

Titans Water Polo Executive Team
Tuesday, September 23, 2005

Classroom, Lamoureux Hall, University of Ottawa

Present: Pierre Tremblay, President
Carolyn McGill, Secretary/Communications
Hurd Stein, Competitive Program Director
Ed Sennema, Finance Director

Call to order at 6:10 p.m.

1. Review of Agenda

2. Reports

Head Coach

Information/Discussion: The Head Coach's report is appended.

I Love Water Polo

Information/Discussion: The program manager's report is appended.

Special Events

Information/Discussion: The program managers' report on camps is appended.

The coordinator's report on the summer Stay in Shape program is appended.

Registrar

Information/Discussion: Deb Wilson reported by email that 93 competitive athletes were registered as of September 19. Approximately 19 athletes were practicing, but unregistered.

Competitive Program

1. Youth Boys Request

Information/Discussion: The Executive received a written request from the families of certain athletes who are facing significant additional expenses due to their training for/with the National Team and are seeking a reduction in their program fees. Pierre and Hurd subsequently met in person with the families. The Executive discussed the merits of the request and numerous contextual issues.

Decision: Special fees will not be offered. Instead, the Titans resolve to endeavour to offer paid roles or duties to our athletes who are either selected for a National team or working under the 'supervision' of the National team coaching staff, so that they will have opportunities for leadership development and income to defray their additional water polo costs. These positions and the associated pay must fit within our program objectives and the already-approved club budget. This will be a pilot program for this year. The Executive intends to evaluate its success and before next season establish guidelines to make it a continuing feature of our competitive program.

Action: Pierre will relay the decision to the athletes' families.

2. Determination of Head Coach's bonus for 2004-05

Information/Discussion: Pierre said that he and David had agreed that last season's bonus would be tied to David's participation and contribution to the strategic planning exercise.

Ed noted that, according to David's contract, the bonus is tied to both management objectives and the financial performance of the club.

Decision: The Head Coach's bonus will be paid for 2004-05 as per the contracted amount.

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

3. Team Manager's Meeting

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

4. Senior players' participation in the OWPL

Information/Discussion: Up to five senior men are expected to play in the Ottawa Water Polo League with the Titans cadet and youth boys. The Head Coach has requested that the Titans' pay OWPA registration fees for these athletes.

Decision: Approved

Treasurer

Information/Discussion: The Titans have been paying \$25 per month to store equipment such as flags and trophies. The club recently purchased new equipment, notably two nets. Doug Hodgson reported by email that the facility providing storage to the Titans has increased the rate to \$75 per month.

Decision: This additional expense is approved.

Finance Director

1. New Swimsuit Introduction

Information/Discussion: A new design has been selected. Cash flow available to build the inventory is an issue. Options are: tie the order to pre-orders by the athletes, phase in the new suits, request a free order.

Action: Ed will investigate cash flow issues and advise Equipment manager Tracy Wall and Robert Tarnoczy.

2. Cash Flow Analysis

Information/Discussion: Ed provided print-outs of a very preliminary cash flow analysis for the fiscal year 2005-06. He will complete the analysis with information from Nicole (special events) and Cathie (ILWP).

Ed is also working on guidelines for financial reporting from various areas of the club; and on providing quarterly financial reports to the Executive.

The club's GIC will mature on September 22, 2005.

Decision: Reinvest the funds in a GIC.

President

Information/Discussion: A number of volunteers came forward at the AGM or since then. Pierre provided an updated list (appended). With volunteers in most key director and manager positions, Pierre can focus on higher level issues. His key objectives as President for the 2005-06 season are building the volunteer base and club fundraising.

3. Miscellaneous New Items

Bantam Boys and Girls Provincials / Eastern Ontario Cadet Tournament

Information/Discussion: OWPA has approved the dates of May 26-28 for the Titans to host the Bantam Boys and Girls Provincials. OWPA has asked the Titans to consider hosting an Eastern Canada Cadet tournament on May 12-14. OWPA has pool time on hold at the University of Ottawa for the weekend. This would be the launch of a new annual event that would be held in Ontario and Quebec in alternate years. The Executive has concerns about the capacity of the club to host two major events in one month; and wondered about FWPQ commitment to this event.

Action: Pierre will get more information about the proposed Cadet tournament from Ross Macdonald of OWPA.

4. Outstanding Action Items

Action: Hurd to organize sessions on drug use, and ask Guy Tanguay to get Health Canada brochures for all members of the competitive program.

Adjourn at 7:45 p.m.

Next meeting: TBD

5. Items to be brought forward

1. **(BF – October 05)** Organize a session on bullying for competitive program members
2. **(BF – October 05)** Organize a session on healthy lifestyles for competitive program members
3. **(BF – November 05)** Shot clocks need to be repaired

David Hart - Report to Titans Executive - 2005-09-19

Athlete Recruitment and Team Rosters

I have been extremely busy with activities pertaining to the various team rosters including recruitment of new players for the Academy programs.

I sent out a detailed email yesterday concerning the list of athletes. Included here is a summary.

Girls Competitive Program

8 Youth confirmed 1 additional athlete uncertain
 19 Cadets confirmed
 31 Academy confirmed - one more to come soon
 Total 58

Boys Competitive Program

3 Youth confirmed 3 uncertain
 19 Cadets confirmed
 26 Academy confirmed - six more to come soon
 Total 48
 Current total 106

Projected Total 113-116

Coach overview and contract update

All 8 competitive team coaches are in place but no contracts signed.
 Boys Team Coaches - Jerry Tesanovic, Blake Christie, Pierre Fiset and Tristan Nuyens

Girls Team Coaches - Alison Davis, Rob Tarnoczy, Kasia Hart, Valerie Lessard and Laura Catana

The ILWP coaching staff situation has been settled.

Ray Friel - Joel Primeau, Orleans - Bryan Brunet and Staci Forsen, St. Laurent - Adrian Steenkamer, Saw Mill Creek - Alison Fry, Brewer - Pat Bickerton, Pinecrest - Matt Van Gaal and Greg Price, SJCC - Martha

Creighton, Walter Baker - Leary Doe, Goulbourn - Igor Raspopovic.

We have volunteer assistants at all pools.
Contract details will be settled by Deanna.

My mentoring draft plan was distributed earlier in September.
A complete plan for the Fall 2005 is done and will be provided as requested.
It includes visitations to ILWP sessions.

All 8 team coaches were asked to submit a professional development plan for the year.

I have proposed plans for Jerry, Pierre, Alison and Kasia.
Blake, Tristan, Rob, Val and Laura, s plans will be completed this week.
A menu of options was presented to each coach including some compulsory sessions.

The Community Coach Course I ran on September 9-11 consisted of 20 participants.

Training Program

A full year training program outline was given to all Competitive Team coaches (available upon request).

This outline breaks the annual training plan into key phases (General Preparatory Phase, Specific Preparatory Phase, Pre-Competitive Phase, Competitive and Transition Phases). This template provides a clear direction for each phase including the percentage time allocated to the various training components and is a useful guide to both parents and athletes in terms of expectations throughout the year.

Enhanced Training sessions begin this Friday and I will be in charge of this program for the year.

Special attention will be given to both Barracudas and Nessies training details following the completion of the first Phase (6 weeks). I will be providing detailed training lessons to Tristan, Valerie and Laura.
Pierre and Kasia are competent to use the annual training guide as their reference with input and feedback from me during the season.

The specific training situation for the older boys will be settled once the issue of the Youth Team is finalized. The older girls program is in place and Rob and Alison have established a good plan for the season.

Competition Program

Proposed competition schedules for the Sharks, Barracudas, Dolphins, Nessies, Cadet Boys have been sent out and will be distributed to the families through team managers. Meetings to approve these plans should be done within the next 7-10 days.

I am awaiting Rob and Alison's proposal for the Youth and Cadet Girls. The Youth Boys situation is still undecided but hopefully will be addressed at the Executive Meeting.

The Older Girls have already begun their interactions with Ravens on Tuesday nights and they are entering the Ravens Invitational Tournament September 23-25.

I had requested that the Older Boys participate in the Ravens Invitational but we were turned down.

We have been accepted with 2 Boys Teams in the OWPL and I have asked the Executive to approve the use of up to 4-5 Senior players to supplement our roster (and to pay if required their OWPA registration for insurance purposes).

I contacted Ginette Murray from the Hull club in late August to establish a schedule for our Saturday Scrimmages but despite many attempts to reach her we have no news what-so-ever. I am still working on this.

A DRAFT Competition Schedule which includes OWPA, some Quebec, and most Water Polo Canada events was distributed to all Team Coaches and Managers.

Saturday is Game Day proposal

I have created a plan for the fall period which includes a variety of opportunities.

We do not move to the FULL SATURDAY concept until we enter

November.

It has been impossible to establish a firm set of dates for the various groups due primarily to the fact that the team schedules are not finalized.

Once the team schedules are set I can tweek the Game Day Schedule. Game Clocks and Referees will be in use at the Saturday sessions including special THEME days.

I have contacted DDO to investigate opportunities for an exchange program similar to that with Hull - more news to follow.

I recommended to all Teams that we do not attend the OWPA water polo festival as the information was late in arriving to us and it is too early in the year for our club to react.

No news has been circulated to date about the Team Ontario program this year for either Youth or Bantam categories. I stepped down at the end of August from the YOUTH program after a 2 year volunteer commitment. I did provide a long series of recommendations for the Youth program. The question of the TEAM ONTARIO BANTAM program and our involvement as a Regional Team should be discussed at a special meeting involving the Academy coaches and managers and a recommendation brought forward to our Executive and then passed on to OWPA. I have some strong feelings about where we should go from here but our first Executive meeting is not the place to discuss this. I suggest we defer this item till October.

David Hart

Submitted, September 19, 2005

ILWP Report to Executive September 19, 2005

2005 ILWP Fall Program

Season calendar is in place with team start and finish dates, etc. In general, maintenance shutdowns do not affect ILWP.

Practices start this week (Brewer and the SJCC started last week, because up an upcoming scheduling conflict at each of these sites) and the first Sunday night league games are Sunday, October 16 at NSP Pool.

Registration as of September 19 is 91 participants (last year there were 103 on this date), as follows:

- Walter Baker 8
- Pinecrest 17
- Brewer 15
- Orleans 18
- Sawmill Creek 5 (lots of calls about Sawmill the last week)
- Goulbourn 12 (quite amazing, as we've always struggled to get over 9 or 10 players at this site. More calls coming in).
- SJCC 6
- Ray Friel 4 (lots of calls about Ray Friel this week. I expect that it will eventually get overflow from Orleans)
- St-Laurent 5 (may be an issue.... in the past we've directed overflow from Orleans to this site. I've made extra efforts in this neighbourhood to put up posters and brochures).

Pinecrest, Brewer and Orleans will likely fill up, as per usual for the Fall session. At this point, I am encouraging players to try other teams than these three. For players who really wanted these teams, I encouraged them to the open Free Intro Clinics we have had at Carleton U and NSP, in order to avoid disappointment on the first night, with a potentially full team. For the other sites, I've encouraged them to go to the first practice at their pool, and try it out there where they can meet the coach(es) and team mates.

The Academy program has recruited 6 boys and 12 girls from the ILWP program (i.e. they are still eligible for ILWP), resulting in the need to replace these players with new recruits. As of this past weekend, perhaps a couple more ILWP players who are already registered will move to the Academy program.

A Level 1 coaching course was held the weekend of September 9-11 with 18 participants (14 of them Cadet/ Youth athletes who will start as ILWP coaching assistants). This is a significant increase over the number of participants last year, and a very positive sign to have this level of interest from our older athletes so that we can build the pool of coaches.

The ILWP rules have been updated as a result of recent changes to the international FINA water polo rules.

All 9 ILWP locations have Head Coaches confirmed. Assistants are being placed.

Promotion is well underway as follows:

- Printed 15,000 ILWP brochures. Most of these are in circulation. The brochure was translated into French and we have photocopied as needed.

- Have run 34 Free Introductory Clinics, mostly within summer day camps across the City, and five which were for general public. Additional free clinics coming up the first pre-season practice at each of the 9 ILWP sites. Have had a total of just over 700 participants in Free Clinics.
- Small box ads have been placed in most community papers across the region, for two weeks each. Ads also purchased in the Walter Baker and Nepean Sportsplex Fall Program Guides, for the first time.
- Brochures and posters in all City pools, and in other public places across the City (libraries, grocery stores, workplaces, etc).
- Notices placed in the Citizen's free Local Sports Calendar listing (every 2 weeks).
- Current players have been encouraged to bring a friend to the first practices.
- ILWP section of the Titans website has been updated with current documents.
- If you know somewhere you could leave some brochures or posters, please contact Deanna ASAP. Recruiting new players needs to be a club responsibility!
- Meanwhile, I am receiving up to a dozen or more inquiries some days, and continue to return messages within a few hours.

Sunday Night League Coordinator has been hired. Schedule is in final draft stages and will be distributed to participants in next couple of weeks, as well as a 'welcome back' newsletter. ILWP referee clinic is planned for October 23 (David Hart or Todd Bealor to conduct). This is a free clinic we offer to those parents and older athletes who wish to volunteer for refereeing ILWP.

A number of Team Managers are in place, with some still to be recruited.

An improved coaching mentoring program is planned for this season.

Camps Report to Executive September 19, 2005

Summer Camp 2005

Was held August 21-26 at Nepean Sportsplex Pool with 113 players. Twenty-seven were from out of town, and most of these were billeted with Titans families.

Guest coaches this year were National team member Aaron Feltham as well as Kitchener-Waterloo Head Coach Paul Pottier. Aaron Feltham was definitely a hit with all age groups. Many of the players know Paul Pottier well, and he continues to make a strong contribution to the coaching team. Pat Oaten had planned to attend for a half day, but was unable to make it. A variety of topics were covered, including fitness skills, tactics and new FINA rules, ball handling, shooting techniques, offensive/ defensive skills, counter attacks and goaltending essentials.

Erin Bickerton was once again hired prior to the camp to plan afternoon/ dryland activities. Erin planned two afternoons that involved the entire group, and many smaller activities for mostly younger players on other afternoons, while the older players reviewed videos with their coaches. We were unable to come up with a 'big' activity we had budgeted for, but it is proposed that we budget again for this next year. Could be an activity like orienteering in the trails behind NSP, or could be \$\$ spent on bringing in a 'specialist' to cover topics such as stretching, shoulder injury prevention, cross-training, etc.

The pizza lunch continues to be a big success with all participants.

Very successful, and probably the best camp ever. Excellent feedback from parents and participants.

Provided a net surplus for the club (budget is set using a minimum number of participants needed to break even. After that number of 96 athletes, 1 coach per 8 additional athletes is added, to a maximum of 120 athletes, which is the maximum number we have determined we can fit into the pool at one time). The amount of the surplus increases as new players are added (because many costs such as pool and room rentals, remain the same).

2005-2006 Planning

Pool time has been requested, similar to the past year. Camps will be planned and promoted as these dates and times are confirmed.

2006-2007 Planning

We have learned that Nepean Sportsplex will be closed for a 9-month period in 2007 for major repairs. As well as affecting practices, this will affect our Titans Summer Camp, as the pool will be closed for the full summer. **We will need to consider alternate arrangements for 2007 Summer Camp.**

Respectfully submitted, Deanna Barry, Program Manager

TITANS WATERPOLO
FINAL STAY-IN-SHAPE BUDGET – SUMMER 2005

MONEY COLLECTED

1. 47 memberships were sold: $47 \times \$125.00 = \$5,875.00$
2. Total 'pay-as-you-go' money collected: \$810.00

Total money collected: \$6,685.00

EXPENSES

1. Coaching costs: Doug Hodgson should provide the final figure with the total of his invoices. From my records, we had 54 coaching session @ \$20.00 per coaching session for a total of \$1,080.00
2. NLS costs: Doug Hodgson should provide the final figure with the total of his NLS invoices from the City of Ottawa. I can help verify this from my records. This should be added to \$40.00 paid to Danielle Le Saux Farmer for two NLS sessions and \$25.00 to Paul Hébert for an out of pocket payment to NLS guard 28 Aug 05.
3. Pool costs (Nepean SPLX and Carleton University): I don't know these figures.

Paul Hébert
Stay in Shape Coordinator
4 September 2005

Titans Water Polo Volunteer Positions for 2005-2006 Season

Somewhere in this list is a role that is a good match for your skills, interest and availability!!!

Role	Name
Executive Team (to be elected at the AGM)	
Club President	Pierre Tremblay
Competitive Program Director/Vice President	Hurd Stein
ILWP Director	Cathie English
Special Events Director	Nicole Le Saux
Finance Director	Ed Sennema
Secretary/ Club Communications	Carolyn McGill
Registrar	Deb Wilson
Treasurer	Doug Hodgson
Past -President	vacant
Other volunteer positions	
Pool Facilities & Scheduling Coordinator	Paul Massel
Loblaws Coordinator	Chris Lessard & Maryse Dion
Equipment and Merchandise Coordinator	Tracy Wall
Fund Raising/Corporate Sponsorship (2-3 people)	Ginette Sharp
	Adrian Steenkamer
Media team & Newsletter department editors (2-3 people))	
Webmasters	John Chinneck
	Srecko Pavicevic
	Christian Lessard
City of Ottawa relations	Craig Sutton
Academy Sharks Team Manager	Christine Taschereau
Academy Dolphins Team Manager	Sue Sidebottom
Academy Barracudas Team Manager	Andrea Kennedy
Academy Nessies Team Manager	Denise Walker
Cadet Boys Team Manager	Linda Shaw
Cadet/Youth Girls Team Manager	Sharon Lapins
Youth Men Team Manager	
Inventory Management	
DVD Library	Srecko Pavicevic
Volunteer Coordinator / Police Record Checks	
ILWP Team Manager (Ray Friel)	Evelyn Laroche
ILWP Team Manager (Orleans)	Brent Smyth
ILWP Team Manager (St-Laurent)	Paul Fritz-Nemeth
ILWP Team Manager (SJCC)	
ILWP Team Manager (Goulbourn)	

ILWP Team Manager (Brewer)	Graydon Paulin
Role	Name
ILWP Team Manager (Walter Baker)	Andrea Kennedy
ILWP Team Manager (Pinecrest)	
ILWP Team Manager (Sawmill Creek)	
Special Events	
Titans Cup tournament director	
Media coordinator for Titans Cup	Jill Blackman
Hospitality room coordinator – Titans Cup	
Volunteers Coordinator – Titans Cup	Adrian Steenkamer
Cadet invitational tournament director	Deanna Barry
Hospitality room coordinator – Cadet Invitational	Denise Walter
Volunteers Coordinator – Cadet Invitational	
Bantam Provincials tournament director	
Hospitality room coordinator – Bantam Provincials	
Volunteers Coordinator – Bantam Provincials	
Stay-in-Shape Coordinator	
Titans awards banquet event coordinator	Suzanna Etesi and Suzan Bower
Academy Intake coordinator	
Miscellaneous Tasks/Assignments	
Clean up and organize the storage bins at the Sportsplex	
Clean up and organize the storage cage at the Sportsplex	
Fix our ILWP nets (some may have become dangerous)	Lionel Croteau
Misc. ILWP administrative tasks (e.g. stuffing letters, delivering brochures, putting up posters, etc.)	
Graphics design for ILWP and competitive program advertising	
Draft new Titans Code of Conduct	
Develop job descriptions for our volunteer positions (2-3 people)	
Draft Team Managers' guide	Christine Taschereau
Draft Chaperone's guide	Sharon Lapins
Develop new recruitment approach(es) for ILWP and competitive program	
Organize/maintain club archives	
Draft survey to collect feedback from parents on our club's operations and direction (ILWP and Competitive programs)	
Draft template for post tournament reports by Team Managers/Chaperones	
Investigate partnership with local schools	Jean-Philippe Caron
Investigate partnership with the certain city pools for the ILWP program	
Develop a pilot program for Summer ILWP	
Investigate the possibility of an Aquatic Sport day with other clubs	