



WATER POLO CANADA

1A-1084 Kenaston Street, Ottawa, ON, K1B 3P5

613-748-5682  www.waterpolo.ca

CALL FOR NOMINATIONS - BOARD OF DIRECTORS

Water Polo Canada (WPC) is extending an invitation for nominations to all individuals interested in serving on the Board of Directors.

The calendar leading to the elections, as stated by Water Polo Canada's [Bylaws](#):

- Thursday, July 23, 2026: Call for nominations
- Friday August 21, 2026: Deadline for nominations
- Friday September 4, 2025: Publication of the nomination list
- Monday, September 21, 2026: Elections at the Annual Meeting (AM)

The Board as it stands today is composed of the following individuals:

Name	Title	Term Ends
Kathleen Dawson (MB)	President	2027
Christina Skinner (ON)	Vice-President	2028
James Profit (ATL)	Director	2028
Benjamin Young (BC)	Director	2028
Susan Cameron (SK)	Director	2027
vacant	Director	2027
Kyam Schell-Schnitzer (ON)	Director	2026
Adam Deffett (ON)	Director	2026
Nic Youngblud (AB)	Director	2026
Gaelan Patterson (AB)	Athlete Representative Director	2027

In order to satisfy compliance for term limits in alignment with the Sport Governance Code, for the fiscal period of 2026-2027, the members will elect:

- Three (3) directors for a three (3) year term.
- One (1) director for a one (1) year term.

Additional details regarding board diversity and gender balance are explained in the by-laws.

Knowledge, Experience, and Skills

The Water Polo Canada Board of Directors oversees the policies of the Association, the budget, produces a [strategic plan](#) for the Association and reviews that plan regularly to ensure that its objectives are being met.



The Water Polo Canada Board conducts itself in a businesslike fashion. Individuals who apply for a Board position should be aware that it is a policy governance Board and Directors will be expected to be responsible for or participate in certain portfolios.

Furthermore, the Board is strongest and most effective when each Director contributes knowledge, experience, and skills in one or more of the following core competencies:

- Governance experience / previous board experience
- Risk Management
- Legal background
- Audit and Finance
- Knowledge of Insurance
- Strategic Planning
- Fundraising and Revenue Generation
- Policy Writing
- Human Resources
- Knowledge of water polo and the Canadian sport system is an asset

Above all, Directors must understand the duties and responsibilities of a Board of Directors. Directors should, ideally, be financially literate and be familiar with processes involved in evaluating organizational performance.

Diversity and Board Composition

Water Polo Canada's 2025-2026 Board is 33% female. The Sport Governance Code states, among other things, that a National Governing Body's Board should have not more than 60% of the directors as the same gender; therefore, it is Water Polo Canada's intent to search for qualified candidates to help comply with these criteria. Water Polo Canada recognizes that diverse perspectives, experiences and backgrounds provide for optimal board performance. Consequently, we welcome new Canadians and those who come from diverse backgrounds and who have the above-mentioned qualifications and are interested in developing their Canadian experience with a network of leaders who share a common passion to help sport and youth reach their potential.

Below is an outline of the Board's roles and responsibilities:

1. General Board Responsibilities

- Ensure ethical conduct of the organization
- Ensure financial responsibility and viability of the organization
- Articulate and communicate the vision and priorities
- Manage the relationship with senior staff
- Monitor the ongoing progress of the organization
- Maintain overall stewardship and governance of the organization





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2. Responsibilities of Board Members

- Attend Board meetings
- Attend other meetings as required
- Attend competitions in local area
- Complete tasks as required from minutes of meetings and other committee tasks

3. Time Commitment (Directors)

- Attendance at the Annual Meeting each year
- Monthly Board meetings (2-3-hour online call on a weekday night)
- Attendance at in-person meetings when scheduled (travel/hotel/meals provided)
- At least 5 – 10 hours per month depending on other roles
- Term of office is three years, unless specified.

4. Time Commitment (President)

- All of the Director's time commitments plus 10+ hours a week
- Attend occasional in-person meetings

5. Benefits

- An opportunity to actively work with an engaging network of individuals who are passionate about the sport of water polo in Canada
- An opportunity for personal and professional development
- To actively contribute to Canada being a leader in High Performance, in the growth of water polo and in organizational excellence
- An opportunity to actively contribute to Canada becoming the number one water polo nation and be part of a special sport community.

Each nomination

- Must be submitted in writing to nominations@waterpolo.ca.
- Must include a motivation letter including areas of expertise/interest and how this skill set will contribute to the achievement of the strategic objectives of the organization.
- Must include a résumé with at least one reference.
- Must include the completed Board Recruiting and Development Matrix



form and a declaration of director independence.¹(available on the WPC website)

Interested candidates shall send their nominations to the Chair of the Water Polo Canada Nominations Committee **no later than August 21st, 2026**. Please send nominations to the following email address: nominations@waterpolo.ca.

Nominees must meet Water Polo Canada's independence and conflict-of-interest requirements. As stated in the WPC Bylaws Article 5.4, close familial relationships with current WPC-team athletes or staff will disqualify a candidate due to the inability to remain independent on matters affecting high-performance programs. Candidates must be free of any conflicts—financial, fiduciary, or familial—that could compromise their independence under the bylaws.

Should you have any questions regarding the Board of Directors and/or the nomination of individuals for this Board, please feel free to contact any member of the committee at nominations@waterpolo.ca.

Thank you for your diligent attention to this important matter for our organization.

Sincerely,
Susan Cameron
Chair,
Nominations Committee
Water Polo Canada

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- a) ¹ “**independent**” means that a director or prospective director has no fiduciary obligation to any body for water polo at the national, provincial, or club level, receives no direct or indirect material from any such party, and is free of any real or perceived conflict of interest of a financial, personal or representational nature (provided that participation, in water polo does not alone cause a person not to be independent). A person who would not be considered Independent will be considered to be Independent once they resign from or terminate the circumstance that gives rise to the non-independence;

