian Parker (withdrawn) and Charles Savard (withdrawn)
Liz Johnston received majority approval

iii) Secretary

Candidates Darryl Brambilla and Gillian Parker (withdrawn)
Darryl Brambilla received majority approval

iv) UWH Director

Emily Dressel was the only candidate and received majority approval.

v) UWR Director

Candidates Jaime Giraldo and Oscar De La Guerra
Oscar De La Guerra received the majority

Jeff thanked the outgoing Executive and welcomed the new executive.

d) Motions

Members were previously sent motions to review prior to the AGM-see Appendix B
Proposed motions were discussed and voted on-see Appendix C

6) Adjournment.

Motion to adjourn by Delaney Kitching and seconded by Adam Jocksh

Meeting adjourned 3:30pm EST

Canadian Underwater Games

Association canadienne des jeux



CUGA President's Report 2022

While things haven't returned to what life was like in the before times, we are closer than we have ever been since the pandemic started and it's a welcome sight. UWH and UWR clubs across Canada have been back in the pool for several months at this point and both sports are gearing up for World Championships in 2023. Some clubs continue to face challenges with reduced pool availability and capacity limits but thankfully, we are miles away from the lockdowns and closures seen early in the pandemic.

The selection process for both UWH Elite and Masters teams along with Men's and Women's UWR Teams are well underway! We can expect the team rosters to be announced later this year. It will be a very busy year for travel as a total of six teams will be selected across both sports with those teams heading to their respective tournaments next year.

UWH Worlds are a go in Australia! I recently attended a CMAS meeting where the dates for the tournament were announced - July 20 to July 30, 2023. Canada and its four Elite/Masters coaches along with various selectors are hosting try out events throughout this year all with the goal of sending the best teams we can to this long-delayed event.

Just like we did in Quebec City in 2018, Canada will be hosting another world class underwater championship! This time it's the Underwater Rugby World Championships in Montreal, July 2023. Very exciting to see the plans come together - I know it will be very successful event! More information will be announced by Camilo, our UWR Director and the local organizing committee soon.

I wish everyone trying out for our National Teams an enjoyable and safe try out process!

With all the big plans and exciting things to come in 2023, I believe it's time for a change when it comes to my involvement. I have been CUGA President since July of 2016 and have decided to step down as we head into the 2022 AGM. I hope the efforts, initiatives and policies I've been a part of have been well received by the CUGA community and thank all the CUGA members for their support.

I look forward to seeing a new President step in and I will be there to help them transition into the role. I need to give a special thank you to the members of the CUGA Executive, both past and present, that I've had the pleasure of working with. And of course, I'm excited to keep hanging out on the bottom of the pool with the rest of you.

Regards,

A handwritten signature in black ink, which appears to read 'Jeff French'.

Jeff French
April 2022

Canadian Underwater Games Association

2021 - 2022 Vice President's Report

The executive has continued to advocate for the members at the local level and support them in their international endeavours. To help with the coordination and communication the executive has been participating in online 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.

Description of Activities:

Code of Conduct

As you will see from the Past President's we have sought guidance from Safe Sport Canada to make our Code of Conduct process more supportive, clear, and sustainable.

Member Services

The executive kept club grants on hold throughout 2021 while most pools in Canada were shut down for most of the year. We hope that clubs please continue to keep the grants in mind as there will be one coming available again shortly. 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.

Now that we are working on Gmail, you can also find your CUGA member numbers through this platform. This allows us to keep track active members who are currently insured by the association for the purpose of tournament and clinic participation as well as online voting at the AGM.

Underwater rugby continues to grow in Canada as we prepare to host the world championships this year. Underwater Hockey National Championships were paused for both 2020 and 2021. The 2022 Championships will be hosted in Quebec City this May.

Advisement and Administration

We continued our work overseeing the various committees of CUGA. The process of selecting the coaches, selectors, and managers for the 2023 World Championships was completed last fall with some of the positions being filled into the spring. We struggled to find volunteers for the steering committee for this process. Any members not directly involved in the worlds selections process are encouraged to consider putting their names forward for the steering committee in the future.

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, underwater rugby, and underwater football in Canada.

Alita Krickan

Canadian Underwater Games Association Treasurer's Report

Summary:

The COVID pandemic significantly impacted the financial state of CUGA; both 2020 and 2021 had shortfalls to a total of \$4600 over the 2 years. We were able to manage expenses with the existing operating funds.

In 2021 the National Team Funds policy was updated and published to the website. All National teams regardless of sport will follow this policy throughout the planning, training, and attendance of World Championships.

This year the financial picture looks similar to pre-pandemic, though starting at a lower amount due to the shortfalls noted above. One item of note, and a not unexpected impact of the pandemic, our annual insurance costs increased by \$600.

Currently we are completing the necessary steps to enable CUGA to accept donations directly through Facebook and GoFundMe. This process is nearing completion; documentation will be updated later this year.

2020 and 2021 Financial Statements:

Included with this document are the CUGA 2020 and 2021 Financial Statements.

Bank Balances as of December 31, 2021

Main Account: \$6676.62

Team Account: \$356.13

PayPal: \$87.66

2022 Budget:

Also included with this report is the CUGA 2022 Budget, which provides both 2021 actuals and the 2022 projections.

Financial Details as of April 25, 2022:

Dues Collected: \$6800

Main Bank Account: \$12153.89

Team Bank Account: \$6335.36

PayPal: \$161.29

Report prepared by Heather Lindholm.

CUGA 2022 Budget/ Budget CUGA 2022

Overview

2022 Opening balance	\$6,676
Projected Revenue	\$7,200
Projected Expenses	\$7,415

Detail

Year/ Année	2022 Projected/ Projetés	2021 Actual/ Réels
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Revenue / Revenus

Dues/ Frais	7200	1620
Donations to CUGA programs		0
Other		0
Total Revenue / Revenus totaux	7200	1620

Expenses / Dépenses

Development Grants	500	0
CMAS Dues / Frais de la CMAS	815	613
Insurance / Assurance	4600	4600
Website/Sound System/Waiver	450	574
Player and Referee Development	500	0
Competition Expenses	250	0
Bank Fees / Frais bancaires	300	133
Overhead costs / Frais généraux		0
Total Expenses / Total des dépenses	7415	5920

Donations

Total Received	0
Donations to CUGA programs	
Donations Transferred to Teams/Programs	



2021 Financial Statement

General Revenue	
Membership Dues	\$1,620
Donations	\$0
Other Income	\$0
Total	\$1,620
General Operations Expenses	
Development Grants	\$0
Competition Costs	\$0
Referee and Player Development	\$0
Insurance	\$4,600
Donation Transfer to Teams/Programs	\$0
CMAS Dues	\$613
Website/Sound System/Waivers	\$574
Bank Fees	\$133
Other Expenses	\$0
Total	\$5,920
2021 National Teams	
Deposits	\$12,738
Expenses	\$16,740
Assets	
Main Bank Account	\$6,676.37
Team Bank Account	\$356.13
PayPal Account	\$87.66
Total	\$7,120.16
Liabilities	
None	\$0



2020 Financial Statement

General Revenue	
Membership Dues	\$5,145
Donations	\$0
Other Income	\$329
Total	\$5,474
General Operations Expenses	
Development Grants	\$480
Competition Costs	\$0
Referee and Player Development	\$300
Insurance	\$4,045
CMAS Dues	\$814
Website/Sound System/Waivers	\$61
Bank Fees	\$132
Other Expenses	\$0
Total	\$5,832
2020 National Teams (3 teams)	
Deposits	\$9,684
Expenses	\$5,515
Assets	
Main Bank Account	\$4,425.45
Team Bank Account	\$10,966.60
PayPal Account	\$0.00
Total	\$15,392.05
Liabilities	
None	\$0

CUGA Secretary Report 2022

Membership Updates:

- In 2020 our membership was 184 full members (fees and waivers signed)
- Due to the pandemic and many pool closures, we waived the payment for the fee of those who paid in 2020. This resulted in 136 full members in 2021.
- As of April 27th, there are 236 full members. We had an influx of underwater rugby players, thanks to the upcoming World Cup that Canada is hosting. We saw the addition of an underwater football club in Winnipeg. As of April 27th, there were 76 new full members who were not registered in 2019.
- Attempts to have a contact person from each club had some success. Most clubs shared names of members. Improvement in club sharing information with CUGA would allow us to have a better idea of how many people are participating in underwater sports across the country.
- The Google Group membership was updated to include current members.

On a personal note, I would like to inform you that I will not be seeking re-election for the secretary position. It has been a privilege to help out this organisation the last few years.

Vanessa Sliwinski

Past President's Report

A major initiative undertaken by the Executive this year is a significant update of CUGA's Code Of Conduct. The original code was introduced in 2019 and, after being "lived in" for a few years, had some areas that were in need of improvement. A new version of the code is currently being drafted and will be ready by this year's AGM.

This new version of the code addresses a number of areas that the Executive felt were lacking in the original document:

- It moves the responsibility for adjudication of complaints under the Code further away from the elected executive and to a designated committee
- Clarification of the terms used in the code, and the situations to which the Code of Conduct applies
- Clearer delineation between the expectations placed on CUGA Coaches vs that of Individuals engaged in CUGA-related business covered by the code
- Clearer guidelines of the specific processes to be followed during complaint resolution
- A formalized appeals process

The Executive has also been looking into Safe Sport Canada (<http://safesport.coach.ca>) with the aim of bringing our code of conduct more into alignment with the guidelines and procedures they present.

On a personal note, I will be resigning from the Executive as of this AGM. It has been a privilege to have served on CUGA's Executive all of these years, but the time has come for me to step back from these responsibilities so I can put more attention and energy into my family.

Adam Jocksch

Underwater Rugby Report 2022

On our end the main point to mark for UWR is the World Cup coming. It's been difficult times as our clubs didn't grow because of COVID. Instead of that we had a lot of absences, restrictions and issues to find pool and time to practice.

Since we restarted in February 2022, Montreal players were focused on promoting the WCUP coming and Toronto to find pool and space to practice. A lot of seniors/older players came back for this opportunity. As the event will happen in Canada, that helped to increase participation on both genders and since then players are training harder than before.

First UWR clinic is on April 30 in Montreal. We have one player coming from Winnipeg, another one from Timmins, but most of people are coming from the Mtl and Toronto areas. Hopefully this will be just the beginning of our strongest Canada team we ever had.

A long way to go, but I think we are better organized for this competitions coming. What our sport need in my opinion is more visibility to get the attention on younger people and to find better schedules for practices, some places better fees renting the pools.

Camilo Blanco

UWH Director Report 2022 – James Leigh

It has been a slow year for UWH with most clubs returning to play at some point this year. I attended six meetings with CMAS representing Canada in both the coaching committee and development committee. Future developments for the sport are being discussed and planned in these meetings.

An Elite and Masters try out event was held in Guelph at the beginning of March for both men and women teams. Thank you to Marie Renee, Darryl, Andrei, and Martin for organising it, it was a very successful event with more events planned for each team as they prepare for Worlds.

Motion #1a – CUGA Logo's

Hi CUGA,

Please see below for my motion, I'd like to propose a re-brand (and funds allocated towards the effort), to better represent the sports CUGA represents.

This is what I have seen for Canadian Artistic Swimming that I think would be beneficial for CUGA.

Artistic Swimming Brand Guideline:

https://artisticswimming.ca/wp-content/uploads/2018/10/CAS_Brand_Guidelines_simplified.pdf

Downloadable from website:

<https://artisticswimming.ca/resources/medias/logos/>

For CUGA I'd like to see:

1. Updated icon

Icon that better illustrates underwater sports in Canada. I think UWH and UWR are the only two active sports right now?

2. Logos Needed:

2.1 Icon - standalone with no text (4 Versions)

Version in colour, black, white, for red backgrounds

2.2 UWH Bilingual Circle - text in circle around icon (4 versions)

Version in colour, black, white, for red backgrounds

2.3 UWH Large Logo (12 versions)

English Version in colour, black, white, for red backgrounds

French Version in colour, black, white, for red backgrounds

Bilingual Version in colour, black, white, for red backgrounds

2.2 and 2.3 will require a UWR version as well.

2.4 Determine if we want icons with U19, U24, Elite and Masters designations

3. Upload final versions to website for accessibility

Let me know if there are questions!

Thanks!

Emily

mock-ups I did on a free software (to convey idea only)







Motion #1 – CUGA Minutes

The meeting minutes of all meetings of the executive, directors and committees are published or distributed to the membership within 45 days of each meeting.

Rationale

Board members of voluntary, non-profit organizations must perform their legal duties with care. An effective way to minimize risk to themselves and to the organization is to ensure permanent official records exist of the board's activities. Good record keeping helps an organization function efficiently, effectively and ensures transparency and accountability to its members and the public.

Motion #2 – CUGA Regulations Amendments and Ratification

The CUGA executive adopts responsibility for developing and amending regulations, protocols, and guiding principles to effectively meet the mission of the organization, ratifying changes at the next Annual General Meeting.

Rationale

The CUGA executive is elected by the membership to represent the members during their term in office and further the mission of the organization. During their term, they may need enabling regulations to continue furthering the growth of organization and development of underwater sports in Canada.

The current practice is that any CUGA regulation requiring amendment must go through an AGM Motion and membership vote for ratification. This limits the CUGA executive's abilities to create regulations directives, protocols or principles that further the mission of the organization during their term in office. By tasking the CUGA executive with the responsibility to make good judgement decisions for the benefit of all members, the executive will become more effective at meeting the organizations goals.

Motion #3 – Registered Player CUGA Membership

Create a new CUGA non-voting membership type called Registered Player. The Registered Player membership would be free. A Registered Player membership would be eligible to be upgraded into a full membership at any point during the year.

Rationale

In the spirit of growing underwater sports in Canada, CUGA needs an accurate account of the number of active players in Canada. As not all clubs use CUGA's insurance, not all active players in Canada are accounted for in CUGA's membership. By creating a non-voting, fee free membership, CUGA will encourage clubs and players to register with CUGA.

Motion #4 – CUGA Quarterly Report

The CUGA executive publishes a quarterly report that updates the membership on relevant updates, membership statistics, and actions taken to further the organization's mission to promote the growth and development of underwater sports in Canada.

Rationale

The quarterly report ensures accountability of the CUGA executive to the membership and provides an avenue for the executive to update the membership on developments in the organization. The quarterly report ensures the CUGA secretary meets their executive responsibility *7.05 F) Communicate regularly (minimum of four times each year) with membership about Association activities.*

Motion #5 – National Stream Eligibility Requirements

Develop and implement eligibility requirements for all national stream underwater hockey players that includes aspects for safety, experience, fitness and readiness.

Rationale

The current eligibility requirements for players to participate in the national stream are age and gender based (ie, does the player meet the CMAS age and gender requirements for the grade of competition). These requirements fail to ensure the safety or preparedness of the player prior to participating in the national stream. More fulsome eligibility requirements will improve the athlete's experience and improve Canada's performance on the world stage.

Suggestions for requirements to be considered are:

1. Experience: Establishing minimum experience requirements such as 3 years of club play and 2 tournaments with their home club would ensure all players have had adequate exposure to the sport both locally and at tournaments to be prepared for the level of competition at worlds.
2. Fitness: Underwater hockey is an aerobic sport played in an anaerobic environment. Implementing a standard fitness test and establishing minimum fitness standards that are specific to each grade and gender ensures all players have the minimum aerobic capacity required to compete at worlds.

For example, minimum beep test fitness scores could be

	Womens	Mens
U19	16	20
U23	18	22
Elites	22	25
Masters	18	22

3. Readiness: The most challenging question is, "Is the player ready to play at the worlds level and have a good experience?" To answer this question, the player should have the endorsement of their club coach to participate in the national stream.

Motion #6 – National Stream Trials Cost Share

During national stream trial events, the cost share is limited to trialing players. Any non-trialing players that participate in the event are subject to core event costs only (pool time, nutrition etc.)

Rationale

Many national stream trial events incorporate local, non trialing players to provide competition for the trialing players. It is typical that national stream coaches will invite local ex national stream players, local strong club players or local national stream players from other grades to fill out the event and create strong competition for the trialing players.

To ensure the non-trialing athletes that are supporting the success of the event are not burdened with the costs of the triallists or evaluation staff, the cost share for the trial event should be limited to those players that are trialing.

Motion #7 – Updating CUGA Policy Manual

Tasking the CUGA executive to review and update the CUGA policy manual and all supporting policies.

Rationale

The Constitution states that the CUGA policy manual is to be reviewed every 2 years. The last published policy manual was published in 2015 and is overdue for review which should have been completed in 2017.

12.03 Standing Rules and Policies adopted by CUGA are included in the Policy Manual. The Executive shall review the Policy Manual every 2 years. The Policy Manual must be revised by the Executive with in thirty (30) days of any change to the Standing Rules and Policies adopted by CUGA.

Motion #8 – CUGA Membership & Club Affiliation Tracking

The CUGA membership secretary should maintain an accurate and current membership list. This list should include the club that the member considers their “home club” and be made available on demand to verify affiliation and membership.

Rationale:

CUGA has a mandate to grow underwater hockey in Canada. The primary vehicle used to promote and grow hockey is our club system and many of our growth initiatives (including the biannual grant) are based at a club level. The success of the fund awards is measured by an increase of players.

Clubs are geographically based and hold regular games or practices for their members. This definition is needed to avoid what is currently happening in the USA where they are building unofficial ‘clubs’ around their national stream players (Titans, Womens etc)

It is difficult to maintain club identity and pride when players do not affiliate with their home club and CUGA doesn't effectively track that information. The best players from each club are the ones who should be tasked with building, teaching and developing their own clubs' players and identity. In our current system the people with the energy and drive to build our clubs are focused on national stream efforts.

Motion #9 – Club Team Exemption Letter for National Stream players

Nationals stream players need a letter from their club executive saying that they have tried to build/recruit a team from their own club before being able to play for another club.

Rationale:

We have had a slow disintegration of our club identities and although this has been further impacted by the pandemic, we need to firmly re-establish that we are a club focused and run organization.

North America is one of the few areas that does not have an active club system and our international results reflect this problem.

We should aspire to build a culture where CUGA focuses on supporting club teams at all events within North America and then our clubs can contribute the players needed for CUGA's international aspirations.

Motion #10 – National Stream Players at Club Nationals

Nationals stream players who play for clubs other than their home club will be counted as 'import players' for the club they play for.

Rationale:

The current rules allow each club to add two non-Canadian import players to their rosters for Nationals. To prevent teams from collating national stream players across the region at the cost of local club players, we can include non-club national stream players in the current cap of "import" players. This ensures local club players are given the encouragement, opportunity, and priority to compete with their club at nationals alongside their strongest players.

Motion #11 – Tournament Exemption Letter for National Stream Players

National Stream players need CUGA exec permission to participate in any tournaments that are not for their designated home club. CUGA would only give that permission if they are fully satisfied that the player has done everything possible to build/recruit a club team. This would include confirming that no other players from their own club were attending or intending to attend.

Rationale:

Players who are trying out often want to play with their friends or practice with other national stream teammates. In other cases they want to play with players of a similar calibre without realizing that if they take the best players on their own team they disadvantage all club teams. In rare cases a player wants to 'draft' a team so that they can build a super team to medal at local tournaments.

In all cases there is very little development potential for weaker club players and new players. There is now very little hope for most club team to medal at any tournaments in North America which completely kills the competitive aspirations of club teams.

CUGA has allowed this to happen by not tracking clubs or telling Canada Stream players to help ensure Canada's future success.

Motion #12 – CUGA's Focus

CUGA accepts and adopts that its primary focus within North America is the development of underwater sports in Canada. The primary organization being used to achieve this goal is the underwater clubs. It has a secondary role of managing our international aspirations.

Rationale:

I would like to pass this motion because we have been increasingly focused on putting our international aspirations ahead of our club building/identity and pride.

The only way we will improve our international performance is by first building and protecting clubs in Canada. A club has a club team that participates in North American tournaments and, within Canada, CUGA needs to recognize and support individual clubs. Only in international events should we switch to supporting the National stream teams.

CUGA executive could support our clubs by ensuring that all coaches and players supporting our international efforts clearly understand that they should be building and developing their home club.

Motion #13 – CUGA Executive Term in Office

Executive positions should have maximum term of 4 years in office. If a post is left vacant the individual can continue as a volunteer but without the executive authority. A past executive can serve again after 4 years out of office.

Rationale:

There are many ways to approach revitalization of an organization but one of the simplest is to ensure that the volunteers driving the organization are regularly replaced by enthusiastic volunteers with new ideas and perspectives.

After a few years volunteers have often made an impact but get burnt out and instead of creating new initiatives and driving the growth start to focus on tending to complaints and squeaky wheels.

The idea is that each member of the executive should be primarily focused on building the organization and that includes actively looking for their replacements.

If we are unable to fill executive roles it signals that we all need to re-examine the vitality and validity of the roles left vacant. In many cases a new volunteer will not step up if there is someone else willing to stay in the role and this creates a stagnant and unchanging executive.

I appreciate the work and effort put in by all volunteers, but we have only had 2 past presidents in 15 years and both will tell you they didn't want that role for that long.

Motion #14 – CUGA Executive

Preference for election to the CUGA executive should be given to active / playing members.

Rationale:

While there are no rules for volunteers for the board, we could improve the vitality and drive of the organization by giving some preference to active players who understand the challenges facing the clubs they play for. The executive roles are not management positions they are working, thankless hard-working positions and by limiting terms (separate motion) and giving preference to new blood we can avoid the overall stagnation of our organization.

Motion #15 – CUGA Code of Conduct

The code of conduct should be re-written to remove executive bias and protect members from vindictive, malicious and vexatious harassment.

Rationale:

The code of conduct was put in place without any oversight as to its intended use or looking at the protection it offers its members. On closer review it appears to have been largely lifted from a code of conduct for collegiate athletics but without any ethical regard for 'due process' that would protect the integrity of all parties involved.

This has allowed for a disgruntled player to launch an anonymous complaint, using a lively Facebook thread on a private club page to be used to against another player. The player who offered the complaint was not a part of the conversation and made no attempt to mediate or settle their issues directly.

CUGA should define in writing any player considered as "conducting club business" in particular if that CUGA member is unaware of what CUGA defines as "CUGA business"

The accused player was not notified of the complaint or its details but was reprimanded without any ability to defend or respond to the complaint.

The process that followed was further compromised by the actions of the executive members involved.

Motion #16 – Club Coaches

National stream coaches and their representatives should not approach individual players for tournaments and clinics without the permission of the club coach.

Rationale:

Each club is responsible for recruiting and retaining new players and we should avoid Elite coaches authorizing recruitment efforts to new club players without first discussing the best ways to maintain both the safety and enjoyment of the developing players.

This is part of an overall vision to revitalize our club level development.

The RumbleFish club has put in place several new initiatives to rebuild our club after the pandemic and several of those are focused on recruitment and retention. When we looked at the issue we realized that most clubs have newbies coming out, often only 1 or 2 a month, but that's double-digit annual recruitment.

The major problem is retention and we have developed a process to protect new players particularly in the first six months of their development. All coaches, at any level, should be aware that they should not try and recruit players for their own development goals without first getting an okay from the club coaches involved.

Motion #17 – Club Privacy

Club Facebook pages with settings set to private should be considered private by CUGA Executives

Rationale:

Club pages can be used for public recruitment or for private internal conversations. Like most team pages they have limited membership and have their privacy settings set to private.

CUGA has stated that they believe that anything discussed on private club pages is considered to be within the public domain and within their mandate to police. This ignores all internal club policies and creates an unsafe space for any club member to share their views on, well anything.

Most clubs put a lot of effort into maintaining their communication platforms as informal, safe and comfortable sharing spaces. Opinions and thoughts shared are not subject to CUGA oversight.

APPENDIX C: VOTE ON MOTIONS

MOTIONS 2022

MOTION #1a

Submitted by: Emily Dressel

Seconded: Sophie Gosse

The need for a new logo that represents all underwater sports was discussed. It was mentioned that this issue should be going to the Executive and not be something that is voted on.

Motion to refer motion to Executive by Marie-Renee Blanchet and Seconded by Emily Dressel

Motion passed (44 for/15 against)

Motion#1a will go the Executive

MOTION #1

Submitted by: Rob Maisey

Seconded by: Gillian Parker

The discussion focused on the need to help maintain some transparency while also ensuring the need to remain confidential. Some explanations around confidential committee and use of redaction were discussed to help explain how privacy can still be addressed while ensuring members can see the process and learn about the organisation.

Motion passed (37 for/15 Against/7asbstein)

MOTION #2

Submitted by: Rob Maisey

Seconded by: Gillian Parker

A discussion of whether the bylaws currently meet the needs of this motion was discussed and whether the Executive already does this. This was a reminder for the Executive to take on responsibility.

Motion was passed (31 for/28 against/2 abstain)

MOTION #3

Submitted by: Rob Maisey

Seconded by: Gillian Parker

The purpose of motion is to get a census of all players in Canada and provide a point of reference. Some concern over not receiving fees, however, since the requirement

for attending NDT events, Nationals and using the insurance would still require full-membership, this should not be an issue. This list would also be useful for keeping track of referees and being able to provide data when asked. It was made clear that they should not be given voting power or receive insurance.

It was proposed to refer this motion to the executive by Marie-Renée Blanchet and Seconded by Jacob Shears. The motion to amend was withdrawn

Motion passed (34 for/21 against/4 abstain)

MOTION #4

Submitted by: Rob Maisey

Seconded by: Gillian Parker

The discussion around keeping the executive accountable occurred. It was pointed out that this is already in the constitution and does not require any changes. Some members like the idea of the quarterly report to understand what the organisation is accomplishing. The questions of whether the passing of motion 1 addresses these issues was discussed but some view these as different communications.

Motion passed (26 for/24 against/6 abstain)

We reached the 3pm end time and a motion to extend meeting was required

Motion to extend meeting by 1hr by Rob Maisey and seconded by Gillian Parker

Motion defeated (18 for/36 against)

Motion to defer all remaining motions to the Executive by Marie-Renée Blanchet and seconded by Jacob Shears (motion withdrawn after discussion)

Discussion involved people being uncomfortable with the remaining motions not being addressed by membership. Through discussion the option of an SGM was proposed

Motion to defer remaining motions to an SGM (with the new Executive) within 60 days by Adam Jocksh and seconded by Liz Johnston

A suggestion that a pre-discussion between those who made the motions and the new Executive occurs prior to the SGM to see if all motions still require being addressed by the full membership

Motion passed (49 for/3 against)

SGM needs to be scheduled with the new Executive with 60 days