

## **2022 CUGA Online SGM Agenda**

Sunday August 7, 2022 Time: 1:00pm-3:00pm Eastern Time / 10:00am Pacific Time

Zoom Meeting ID: 862 1176 5709 Passcode: 55555

### **1) Call to Order and Attendance**

Meeting was called to order at 1:05 PM EST.

### **2) Roll call and Proxy Verification**

29 Members, 5 Executive, 39 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.

Charles explained above Zoom protocol.

### **4) 2022 SGM Approval**

Charles asked for general approval of the agenda and if anyone did not agree with it to message him directly.  
Approved

### **5) Motions**

Members were previously sent motions to review prior to the SGM (see Appendix B)  
Proposed motions were discussed and voted on (See Appendix C)

### **6) Adjournment**

Motion to adjourn was called by Hugo Savard and seconded by Liz Johnston as meeting time was approaching the 2 hour maximum limit. Motions that were previously withdrawn or time limit for meeting had exceeded were proposed to be dealt with by a new motion from Liz Johnston. New Motion as follows:

Adjourn this current SGM on the premises that there will be a subcommittee developed within (before end of the year / ASAP) to further discuss the remaining motions as well as the general thesis of the discussion today. This subcommittee will be comprised of a representative from each club or region, within voluntary extent.  
Motion passed unanimous

**Meeting adjourned at 3:05 PM EST**

## **APPENDIX B: MOTIONS**

### **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 our 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 SGM RESULTS**

The motions as presented were not asked for a seconder and were generally accepted to be discussed by the members present and all were proposed by Rob Maisey. Motions were discussed and voted on in the following order:

Motion #8 - CUGA Membership & Club Affiliation Tracking

Motion #7 - Updating CUGA Policy Manual

Motion #12 – CUGA’s Focus

Motion #16 – Club Coaches

Motion #17 – Club Privacy

Motion #13 – CUGA Executive Term in Office

Motion #10 – National Stream Players at Club Nationals

Motion #11 – Tournament Exemption Letter for National Stream Players

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

Motion #5 – National Stream Eligibility Requirements

Motion #6 – National Stream Trials Cost Share

Motion #14 – CUGA Executive

Motion #15 – CUGA Code of Conduct

#### **Motion #8 – CUGA Membership & Club Affiliation Tracking**

The discussion focused on how CUGA tracks membership historically and today. The secretary confirmed that an online Google Spreadsheet is used to track all members, club affiliation and contact information and has been for a number of years. There was some previous information that was communicated and misunderstood which raised the question if CUGA was properly tracking members. This was clarified by the former CUGA secretary as some members play in regions where multiple locations / clubs exist. CUGA expressed that verification of members is required for CUGA sanctioned events (such as Nationals) for participation and are responsible for confirming this. Concerns were expressed in terms of providing member information that should be considered private. The secretary indicated they could provide a quarterly update to indicate the number of members per registered club / overall members.

**Motion Defeated (21 For, 44 Against, 0 Abstain)**



### **Motion #7 - Updating CUGA Policy Manual**

Charles acknowledged that the CUGA executive is responsible for reviewing and updating the policy manual every 2 years as per the constitution and that the executive would undertake this moving forward. Charles asked based on this response if the submitter wished to still put the motion forward or withdraw the motion.

### **Motion Withdrawn**

### **Motion #12 – CUGA’s Focus**

The discussion centered around club development / growth and CUGA’s role. Comments were made that it appears CUGA has put more focus and effort on the National Players instead of working to better grow and develop UWH in Canada. Additionally it was indicated that both development and growth of players are equally important to CUGA’s 6 Core objectives in the constitution many of which indicate promotion of national / International activities and athletes. It was pointed out that one should not be more important than the other and that both are equally important and can thrive together.

It was also mentioned that CUGA’s role is to provide tools, funding where available, guidance and recommendations but ultimately it is the clubs and individuals within those clubs who are responsible for their own growth. Clubs have many challenges and demographics to deal with that are outside of CUGA’s responsibility or capability to manage.

CUGA is also looking into other sports and how they obtain federal funding and are looking at the Sport For life and how we can fit that into our framework for UWH. More to follow once information is received and clarified.

### **Motion Defeated (27 For, 39 against, 1 Abstain)**

### **Motion #16 – Club Coaches**

Discussion focused on the responsibility / role of a “club coach” and communications between National Coaches and club players / coaches. Concerns were expressed that National level coaches should not be approaching individual club players to recruit them for National purposes and this should be communicated directly with the local club coach first. It was pointed out that in many clubs not all clubs have a dedicated coach. Additionally all club players offer help / assistance to new or experienced players to give them multiple ways to develop in their own UWH skills. Also it was mentioned that no player should be prevented from receiving communications about UWH skills development (open clinics) as per CUGA’s mandate to develop UWH in Canada or tryouts as it is a players decision whether or not to participate in these activities. It was also stated that a club coach should not restrict players from development opportunities as it can hinder growth of our player base.

### **Motion Defeated (19 For, 52 against, 0 Abstain)**

### **Motion #17 – Club Privacy**

The discussion centered around a previous complaint that was reported to CUGA which was dealt with unfairly and felt unjustified as it was based upon information that was provided to CUGA from a Facebook page that was set to private settings. Further discussion indicated that the general spirit of the motion was not disagreed with in terms of club communications being private for the purposes of training, knowledge transfer, internal club decisions, etc. However, it was also noted that all members of CUGA must adhere to the CUGA Code of Conduct and as such if a member felt that they were harassed or treated unfairly under the terms of the Code of Conduct then the information should be accepted for judicial decisions / rulings.

**Motion Defeated (24 For, 47 Against, 0 Abstain)**

### **Motion #13 – CUGA Executive Term in Office**

Discussion on revitalizing new ideas and views withing the CUGA executive / membership due to burnout of long term executive members. A number of comments were mentioned that members have the ability already to turn down a nomination at any time to prevent those situations. We also have a limited number of volunteers and they need to be from different areas of the country. Finally, it was questioned why we would prevent a volunteer from continuing on the executive if they are doing a good job, are voted in by the members and accept the position.

**Motion Withdrawn**

### **Motion #10 – National Stream Players (NSP) at Club Nationals**

Discussion surrounding the definition of “what is defined as a National Stream Player (NSP)” and when do they become or are no longer considered one. It was stated that this requires more thought and definition on what is a NSP before this motion should be considered. Concern is that clubs at Nationals are no longer “club” teams and bringing a club team to Nationals no longer is viable because they have no option for success against the teams that are not true club teams. It was also indicated that some cities have multiple “clubs” for the purpose of their local environment (i.e. – Vancouver, GTA) but they will play in multiple locations with those other club members for practices. When they leave their city to go to a tournament they typically will play as 1 organization. This makes things sometimes difficult for membership reporting / tracking as previously discussed but also would restrict these types of situations for Nationals which may impact attendance.

**Motion Withdrawn – Tabled to Executive for discussion / policy update**

### **Motion #11 – Tournament Exemption Letter for National Stream Players (NSP)**

Discussion focused around high level / NSP not playing with their home club at Nationals and joining other teams for the purpose of winning versus developing their own clubs growth at tournaments. A member proposed that we look at forming a subcommittee under CUGA that would deal with this motion and possibly some others as it relates to Nationals / NSP's and provide a recommendation back to CUGA to either create new policy or vote on at the next AGM. It was suggested that such a committee should be formed before the end of the year or ASAP.

**Motion Withdrawn – Tabled to Subcommittee**

### **Motion #9 – Club Team Exemption Letter for National Stream Players (NSP)**

No discussion.

**Motion Withdrawn – Tabled to Subcommittee**

### **Motion #5 – National Stream Eligibility Requirements**

Discussion surrounding the requirements to make a National team. It was mentioned that National Coaches are responsible to set any standards (fitness, skills, etc) for any player trying out for a National team. It was felt by the submitter that athletes do not always meet the required standards to play on a National Team and as such it can result in a poor experience for the player and team, possible safety issues and felt that there should be a minimum standard / metric set by CUGA for fitness, and experience.

**Motion Defeated (22 For, 46 Against, 0 Abstain)**

### **Motion to Adjourn / Remaining Motions to be dealt with in subcommittee**

Motion by: Hugo Savard

Seconded: Darryl Brambilla

Motion #6, #9, #11, #14, and #15 are tabled to be discussed within subcommittee and recommendation provided to CUGA for either policy changes (Executive Decision), or presented for the next AGM for voting.

**Motion Passed – Unanimous**