

Titans Water Polo Executive Team Monday, January 3, 2005

On-deck classroom, Nepean Sportsplex

Present: Pierre Tremblay, President
Douglas Hodgson, Finance Director
Carolyn McGill, Registrar, Secretary
Biljana Pavicevic, Past-President, Special Events Director
Rosemary Bickerton, Facilities Coordinator

Call to order at 8:10 p.m.

1. Review of Agenda

2. Status Reports and Other Business

Head Coach

Information/Discussion: David submitted his report by email.

Youth Girls coach Alison Davis has taken a new job and moved to Montreal. She and David have discussed how she might fulfill her contract and maintain her commitment to her athletes by coaching an additional weekend practice; with David filling in for her one night during the week. The athletes and their families should be consulted about the proposed changes. Also, the Executive had several questions about David's proposal; what about the second weekday practice? and, when and where would Alison hold the third weekend practice?

Action: Pierre will obtain more information from David.

Action Items Completed

David to begin inquiries to recruit a new ILWP coach

– Coaches for all ILWP pools are in place for the next session

David to provide a write-up for the next ILWP newsletter about the spring Academy intake program.

– This write-up is ready to be published in the March newsletter

President

Information/Discussion: Pierre reported the plan he approved regarding the transfer of Sebastien Fiset to the Titans.

Treasurer

Action Items Completed

Doug to obtain all the financial documents from Peter.

– These are now in the hands of the auditor. There has been no update from the auditor.

Action (carried forward) As soon as possible, Doug is to start producing a report tracking actual/committed expenditures against budgeted expenditures.

Registrar's Report

Information/Discussion: Carolyn has corresponded with all coaches and managers about upcoming deadlines for provincials. She will refer to the Head Coach for all final decisions regarding entries.

David Hart joined the meeting to discuss Bantam Co-ed Provincials. The aim is to medal at the Ontario Co-ed Provincials. In other decisions relating to entries and rosters for Ontario and Quebec provincials, David has to balance opportunities and costs for players of varying abilities and ages. OWPA's outstanding decision on whether there will be a developmental division at the co-ed provincials will affect the Titans' entries. The Executive advised David that, in any scenario, there should be at least two teams on any trip that requires a bus.

Action: David will contact Ross Macdonald about the Ontario Co-ed Provincials.

Action: Pierre will contact Blake about whether the Titans Cadet boys will enter the Youth provincials.

Facilities Coordinator

Action Items Completed

Rosemary to compile each pool's NLS requirements and send to the head coach for redistribution to all our coaches

Rosemary will provide in writing to Executive and coaches information on the NLS requirements at each pool; and about how each pool bills for NLS requirements.

Information/Discussion: When the Titans supply NLS staff, they are not covered by the pool's insurance. They are covered by Water Polo Canada insurance, but are advised to maintain up-to-date certifications, and do skill checks at pools that require them. Next season, the Titans may consider a bonus for coaches who do this. Rosemary keeps this information about our coaching staff.

Charges for NLS pool staff are clear on invoices, and Doug is now tracking this expense.

Action: Pierre will write to coaches about insurance coverage and minimizing exposure.

Action Item (carried forward) Pierre to contact Ottawa U pool supervisor to confirm their new requirements

Information/Discussion: Rosemary identified several issues related to use of pool space

On Monday night, both sides of the Sportsplex pool are available after 9:15 p.m., but coaches may not be aware of this.

There is unused pool space on Sunday, because there is no one to run the session.

David has asked for approval of dates for the Girls House League. The Executive has no objection, providing pool time is available.

Action: Rosemary will discuss these items with David.

The Sportsplex has offered 4:30-8:00 p.m. for the Titans March break camp. The diving club is using the pool during the day. Deanna Barry has agreed to approach the diving club about an agreement to share the pool.

Rosemary will book pools for 2005-06 in February and March. For now, she will assume the status quo for ILWP and competitive pool needs. Results of the strategic planning process may result in some changes.

ILWP

Information/Discussion: Registration for the new session continues. The schedule for 9 teams at League night is done; and the full Sportsplex pool is available.

Action: Pierre will ask Deanna to send the ILWP schedule to Rosemary; and also to the webmaster.

Competitive Program

Information/Discussion: Guy Tanguay submitted his resignation from the Titans Executive Committee, effective January 1. The Executive thanks him for his many years of service; and recognizes that the club would not be where it is today without his help and guidance.

Guy's action items related to sessions for managers are dropped. Managers are well into planning for the year.

Action: Pierre will consult with managers to see if they have any questions about Executive decisions or club policies.

Titans Cup

Information/Discussion: Biljana reported that all major volunteer roles are filled for the Bantam tournament. There is a sponsor who will print the program at no cost. The draft budget shows the event should generate revenue for the club.

Officials for the Cadet Titans Cup will be people in the concurrent referee clinic. Expected visiting boys teams are DDO and Hull; girls teams are DDO and Scarborough.

3. Old Items

Strategic plan for next four years

Action (carried forward): David to hold a brainstorming session with coaches and provide the results to the Executive.

Information/Discussion: David emailed the Executive a visioning document for 2005-12.

Decision: The Executive will hold a special session on Monday, January 10, 2005, 8 p.m. to discuss David's document.

Sunday, January 23, 9 p.m. at Carleton U. is proposed for a longer strategic planning session.

Action: Pierre will ask Clem about his availability on this date; Rosemary will book a meeting room.

Shoulder Injury Prevention Clinic

Action (revised): Biljana will contact a physiotherapist she knows to make initial inquiries about her interest and availability.

Holiday Camp

Information/Discussion: With 40 participants, it is believed that the camp broke even, or possibly made money. There was some discrepancy in the pool times. Rosemary was advised to check the bill from the Sportsplex to see there is no additional charge. The Executive was also advised that in the future, camp coaches should receive a contract that outlines specific expectations and their pay.

City Relations

Action Item Completed

- Titans representatives to ensure new NLS requirements are discussed with city staff.
- This is a “motherhood” issue; and is removed as an action item.

Policy – parents joining athletes in the water

Action (carried forward): Pierre to draft a policy

Policy on Tournament Costs

Information/Discussion: Pierre circulated his latest draft; and received another round of feedback.

Action: Pierre will finalize and publish the policy.

Session on Bullying

Action Item Completed

- Rosemary to ask Barry if he is available to offer some sessions
- Barry has agreed. Separate sessions for bantams and for older athletes are proposed.
- Offering pizza after a practice should maximize turn-out.

Action: Pierre will find a volunteer to coordinate the sessions. Rosemary will firm up specific dates and times.

Session on Club Vision

Action (carried forward): Pierre to ask David to do an information session for parents.

Youth Women’s participation in Junior Women’s provincial tournament

Action (re-assigned): Carolyn will obtain a roster from Alison.

Titans’ Code of Conduct

Action (carried forward): Pierre to produce an updated version of the Code of Conduct

Water Polo Canada Contributions

Information/Discussion: Doug asked for input from Executive members on how to revise the club’s administration of Water Polo Canada contributions. Biljana proposed that everyone in the club would make the same level of contribution (although some could opt out).

Action (revised): For the next regular Executive Meeting, Doug will develop Biljana's proposal, with reference to advice from the auditor.

There will be two aspects to Doug's proposal: 1. Information for members 2. Details of implementation with respect to club and member accounts.

Senior Men's and Women's Teams

Action (revised): Pierre to contact Andras to ensure that the Senior Men's team does not use the Titans name, except in the CNWPL, as per their letter of agreement.

Rebate for Non-returning athletes

Action Completed

Doug to verify how the rebates were accounted for with our bookkeeper

Information/Discussion: Doug is working through requests for refunds from people who left the program. He has asked people to be patient while he works out sources of positive balances, and consults with Marty and Peter and the bookkeeper.

4. New Items

Summer Camp Budget

Information/Discussion: Deanna submitted a budget proposal by email for review by the Executive. It was based on past years' budgets and Executive had no comments. Subject to comment within next 24-hours after the meeting, the budget will be taken to be approved.

Impact of Program Director's Resignation

Information/Discussion: This was evident in the confusion related to tournament entries.

Year-End Gala

Information/Discussion: Rosemary will try to book the Britannia Yacht Club for Thursday, June 9. Mary Clare Carter has volunteered to coordinate the event.

Tsunami Relief Effort

Information/Discussion: Kasia Hart proposed to collect donations from club members.

Decision: Kasia may proceed. Communications about her effort should be through regular club channels, e.g. the Newsletter and team managers.

Head Coach's Year-End Bonus

Information/Discussion: The bonus is based on results above basic objectives in the signed agreement.

Action: Pierre and Doug will meet with David to clarify criteria for the bonus.

Nepean Sportsplex Display Case

Information/Discussion: Deanna advised the Executive by email that the display case in the Sportsplex is available immediately. Tracy Wall (equipment) has agreed to contact the Sportsplex about putting in a Titans display. She will also explore future opportunities.

Adjourn: 10:15 p.m.

Next Meeting: Monday, January 10, 2005, 8 p.m. – Special session.

Next Regular Meeting: Monday, January 17, 2005, 8 p.m.

5. Items to Be Brought Forward

(BF – January 05) Doug and Carolyn to propose a revision of registration administration

(BF – February 05) New Titans official swimsuits

(BF – June 05) Executive to arrange an NLS recertification session for all its coaches in Oct. 05

(BF – June 05) Minor Capital City of Ottawa Grant (bring forward – June 05)