

Report

CUGA Executive meeting, December 5th,2002

Cathie, Marg, Darryl, Jeff

AGENDA

This agenda was given before the meeting.

1. Goals

2. World debt

- *End of July was 76,000, now is about 36,000. Provincial council was to assist with payments, now council has found paid employee took off with a lot of money. Forecasting debt will be paid by end of April, but we need to sell worlds items to help.*

3. Communications

- *Need to get website revamped and up and running. Need to get membership list updated and all members on canada hockey.net. Need to find out who is not on net and do snail mail.*

4. Member value

- *We now have ability to provide insurance for clubs. All members of club must belong to CUGA for insurance to be valid. Will send more detailed proposal. Idea- up memberships to 25.00/year. Insurance coverage. Build in membership fee to tournaments like Nationals and Easter. If members have paid they get a 25.00 discount on tournament. If not a member, then they automatically buy a membership when going to that tournament. Other ideas- members automatically signed up on canadaneet. Advertising for clubs on website, member ads for free (eg. sell your fins on our website), referee training courses and in the future access to NCCP programs (coaching certification). Discounts for members at local businesses..*

5. Coaching certification program

- *Alisdair working on level one course right now. Sears I Can Swim program interested as well as aquatic instructors. Future levels 2-5 (5 being training for elite/Worlds) need input from members.*

6. Team Selection Policy

- *Review and update.*

7. Restructure

- *Purpose of restructure was to prepare CUGA for the future with having an established office. We have a current structure now that Revenue Canada has accepted for our amateur status. Big problem is not what our titles are, it is actually deciding what we need to do, dividing up the duties and actually getting the work done. Example: Cathie is Vice President, but she may decide to be in charge of training and do this work.*

8. Tattoos and Crests issues

9. Team Account issues

10. Discipline issues

- *Need to get a policy done. Need to decide about Blair Armstrong issue now.*

11. Moldova women defection

- *Do we give an interview on this issue or not to media.*

12. Next meeting

13. Other stuff?

REPORT

1. Goals

- a. CUGA has focused too long on just the handful of elite players and issues. We need to develop standards and structure to our sports beyond elite.
- b. One big goal needs to be achieved: better communication - not only within the executive, but also with our entire membership.
- c. We really need to think hard over the next month on what we discuss tonight for short term and start planning for the long term.
- d. Margaret took care of almost everything in CUGA for the last 10 years mainly due to lack of participation by other executive. Darryl, Jeff and Cathie must therefore work on what will be discussed at this meeting.

2. World debt

- a. Report from Margaret
 - i. When Worlds ended we were about 76,000 in debt. Mainly due to lack of volunteers at fundraisers and grants not coming through. It's now about 36,000. The council was to provide us with a grant or a long term loan to cover the rest of the debt. The loan is now in doubt and they have frozen our earnings in bingo money until the matter is settled (see the report on the situation on the agenda). At this point we have about 10,000 in bingo earnings still to come, another 4- 5 thousand to be earned till March next year. I am trying to sort out the Revenue Canada issue and we may be able to get about 6 - 7 thousand back from GST. What ever the outcome is it may take years as it will have to go through the courts. The bottom line is I am totally committed to not leaving a debt for CUGA.
 - ii. Basically, Margaret is paying the World's debt by herself, as no one wants to help her.
- b. Things to do to help reduce the debt
 - i. Each member of the executive will try to sell off some items from Worlds, like towels, T-shirts, sculptures, etc.
 - ii. Margaret will send a list of prices, and can send on request samples to people.
 - iii. Darryl will update the website with pictures and prices of those items.
 - iv. The sport court is also for sale: approx. \$12 000 - \$15 000 each court (\$10 000 US includes shipping).
- c. Rumors
 - i. No team money has been used for Worlds.

3. Communications

- a. Website
 - i. Darryl, Jeff and Margaret will have access to the computer to update the information on the website. More than one person will be able to update the website to ensure it will be done.
 - ii. The website will be updated by January 31st, by Darryl, Jeff and Margaret.
- b. Membership list
 - i. Right now, there are 477 names in the database, but around 150 have paid.
 - ii. Jeff will send the names from the Nationals to Cathie.

- iii. The membership list will be updated by Cathie by January 31st.
 - iv. Any new member should be added to the Canadian mailing list.
 - c. Membership fees
 - i. We will keep January 1st as the date to start collecting money from the membership.
 - d. Posters and flyers
 - i. Jeff will work on a design and will look for the costs to get them done.
 - ii. We can give Worlds posters to members and put a paper notice on top of the dates to advertise local clubs activities.

4. Member value

- a. Problems
 - i. People don't know why to be a member of CUGA, so they are hard to convince to become members.
 - ii. CUGA needs \$4000 a year to work. There are not enough elite players to cover this amount.
- b. Solution #1: Insurances
 - i. More and more pools are demanding that clubs have insurance to play.
 - ii. Jeff suggest to poll clubs to see who needs/wants insurances.
 - iii. The costs could be around 20\$ per person per year.
 - iv. CUGA current policy: 2900\$ per year to cover up to 2 millions in liability for special events, Nationals and sanctioned tournaments.
 - v. Note: facility insurances don't protect the group if someone gets hurt and sues the club.
 - vi. Possibility of offering a split fee for membership, i.e. \$10 to be a member and \$10 if you want the insurance.
 - vii. Possibility of having a build-in fee of \$25 at tournaments (ex. Easter or Nationals). If you participate, you automatically become CUGA member. If you already are a member, you will get a \$25 discount.
 - viii. The four people in the executive will look into the issues about insurance for the next meeting.
- c. Solution #2: sanctioned tournaments
 - i. We would need a sanctioned tournament in Quebec and in Ontario to attract more people.
 - ii. Cathie will talk with the Quebec people and the Montreal people to see if it's feasible.
- d. Solution #3: Membership card
 - i. Having discounts by showing the card at local shops.
- e. Solution #4: Newsletter
 - i. Jeff will work on having a newsletter to send to the members via Internet.
- f. Other solutions
 - i. The executive will try to think to other solutions that would help attract people in CUGA.

5. Coaching certification program

- a. Since we have our amateur athletic status, next thing to work on is getting recognition with Sport Canada.

- i. It will make us eligible for funding, for better pool times and for a better development of the sport.
 - b. NCCP Program (National coaching certification program)
 - i. Alisdair Galbraith has started working on a level one theory program.
 - ii. Alisdair will not work on a level two or more, so we will have to delegate it later.
 - iii. The practical portion is already in place with NCCP (a common basis for aquatic coaches).
 - iv. After a first draft is done, the executive will review it. The executive may ask any other person to help review it as well.
 - v. Cathie will take on this project.
 - c. Sears I can swim
 - i. They asked us to integrate underwater hockey into its North American program.
 - ii. This can be a way to make money, as they will have to pay a fee to use the program.

6. Team selection policy

- a. This issue must be treated with care!
- b. Problems we have so far
 - i. Self-elected coaches
 - ii. Selection of the selectors when there aren't three teams at Nationals
 - iii. Selectors not posting timelines
 - iv. Selectors not being from across Canada
- c. Jeff and Cathie will talk with some elite players to have their input.
- d. Some ideas
 - i. Other federations appoint the team selectors.
 - ii. If there aren't three divisions at Nationals, then CUGA should solicit applications for selectors.
 - iii. Minimum of three selectors from three different provinces.
 - iv. Selectors decide who will be the coaches.
 - v. Have three selectors and a coach (so it means four selectors).
- e. Contacts
 - i. Melanie Johnson for the Women
 - ii. Martin Tanguay and Michel Langlois for the Men
 - iii. Adele, Terry Brown and George (from Calgary) for the Juniors
- f. We must have a draft for our next meeting.

7. Restructure

- a. We will delegate responsibilities for important items, but we must not add more people to the executive.
- b. The Vice-President is now in charge of the training. So the Vice-President is now the « Vice-President / Training Director ».
- c. The Director at large is now in charge of communications. So the Director at large is now « Director at Large / Communication Director ».
- d. These two people are the central contact for training and communications, but the decisions should still be made in agreement with the rest of the executive.

- e. Margaret will update the constitution to reflect those changes. Deadline: Nationals in Victoria. (addition by Marg: cannot update without membership vote)

8. Tattoos, crests and logo issues

- a. Crests
 - i. Due to a problem with communications, crests were ordered but finally not needed at Worlds. Now, someone needs to pay for them.
 - ii. The BC Club suggested to buy the 2/3 of the crests, while CUGA buys the remaining ones.
 - iii. This suggestion is accepted; however, since CUGA doesn't have the money now, Margaret will buy them and be refunded later.
 - iv. Margaret also wishes to put on record that « I only ordered the crests on a direct request from a person on the team, and resent the implications that I did this on my own. Since all the emails from the individual are gone, I can't prove it, so what I have done is ensured that this will never happen again. »
- b. Tattoos
 - i. Margaret's report on the situation
 - 1. The worlds teams asked to sell their tattoos at our concession stand at worlds. The people in charge of the concession stand did not follow guidelines for running the stand and did not keep good records of items other people wanted to sell. They were literally swamped with items and most of the workers were kids. The records they kept of these items usually consisted of a handwritten form that the person signed in how many items were left for sale. When the person picked up the items, they recounted and paid out the money owed for any items sold minus the 15%. The only records that they recall of the tattoos were signed by Richard Andrade. The woman in charge of the concession recalls him picking up items- toothbrushes etc and she is pretty sure that the tattoos were picked up too. She also states not many tattoos were sold.
 - 2. Jerrilin was asked for a record of how many tattoos they put into the concession... she has declined to give this number, saying we should supply it.
 - 3. Jerrilin also contacted Richard and said he did not pick them up.
 - 4. Jerrilin wants us to pay for all the tattoos.
 - ii. Two things must be done to solve the problem.
 - 1. Margaret and Darryl will go through the Worlds inventory to verify if we have the tattoos. They will also search the locker for them. This will be done by January 31st.
 - 2. Cathie will try to have a detail number of how many tattoos were given to the booth.
- c. Logo
 - i. The teams will be charged for the Canadian logo. It will cost around 1\$ per person.

9. Team accounts issues

- a. Note: I was out of Messenger, so I can't do a good report.

- b. I can just assume that we need to have a policy for next years. Margaret has sent a draft, so we need to agree with it.

10. Discipline issues

- a. For that point too, I can't do a good report as I was still out of Messenger.
- b. Blair issue
 - i. Blair is suspended for 2 years from Worlds as a player/coach, on probation at our events. CMAS may drag it out for a while. He can still participate in our events as player / coach, but if he causes a disturbance or problem, he will be immediately banned from that event and we will re-evaluate our judgment.
 - ii. If he behaves locally, we should update CMAS & lobby for his reinstatement.
- c. The executive agree that Canada must change its reputation of being sore losers and complainers.
 - i. This is not just due to what happened with Blair.
 - ii. On the local side, there have been many issues that need addressing so they don't happen again. A policy must be set before Easter.

11. Moldova women defection

- a. The Moldovan women did come to Canada and defected.
- b. CUGA doesn't support the defectors.
- c. Sanctions have been put into place by CMAS.
 - i. From now on, the Moldovan federation has to get their Olympic committee to authorize future athletes to go to CMAS events.
- d. Margaret has been contacted by the media about this story.
 - i. No interview will be given by any member of the executive.
 - ii. A statement has been issued to the press stating what happened, but no more will be said (they said they were coming, they paid half their fees and did not show up at the Championships).
 - iii. Any insistent media person will be referred to Margaret.

12. Other stuff

- a. Members of the 2002 Canadian delegation that didn't pay their part on the team accounts.
 - i. Lianne Smith didn't pay. She owes \$600 but pretend she has bills for Worlds to be refunded for a total of \$600. However, she never brought the bills and has disappeared.
 - 1. This committee voted that she will be banned from our events until the money comes in.
 - ii. Cecilia Torres
 - 1. She keeps promising the money, but didn't gave it yet.
 - iii. Juniors
 - 1. The 2002 Juniors delegation still owes 4000\$ for the track suits.
 - 2. They finally decided to pay their part.
 - 3. This will allow us to pay for the hotel (SAIT).
 - iv. Heather Lindholm

1. Her deposit will not be refunded as she pulled out voluntarily. This deposit will not be used for her expenses (track suits, bathing suits, hotel room).
- b. This committee wishes to emphasize that the teams' funds hasn't been misused by the executive. What's going on is that some people didn't pay their part and some don't even seem to want to pay. So we are ready to show the budget of these accounts to clear that matter and prove wrong these accusations.
- c. This committee will work on a better system so that this situation never happens again.
- d. Cathie will inform the teams on what's going on with the accounts. Margaret will send more information on that next week.

13. Next meeting

- a. The next meeting is scheduled to be on January 8th (Wednesday).