

## **Titans Water Polo Executive Team Monday, May 9, 2005**

On deck classroom, Nepean Sportsplex

Present: Pierre Tremblay, President  
Doug Hodgson, Treasurer  
Carolyn McGill, Registrar, Secretary  
Cathie English, ILWP Executive Member  
Ed Sennema, Finance Director  
Hurd Stein, Competitive Program Director  
Nicole Le Saux, Special Events Coordinator  
Rosemary Bickerton, Facilities Coordinator  
David Hart, Head Coach

Call to order at 8:05 p.m.

### **1. Review of Agenda**

### **2. Status Reports and Other Business**

#### **Head Coach**

*Information/Discussion:* David provided updates and answered questions.

- Regarding a potential issue for the Discipline Committee, David wants to see a report from the coach at the event before commenting.
- The Titans have been advised that they must move soon on the strategic opportunity for additional pool time. David has a candidate to put forward as coach related to this opportunity.
- David has at least 4 potential candidates for Academy girls coaches for next season.
- Adjustments to this week's practice schedule were made to allow Rob Tarnoczy and David to attend NCAA finals.
- David sent a list of year-end athlete awards to the Banquet organizers, and will forward to the Executive. He will ask coaches to nominate athletes. Pierre advised that there will be a new award this year, supported by the Bell Canada grant.
- Regarding an athlete who recently left the competitive program, David advised the Executive to do an exit interview with the family. This may reveal issues for discussion or action. Hurd will contact the family. Pierre and Carolyn will provide background information to Hurd.

**Action (carried forward):** Pierre to provide feedback to David on his communiqué to coaches.

#### **President**

**Action:** Pierre to initiate a second phase of volunteer recruitment.

*Information/Discussion:* Pierre will attend team practices to speak to parents. The practice schedule for the remainder of season is somewhat erratic and this presents a challenge.

*Information/Discussion:* Pierre and Clem attended a meeting of the City's Parks and Recreation Committee in the previous week to put forward the Titans' position on the draft Affiliated Aquatic Club Agreement. The draft Agreement requires the first responder in an emergency to have current NLS, CPR and first aid. These are stricter requirements than the provincial safety standards; and more than recommended by NLS. Many Titans coaches are NLS qualified, and recertify (NLS only) every two years. The additional recertifications would be difficult to coordinate for all our coaches. Pierre estimated that paying for one NLS staff person at all Titans' practices would add \$15,000 to the club's pool budget for the season. The city would be imposing an unnecessary hardship, especially given that most Titans' practices take place during regular hours, when fully qualified NLS are already on duty in the pool office.

Pierre will meet with City staff within the next couple of weeks. (Clem can no longer work on this, due to a conflict of interest with his consulting work.) If this approach is not successful, the club may have to try a political route, by approaching city councilors.

**Action (carried forward):** Pierre to draft a job description for the Competitive Program Director.

*Information/Discussion:* In future, officers and Executive members will attempt to provide reports to the Executive in time for them to be circulated with the agenda on the Friday prior to the Executive meeting.

**Action:** Pierre to ask Deanna to copy the ILWP Newsletter (by email) to all Executive members.

### **Treasurer**

*Decision:* The Head Coach's bonus will be tied to strategic plan items assigned to him, with details to be agreed between Pierre and David.

*Action Completed:* Doug has informed two athletes who have left the club of how they can dispose of the outstanding balance in their Water Polo Accounts.

*Action Completed:* Doug has drafted job descriptions for himself and Ed, as a proposal on how to divide the tasks of the Treasurer and the Financial Officer. This is now in Pierre's hands.

**Action (carried forward):** As soon as possible, Doug is to start producing a report tracking actual/committed expenditures against budgeted expenditures, starting with major items such as coaches' salaries and pool rentals.

*Information/Discussion:* The bookkeeper expects to have 2003-04 materials ready to go the auditor within the next week. She will enter actuals for the period after that.

**Action (carried forward - urgent):** Doug to budget the 2005-06 competitive season. Pierre to provide information about expected registrations and coaching requirements.

*Information/Discussion:* Ed and Doug will both work on this action item. This year's budget will provide the basis. David will provide actuals pertaining to coaches' contracts. However, the number of coaching staff required for 2005-06 won't be known until information about returning and new athletes is available.

*Action Completed:* Nancy Snihur provided information on Trillium funds upon request. She also indicated that she may be able to pay all or a portion of the fee for the grief counsellor. There is an additional unallocated \$5,000 available.

*Action (re-assigned):* Rosemary to pursue past overcharges for NLS with city pool administrators.

*Information/Discussion:* A credit is acceptable, if the pool won't give a refund. Members discussed how over-charges may have resulted from city NLS staff staying on duty to complete their assigned shift during the ILWP practice, even though the Titans don't need their services. The Titans should be alert to the possibility of this situation re-occurring.

### **Registrar**

*Information/Discussion:* Carolyn reported that OWPA registration of Titans members was complete for 2004-05. The totals are:

- 100 Members National – Titans competitive athletes, Senior Men and Women
- 31 Members Provincial – balance of Titans competitive athletes, mostly Barracudas and Nessies
- 188 Members Recreational – ILWP, Adult Recreational, Girls House League
- 138 Members Club – This group includes at least one parent per competitive program family, plus other active volunteers.

Executive members discussed the perception that most Titans club members are not aware of their rights and obligations (e.g. attending the Titans' AGM). Various opportunities for education on this point were proposed: a letter from the President, written and verbal communications during registration, at a special meeting. [Note: All parents/guardians of Titans athletes are voting members of the club. OWPA registration is not required.]

### **Facilities Coordinator**

*Action (carried forward):* Rosemary to follow up with Jim O'Malley regarding new location of the Titans' game clock and permission to build a protective cage around it. Rosemary also to confirm which wall is available to the Titans and what restrictions, if any, apply.

*Action (carried forward):* Rosemary to check about the Titans' liability regarding the other clock, which belongs to the city or the swim club.

*Information/Discussion:* Rosemary reported that all pool time is booked for ILWP in 2005-06, as well as for tournaments and camps.

Requests have gone to pools to retain the same pool times for the competitive program next season. The one exception is Thursday afternoon at U. of Ottawa – a later time would be preferable.

A successful outcome regarding the strategic opportunity for new pool time may lead to some reassignments of teams to pool times.

## **ILWP**

*Information/Discussion:* Cathie reviewed highlights of Deanna's written ILWP report (attached). Deanna has a new contract, effective May 1, based on actual hours worked this season. Deanna now reports to Cathie (on ILWP) and Nicole (on camps). She will provide a monthly report of hours she works allocated to each function.

Pierre asked Cathie to develop ideas related to a new recruitment approach for ILWP, to be piloted at at least one pool. Suggestions: targeted recruiting to swim classes; a tie-in with a healthy lifestyle initiative.

## **Competitive Program**

*Information/Discussion:* Hurd had discussed with David the action item related to a session on marijuana use. Both recommended that it be revised. They proposed a session on healthy lifestyles, which might include topics such as diet and dangers of drug use in the context of sports. This would be offered in the fall to competitive athletes. Executive members suggested resource persons and/or speakers. The session is added to the list of items to be brought forward.

*Action:* Hurd to contact Guy Tanguay to get Health Canada booklets about marijuana use for all competitive athletes.

*Action:* Hurd to contact team managers with a request for them to survey athletes on their intentions to return next year; also to ask which managers intend to stay in their positions.

## **Special Events**

### 1. Academy Intake

*Information/Discussion:* Program coordinator, Zsuzsannah Etesi, has reported that 16 athletes have accepted offers to participate. The Executive questioned whether this would generate enough revenue to allow the program to break even. Doug will forward the program budget to Nicole.

*Action:* Nicole to contact David to find out whether he is continuing to recruit for the Intake program.

### 2. Bantam Provincials, May 27-29

*Information/Discussion:* The tournament coordinator, Christine Taschereau, has reported that the game schedule is set; there has been a minor officials training session and volunteers are being recruited; and advertising is being sold for the program. The Executive had questions about the game schedule. They also wanted to see a budget for the event. Nicole will relay these questions to Christine.

### 3. Year-End Banquet and Awards

*Information/Discussion:* Nicole has received regular reports from the Banquet Coordinator, Mary Clare Carter, and she is satisfied that the organizing team has things in hand. Tickets will go on sale soon, initially through team managers.

#### 4. Summer Camp

*Information/Discussion:* Deanna's report is attached.

#### 5. Stay in Shape

*Information/Discussion:* Pool time is booked. The program coordinator, Paul Hébert, has not responded to Nicole's emails and has not submitted a budget.

### 3. Old Items

#### **Strategic Plan for Next Four Years**

*Information/Discussion:* Pierre will consider holding a special Executive session to deal with this item.

#### **Canadian Tire Jump Start Program**

*Action (carried forward):* Rosemary to obtain more information from her source at Canadian Tire.

#### **Swim Suit Survey**

*Completed Action:* Carolyn wrote to Rob Tarnoczy to relay the Executive's concerns about his proposed survey and about Turbo as a supplier.

*Information/Discussion:* Rob replied to Carolyn that he was proceeding to conduct an informal survey with the help of a couple of Academy managers.

Ed had contacted Nike to inquire about obtaining suits for Titans competitive athletes under a sponsorship agreement. He informed the Executive that Nike does sponsor teams, and had supplied their requirements.

*Action:* Ed will proceed to contact other swimsuit manufacturers.

### 4. New Items

#### **2006 Provincials Bid**

*Information/Discussion:* Discussion is deferred. The Titans have an interest in continuing to host the Boys and Girls provincials, as our club was the principal proponent for the creation of the event.

Bidding to host other provincials or nationals was done in the past based on interest by specific Titans teams. The Titans already host two invitational events each season, and volunteer capacity for the season has to be considered in making additional bids.

#### **LCD projector**

*Information/Discussion:* David and Deanna use a projector at least 6 times a year for presentations and camps. In the past, Rosemary has borrowed one from her workplace. New projectors with the specifications provided by David cost in the range \$1000-\$1500 (including tax). Pierre will also explore the used market.

*Decision:* Unanimous. The club will purchase an LCD projector.

### **New WPC program being piloted in 2005-06**

*Information/Discussion:* Water Polo Canada is decentralizing training for the national men's teams. In 2005-06, the sites will be Montreal and Vancouver; in 2006-07, they will be Calgary and Toronto. This means increased opportunities for athletes in those cities to benefit from Team Canada Coaches. As yet, there is no news about a similar move for the women's program.

This information may affect the Titans strategic plan, by moving up the items related to increased influence on OWPA and WPC. Large clubs in Ottawa and in Hull could benefit from national team training being held in the National Capital region.

### **CPRA Awards and Recognition Program**

*Information/Discussion:* Pierre is preparing a submission on behalf of the Titans.

Adjourn at 10:10 p.m.

Next meeting: Monday, May 23, 2005, 8:00 p.m.

## **5. Items to Be Brought Forward**

1. **(BF – June 05)** Minor Capital City of Ottawa Grant (bring forward – June 05)
2. **(BF – August 05)** Consider formal commitment to Team Accommodations
3. **(BF – September 05)** Arrange a skills check-off session at the Sportsplex for Titans coaches
4. **(BF – October 05)** Organize a session on bullying for competitive program members
5. **(BF – October 05)** Organize a session on healthy lifestyles for competitive program members

Attachments: 1. ILWP Report  
2. Camps Report

**ILWP and Camps Report for  
Titans Water Polo Executive  
May 9, 2005**

**'I Love Water Polo' - Winter/ Spring Session 2005**

The Winter/ Spring session of ILWP is pretty well wrapped up for the season, with only one league night remaining. The season ended with 104 players registered (42 girls and 62 boys), broken down with comments by pool as follows:

- o Brewer- 18 (almost always full)
- o Goulbourn- 12 (not bad considering the 4pm start time of Friday, which isn't an ideal time parents. We have been requesting a more suitable pool time for 3 years).
- o Orleans- 15 (average for this time of year at ORC)
- o Pinecrest- 13 (almost always full but a family with 3 players left after the fall session to ski)
- o Sawmill Creek- 15 (better registration than the last two years)
- o Soloway JCC- 8 (generally higher than this but a family with 3 players + a friend left after the fall session)
- o St-Laurent- 11 (in previous years was usually close to full, but a large number of players moved up to Academy this year or were too old to play, so we are 'rebuilding' this team)
- o Walter Baker- 12 (average for this time of year)

Age breakdown by birth year was as follows

- o 1991- 8
- o 1992- 21
- o 1993- 24
- o 1994- 22
- o 1995- 16
- o 1996- 8
- o 1997- 3
- o 1998- 1

The final ILWP newsletter went out May 8 to all ILWP players who were at the league night games.

Practices at pools are now complete. The final league night games are Sunday, May 15, and as usual, we have invited parents to participate in the pool with the players (no siblings are permitted). One extra NLS staff will be on hand to ensure player safety, and to allow some flexibility for NLS coaches to join their players in the pool on a rotating basis.

Coaches have been asked to provide their final hours for the season so that honorarium cheques can be prepared and mailed out.

Good feedback from parents regarding the Skills Clinics that we held for ILWP players. The format this year was to hold them on Sundays when we had no ILWP league games (i.e. we had been 'bumped' from our usual spot because of conflicts with swim, dive or synchro meets), rather than tacked on at the end of ILWP league game nights (when the kids were too tired to swim). Parents would like to see this format again for 2005-2006. If we are able to use pool time that is already booked and paid for but not being used (i.e. because our competitive athletes are out of town at a tournament, for example), the costs are minimal.

Some positive feedback from the Program Coordinator at NSP at the last league night games that they are really pleased to see ILWP staff all (for the most part) wearing their staff shirts, making them easily identifiable to parents and City staff. Also the fact that we leave the pool area very tidy after league night games.

A new contract for the ILWP Executive Director is in final draft stages, and is effective May 1, 2005.

### **'I Love Water Polo' - Fall 2005**

Planning is well underway for Fall 2005. Pool time as been confirmed at nine pools. Ray Friel is coming on board as the newest pool hosting an ILWP team, starting in September 2005.

15,000 brochures were printed and delivered to Deanna, The Ottawa Hospital print shop did the printing, with considerable savings over last year (thanks to Rosemary for the 'tip'). Brochures are now officially in circulation. Two were provided with each ILWP newsletter on May9, to current ILWP participants. A first round of packages for pools was distributed to volunteers and coaches, and these will be placed in pools in the next few weeks.

An one-pager explanation of the Loblaws program has been prepared and is ready for parents requesting further information.

An ILWP Coaching Clinic has been scheduled for the weekend of September 9-11, and will most likely be facilitated by David Hart. Individuals who have agreed to coach for us are not charged for this course. Outsiders, assistant coaches, etc. are charged a nominal fee.

An ILWP Referee Clinic is scheduled for Sunday, October 16, to coincide with the start of the Fall ILWP League Night Games.

Mini-posters have been created for both clinics, and have been sent out to Pool Directors to post in their staff rooms, in an effort to find new coaches/referees for last year.

The 2005-2006 ILWP budget is complete and signed off, and expenses will be tracked by the Treasurer. Since the budget was approved by the Executive Team, we have learned of a 5.2% increase in pool fees, as well as potential changes in lifeguard requirements.

An ILWP calendar for 2005-2006 is in place, and will be updated regularly with Free Clinic dates, etc.

A mailout to all ILWP players from 2004-2005 who are still eligible to play in Fall 2006 will go out the first week of August 2005, containing a newsletter and multiple brochures that we ask current players to distribute to friends, family and neighbours.

Contact is starting to be made with day camps who will be offering Free Introductory Water Polo clinics as part of their summer camp programs. We bring in an instructor, balls and caps at no cost to their program, providing they will distribute our brochures to participants. Deanna will hire Titans coaches and older players to run these clinics, at \$10 per hour.

It has been difficult to get items posted on the Titans website this season. If we want to continue to grow our program, it is imperative that someone is in place that can update the site as required by the ILWP program. John Chinneck has agreed to do the work needed as soon as he can get passwords, access, etc. This needs to happen very soon, as we have directed the public to check our website for the brochure, newsletters, refund and late registration policy, Loblaws information, etc.

Inquiries are now being made with existing ILWP coaches to check their availability for Fall 2005. At least one ILWP coach will not be returning in the fall because of going to University. Tek Ma, the Sunday Night Coordinator (at this point) is available for September (Tek is an ideal candidate because he is fully certified in aquatics and first aid, and is also a

Head Guard at a number of City pools, so knows the system well and is comfortable dealing with any situations that come up).

Respectfully submitted,  
Deanna Barry, ILWP Executive Director

**Camps Report for  
Titans Water Polo Executive  
May 9, 2005**

Summer Camp registration is going extremely well. The earlybird deadline was April 30, and this brought a flurry of registrations. There are currently 78 players registered, or 65% of the total maximum registration of 120 (the restriction is pool space). The 78 players are broken down as follows:

- 9 ILWP
- 13 Academy Developing
- 25 Academy Advanced
- 27 Cadet
- 4 Youth
- 36 females and 42 males

Eighteen of the players are from out of town, and almost all of these players require billeting. Billeting matches have not been made yet, but a list of host families is started and there are about 15 available spots so far.

David has started hiring coaches, and has secured two guest coaches, Paul Pottier (KW Head Coach) and Aaron Feltham (from the National team). Sam Hart has agreed to work part-time on swim skills. The budget allows us to hire coaches as registration numbers increase. Deanna is looking for a suitable dryland coordinator who will work in advance of the camp to plan afternoon and special activities.

Regular reminders are going out in the Titans Newsletter regarding camp, and have also gone out to other clubs. We will have Camp flyers on hand and posters up for the Bantam Boys and Girls provincials. Inquiries continue to come in regarding camp.

Respectfully submitted,  
Deanna Barry, ILWP Executive Director