



## Operational Effectiveness Initiative (OEI) – February 2026

Funded by viaSport and led by Sport Law, the OEI is a multi-year project with a goal of strengthening capacity and improving the sustainability of sport organizations, such as Water Polo West.

### In-depth Review – What was analyzed?

Sport Law has reviewed WPW’s organizational policies and processes. They looked at how these documents fit within the key areas of the OEI including:

- WPW’s organizational priorities
  1. Strong Governance, including solid policy development
  2. Growing the membership
  3. Continuing to build trust within the water polo community.
  
- viaSport’s standards, which can be found in their [Designation Program Policy](#).
  
- Sport Law’s Leading Practices for Organizational Excellence:
  - legal incorporation                      - foundational statements                      -strategic plan
  - informed governance                      - committee structure                      - human resources
  - management                      - financial management                      - safety and inclusion
  - evaluation of programs and services

### Recommendations – What can help WPW evolve and grow?

#### By-Law Updates

Several recommendations for by-law updates were suggested and will be presented to members as part of the 2026 AGM package.

#### Policies

It was recommended that Water Polo West adopt the following policies:

- Board Policy or Charter
- Conflict of Interest Policy
- Financial Management Policy
- Risk Management Policy.

#### Transparency

Transparency can be increased through the following actions:

- Clarifying position descriptions for board members
- Establishing a clear nomination process for the board and utilizing a Nominations Committee
- Providing a copy of this report to its members and other stakeholders.

## **Accountability**

Accountability can be increased through the following actions:

- Establishing a process for the Board to conduct an annual board evaluation.
- Consider making ongoing Board education and development a priority.
- Adopt a process to evaluate the performance of the Executive Director.
- Document written position descriptions for the roles of all the contracted staff and key volunteer(s) and adopt a simple and effective performance evaluation process.
- Establish standing committees of the Board, with clear terms of reference, in three core areas: Finance, Governance, and Nominations.

## **Implementation**

Water Polo West and Sport Law will co-create an implementation plan to decide priorities and timelines. Water Polo West will provide a status update at the 2026 Summit in September.