

Titans Water Polo Executive Team Tuesday, October 25, 2005

On-deck classroom, Nepean Sportsplex

Present: Pierre Tremblay, President
Ed Sennema, Finance Director
Doug Hodgson, Treasurer
Hurd Stein, Competitive Program Director
Nicole Le Saux, Special Events Director
Carolyn McGill, Communications Director/Secretary
Paul Massel, Facilities Director
Cathie English, ILWP Director

Call to order at 8:05 p.m.

1. Review of Agenda

2. Reports

Head Coach

Information/Discussion: The Head Coach's report was submitted by email and is appended.

President

1. Head Coach's Bonus

The Executive discussed and voted by email on the Head Coach's bonus for 2004-05; and the bonus has been paid to David Hart.

Action (outstanding): Pierre and Hurd to draft criteria for the Head Coach's 2005-06 bonus for the consideration of the Executive.

Information/Discussion: Pierre reported that this work is in progress. An approach that will be considered is to relate percentages of the bonus to strategic objectives, and perhaps to the overall financial performance of the club.

2. Volunteers and Fundraising

Action: Pierre to draft an email to the general membership about the need for more volunteers, highlighting the Titans Cup and the fundraising committee.

3. Club Policy on Police Record Checks

Information/Discussion: Managers and other club members have asked about club policy on this issue.

Decision:

1. All club coaches must pass a police record check.
2. All team managers and chaperones must pass a police record check.
3. Record checks should be redone after five years.

This policy will be phased during the 2005-06 season, with the goal of being in full effect by January 2006.

Registrar

Information/Discussion: The Registrar's report was submitted by email and is appended.

Action: Deb to begin tracking deadlines and completed tasks related to Ontario Provincial and National championships.

Action: Deb to provide the number of returning competitive athletes.

Competitive Program Director

1. Competitive Program Coaches

Information/Discussion: The Executive discussed the importance of monitoring and documenting the coach mentoring and training aspects of the Head Coach's job, for Executive accountability.

2. 2006 Ontario Winter Games

Information/Discussion: The 2006 Coed Bantam Provincials will be held in conjunction with the Ontario Winter Games, to be held in Barrie and hosted by the Sports Alliance of Ontario. OWPA will provide administration for the water polo tournament. Hurd has requested that the Titans be allowed to enter two teams in recognition of the relative size of our Bantam program. The decision is pending. Hurd will make a follow-up call to the OWPA.

3. Task Force on "Older" Athletes

Information/Discussion: Hurd cited issues facing all categories of athletes above Bantam age. He proposes to chair a task force to examine ways to keep youth and older athletes in the sport.

Action: Hurd to contact prospective members of the task force.

On a related point, members identified the importance of surveying Titans' competitive members at the end of each season on their intentions to return. This will reduce some guess work during planning for the upcoming season.

4. Team Managers' Meeting

Action (outstanding): Hurd to make arrangements to hold this meeting in the near future. Ed will provide information about expenses and management of cash.

Information/Discussion: The meeting was deferred due to Sharon Lapins' illness.

5. Tournament Plans for All Competitive Teams

Information/Discussion: The consolidated plan for all teams should be ready for the next Executive meeting.

6. Special Sessions for Competitive Athletes

Information/Discussion: Nicole knows a nutritionist who has agreed to do sessions on healthy eating and lifestyle with Titans athletes for a small fee. This will be considered for upcoming Saturday Game Days.

7. NLS/First Aid/CPR Qualifications

Information/Discussion: A number of Titans coaches need NLS recertifications and all need a skills check-off at the Sportsplex. This is a priority issue for the competitive program.

Action: Hurd to keep track of the competitive coaches' qualifications and, with the assistance of the Head Coach, encourage them to keep their qualifications up to date.

8. Non-Club Member Participation in Titans' Programs

Information/Discussion: Three youth athletes have elected not to register with the Titans this season, but are playing with our teams in the Ottawa Water Polo League, and wish to stay involved with the club as occasional coaches and officials.

Decision: Continued association is welcome, but the club's primary concern must be the benefit of our own club members. In addition, for play in the OWPL, the Executive must have assurance that the athletes are covered by WPC insurance. Pierre will relay details related to this decision to David.

9. Entries and Rosters for Tournaments

Information/Discussion: It is clarified for all concerned that:

1. Team managers make entries for invitational tournaments and for Quebec provincials.
2. The Titans Registrar makes entries and submits rosters for all Ontario provincials and all Nationals, with information supplied by team managers.

Finance Director

1. 2004—05 Financial Year

Information/Discussion: The books for 2004-05 should be ready at the end of the month for the auditor. We will use Bruce Deep as auditor once again.

Ed forecasts that the 2004-05 audit will be completed by January 2006. A first statement of revenue and expenditures for 2005-06 should also be ready in January 2006.

2. Forecasting Model

Information/Discussion: Ed is meeting with Doug and the bookkeeper this week about the balance sheet. He will have a break-even and cash flow analysis for the next Executive meeting.

3. New Swimsuit Introduction

Information/Discussion: Ed will provide an update on the swimsuits for the next Executive meeting.

Action: Ed to ensure that the introduction of the new swimsuits is running smoothly.

4. Commitment to Team Accommodations

Information/Discussion: Ed will review a copy of the contract and make a recommendation to the Executive.

Treasurer

1. Quick Books

Information/Discussion: Doug reported that the account structure for QuickBooks is established, and expects that financial reports will become easier to understand. All hosting tournaments will

have a separate account listing, and all outside tournaments will be listed together, with their separate budgets listed outside of QuickBooks.

2. Warehouse Fees

Information/Discussion: An increase in fees was approved at the last meeting; and Doug has paid the higher fee. However, since then the nets have been moved to another location, so Doug will ask about returning to a smaller space and a lower fee. Doug advised that another location might be preferred, as only David has access at the current location.

Note: Since the meeting, it has been discovered that the nets have not yet been moved. Also, with the possible closure of the ILWP program at SJCC and Sawmill Creek, club storage needs might increase as opposed to diminish. No new action on the storage facilities will be taken at this time.

3. Family Accounts

Information/Discussion: These accounts are only for families who exceed the required \$6000 Loblaws card purchases. Reimbursements will be made only at the end of the season.

I Love Water Polo

1. Registrations

Information/Discussion: Deanna Barry submitted a program report by email, which is appended. Since the report, 3 ILWP players have been offered positions in the Academy. Ed advised that registration is below the 140 needed for financial break-even. Registrations are always expected to go down in the winter because of the ski season.

Sawmill Creek and SJCC are at 6 and 7 registrations respectively despite marketing efforts. Cathie believes that most SJCC members would move over to the Brewer Park ILWP team, if there was no SJCC team.

Decision: Both Sawmill Creek and SJCC are on notice for closure after Christmas 2005 if registrations don't improve. Families should be advised of this situation, and the Executive will make final decisions in mid-December.

2. Goggles for ILWP

Information/Discussion: Deanna has asked for direction from the Executive on the wearing of prescription goggles during ball handling activities and games.

Decision: Prescription goggles only will be allowed, if parents are informed of the added risk and sign a waiver absolving the club of liability.

Action: Pierre to draft a policy on use of goggles in ILWP.

3. Affiliated Aquatic Club Contracts

Information/Discussion: Cathie has requested all ILWP pools to provide these contracts, which will allow the Titans to use their own NLS staff. This item is now referred to Paul who will oversee all such contracts.

Special Events

1. Titans Cup

Information/Discussion: Invitations were sent out on October 11; four clubs have responded so far. Nicole will make follow-up phone calls. Nicole is looking for a tournament director (or co-directors), with the help of Academy managers. If necessary, she will meet with Academy parents in a few weeks. Todd Bealor has agreed to recruit and coordinate officials. Finding a volunteer to handle fundraising and corporate sponsorship is also a priority.

2. Christmas Camp

Information/Discussion: Pool time at Nepean Sportsplex is reserved and paid for. David is working on a theme for the camp and looking for coaches.

3. Junior National Women's Team in Ottawa

Information/Discussion: The Junior National Women's team is training in Ottawa during the Christmas break, and their coach David Hart has said there may be opportunities for Titans' female athletes to join them for some sessions. Nicole will follow up with David.

4. Cadet Titans Cup

Information/Discussion: Nicole is seeking a tournament director and a cadet team to sponsor this event. The Winnipeg club has contacted David to express interest in their boys and girls teams attending this event. Nicole will contact David about which other clubs should be invited; and ask Todd Bealor to be the head official.

Communications

1. Constitution and By-laws Revision

Information/Discussion: The revision is awaiting Ed's contribution on financial and accountability issues. Ed advises that auditors ask about how the club's by-laws protect the club from fraud; and he will recommend revisions to address this.

2. Web Site Update

Information/Discussion: No progress to report.

3. Feedback on Provincial Team Programs.

Information/Discussion: The Executive has received a request to write to the OWPA in support of club parents seeking responses from the OWPA about their experiences with the Team Ontario Bantam program.

Decision: The Executive will write to the OWPA to request action.

Carolyn has agreed to coordinate additional feedback from Titans members to the OWPA about their bantam and youth provincial team programs.

Facilities

1. Wall Space at the Sportsplex

Action: Paul to ask the Sportsplex for the use of an entire wall for advertising during our club events.

2. Pool Time at CEGEP

Action: Paul to get more information about availability and costs of the CEGEP pool for practices in the 2006-07 season.

3. Trophy in Memory of Sarah Green

Information/Discussion: Paul advised members that a trophy presented at the year-end banquet would be most appropriate; and that it was still too early to approach Doug Green with a proposal.

Adjourn: 10:05 p.m.

Next Meeting: TBD

Items to be brought forward

1. **(BF – November 05)** Shot clocks need to be repaired
2. **(BF - January 2006)** Organize a session on bullying for members of the competitive program
3. **(BF – January 2006)** Organize sessions on drug use.

David Hart ^ Report to Titans Executive ^ 2005-10-25

Athlete Recruitment and Team Rosters

The latest update on the player rosters:

Girls Competitive Program

8 Youth confirmed

16 Cadets confirmed (3 withdrawals)

31 Academy confirmed ^ one more to come soon

Total 55

Boys Competitive Program

3 Youth confirmed

19 Cadets confirmed

26 Academy confirmed ^ 2 more about to sign and more to come.

Total 48

Current total 103

Projected Total 108

Coach overview

Contracts and codes of conduct to be settled by this weekend.

GAME DAY mentoring has begun with 2 sessions completed.

An ILWP in-service training session was held this past Sunday.

Professional development plans for all 9 competitive coaches are now in place and the sessions will begin in November 2005.

Training Program

GAME DAY events have been running and are of a high standard.

These sessions are providing great opportunities for the competitive players and we have begun using the game clock and 30 second clocks.

I provided all the competitive coaches with an outline of the SPECIFIC PREPARATORY PHASE.

Enhanced sessions have been held for both older and academy. There are some questions about who can go.

I have indicated the following to the teams.

1. enhanced training is NOT a replacement for team training
2. we allowed those interested to attend and did not restrict to only

the most talented players ^ given attendance patterns I suggest we allow those who want to come to be permitted to do so.

I pilot tested a piece of equipment (see attached) which I think the club should consider in the future as a more effective means to improve the quality of goalie and player preparation.

Competition Program

Competition plan for the older boys is now done and being sent to the families for their ok.

OWPL games continue and our 2 teams are performing well.

The Youth girls scrimmages were moved to Wednesday nights at CU and are going well.

Cadet girls held their first day trip to Montreal last weekend and results were excellent.

This weekend will be the first MML (Montreal Metro League) events and all Academy teams plus the Cadet girls (2 teams) will attend.

The Hull tournament is confirmed for 3 Academy teams Nov 4-6, 2005.

The Youth/Cadet girls will enter 2 teams at the Andrew Watson competition.

Additional items

I am bringing the Junior Women,s National Team camp to Ottawa Jan 1-6, 2005 and there will be opportunities for our girls community to take advantage of this project.

The Christmas camp plans are underway.

David and Alison will be travelling to Hungary December 12-22, 2005 with the Junior Women,s National Team for a 6 country competition.

David Hart
Submitted, October 25, 2005

**Titans Water Polo
Registrar's Report as of October 24th, 2005
Submitted by Deb Wilson, Registrar**

Current Registration Status

Total number of registered athletes			103
Academy		57	
Nessies	16		
Dolphins	15		
Barracudas	11		
Sharks	15		
Cadet		35	
Girls	16		
Boys	19		
Youth		11	
Girls	8		
Boys	3		

Other Notes About Registration

- Three registered athletes have left our club recently. Emma Roy and Emily Hutton of the Cadet Girls team and Rob Kalwarowsky of the Youth Boys.
- Have recently given registration packages to 3 boys invited to join the Barracudas.
- In the process of updating the Water Polo Canada database with our athletes, parent volunteers, coaches and officials. Have all of the information required for athletes and volunteers, still collecting information for coaches and officials. Deadline for this is the end of November.
- Have requested that Doug send in the club fee (\$460) due October 31st.

ILWP Report to Executive October 17, 2005

2005 ILWP Fall Program

- ILWP Fall program is well underway. Most teams have had four practices by now, and two have had five.
- First league night games were Sunday, October 16. They ran very smoothly and we had many positive comments from parents. It's very exciting to have 130 players at the pool at one time!
- Todd Bealor conducted an ILWP Referee clinic on October 16, and 10 new refs were trained. Tek Ma, the Sunday Night League Coordinator, will now begin scheduling refs through to the end of the fall session.
- **Registration as of October 17 is 135 participants** (last year there were 134 on this date). *David Hart is looking for four additional boys Academy players, and will likely recruit them from ILWP.* Of the 135 registrations, payment has been collected from all but 10, and these should be forthcoming. PIPEDA forms have been collected for about 90 of the participants, and have been submitted to the Club Registrar. Team Managers are assisting with the task of collecting forms.
- Breakdown of registrants is as follows:
 - Walter Baker 15
 - Pinecrest 23 (FULL)
 - Brewer 16
 - Orleans 21 (FULL)
 - Sawmill Creek 6
 - Goulbourn 23 (FULL)
 - SJCC 7
 - Ray Friel 13
 - St-Laurent 11
- There are 49 female and 86 male registrants. Break down by age is 18 born in 1992 (will not be eligible to play next fall), 24 born in 1993, 27 born in 1994, 29 born in 1995, 15 born in 1996, 14 born in 1997 and 4 born in 1998.
- The JCC and Sawmill Creek locations are concerns in terms of registration numbers. I have made extra effort to get brochures into schools and posters placed in those neighbourhoods. We have asked players to bring a friend to a practice. St-Laurent was a concern, but now has 11 players, and two more are trying it this week. ***Request an Executive discussion on what to do with JCC and Sawmill Creek teams.*** A few discussion points:
 - Sawmill Creek has struggled to recruit players for two years. The Team Manager for Sawmill Creek has asked permission for David Hart to do a presentation to students in one of the larger nearby public schools. I have covered the neighbourhood with posters and flyers. Two ads were placed in the Hunt Club/ Riverside News. Other than that, not many other prospects.
 - JCC team only started in Fall of 2003. There were 16 players in the fall session, and 14 in the winter/ spring session. Last year there were 19 players in the fall and

only 6 in the winter spring (all but two of these players left after the fall session for skiing, and didn't return. There was one group of three siblings + a friend, and two families with two kids each who were part of this group.) In regards to promotions in this area, the JCC has published our program information (at no cost) in their program guide, and they generally have our recruitment posters up on changeroom doors and on the pool deck. They have our brochures in holders on deck, and staff are knowledgeable about the programs. We have taken brochures into all the local schools, and there are posters up at nearby Dovercourt Community Centre.

- If we determine that we want to close down these two teams, we may want to consider doing it at the end of the fall session, as we'll have to give the pools notice, and we will want to try to place players on other teams (Orleans will not be able to accommodate any, so we may lose some here). Refunds may be required in some instances.
- Need to consider the fact that if we give up this pool space, it would be difficult to get it back in the future.
- Team Managers are in place for all teams except for the JCC (Deanna currently fulfilling the role)
- David is currently completing his mentoring plan for ILWP coaches. An in-service training session is planned for Sunday, October 23.
- We have had a couple of questions from parents regarding the use of goggles during games. The last newsletter had a notice saying that players were welcome to use goggles during the swimming portion of workouts, but they would be asked to remove them for ball handling skills practice and for scrimmages/ games. The exception would be prescription goggles. One player has prescription swim goggles, and would not be able to see the ball without them – he is very near sighted. Contact lenses are out of the question as the player is only 8 years old. David Hart has suggested some kind of waiver that the parent would sign, releasing us from any liability. Because of the recreational nature of the program, the risk of having a ball hit someone in the face in ILWP is low, compared to the competitive program, but the risk is there. *Request some guidance from the Executive regarding the use of prescription goggles in ILWP.*

Camps Report to Executive September 19, 2005

2005-2006 Camps

- Pool time has been confirmed for Holiday Camp, for the mornings of December 28-30. Deanna to discuss camp plans with David Hart, and then submit to Executive with budget.

Respectfully submitted, Deanna Barry, Program Manager