



# Annual Report 2016 - 2017







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01

# Report from the Chair



Volleyball  
Canada







It's hard to believe that 2016 is well behind us and we're entering into a new era for our sport in Canada.

The past year was one of great achievement and disruption by Canada on the international stage with the men's team finishing fifth in the Olympic rankings, our beach teams serving notice to the world they are a force to be reckoned with, and the sitting program cracking the Paralympic top ten.

There is still so much work to do, but I'm pleased with the progress our teams have made, and how the athletes are inspiring a new generation of players. While we celebrate these achievements, it's also an opportunity to recognize the years and indeed decades of work behind the success of these teams. All of the Olympic and Paralympic athletes took

slightly different paths, but none of them could have reached this level without the support of club, school, university, college and provincial coaches and administrators. It takes a community to build an athlete and it's important to applaud the efforts of those behind the success stories. Thank you to the volleyball community – and all its supports and sponsors – for working together to develop our sport! I'm looking forward to seeing what we can do leading up to Tokyo 2020.

This year was also the launch of our new brand, and a time for a fresh start for our programs. Our women's team has started a new phase in Richmond and we're looking forward to watching them at the Olympic Oval this July as we host Women's Grand Prix. This will be our only chance to view Grand Prix on home soil, as the FIVB is moving to a new format and branding next year.

We are also very excited about our new partnership with Volleyball Quebec on the development of a VC Beach Regional Centre of Excellence, which will help support the training of next generation athletes, while allowing them to continue their studies.

And after a very well-run tournament in Fort McMurray, it's great to see our Junior men's team getting ready to compete at the U21 World Championships in Czech Republic.

So it promises to be another busy summer – the current World League tournament, NTCCs and hosting women's Grand Prix, men's Pan Am Cup and then back to BC for the women's NORCECA world championship qualifier, among other events and initiatives.

Also, good luck to all the provincial teams at this summer's Canada Games in Manitoba. Again, there is so much hard work behind the scenes that goes into the organization and coaching of these teams, and it's such an important step in an athlete's career.

Thanks also to all who participated in the 2017 Nationals. Preparations began a while ago, but are now getting more “serious” for Edmonton 2018 as additional site visits and meetings were held this week. The support from the city and tourism authority, as well as the hard work of many, will ensure this event will be memorable for all involved.

I hope that all those attending the convention have a productive time in Edmonton; and I look forward to seeing you at our Hall of Fame celebrations and, for those participating, at the AGM.

**02**

# **Directors, Chairs, Committees & Staff**



# Directors, Chairs, Committees & Staff

## Board Of Directors

|                  |                                |
|------------------|--------------------------------|
| Debra Armstrong  | Chair                          |
| Julie Young      | National Team Athlete Director |
| Dan MacIntosh    | Member-at-large                |
| Kevin Boyles     | Member-at-large                |
| Alain D'Amboise  | Member-at-large                |
| Monica Hitchcock | Member-at-large                |
| Howard Hum       | Member-at-large                |

## Executive Directors / Provincial & Territorial Associations

|                     |                         |
|---------------------|-------------------------|
| Terry Gagnon        | Alberta                 |
| Chris Densmore      | British Columbia        |
| John Blacher        | Manitoba                |
| Ryley Boldon        | New Brunswick           |
| Russell Jackson     | Newfoundland & Labrador |
| Lyric Sandhals      | North West Territories  |
| Jason Trepanier     | Nova Scotia             |
| Scott Schutz        | Nunavut                 |
| Jo-Anne Ljubicic    | Ontario                 |
| Cheryl Crozier      | Prince Edward Island    |
| Martin Gérin-Lajoie | Québec                  |
| Aaron Demyen        | Saskatchewan            |
| D'Arcy Hill         | Yukon                   |

## Alumni And Awards Committee

|                  |          |
|------------------|----------|
| Marlene Hoffman  | Chair    |
| Sylvie Bigras    | Members  |
| Wayne Hellquist  |          |
| Monica Hitchcock |          |
| Greg Willisroft  |          |
| Lucie Leclerc    | VC Staff |

# Directors, Chairs, Committees & Staff

## National Indoor Committee (NIC)

|                  |                                |
|------------------|--------------------------------|
| Greg Ryan        | Chair & Participant Experience |
| John Richard     | Scheduling                     |
| Brad Moyer       | VC Representative              |
| Bruce Edwards    | Seeding                        |
| Greg Solecki     | Emergency Planning & Medical   |
| Josh Ryan        | Communications                 |
| Sandra de Graaff | VC Staff                       |

## Beach Committee

|                |          |
|----------------|----------|
| David Caughran | Chair    |
| Andrea Bailie  | VC Staff |

## Sitting Volleyball Committee

|                 |             |
|-----------------|-------------|
| Kerry MacDonald | Chair       |
| Jesse Ward      | Athlete Rep |
| Jolan Wong      |             |
| Ian Halliday    | VC Staff    |

## Domestic Development Committee

|                          |          |
|--------------------------|----------|
| Brian Newman             | Chair    |
| Monette Boudreau-Carroll | Members  |
| Jonathan Chevrier        |          |
| Chris Densmore           |          |
| Keith Hansen             |          |
| Jim Plakas               |          |
| Angie Shen               |          |
| Jason Trepanier          |          |
| James Sneddon            | VC Staff |

## High Performance Beach Sub-Committee

|                |          |
|----------------|----------|
| Hugh Wong      | Chair    |
| Dave Carey     | Member   |
| Caroline Sharp |          |
| Ed Drakich     | VC Staff |

## High Performance Management Committee

|                |                    |
|----------------|--------------------|
| Julien Boucher | Chair              |
| Mark Eckert    | VC President & CEO |
| Ed Drakich     | Members            |
| Hugh Wong      |                    |



# Directors, Chairs, Committees & Staff

## High Performance Men's Indoor Sub-Committee

|                |             |
|----------------|-------------|
| Julien Boucher | Chair       |
| Glenn Hoag     | Member      |
| Steve Brinkman | Athlete Rep |

## High Performance Women's Indoor Sub-Committee

|                |             |
|----------------|-------------|
| Julien Boucher | Chair       |
| Tammy Mahon    | Athlete Rep |

## National Referee Committee

|                |   |
|----------------|---|
| Scott Borys    | Chair   |
| Debbie Jackson | Officiating for Women   |
| Bohdan Ilkiw   | Domestic Development (Indoor)                                 |
| Pat Thorne     | Communications  |
| Omid Mojtahedi | Domestic Development (Beach)                                  |
| Guy Bradbury   | International / High Performance Program Development (Indoor) |
| André Trottier | International / High Performance Development (Beach)          |
| Jasen Boyko    | Operations  |
| Andrea Baili   | VC Staff  |

## Standing Committee Chairs

|                 |                                   |
|-----------------|-----------------------------------|
| Julie Young     | Athletes Commission               |
| Dan MacIntosh   | Ethics Committee                  |
| Mark Eckert     | External Relations Committee      |
| Howard Hum      | Finance & Audit Committee         |
| Debra Armstrong | Legal Committee                   |
| Dave Carey      | Nominations & Elections Committee |

## International Commissions

|                                    |   |
|------------------------------------|---|
| Ed Drakich (Member)                | FIVB Beach Commission                       |
| André Trottier (Member)            | FIVB Refereeing Commission                  |
| Guy Bradbury (Member)              | FIVB Rules of the Game Commission           |
| Ed Drakich (President)             | NORCECA Beach Volleyball Commission         |
| André Trottier (Member)            | NORCECA Beach Volleyball Commission         |
| Hugh Wong (Coordinator)            | NORCECA NORCECA Beach Volleyball Commission |
| James Sneddon (Member)             | NORCECA Development Commission              |
| Jackie Skender (Member)            | NORCECA Press & Mass Commission             |
| Guy Bradbury (Secretary)           | NORCECA Refereeing Commission               |
| André Trottier (Beach Coordinator) | NORCECA Refereeing Commission               |
| Alan Ahac (Member)                 | NORCECA Sport Organizing Commission         |
| Julien Boucher (Secretary)         | NORCECA Technical and Coaches Commission    |

# Directors, Chairs, Committees & Staff

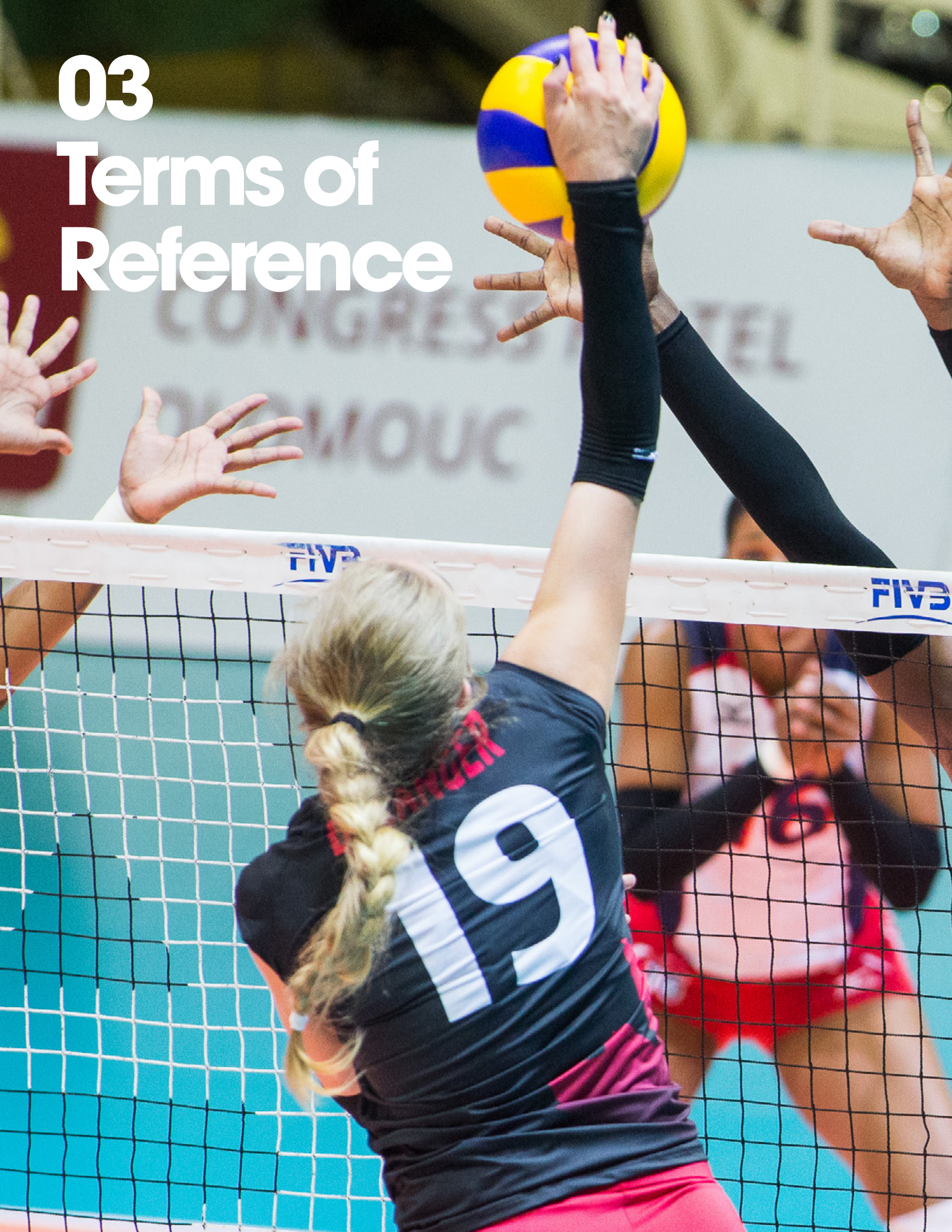
## STAFF

|                           |  |
|---------------------------|--|
| Mark Eckert               | President & Chief Executive Officer                    |
| Linden Leung              | Director, Finance & Operations                         |
| Jackie Skender            | Director, Communications                               |
| Sandra de Graaff          | Director, Domestic Competitions                        |
| James Sneddon             | Director, Athlete and Coach Pathways                   |
| Ed Drakich                | Director, High Performance (Beach)                     |
| Julien Boucher            | Director, High Performance (Indoor)                    |
| Ian Halliday              | Director High Performance (Sitting)                    |
| Alan Ahac                 | Director, International Events                         |
| Robin Guy                 | Director, Partnerships & Governance                    |
| Lucie Leclerc-Rose        | Manager, National Office                               |
| Frank Boyer               | Manager, Men's National Team                           |
| Chrissy Benz              | Manager, Women's National Team                         |
| Dawna Sales               | Manager, Athlete and Coach Coach Pathways              |
| Ryan Aktari               | Coordinator, Beach High Performance                    |
| Courtney Killion          | Coordinator, Business & Domestic Development           |
| Caitlin Devlin            | Coordinator, Events                                    |
| Graham Loyst              | Coordinator, Events & Registration                     |
| Jackie Nelson             | Coordinator, Finance & Administration                  |
| Mélanie Danna             | Coordinator, Promotions and Communications Coordinator |
| Andrea Bailie             | Referee & Events Coordinator                           |
| Adriana Bento             | Assistant Coach, Beach National Team                   |
| Steve Anderson            | Head Coach, Beach National Team                        |
| Glenn Hoag                | Head Coach, Men's National Team                        |
| Vincent Pichette          | Assistant Coach, Men's National Team                   |
| Larry McKay               | Assistant Coach, Men's National Team                   |
| Jean-Sébastien Hartell    | Head Therapist, Men's National Team                    |
| Arned "Lupo" Ludwig       | Head Coach, Women's National Team                      |
| Ryan Ratuszniak           | Assistant Coach, Women's National Team                 |
| Byron Barniuk / Mandy Los | Head Therapists, Women's National Team                 |



03

# Terms of Reference





# High Performance Management Committee

## Name

High Performance Management Committee

## Mandate

The High Performance Management Committee is a program committee of Volleyball Canada. Its role is to provide leadership and direction to Volleyball Canada's High Performance programs.

## Key Duties

**The Committee will perform the following key duties:**

- Oversee all aspects of Volleyball Canada's High Performance programs, including Training Centres and National Teams.
- Establish and supervise Leadership Teams to oversee Beach, Women's Indoor and Men's Indoor National Team Programs. Each Leadership Teams will consist of the Head Coach, Assistant Coaches, administrative staff, Training Centre representatives, IST representatives and volunteer advisors, with each Leadership Team specifically structured so as to best serve the needs and circumstances of the respective program.
- Communicate regularly to ensure consistency, uniformity and effectiveness in the administration of High Performance Programs.
- Liaise with other program committees on matters pertaining to High Performance, Training Centres and National Teams.
- Perform such additional tasks as may be assigned to the Committee by the Board.

## Authority

The Committee will make recommendations for input from the membership and approval of the Board of Directors

The committee can form sub-committees whenever necessary to facilitate the committee's work.

The committee's plans (annual, quadrennial, etc.) and the annual budget must be approved by the President & Chief Executive Officer.

## Composition

**The Committee will be composed of staff, as follows:**

- The President & Chief Executive Officer is ex-officio member of the committee
- High Performance Director – Chair of the Committee
- Beach Sub-Committee Chair
- Women's Indoor Sub-Committee Chair
- Men's Indoor Sub-Committee Chair
- Disabled Volleyball Sub-Committee Chair
- Other members with expertise deemed required by the Chair and/or Board of Directors



## **Appointment**

With the exception of staff, the Board of Directors shall appoint the chairperson and the chairperson shall nominate all other committee members to be approved by the Board. Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.

Nominations from the community, including P/T Associations should be solicited.

When approving the committee membership, the Board will consider the ability and experience of the candidate as well as the diverse nature of Volleyball Canada's membership, including language, gender and geographic location as weighting for approval.

## **Meetings**

The Committee will meet in person at least two times per year, and will meet by telephone as often as required. Meetings will be at the call of the Chair or President & Chief Executive Officer.

## **Resources**

The Committee will receive the necessary resources from Volleyball Canada to fulfill its mandate. The President & Chief Executive Officer has final authority on all staffing.

## **Reporting**

The Committee will report through the President & Chief Executive Officer to the Board of Directors. The Committee will report to the membership, in writing, at the Annual General Meeting. The Chair will attend the Annual General Meeting and will also participate in all strategic planning meetings of Volleyball Canada.

## **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

## **Bylaws**

As this is a staff committee, the provisions of Section VIII of the Bylaws do not apply.

## **Review**

The Board of Directors will review these terms of reference periodically and will make changes, if warranted.

## **Other**

Where possible all recommendations of the Committee will first be published to the membership, for a period of at least 30 days, so that the members may provide comments on these recommendations before they are presented to the Board of Directors for approval.

# Disabled Volleyball Committee

## Name

Disabled Volleyball Committee

## Mandate

The Disabled Volleyball Committee is a program committee of Volleyball Canada. Its role is to oversee the delivery of high performance programs for volleyball players with a disability.

## Key Duties

**The Committee will perform the following key duties:**

- Oversee all aspects of the men's and women's National Team programs, including training and competition schedules, Training Centre facilities and IST support.
- Provide training, technical resources and development opportunities for coaches in disabled volleyball.
- Prepare and monitor budgets for the administration of National Team programs, and seek alternative funding sources to enhance opportunities.
- Raise awareness of the opportunities available for volleyball players with a disability, in both the volleyball and disabled communities.
- Offer expertise and resources to support the development of grass-roots programs in disabled volleyball.
- Serve as the Volleyball Canada liaison to various international and national organizations, including WOVD (World Organization for Volleyball for the Disabled), IPC (International Paralympic Committee), CPC (Canadian Paralympic Committee) and CASA (Canadian Amputee Sports Association).
- Perform such additional tasks as may be assigned to the Committee by the Board or by the President & Chief Executive Officer.

## Authority

The Committee will make recommendations for input from the membership and approval of the Board of Directors

The committee can form sub-committees whenever necessary to facilitate the committee's work.

The committee's plans (annual, quadrennial, etc.) and the annual budget must be approved by the President & Chief Executive Officer.

## Composition

**The composition of the Committee will include:**

- A Chair
- All Head Coaches
- A representative who will fulfill the national and international liaison function of the Committee
- A representative who will fulfill the grass roots development function of the Committee
- Disabled Volleyball Head Coach/Coordinator (staff)
- The President & Chief Executive Officer is ex-officio member of the committee
- Other members with expertise deemed required by the Chair and/or Board of Director



## **Appointment**

With the exception of staff, the Board of Directors shall appoint the chairperson and the chairperson shall nominate all other committee members to be approved by the Board

Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.

Nominations from the community, including P/T Associations should be solicited.

When approving the committee membership, the Board will consider the ability and experience of the candidate as well as the diverse nature of Volleyball Canada's membership, including language, gender and geographic location as weighting for approval.

## **Meetings**

The Committee will meet by telephone or in person, as required. Meetings will be at the call of the Chair or at the call of the President & Chief Executive Officer.

## **Resources**

The Committee will receive the necessary resources from Volleyball Canada to fulfill its mandate. The President & Chief Executive Officer has final authority on all staffing.

## **Reporting**

The Committee will report through the President & Chief Executive Officer to the Board of Directors. The Committee will report to the membership, in writing, at the Annual General Meeting. The Chair will attend the Annual General Meeting and will also participate in all strategic planning meetings of Volleyball Canada.

## **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

## **Bylaws**

The provisions of Section VIII of the Bylaws will also apply.

## **Review**

The Board of Directors will review these terms of reference periodically and will make changes, if warranted.

## **Other**

Where possible all recommendations of the Committee will first be published to the membership, for a period of at least 30 days, so that the members may provide comments on these recommendations before they are presented to the Board of Directors for approval.

# Domestic Development Committee

## Name

Domestic Development Committee

## Mandate

The Domestic Development Committee is a program committee of Volleyball Canada. Its role is to provide leadership for the development of Indoor and Beach volleyball in Canada, in accordance with the principles of Volleyball Canada's Long Term Athlete Development (LTAD) Model.

## Key Duties

The Committee will perform the following key duties:

- Recommend philosophies, policies and guidelines to support the successful adoptions and implementation of the LTAD model in Indoor and Beach volleyball.
- Define and establish the framework for all VC's National Championships as it pertains to the age categories and the playing rules for each one.
- Define and establish the framework for all domestic Elite development competitions offered by Volleyball Canada and its partners (e.g. NTCC, Canada Games).
- Recommend policies for talent identification and selection of athletes to VC's Developmental National Team programs and competitive opportunities.
- Recommend policies, standards, rules and guidelines for the delivery of the National Coaching Certification Program for Indoor and Beach volleyball, in compliance with the requirements of the Coaching Association of Canada.
- Perform such additional tasks as may be assigned to the Committee by the Board of Directors or by the President & Chief Executive Officer.

## Authority

The Committee will make recommendations for input from the membership and approval of the Board of Directors

The committee can form sub-committees whenever necessary to facilitate the committee's work.

The committee's plans (annual, quadrennial, etc.) and the annual budget must be approved by the President & Chief Executive Officer.

## Composition

The composition of the Committee will include:

- A Chair
- 4-6 members at large, selected based on demonstrated expertise in Youth Development both in Indoor and Beach Volleyball.
- Volleyball Canada's Domestic Development Director (staff). In the absence of a staff person in this position, the Committee will be supported by a staff person in a related technical role.
- The President & Chief Executive Officer of Volleyball Canada is an ex-officio member of the committee
- Other members with expertise deemed required by the Chair and/or Board of Directors

## **Appointment**

With the exception of staff, the Board of Directors shall appoint the chairperson and the chairperson shall nominate all other committee members to be approved by the Board

Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.

Nominations from the community, including P/T Associations should be solicited.

When approving the committee membership, the Board will consider the ability and experience of the candidate as well as the diverse nature of Volleyball Canada's membership, including language, gender and geographic location as weighting for approval.

## **Meetings**

The Committee will meet by telephone or in person as required. Meetings will be at the call of the Chair or at the call of the President & Chief Executive Officer.

## **Resources**

The Committee will receive the necessary resources from Volleyball Canada to fulfill its mandate. The President & Chief Executive Officer has final authority on all staffing.

## **Reporting**

The Committee will report through the President & Chief Executive Officer to the Board of Directors. The Committee will report to the membership, in writing, at the Annual General Meeting. The Chair will attend the Annual General Meeting and will also participate in all strategic planning meetings of Volleyball Canada.

## **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

## **Bylaws**

The provisions of Section VIII of the Bylaws will also apply.

## **Review**

The Board of Directors will review these terms of reference periodically and will make changes, if warranted.

## **Other**

Where possible all recommendations of the Committee will first be published to the membership, for a period of at least 30 days, so that the members may provide comments on these recommendations before they are presented to the Board of Directors for approval.



# Alumni and Awards Committee

## Name

Alumni and Awards Committee

## Mandate

The Alumni and Awards Committee is a program committee of Volleyball Canada. Its role is to enhance alumni relations and oversee the awards and recognition programs of Volleyball Canada.

## Key Duties

The Committee will perform the following key duties:

- Oversee the awards and recognition program, which has its primary objective to celebrate those individuals and teams who have made a significant contribution to volleyball in Canada (categories of recognition include athlete, builder, coach, referee and team), including establishing the policies, criteria and timelines for awards and recognition.
- Select award recipients each year, in accordance with the policies, criteria and timelines.
- Actively promote membership in and support of Volleyball Canada, including promoting financial contributions from individuals, groups and corporations.
- Support alumni activities and events, and leverage alumni talents and resources to benefit Volleyball Canada.
- Serve as an ambassador for Volleyball Canada through interactions with players, coaches, staff, volunteers, partners, sponsors and donors at all levels.
- Support, promote and attend Volleyball Canada events.
- Perform such additional tasks as may be assigned to the Committee by the Board or by the President & Chief Executive Officer.

## Authority

The Committee will make recommendations for input from the membership and approval of the Board of Directors.

The committee can form sub-committees whenever necessary to facilitate the committee's work.

The committee's plans (annual, quadrennial, etc.) and the annual budget must be approved by the President & Chief Executive Officer.

## Composition

The Committee will be composed of a Chair and four additional members who are alumni of Volleyball Canada (former players, coaches, staff or volunteers). The President & Chief Executive Officer is ex-officio member of the committee. Other members will be added with expertise deemed required by the Chair and/or Board of Directors

## **Appointment**

With the exception of staff, the Board of Directors shall appoint the chairperson and the chairperson shall nominate all other committee members to be approved by the Board.

Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.

Nominations from the community, including P/T Associations should be solicited

When approving the committee membership, the Board will consider the ability and experience of the candidate as well as the diverse nature of Volleyball Canada's membership, including language, gender, and geographic location as weighting for approval.

## **Meetings**

The Committee will meet by telephone or in person, as frequently as required. Meetings will be at the call of the Chair or at the call of the President & Chief Executive Officer.

## **Resources**

The Committee will receive the necessary resources from Volleyball Canada to fulfill its mandate. The President & Chief Executive Officer has final authority on all staffing.

## **Reporting**

The Committee will report through the President & Chief Executive Officer to the Board of Directors. The Committee will report to the membership, in writing, at the Annual General Meeting. The Chair will attend the Annual General Meeting and will also participate in all strategic planning meetings of Volleyball Canada.

## **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

## **Bylaws**

The provisions of Section VIII of the Bylaws will also apply.

## **Review**

The Board of Directors will review these terms of reference periodically and will make changes, if warranted.

## **Other**

Where possible all recommendations of the Committee will first be published to the membership, or a period of at least 30 days, so that the members may provide comments on these recommendations before they are presented to the Board of Directors for approval.

# National Championships Committee

## Name

National Championships Committee

## Mandate

The National Championships Committee is a program committee of Volleyball Canada. Its role is to provide leadership, guidance and expertise to oversee the successful planning and delivery of all National Championships, in partnership with respective National Championships hosts as selected by Volleyball Canada.

## Key Duties

**The Committee will perform the following key duties:**

- Prepare both long-term (5 years) and short-term (annual) work plans, with timelines, to guide the work of the Committee, for approval by the President & Chief Executive Officer.
- Recommend policies, standards and guidelines related to the hosting aspects of all National Championships.
- Recommend bid procedures, timelines and site selection criteria to solicit and decide proposals for hosting all National Championships.
- Receive and review all qualified bids and if deemed necessary, have a representative undertake a site visit of each candidate venue.
- Select winning bids for each National Championships and appoint Tournament Chairs for each National Championships.
- Review all budgets, significant contracts, significant sponsors and the proposed schedule of events for all National Championships and provide non-binding feedback to the President & Chief Executive Officer and to staff.
- Appoint a representative to serve as direct liaison between the Committee and each National Championships host/ Tournament Chair, to facilitate effective communications.
- Ensure that all policies, rules and guidelines pertaining to the delivery of all National Championships are adhered to by the hosts.
- Carry out an evaluation of each National Championships and provide this report to the current host, to future hosts, and to the President & Chief Executive Officer.
- Perform such additional tasks as may be assigned to the Committee by the Board or by the President & Chief Executive Officer.

## Authority

The Committee will make recommendations for input from the membership and approval of the Board of Directors

The committee can form sub-committees whenever necessary to facilitate the committee's work.

The committee's plans (annual, quadrennial, etc.) and the annual budget must be approved by the President & Chief Executive Officer.

## Composition

**The Committee will be composed of nine persons, as follows:**

- A Chair
- A Technical Representative (Beach)
- A Technical Representative (Indoor)



- A representative of the National Referee Committee
- Three additional persons (representing East, Central and West regions)
- Domestic Competitions Director (staff)
- Marketing/Sponsorship Coordinator (staff)
- The President & Chief Executive Officer is ex-officio member of the committee
- Other members with expertise deemed required by the Chair and/or Board of Directors

### **Appointment**

With the exception of staff, the Board of Directors shall appoint the chairperson and the chairperson shall nominate all other committee members to be approved by the Board

Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.

Nominations from the community, including P/T Associations should be solicited.

When approving the committee membership, the Board will consider the ability and experience of the candidate as well as the diverse nature of Volleyball Canada's membership, including language, gender and geographic location as weighting for approval.

### **Meetings**

The Committee will meet by telephone or in person, as required. Meetings will be at the call of the Chair or at the call of the President & Chief Executive Officer.

### **Resources**

The Committee will receive the necessary resources from Volleyball Canada to fulfill its mandate. The President & Chief Executive Officer has final authority on all staffing.

### **Reporting**

The Committee will report through the President & Chief Executive Officer to the Board of Directors. The Committee will report to the membership, in writing, at the Annual General Meeting. The Chair of the Committee will attend the Annual General Meeting and will also participate in all strategic planning meetings of Volleyball Canada.

### **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

### **Bylaws**

The provisions of Section VIII of the Bylaws will also apply.

### **Review**

The Board of Directors will review these terms of reference periodically and will make changes, if warranted.

### **Other**

Where possible all recommendations of the Committee will first be published to the membership, for a period of at least 30 days, so that the members may provide comments on these recommendations before they are presented to the Board of Directors for approval.

# National Referee Committee

## Name

National Referee Committee

## Mandate

The National Referee Committee is a program committee of Volleyball Canada. Its role is to provide leadership and direction to Volleyball Canada's Referee programs.

## Key Duties

The Committee will perform the following key duties:

- To promote the development of the National Certification program in order to ensure a high level of officiating in Canada.
- To promote the development of the International Referees program to ensure that Canadian Referees are represented at FIVB and other competitions.
- To assist the regions to educate, train, and certify Referee at the local, provincial and regional levels.
- To work with the regions (or other volleyball stakeholders), to assist in the development and recruitment of referees.
- To work with the regions (or other volleyball partners) in delivering the Referee Development Plan to the volleyball community.
- To promote effective communication amongst the Volleyball Canada registered Referee and the volleyball community.
- To promote the development of a Beach Referee program, both Domestic and International.
- To ensure that documentation for referees is available.
- To ensure that the Volleyball rules and Referee Guidelines for Canada are consistent with those developed by the FIVB.
- Perform such additional tasks as may be assigned to the Committee by the Executive Director or the Board of Directors.

## Authority

The Committee will make recommendations for input from the membership and approval of the Board of Directors

The committee can form sub-committees whenever necessary to facilitate the committee's work.

The committee's plans (annual, quadrennial, etc.) and the annual budget must be approved by the Executive Director.

## Composition

The Referee Committee will be composed of representatives of the Regional Officials Committees and Chairs of sub-committees and task teams as deemed necessary by the Chair of the Referee Committee. Other members will be added with expertise deemed required by the Chair and/or Board of Directors

The President & Chief Executive Officer of Volleyball Canada is an ex-officio member of the committee.

## Appointment

With the exception of staff, the Board of Directors shall appoint the chairperson and the chairperson shall nominate all other committee members to be approved by the Board

Members of the Committee will serve terms of two year, and such terms may be renewed to a maximum of three consecutive terms.

Nominations from the community, including P/T Associations should be solicited.

When approving the committee membership, the Board will consider the ability and experience of the candidate as well as the diverse nature of Volleyball Canada's membership, including language, gender and geographic location as weighting for approval.

### **Meetings**

The Committee will meet by telephone or in person as required. Meetings will be at the call of the Chair or Executive Director.

### **Resources**

The Committee will receive the necessary resources from Volleyball Canada to fulfill its mandate. The Executive Director has final authority on all staffing.

### **Reporting**

The Committee will report through the Executive Director to the Board of Directors. The Committee will report to the membership, in writing, at the Annual General Meeting. The Chair will attend the Annual General Meeting and will also participate in all strategic planning meetings of Volleyball Canada.

### **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada in June 2016.

### **Bylaws**

The provisions of Section VIII of the Bylaws will also apply.

### **Review**

The Board of Directors will review these terms of reference periodically and will make changes, if warranted.

### **Other**

Where possible all recommendations of the Committee will first be published to the membership, for a period of at least 30 days, so that the members may provide comments on these recommendations before they are presented to the Board of Directors for approval.



# 04 Committee Reports



# Beach High Performance

## High Performance Beach Committee

Hugh Wong - Kelowna (Former VC President)

Dave Carey - Toronto (Former VC and OVA President and former HPBC Chair)

Caroline Sharp - Ottawa (Former VC Executive Director)

Ed Drakich (VC Staff Liaison)

## Beach High Performance Director's Report

This past year was the fourth full year under the direction of Beach National Team Head Coach Steve Anderson and the third year with Adriana Bento as the full-time Volleyball Canada Assistant Beach National Team Coach. The overall FIVB performance of the Canadian Beach National Teams improved dramatically for the 4th consecutive year in 2016. In fact, Canada was one of only four nations (Others were BRA, USA and NED) to qualify the maximum 2 teams in each gender (4 teams total) for the Rio 2016 Olympic Games. For the first time ever Canada had three Top-10 finishes at the Rio 2016 Olympic Games – Sarah Pavan / Heather Bansley 5th, Jamie Broder / Kristina Valjas 9th and Chaim Schalk / Ben Saxton 9th. A detailed summary of the 2016 FIVB and NORCECA results along with the summarized results from 2009-2016 can be found on page 4 and 5 of this report.

## Quadrennial Review 2013-2016

The summary of the 2009-2016 FIVB performance results illustrates how far the Canadian Beach National Team has come since 2012. A Top 17 FIVB World Tour result is a significant benchmark because a team must qualify for an 2016 FIVB World Tour Main Draw (56 teams per gender can register in an FIVB World Tour event) then win a least one pool play match to advance to the single elimination playoffs (A Top 17 result). The table and graph below illustrate the dramatic improvement of the Canadian National Beach Volleyball Team between the 2009-2012 quadrennial and the 2013-2016 Quadrennial:

| International Results* | 2009-2012                                 |  | 2013-2016                                 |  |
|------------------------|---|--|---|--|
|                        | Total # of CAN Results in the quadrennial | Avg # of CAN Teams achieving result per year | Total # of CAN Results in the quadrennial | Avg # of CAN Teams achieving result per year |
| FIVB Top 17            | 47  | 3.75   | 189                                       | 9.00   |
| FIVB Top 9             | 15  | 2.00   | 116                                       | 7.00   |
| FIVB Top 5             | 1   | 0.25   | 45  | 4.75   |
| FIVB Medals            | 0   | 0.00   | 17  | 2.25   |
| NORCECA Medals         | 25  | 4.75   | 55  | 7.25   |
| FIVB Age Group Medals  | 3   | 0.75   | 7   | 1.75   |

\* There were 18% more FIVB World Tour events from 2013-2016 than from 2009-2012 (111 from 2009-2012 vs 131 from 2013-2016), the same number of NORCECA Events (78 from 2009-2012 vs 78 from 2013-2016) and the same number of FIVB Age Group Events (16 from 2009-2012 vs 16 from 2013-2016)

## Canadian Qualification Status for Rio 2016 Olympic Games via the Olympic Ranking (FIVB World Tour 2015-16)

The final CAN standings in the Rio 2016 Olympic Qualification Ranking (Top 17 Qualify for Rio 2016) are:

- Sarah Pavan / Heather Bansley – 5th Qualified for Rio 2016
- Jamie Broder / Kristina Valjas – 12th Qualified for Rio 2016
- Ben Saxton / Chaim Schalk – 16th Qualified for Rio 2016
- Josh Binstock / Sam Schachter – 19th Did not qualify for Rio 2016 through the Olympic Ranking

## **2016 FIVB World Continental Cup Olympic Qualification, July 6-10, Sochi, Russia**

The Canadian men's teams: Josh Binstock / Sam Schachter & Grant O'Gorman / Sam Pedlow qualified for the Rio 2016 Olympic Games.

## **Volleyball Canada Rio 2016 Olympic Trials July 16, North Bay, Ontario**

Josh Binstock / Sam Schachter defeated Grant O'Gorman / Sam Pedlow 2-1 (20-22, 21-17 and 15-12) and qualified for the Rio 2016 Olympic Games.

## **Rio 2016 Olympic Games, August 6-18, 2016**

Canada was one of only four nations along with BRA, USA and NED to qualify four teams (2 men's and 2 women's teams) for the Rio 2016 Olympic Games

The final CAN standings at the Rio 2016 Olympic Games are:

- Sarah Pavan / Heather Bansley – 5th
- Jamie Broder / Kristina Valjas – 9th
- Ben Saxton / Chaim Schalk – 9th
- Josh Binstock / Sam Schachter – 19th

## **Beach National Teams (A, B, C and TIDD)**

**National "A" Team** athletes earned this designation through their performance on the 2016 FIVB World Tour. The National "A" Team is composed of the senior carded athletes (Either SR1, T2W or L2W carded) which are "camps based" meaning they are free to train anywhere but their training must be approved by Steve Anderson and the VC Beach Integrated Support Team (IST).

The eleven (11) National "A" Team athletes for 2017 are:

### **Men**

Ben Saxton (T2W Carded)  
Chaim Schalk (T2W Carded)  
Sam Pedlow (L2W Carded)  
Grant O'Gorman (L2W Carded)  
Sam Schachter (L2W Carded)

**Josh Binstock retired in 2016**

### **Women**

Heather Bansley (SR1 Carded)  
Sarah Pavan (SR1 Carded)  
Jamie Broder (L2W Carded)  
Kristina Valjas (L2W Carded)  
Taylor Pischke (L2W Carded)  
Melissa Humana-Paredes (L2W Carded)

**National "B" Team** athletes are centralized athletes (T2C Carded and non-carded – starting in 2018 all National B Team athletes will be carded) selected by National Team Coaches and must live and train year-round in Toronto at the VC Beach High Performance Centre (HPC) between October and April and at Ashbridges Bay between May to September (When not representing Canada). National "B" Team athletes train with Steve Anderson and Adriana Bento but their personal coaches are often incorporated into training. There are eight (8) National "B" Team athletes in each gender and they are focused on International Competition (NORCECA and FIVB).

The 16 National "B" Team Athletes for 2017 are:

### **Men**

Mike Plantinga (T2C Carded)  
Felipe Humana-Paredes (T2C Carded)  
Cam Wheelan (T2C Carded)  
Garrett May (T2C Carded)  
Simon Fecteau-Boutin (T2C Carded)  
Sergiy Grabovsky (Non-carded)  
Jake MacNeil (Non-carded)  
Aaron Nusbaum (Non-carded)

### **Women**

Sophie Bukovec (T2C Carded)  
Brandie Wilkerson (T2C Carded)  
Julie Gordon (T2C Carded)  
Megan Nagy (T2C Carded)  
Rachel Cockrell (T2C Carded)  
Marie-Christine Lapointe (Non-carded)  
Caleigh Cruickshank (Non-carded)  
Caleigh Whitaker (Non-carded)



**National “C”** Team athletes are centralized non-carded athletes selected by National Team Coaches and must live and train year-round in Toronto at the VC Beach High Performance Centre (HPC) between October and April and at Ashbridges Bay between May to September (When not representing Canada). National “C” Team athletes train with Steve Anderson and Adriana Bento but their personal coaches are often incorporated into training.

The 5 National “C” Team athletes for 2016 are:

**Men**

Dallas Keith  
Liam Koop  
James Battiston

**Women**

Charlotte Sider  
Helene Rancourt

**Talent Identification and Development (TIDD)** athletes typically compete in the CIS/CCAA from September to March and train with Ish Joseph and Dana Cooke (National Team Development Coaches) at Ashbridges Bay from May to August when the “A” and “B” National Team athletes are away competing on the FIVB World Tour and the NORCECA Beach Tour.

The 23 TIDD athletes for 2017 are:

**Men**

Ivan Reka  
Michael Sherbut  
Thomas Dehode  
Piotr Swieczka  
Hugo Rosso-Bonneau  
Aleksandar Borisov  
Deven Dunn  
Gabe Burlacu  
Will Hoey  
Adam Thompson  
Chris Towe

**Women**

Veronica Derylo  
Hanna Duchesneau  
Anna Feore  
Jessie Nairn  
Kersti Sorra  
Sarah-Jeanne Meunier-Bédard  
Brooke Kucab  
Hailey Kranics  
Josyane Lapointe  
Lea Monkhouse  
Becky Tresham  
Tia Miric

**Canadian Beach Partnerships and FIVB Results for 2017 (As of May 22):**

**Men**

Chaim Schalk / Ben Saxton  
Sam Pedlow / Sam Schachter  
Grant O’Gorman / Mike Plantinga  
Aaron Nusbaum / Ryan Vanderburg  
Cam Wheelan / Felipe Humana-Paredes

**Women**

Heather Bansley / Brandie Wilkerson  
Sarah Pavan / Melissa Humana-Paredes  
Taylor Pischke / Kristina May (née Valjas)  
Julie Gordon / Camille Saxton  
Megan Nagy / Marie Christine Lapointe  
Jamie Broder / Sophie Bukovec

**Ft. Lauderdale, USA 5-Star Feb 7-12, 2017**

9<sup>th</sup> Heather Bansley / Brandie Wilkerson  
9<sup>th</sup> Grant O’Gorman/ Mike Plantinga  
9<sup>th</sup> Sam Schachter / Sam Pedlow  
17<sup>th</sup> Ben Saxton / Chaim Schalk

**Xiamen, China 3-Star April 20-23, 2017**

17<sup>th</sup> Julie Gordon / Camille Saxton  
17<sup>th</sup> Grant O’Gorman/ Mike Plantinga

**Shepparton, AUS 1-Star March 4-5, 2017**

1<sup>st</sup> Julie Gordon / Camille Saxton

**Rio de Janeiro 4-Star May 17-21, 2017**

2<sup>nd</sup> Sarah Pavan / Melissa Humana-Paredes  
9<sup>th</sup> Heather Bansley / Brandie Wilkerson  
9<sup>th</sup> Sam Schachter / Sam Pedlow

**Sydney, AUS 2-Star March 17-19, 2017**

1<sup>st</sup> Julie Gordon / Camille Saxton



# Men's Indoor High Performance

## **Olympic Qualifier #1 (Canada)**

- Injury problems plagued the team
- Lacking firepower without Gavin and Nick healthy.
- Too much pressure for Dallas Soonias.

## **Olympic Qualifier #2 (Japan)**

- Despite the 1st 2 losses (both 2-3), these matches (process VS results) were the key in the team success throughout the tournament
- The event revealed the character of the team and of certain key players (TJ Sanders, Steve Marshall)

## **World League**

- Gruelling traveling schedule (see table 1 below) – Crossed the Atlantic Ocean 3 times in 3 weeks
- Used 16 players throughout (out of 18 on the long list)
- Enabled us to rest some key players for Rio which did not affect our WL results
- Important event for selection of Olympic 12
- Winning Group 2 was a great result
- Helped a lot of players gain major experience and confidence towards Rio

## **Olympic Games**

- 5th is a good result (beating the USA is always a plus)
- But overall, the team had an inconsistent tournament.
- Showed our technical limits in certain positions.
- Weakness in the middle.
- Libero had a good match vs Italy but was ordinary in other matches.
- Outside hitters were somewhat irregular and setting was too predictable.
- Staff and most of players managed distractions well

## **2016 HIGHLIGHTS**

(See complete season results in Table 1)

## **Key Achievements in 2016**

1st in World League Group 2

- Moved up to Group 1 for 2017

5th place at the Olympic Games in Rio

- Moved up to 8th position in FIVB rankings after the Olympics

Played a total of 30 official matches (22-8 record)

## Other Key Happenings In 2016-2017

- New coaching/support staff for senior team (see table below)
- Renewal of MOU with Centre Sportif de Gatineau until 2020
- Submission to Own The Podium – November

| SENIOR TEAM STAFF UPDATE |                        |                        |
|--------------------------|------------------------|------------------------|
|                          | 2016                   | 2017                   |
| Head coach               | Glenn Hoag             | Stéphane Antiga        |
| Assistant coach          | Vincent Pichette       | Dan Lewis              |
| Assistant coach          | Larry McKay            | Georges Laplante       |
| Athletic therapist       | Jean Sébastien Hartell | Jean Sébastien Hartell |
| Statistician             | Murat Haktanir         | Lionel Bonnaure        |
| Medical team coordinator | Mathieu Séguin         | Mathieu Séguin         |
| Mental performance coach | Kyle Paquette          | Kyle Paquette          |
| Strength coach           | Nicholas Roy           | Louis-Jean Tremblay    |
| Manager - national team  | Francis Boyer          | Francis Boyer          |

## Upcoming Competitions in 2017

| EVENT                                 | DATE            | LOCATION                |
|---------------------------------------|-----------------|-------------------------|
| U21 Pan American Cup (Junior Team)    | May 16-21       | Fort McMurray, CAN      |
| World League #1                       | June 2-4        | Novi Sad, SRB           |
| World League #2                       | June 9-11       | Varna, BUL              |
| World League #3                       | June 16-18      | Antwerp, BEL            |
| U21 World Championships (Junior Team) | June 22-July 2  | Brno/Ceske B, CZE       |
| World League Group 1 Finals           | July 6-9        | Curitiba, BRA           |
| Pan American Cup (B Team)             | July 23-30      | Gatineau, CAN           |
| Hubert Wagner Memorial                | August 11-13    | Katowice, POL           |
| Czech Republic Friendlies             | August 14-18    | Jablonec nad Nisou, CZE |
| Norceca Championships                 | September 23-30 | Colorado Springs, USA   |

**Table 1 – 2016 Results**

| EVENT                          | LOCATION              | OPPONENT   | DATE        | RESULT | Final Rk.                           |
|--------------------------------|-----------------------|------------|-------------|--------|-------------------------------------|
| PRE NORCECA OLYMPIC QUALIFIER  | Spala, POL            | Spala, POL | December 28 |        | N / A                               |
|                                |                       |            | December 29 |        |                                     |
| NORCECA OLYMPIC QUALIFIER      | Edmonton, CAN         | MEX        | January 8   | 3:0    | 2nd                                 |
|                                |                       | PUR        | January 9   | 3:0    |                                     |
|                                |                       | CUB        | January 10  | 0:3    |                                     |
| PRE-WORLD OLYMPIC QUALIFIER    | Kariya, JPN           | AUS        | May 22      | 3:1    | N / A                               |
|                                |                       |            | May 23      | 2:2    |                                     |
|                                |                       |            | May 25      | 2:2    |                                     |
| WORLD OLYMPIC QUALIFIER        | Tokyo, JPN            | POL        | May 28      | 2:3    | 4th                                 |
|                                |                       | IRI        | May 29      | 2:3    |                                     |
|                                |                       | AUS        | May 31      | 3:2    |                                     |
|                                |                       | VEN        | June 1      | 3:0    |                                     |
|                                |                       | FRA        | June 2      | 0:3    |                                     |
|                                |                       | JPN        | June 4      | 3:1    |                                     |
|                                |                       | CHN        | June 5      | 3:2    |                                     |
| WORLD LEAGUE CONTINENTAL ROUND | Ceske Budejovice, CZE | CHN        | June 17     | 3:0    | 1st<br>Gr. 2<br><br>13th<br>overall |
|                                |                       | EGY        | June 18     | 3:0    |                                     |
|                                |                       | CZE        | June 19     | 3:1    |                                     |
|                                | Saskatoon, CAN        | KOR        | June 24     | 3:0    |                                     |
|                                |                       | CHN        | June 25     | 3:0    |                                     |
|                                |                       | POR        | June 26     | 3:1    |                                     |
|                                | Tampere, FIN          | CUB        | July 1      | 3:2    |                                     |
|                                |                       | POR        | July 2      | 3:0    |                                     |
|                                |                       | FIN        | July 3      | 2:3    |                                     |
| WORLD LEAGUE FINAL 4           | Matosinhos, POR       | TUR        | July 9      | 3:0    |                                     |
|                                |                       | POR        | July 10     | 3:0    |                                     |
| PRE OLYMPIC TOUR               | Taubate, BRA          | TAU        | July 29     | 4:0    | N / A                               |
|                                |                       | TAU        | July 30     | 3:0    |                                     |
| OLYMPIC GAMES                  | Rio de Janeiro, BRA   | USA        | August 7    | 3:0    | 5th                                 |
|                                |                       | BRA        | August 9    | 1:3    |                                     |
|                                |                       | FRA        | August 11   | 0:3    |                                     |
|                                |                       | MEX        | August 13   | 3:0    |                                     |
|                                |                       | ITA        | August 15   | 3:1    |                                     |
|                                |                       | RUS        | August 17   | 1:3    |                                     |
| OVERALL MATCH RECORD 22-8      |                       |            |             |        |                                     |

# Women's Indoor High Performance

With only 2 main competitions in 2016, the Women's National team had a very short season, ending on July 10 with the Pan-American Cup.

Failing to qualify for the Olympic Games in Rio in January lead to many veterans retiring. Some good young prospects joined the senior team core and were an integral part of the roster at both competitions.

The rest of the summer, the fall and the winter were spent ensuring a smooth transition to the new Training Center in Richmond, BC.

The table below indicates the staff transition between Winnipeg and Richmond.

| SENIOR TEAM STAFF UPDATE |                         |                        |
|--------------------------|-------------------------|------------------------|
|                          | 2016 - Winnipeg         | 2017 - Richmond        |
| Head coach               | Arnd Ludwig             | Marcello Abbondanza    |
| Assistant coach          | Ryan Ratuszniak         | Vincenzo Mallia        |
| Assistant coach          | ----                    | Gina Schmidt/Dan Huzar |
| Athletic therapist       | Byron Bahniuk/Mandy Los | Morgan Sangster        |
| Statistician             | Shane Smith             | Darrin Moreira         |
| Strength coach           | Adam Toffan             | Daniele Alpi           |
| Manager - national team  | Nichole Mailey          | Chrissy Benz           |
| Medical team coordinator | Adrienne Leslie-Toogood | TBD                    |
| Mental performance coach | Adrienne Leslie-Toogood | TBD                    |

## 2016 HIGHLIGHTS

(See complete season results in Table 1)

### Team played in FIVB Grand Prix for the third year in a row

- Finished 7th in Group 2
- Center move to Richmond, BC – December/January
- Coaching/support staff hired and functional

### Upcoming Competitions in 2017

| EVENT                                    | DATE         | LOCATION              |
|--|--------------|-----------------------|
| Training with USA                        | June 11-14   | Anaheim, USA          |
| Pan American Cup                         | June 15-25   | Lima, PER             |
| Grand Prix #1                            | July 7-9     | Neuquén, ARG          |
| Grand Prix #2                            | July 14-16   | San Juan, PUR         |
| Grand Prix #3                            | July 21-23   | Richmond, CAN         |
| Grand Prix Final 4 (Gr 2 – If qualified) | July 27-30   | Ostrava, CZE          |
| Domestic Tour (TBC)                      | September    | British Columbia, CAN |
| Norceca Championship                     | October 8-15 | Trinidad & Tobago     |



**Table 1 – 2016 Results**

| EVENT                     | LOCATION           | OPPONENT | DATE    | RESULT | Final Rk.    |
|---------------------------|--------------------|----------|---------|--------|--------------|
| OLYMPIC QUALIFIER         | Lincoln, USA       | USA      | Jan 7   | 0:3    | 4th          |
|                           |                    | DOM      | Jan 8   | 1:3    |              |
|                           |                    | PUR      | Jan 9   | 0:3    |              |
| FIVB WORLD GRAND PRIX     | Zielona Gora, POL  | POL      | June 3  | 1:3    | 7th Group 2  |
|                           |                    | PUR      | June 4  | 0:3    |              |
|                           |                    | CZE      | June 5  | 0:3    |              |
|                           | Olomouc, CZE       | CZE      | June 10 | 0:3    | 19th Overall |
|                           |                    | DOM      | June 11 | 0:3    |              |
|                           |                    | BUL      | June 12 | 2:3    |              |
| PAN AMERICAN CUP          | Santo Domingo, DOM | COL      | July 2  | 3:1    | 6th          |
|                           |                    | VEN      | July 3  | 3:1    |              |
|                           |                    | PUR      | July 4  | 0:3    |              |
|                           |                    | DOM      | July 5  | 0:3    |              |
|                           |                    | MEX      | July 6  | 3:0    |              |
|                           |                    | CUB      | July 8  | 2:3    |              |
|                           |                    | VEN      | July 9  | 3:0    |              |
|                           |                    | ARG      | July 10 | 0:3    |              |
| OVERALL MATCH RECORD 22-8 |                    |          |         |        |              |

# Sitting Volleyball

## Rio2016 Paralympic Games Preparations

The 2016 season was primarily focused around preparing the women's national team to be as successful as possible at the 2016 Paralympic Games in Rio. This was the first time that Canada has qualified a sitting volleyball team for the Paralympics (male or female).

### Highlights from the women's preparation period include:

- National Team Selection Camp – 12 athletes were selected to represent Canada in Rio
- Additional carding support (12 Senior cards) were allotted to the team for 2016-17
- Nutritionist and Sport Psychologist added to IST
- Games familiarization sessions from former Canadian Paralympians
- European Exhibition with Great Britain NT and local performance clubs
- Hosted Netherlands women for Paralympic preparation matches in Edmonton, AB

### Recognition of sponsors and supporters during our preparation summer:

- Sport Canada
- Inter Pipeline
- City of Edmonton
- CSI-Calgary
- Saville Community Sports Centre
- IHG – Holiday Inn Hotels

The summer of preparation and training for the Rio2016 Paralympic was largely successful and with the increased focus on just the one team, we could really build and enhance our IST leading into the Games. Having a sport psychologist and nutritionist at almost every training camp allowed us to better educate and monitor each athlete's progress as well as give them individual tools and strategies to deal with the challenges of spending over two weeks at the Paralympics in Brazil. Most of the IST support was organized by us (Volleyball Canada) with assistance and support from CSI-Calgary.

The approach and "buy-in" of the athletes during this time was positive with every athlete recognizing the opportunity that they had and what it meant to qualify for a Paralympic Games. Out of town athletes relocated to Edmonton for July/August at their own expense but we tried to support them as best we could. This commitment was feasible partly due to the Paralympic increase in AAP support (12 month senior cards for the year) from Sport Canada. We were also able to bring the Netherlands women's team to Canada to help with preparations and scrimmages prior to our departure to Rio. At the time, the Netherlands had not qualified for Rio, but many of the Dutch athletes had competed and medaled at previous Games.

There was much uncertainty around the competition format for the Rio Paralympics during our preparation period as the IPC was evaluating and determining a decision on the Russian delegation's participating in the Games due to the anti-doping violations and controversy. This situation was being monitored by the CPC and we were kept updated throughout the summer. Russia was initially in our pool at the Games.

During the time that the Netherlands was here in Canada training with us, both teams received an update from their respective NPC that the IPC had suspended the Russian delegation and the next eligible team was the Netherlands. This caused some logistical issues to get them back home so that they could prepare to leave for the Games. They replaced Russia in our pool.

Prior to leaving for Rio, the team staged in Toronto and had a few sessions at West Park Rehabilitation Hospital. We chose to depart for Rio as soon as we could to ensure that all athletes and staff had plenty of time to adjust when we arrived.

## **Rio2016 Paralympic Games**

### **Results:**

BRA – CAN 3-0 (25-7, 25-12, 25-14)

CAN – NED 1-3 (25-22, 17-25, 17-25, 22-25)

UKR – CAN 3-0 (25-20, 25-19, 25-16)

CAN – RWA 3-0 (25-21, 25-15, 25-20)

CANADA finishes 7th

The 2016 Rio Paralympic Games can be determined to largely be a success. With the youngest team at the Games, the focus and the goal was to gain valuable experience and world ranking points to build into the 2020 quad.

The team's projected result was 7th; however, the goal was to be playing in the 5th/6th classification game. In order to achieve this goal, one win was needed in the round robin play. The NED match presented the best opportunity and although the team played well, the experience of the NED proved the difference. Throughout the tournament, the teams play improved significantly and numerous officials and WPV representatives commented on the teams improvement since the 2015 Parapan Am Games.

CPC continues to prove themselves to be world leaders in major games management. In very challenging situations in Rio, the CPC staff ensured that we had all amenities and assisted with logistical issues that came up.

### **Moving Forward 2017-2020**

- Hired men's head coach (Jeff Smith) and assistant coach (Krystal Bush)
- Hired new physiotherapists for men's and women's program
- Received revised carding quota from Sport Canada – 6 Sr. cards per team
- WPV has revised classification criteria to better align with IPC and meet IPC mandates. New criteria has now been released and will take effect January 1 2018
- 2017 Pan Am Zonal Championships will be held in Montreal, QC and hosted by AlterGo. Volleyball Canada is assisting by submitting a Sport Canada hosting grant request for \$50k. At the time of this report, no update on the status of the request.
- The Zonal Championship is a 2018 World Championship qualifier. There are two spots per gender for the Pan Am zone. The USA Women have already qualified as the Paralympic Champions. There are an additional 3-4 spots based on world rankings.

### **Current World Rankings as of September 26, 2016:**

CANADA - Women: 9th

CANADA – Men: 14th

### **Upcoming Schedule:**

|                |                               |
|----------------|-------------------------------|
| May 2017       | Selection Camp (Edmonton)     |
| June 2017      | Training Camp (Edmonton)      |
| July 2017      | Training Camp (Edmonton)      |
| August 2017    | Training Camp (Edmonton)      |
| September 2017 | Training Camp (Edmonton)      |
| October 2017   | Zonal Championship (Montreal) |

# Domestic Development Committee

2016-2017 saw the DDC gather information from regular TD/VC meetings to review and modify rules and recommendations in accordance with the principles of Volleyball Canada's Long Term Athlete Development (LTAD) Model. Highlights of the changes and recommendations are found here: <http://www.volleyball.ca/en/about/governance/resources>. The committee is monitoring several initiatives including:

- Coach Pathways
- National Coach Certification Program (NCCP)

Summary of transition from "Levels" system to the current competency based program:

| OLD Volleyball Term | NEW Volleyball Term               | Conditional Approval  | Final Approval | Notes  |
|---------------------|-----------------------------------|---|----------------|--|
| NA                  | Elementary Volleyball Leader      | Yes   | Yes            | Soft Launch May/June 2017. Full launch Sept 2017   |
| Level 1             | Development Coach                 | Yes   | Yes            | Re-design of this course to align with the ADV Development course by Sept 2017 or Jan 2018 |
| Level 2 Indoor      | Advanced Development Coach Indoor | Yes   | Yes            | Coach Developer training under way   |
| Level 2 Beach       | Advanced Development Coach Beach  | Yes   | Yes            | Coach Developer training under way   |
| Level 3 Indoor      | Performance Coach Indoor          | Yes   | Yes            | Coach Developer training under way   |
| Level 3 Beach       | Performance Coach Beach           | Yes   | Yes            | Coach Developer training under way   |
| Level 4             | Advanced Performance Coach        | CAC is developing the new process for this context. Currently integrated with the UBC and Laval <b>"Certificate in High Performance and Technical Leadership"</b> .                   |                |  |
| Level 5             | High Performance Coach            | CAC is developing the new process for this context. Currently integrated with the UBC and Laval "Certificate in High Performance and Technical Leadership" <b>and Masters Degree.</b> |                |  |



## Other Notable NCCP items

### • Coach Developer Training

- New and comprehensive Coach Developer training process initiated by all sports
  - 4 National conference calls on Evaluator Training
  - Case studies and videos developed for Evaluator Training
  - New documents for PTA outlining the new process for developing LF's and Evaluators
  - Updated the NCCP Operations Manual. Central reference document for PTA's to deliver all facets of the NCCP.
- The **VC Coaching Centre** website continued to operate in its second year. 1675 coaches took the e-modules in 2016-17. Cost was \$89 per coach.

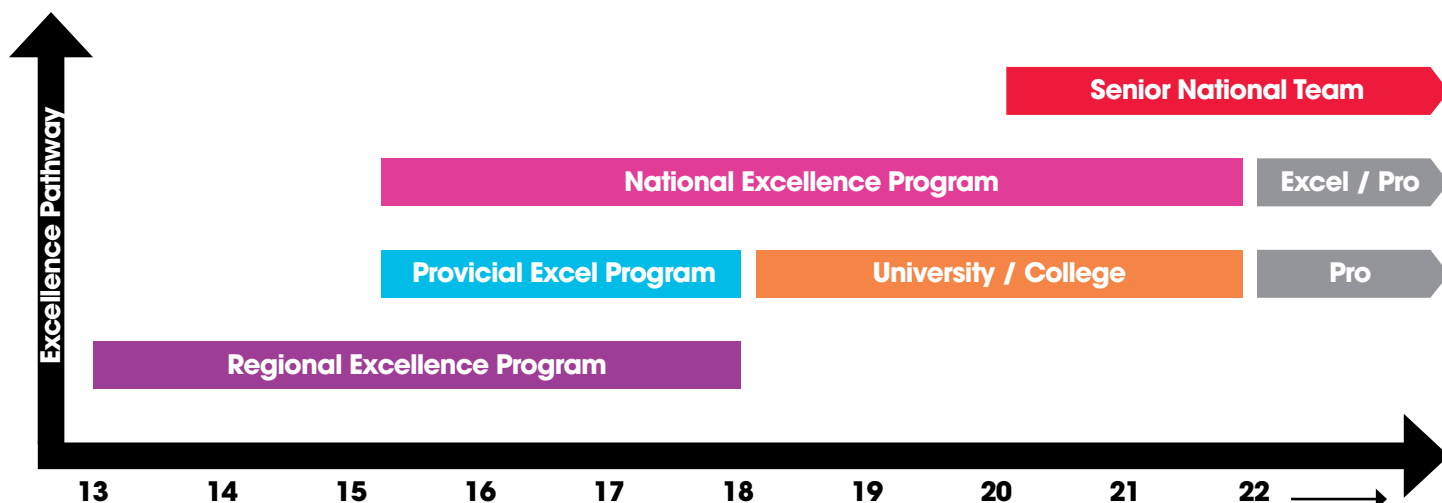
### • National Championships Coach Certification Policy

- In June 2016 80% of PTA's agreed to adopt the policy, which required all coaches regardless of past status or certification to complete 3 online items:
    - Volleyball eLearning (5-7 hours)
    - Making Ethical Decisions Online Evaluation (45 minutes)
    - Making Head Way (60 minutes)
  - PTA's decided on the fine amount (VC suggested \$300). PTA's decided on how to administer the requirements and the fine. Most PTA's refund the fine when the coach completes the requirements.
  - VC administered the policy at national championships only for those PTA's who chose not to participate in 2017 (NL, PE, NB).
  - VC and the PTA's received a fair amount of feedback from certified coaches who felt they should not be required to complete the new material.
- **The Elementary Volleyball Leader** course received final approval from the CAC.
- The course is the first of its kind in Canada, delivered entirely online. The e-module guides the teacher through 6 unit plans using video and interactive tools and quizzes. Teachers may download the 150-page Manual or the smaller Unit packages for their PE classes. Clubs and community programs may also use the materials.

## Athlete Pathways

### Long Term Vision

Building from work done in 2015-16 with the CS4L Expert group and PTA representatives, VC developed a long-term vision for high performance pathways.



The above diagram demonstrates Volleyball Canada's NEXTGEN long term vision. Our vision is to build a systematic and sustainable high performance pathway that produces podium performances at the Olympic Games and World Championships.

VC's objective is to take continuous incremental steps toward filling the athlete development gaps between Canada and other top volleyball nations. Several of the above programs are currently in place. One program is entirely new, and some programs will undergo some modifications, enhancements or re-branding.

### **National Excellence Program (NEP)**

What it is: The National Excellence Program (formerly Full Time Centre) is a year-round training program for several age groups. 1) 16-18U nationally identified athletes; 2) 19U to graduated University/College athletes; 3) Senior Team athletes recovering from injury or those who are in between contracts.

This year was notably the first time VC offered a position within the NEP to a grade 12 high school student.

### **Provincial Excellence Program (PEP)**

What it is: The Provincial Excellence Program (formerly 18U Provincial Team) is a new program designed to train a second tier of 17/18U athletes not identified for the NEP. Projected launch date of the program is September 2018. The athletes in this program will train for 10 months in a sport school environment. Volleyball Canada is targeting 8 teams across the country to train in this year-round environment. The delivery method will vary by province, with some Provincial Associations choosing to deliver the team directly, while others choosing to deliver through a Club Accreditation program. The program will provide opportunities to train under the Senior Team coaching staff, as well as the opportunity to be selected to the Youth National Team summer program (8 athletes).

### **Regional Excellence Program (REP)**

Formerly named the VCCE, the direction of the REP program has shifted to include a larger number of 13-15 year olds, and a fewer number of 16-18 year olds. Each Centre's target number of training hours ranges from 60-180 hours depending on the regions' needs.

|               | <b>2012-2013</b> | <b>2013-2014</b> | <b>2014-2015</b> | <b>2014-2015</b> | <b>2016-2017</b> |
|---------------|------------------|------------------|------------------|------------------|------------------|
| # of Centres  | 16               | 24               | 21               | 21               | 18               |
| # of Athletes | 630              | 760              | 877              | 877              | 700              |
| # of Coaches  | 42               | 67               | 75               | 75               | 50               |

VC plans to maintain these Centres, and expand partnership involvement to enhance delivery of the program and create further linkages to Provincial and National Team programs in 2017-18.

A review of how the program links with or transforms into provincial team programming is under review as per the **Athlete Pathways** above.

As part of the ongoing training and development of both the athletes and coaching staff, VC had contracted two part time Lead Coaches, to provide feedback, curriculum development, and professional development of the coaching staff, including strength and conditioning.

Resources were allocated for the professional development of the coaching staff with priorities set as increasing NCCP certification level and working with the national team programs directly.

The REP team is still looking to further develop the curriculum and engaging school districts in the adoption and development of a Skills Academy. The REP North Vancouver are programs based on an integrated school based curriculum as well as REP Richmond and REP Kamloops are working with the School districts to open opportunities for athletes to receive PE credit through online educational services. This will ensure student athletes and coaching resources are being development in all regions.

## **16U and 18U National Team Programs**

In 2016, the Youth National Development Program (YNDP) further developed through the identification, selection and program delivery of the following teams:

- Youth (M) and Junior (W) teams (12 athletes + alternates/gender, 18U)
- selected through ID at National Championships and 2 Selection Camps (East & West)
- Training (9 days)
- & Competition at the USA HP Championships (Fort Lauderdale)

Along with the Youth and Junior program, a Selects (M) and Youth (W) program (40 athlete/gender) was implemented by which athletes were selected from the NTCC's and committed to training with the YNDP Coaching Staff for 6 days after the provincial team competition.

Upon completion of the YNDP, athletes were provided subsidies (range: 25%-100%) with REP services throughout the year. The connection to the Sr National team was further developed with 3 male athletes subsidized to travel to the FTC and train with the coaches and athletes.

## **National Team Challenge Cup**

The NTCC's has traditionally been held at the Full Time Training Centres in Winnipeg and Gatineau. In 2016, the NTCC evolved and included teams from 18U-16U, including four international teams (Pacific Northwest Regional Teams). The events, hosted in Richmond and Kingston, comprised of 28 women's teams and 20 men's teams continues to showcase Volleyball Canada as a premier event host, along with a strong dedication to the development of our next generation of high performance athletes. The event was successful in generating over \$30,000 in grant opportunities.

## **Mini and Atomic Volleyball**

- Both the Mini and Atomic manuals were offered for sale this year.
- The Mini Volley Instructor Guide will expire this year and be replaced with the new Elementary Volleyball e-module and Teacher Guide.
- The Atomic Manual will be rebranded to "Community Program". This resource will target Community Centre programs as an education tool for Instructors.

## **Club Accreditation**

- Ontario Volleyball launched the fourth year of the program in 2016. Only three clubs are currently accredited within the OVA. Volleyball Alberta and Volleyball BC planned to offer the program in 2016-17 season, however they changed course and did not run the program.
- VC is re-evaluating the program. One option is to take over its delivery and add two additional 'levels' of accreditation: 1) Approved Club; 2) Accredited Club; 3) Excellence Club. This will allow the program to reach all provinces in Canada, and provide recognition to a wider variety of clubs. For example, some clubs have a greater emphasis on development, while others focus on excellence and high performance. With a greater range of accreditation, VC can acknowledge the positive contributions of a greater range of clubs, while still raising the bar of club delivery.

# Alumni and Awards

Each year, Volleyball Canada conducts an induction into the Volleyball Canada (VC) Hall of Fame under the categories—Athlete, Builder, Coach, Referee or Team. These awards have been established to recognize those individuals or teams who have attained prominence in the sport of volleyball or who have made a major contribution to the development and advancement of the sport in Canada or Internationally.

This past year the induction was held in Saskatoon, during World League and Volleyball Canada's AGM. Our inductees were: Athlete, Guylaine Dumont, and the 1978 Junior Men's National Team. Also to my complete surprise and many a kept secret the committee chose to include Marlene Hoffman in the Builder Category. It was such an honour to be recognized with family and friends attending.

This year the Hall of Fame Induction Ceremony will take place in Edmonton, Alberta along with the Volleyball Canada AGM. This year's inductees include: Builder, Lawrence Flynn; Athlete, Terry Danyluk; and Coach, Glenn Hoag. The ceremony will be held on Thursday, June 15th.

Facebook continues to be our main source of communication with former Volleyball Canada athletes. The Facebook page currently has 250 Alumni signed up and actively contributing to the page.

Going forward we will continue to engage more VC Alumni. Having a presence and visibility at major events such as World League, the VC Championships and on the Volleyball Canada Website will enable us to continue to grow and reach former athletes. This year we added Monica Hitchcock to the Awards Committee, as an Alumni and Board member, she is a welcome addition.

This coming year, the Committee will continue to compile a virtual history of para, beach and indoor Canadian Volleyball, as well as a history of Team Canada at major events. We are looking to gather photos and write ups that can be included in the project.

As always, the Committee welcomes submissions for the Hall Inductions. For more information, please visit the Volleyball Canada or Hall of Fame website at [www.volleyball.ca](http://www.volleyball.ca).

Committee: Marlene Hoffman, Wayne Hellquist, Sylvie Bigras, Greg Williscroft and Monica Hitchcock.

Special thank you to staff member Lucie Leclerc-Rose for all the work and preparation for the Annual Awards Ceremony.

Marlene Hoffman  
Committee Chair



# National Championships Report

## Committees

Last summer there was a structural shift which saw the dismemberment of the committee structure including the NCC, VNCC and BVNCC. In its place a new committee was formed, the National Indoor Committee, who is responsible for all indoor national championships. The committee structure was developed by reviewing areas where VC staff required support and where additional expertise was required. Leaders in these functional areas were then identified to act as committee chairs.

Participant Experience – Greg Ryan (Chair of the NIC)

This committee has been active in the identification of areas in which VC can do more to improve the participant and spectator experience at Nationals. Several promotions have been added to nationals which have all been very well received.

Schedules/Seeding – John Richard (schedules) & Bruce Edwards (seeding)

Staff has been working with the chair to create guidelines in schedule creation to ensure a consistent methodology in developing schedules for all VC Nationals.

VC Representatives – Brad Moyer

A thorough review of the VC Representative role and guidelines for the role was completed. Training was provided for all VC reps to ensure all reps were aware of their role and performed their duties in a consistent manner at all nationals.

Communications – Josh Ryan

Host social media guidelines were developed to assist hosts in understanding their role in relation to social media management during Nationals.

Emergency Response/Medical – Greg Solecki

The committee worked to ensure that a standard template was in place for all hosts to provide a thorough, yet easy to understand emergency response plan for all nationals.

Eligibility – Vacant

The committee is still seeking an individual to lead this area for the NIC. The role will assist in determining opportunities for exemptions and reviewing exemption requests.

The committee chairs have been active since the fall of 2016 and have all made major contributions to the 2017 Indoor National Championships.

The Beach Committee is still in development for the year of 2017 with David Caughran in place as the acting chair. A review will be made of the needs of the Beach Nationals program and how to best develop a committee to support the players and VC staff. The intent is to have the committee in place by the fall of 2017.

## Indoor Nationals

2017 saw a repetition of most event hosts from 2016 except for a move of the 14U West Nationals from Winnipeg to Abbotsford.

14U East – Ottawa – May 4 – 7

17/18U girls – Edmonton – May 4 - 7

16U East – Waterloo – May 4-7

14U Atlantic – Halifax – May 11 - 14

14U West – Abbotsford – May 11-14

17/18U boys – Saskatoon – May 11-14

15U East – Waterloo – May 11-14

15U West – Regina – May 19-22

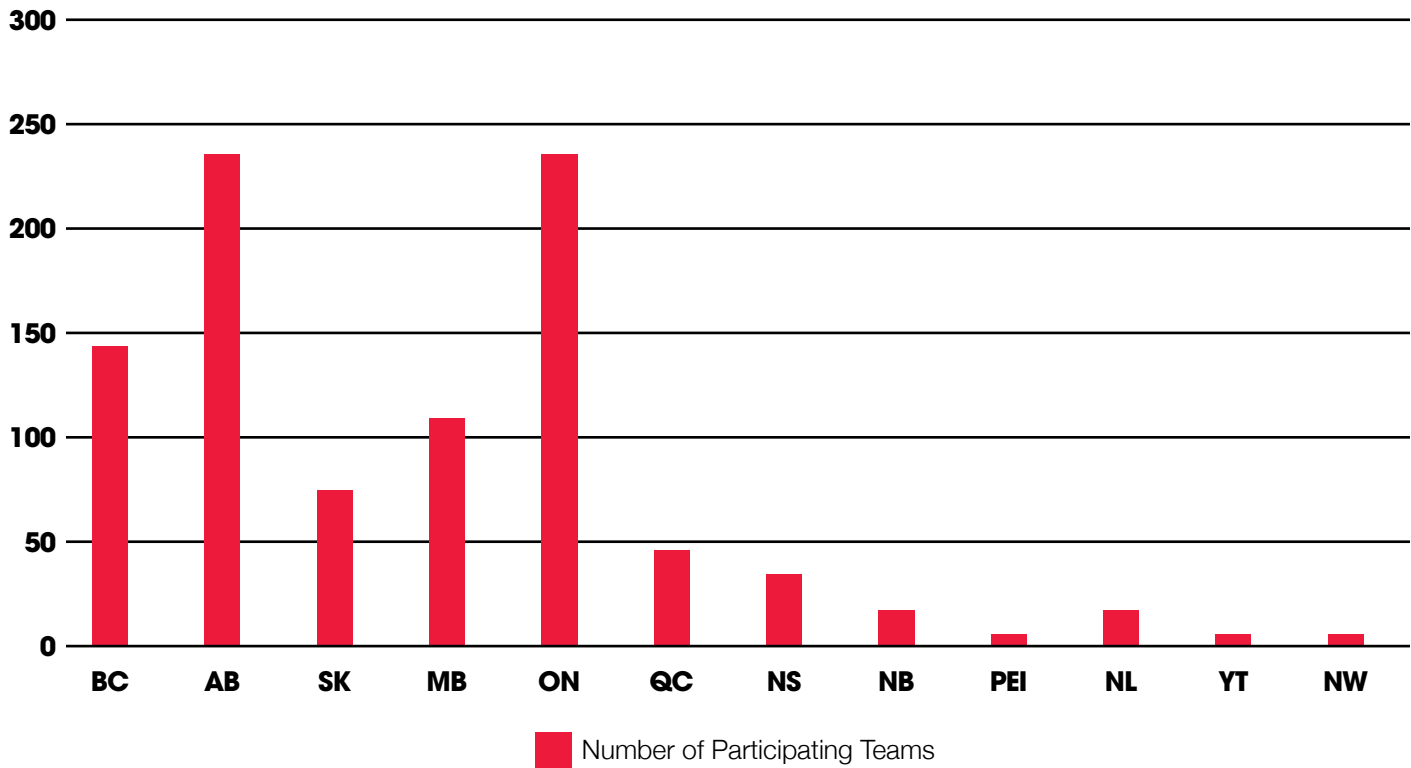
16U West – Calgary – May 19-22

VC had changed the date of the 16U East to be held the first weekend of May to allow any teams interested in competing in both the 16U East and West events the opportunity to do so with a week off in between. We did see 2 AB teams attend the East event and 2 ON teams attend the West event however not as many teams as we anticipated had taken advantage of this opportunity.

2017 was once again a record breaking year in the number of participating teams at 929 teams, up from 919 in 2016. The following are some more event statistics:

- We had teams from all provinces and territories except Nunavut
- Halifax, Ottawa, Waterloo, and Saskatoon decreased in numbers from 2016
- Regina, Edmonton, and Calgary increased in numbers from 2016
- Over 2800 referees at 9 events
- Over 13,500 participants
- 130 Courts

Number of Participating Teams per Province



| Location       | Age / Category  | Gender           | 2017       | 2016       | 2014 Totals | 2013 Totals |
|----------------|-----------------|------------------|------------|------------|-------------|-------------|
| Halifax, NS    | 14U<br>Atlantic | M                | 0          | 0          | 0           | 0           |
|                |                 | W                | 30         | 32         | 0           | 0           |
|                |                 | <b>Sub-Total</b> | <b>30</b>  | <b>32</b>  | <b>0</b>    | <b>0</b>    |
| Ottawa, ON     | 14U<br>East     | M                | 20         | 16         | 12          | 16          |
|                |                 | W                | 56         | 64         | 40          | 32          |
|                |                 | <b>Sub-Total</b> | <b>76</b>  | <b>80</b>  | <b>52</b>   | <b>48</b>   |
| Abbotsford, BC | 14U<br>West     | M                | 30         | 30         | 22          | 21          |
|                |                 | W                | 72         | 56         | 53          | 51          |
|                |                 | <b>Sub-Total</b> | <b>102</b> | <b>86</b>  | <b>75</b>   | <b>72</b>   |
| Waterloo, ON   | 15U<br>East     | M                | 20         | 21         | 12          | 14          |
|                |                 | W                | 78         | 84         | 56          | 48          |
|                |                 | <b>Sub-Total</b> | <b>98</b>  | <b>105</b> | <b>68</b>   | <b>62</b>   |
| Regina, SK     | 15U<br>West     | M                | 32         | 31         | 22          | 21          |
|                |                 | W                | 96         | 86         | 50          | 50          |
|                |                 | <b>Sub-Total</b> | <b>128</b> | <b>117</b> | <b>72</b>   | <b>71</b>   |
| Waterloo, ON   | 16U<br>East     | M                | 28         | 29         | 20          | 24          |
|                |                 | W                | 70         | 80         | 48          | 40          |
|                |                 | <b>Sub-Total</b> | <b>98</b>  | <b>109</b> | <b>68</b>   | <b>64</b>   |
| Calgary, AB    | 16U<br>West     | M                | 48         | 44         | 33          | 27          |
|                |                 | W                | 104        | 96         | 57          | 54          |
|                |                 | <b>Sub-Total</b> | <b>152</b> | <b>140</b> | <b>90</b>   | <b>81</b>   |
| Edmonton, AB   | 17U<br>18U      | M                | 79         | 80         | 51          | 56          |
|                |                 | W                | 95         | 92         | 64          | 46          |
|                |                 | <b>Sub-Total</b> | <b>174</b> | <b>172</b> | <b>115</b>  | <b>102</b>  |
| Saskatoon, SK  | 17U<br>18U      | M                | 32         | 35         | 20          | 19          |
|                |                 | W                | 39         | 43         | 36          | 32          |
|                |                 | <b>Sub-Total</b> | <b>71</b>  | <b>78</b>  | <b>56</b>   | <b>51</b>   |
|                |                 | <b>Total</b>     | <b>929</b> | <b>919</b> | <b>596</b>  | <b>551</b>  |

## **New for 2017**

**Player of the Wave:** The Player of the Wave promotion was available at all events in 2017. Each coach had the opportunity to identify one player on their team on day 1 and day 2 of the competition. These players would pick up a certificate and put their name into a draw for a prize pack of Tachikara prizing.

**Coach Recognition:** Each event distributed 4 coach recognition awards with prizing donated by Tachikara. VC representatives on site were encouraged to identify 4 coaches who stood out as displaying exemplary coaching attributes.

**Additional promotions/giveaways:** Events also receive additional Tachikara prizing such as mini balls which were distributed to players and spectators. Different hosts did different promotions which provided additional activations and special interest for teams and spectators. The OVA hid specially marked mini balls in the venue and gave away Tachikara SIX.VC balls to those who found the balls. This was promoted via the VC Nationals Twitter account.

## **Social Media**

VC staff made a concerted effort to increase the use of social media through the lead up to and during Nationals. A general outline regarding regular posts throughout the year has been created to ensure that information and promotions are being offered year round. The VC Nationals Twitter account is now over 2000 followers and we hope to continue to have this number increase.

The addition of the social media guide for hosts proved to be an excellent addition as the VC Nationals Twitter account was well used by all event hosts. Each event consistently provided a variety of updates and information to all teams.

## **Stay to play**

Stay to Play was in place once again in 2017. After another year with the policy in place VC is learning more about best methods of practice to manage the program. Teams are also becoming more familiar with the program which ensures that there are fewer problems with the booking process.

## **Sitting Volleyball**

The Sitting Volleyball women's team participated at the Edmonton 17/18U Nationals once again in 2017. The team hosted Red & White matches, open court participation with the teams, and also assisted with the awards presentations.

2017 was the first year in which the team offered open sessions after the Red and White matches. Open sessions permitted participating teams to play on the sitting court and try out the sport of sitting volleyball.

The weekend offered great exposure to the team and to the sport of sitting volleyball!

## **Branding**

VC worked hard to ensure that the new brand was available on all signage at 2017 National Championships. Fortunately VC received a grant where over \$10,000 could be directed to new signage. The new look was very well received onsite and proved for a great opportunity to bring in some new signage opportunities.

By having a new look onsite it became very apparent that VC needs to work harder with hosts to ensure that VC branding is the only visual onsite. There were many conflicts due to host signage as well as logos on rented court materials or facility equipment.

## **Merchandise**

VC worked with 4 different merchandise providers in 2017 to sell clothing at all National Championships. Product varied with each provider however a variety of tops, bottoms and some products were available at all events. Sales were very strong at all events with suppliers selling out of products within the first hour of being open.

In addition to a variety of merchandise providers, VC worked with several sport stores to offer sales for sponsors such as Mizuno and Active Ankle.

Lululemon was on site in Edmonton for their first activation at an indoor event. There was really good feedback from both participants and Lululemon. We are looking forward to future activations with Lulu at Nationals.

## Webcasting

Webcasting was offered at all Nationals except for the Calgary 16U West. Coverage ranged from one court on playoff day to coverage of multiple courts over all three days. Some hosts were able to provide play by play announcers with enhanced the viewing experience. A variety of service providers were used across the country from Facebook live to professional videographers providing sports desk type of coverage.

Webcasting is an area which is very valuable to spectators however is also difficult to offer in a consistent manner across the country. We will continue to work with hosts and service providers to find the best services possible within an affordable range.

The webcasting did provide an excellent opportunity for further branding and sponsor promotion. VC will continue to expand on this area to fully utilize its potential.

## Beach Volleyball

### Senior Beach Nationals

Senior Beach Nationals were held from August 25 – 28th at Canor Molson Centre in North Bay. Vision Sports and Entertainment was the local partner who hosted the event with VC.

**Participation:** There were 10 men's teams and 12 women's teams all participating in the elite division. Many teams attended as a requirement for their national team athlete carding program.

**Work with Partner:** Vision Sports & Entertainment were very good to work with leading up to and during the event. They continuously went above and beyond to ensure that our needs were met.

**Venue:** The Canor Molson Centre is a great venue which provides an intimate atmosphere with 5 courts within close proximity. The feature court is great with seating set up on 3 sides. There is also a lot of room for food and alcohol sales as well as sponsor and vendor set up. The site is also completely fenced in to provide additional security.

**Branding:** The small venue also allowed for VC to brand the event well with limited signage. Blade flags lined the entry fence and placed around the courts. VC tents also provided shade and great visuals for branding.

**Spectators:** Unfortunately, there were limited spectators on site which took away from the atmosphere of the event. There may be several factors leading to this including: oversaturation of beach volleyball market in a small community, last weekend of summer and/or weekend leading up to school starting.

**Sponsors:** lululemon and Ipanema were on site at the event. Sales were not high for either group however this is to be attributed to low spectators. lulu did not do as much crowd/participant activation as expected. Ipanema was a very last minute addition and on site staff were not prepared (no tent, tables, chairs, etc).

**Sunshine Games:** The Sunshine Games were a creation between VC and Canada Basketball in an effort to create a summer festival event around outdoor sport. Year one was to include 3 on 3 basketball and beach volleyball with the opportunity to expand to beach soccer and other sports in future years. The Sunshine Games were cancelled in 2016 due to low interest in basketball event participants.

**Prizing:** The top three teams were provided with a new ball, Ipanema sandals, prize money (\$2500, \$1500, \$1000) and medals. 1st place teams were also provided with lululemon gear.

### Youth Beach Nationals

Youth Beach Nationals were held from August 18 – 21st at Ashbridges Bay in Toronto. The OVA was the local partner who hosted the event for VC.

**Participation:** 45 youth boys' teams & 113 youth girls' teams competed across 10 divisions. This is down from just over 200 teams in the East and West split events in 2015 however, it was a true National event with all but one territory and province represented in Toronto.

**Venue:** Boardwalk was a beautiful venue with unlimited courts available. It allowed for an easy registration process without maxes. However, Boardwalk was very difficult to work with and created multiple barriers for our sponsors. VC had been in



discussion with Boardwalk as of March 2016 in an effort to identify a manner in which sponsors could provide activations on site and also to expand on the sponsorship opportunity of the Youth Beach Nationals. Unfortunately no information was provided by the Boardwalk until the week leading up to the event. At this time the Boardwalk suggesting a pricing scheme that was too high for any sponsors to work within therefore all activations were cancelled.

**Sponsors:** Boardwalk introduced new fees last minute which totaled \$8000 + percentage of onsite sales. Lululemon and Ipanema planned to be on site selling their product but decided against setting up a booth due to last minute high rates. Instead, Lulu hosted 2 evenings with discounted shopping at one of their stores and sent a Beach Crew to the event to do some low key activations. An Overkill booth was set up on the Beach, but this was independently from the VC event.

**Stay to Play:** The Stay to Play policy was required for the 1st time in beach. It proved to be very difficult due to the last minute nature of beach volleyball registrations. With the low number of participants, high VC workload and risk in holding hotel rooms we determined it is not suitable for beach events.

**Food:** A couple food options were available through Boardwalk. Athletes were encouraged to bring their own meals and lots of water. There was one water filling station on site that drew long lines, but kept everyone hydrated free of charge.

**Spectators:** There was a large public presence on the beach which increased spectators. Our grand stands were frequented by public and team supporters alike.

**Rio 2016 Banner:** VC created a 'Rio 2016' banner for athletes/spectators at both events to sign and provide congratulations to Rio beach teams. It has since been hung at Downsview.

**Prizing:** Each individual from the 1st, 2nd and 3rd place teams of each Division were given: 1 X Medal, Replica Wilson ball, Ipanema sandals, RE7 Drink and lululemon Shopping Bag.

**Hosts:** OVA was the host of the event but VC staff was required to step in and complete a lot of work.

**Results Management:** Several issues arose with tie breaking in ISET which led to numerous issues throughout the weekend. Issues have been identified and corrected. Results issues combined with a few human resources errors led to issues in matches on Sunday; affected a small percentage of the teams.

# National Referee Committee

The National Referee Committee had another busy year for the 2016-2017 season. As of this season we have over 2,800 Indoor Referees in Canada along with approximately 80 Beach Referees and the beginnings of a program for Sitting Volleyball Referees.

The Committee created several priorities to assist in the achievement of this new direction which included creating a national referee development system, supporting individual growth, continuing communication, servicing National Championships, providing and improving quality control and financial management, and celebrating success.

## Domestic Development Sub-Committee

The 2017 Volleyball Canada National Championships were held in May and once again these individual events were very successful. In total the Referee Committee provided referee services to 9 Championships with ~440 referees and 90 Referee Development Team members (Supervisors and Mentors).

Again in 2017, as part of the National Championships, we celebrated the success of our referees that were assigned to the Gold Medal match for Division 1 / Tier 1, by presenting both the 1st and 2nd referees with a Gold Medal from the championship. We look to continue to further our celebration of successes for referees at future National Championships.

## High Performance and International Referee Development Sub-Committee

During 2017 the FIVB International Referee Commission officially approved Ryan Bunyan (AB) and Matt Van Raalte (NB) as International Indoor Referees. Volleyball Canada has eight (8) International Indoor Referees who continue to represent Canada internationally at FIVB and NORCECA competitions. During 2017 all International Referees had been nominated at least one international event, with 4 (four) referees, Scott McLean (AB), Andrew Robb (ON), Andrew Cameron (ON), and Scott Dziejwiz (QC) nominated for FIVB events including World League and World Grand Prix.

There are twelve (12) referees currently engaged in the Domestic International Referee Development Program. Steve Hewitson (BC), Samara Sevor (ON) and Jason Dodd (ON) are currently preparing to attend the next available international referee course.

Volleyball Canada National Referee Committee continues to provide support to U Sport and Canadian College Athletic Association programs with some 300 referees actively participating. For 2016-17 each participating referee was provided with the opportunity to engage in an on-line learning program as trial program.

## Beach Referee Development Sub-Committee

The development of Beach Referees is a key priority within the National Referee system however the development of Beach Volleyball programs seems to be primarily focused in only five Provinces. The National Referee Committee has committed to assisting Beach Referees throughout Canada however with a focus on the Provinces which are investing in athlete development programs. It has been determined that servicing these programs go hand in hand with athlete development. The Sub-Committee is reviewing the delivery of the National Beach Referee Development Program with the goal to provide prospective National Referees with a consistent development and evaluation program.

## Sitting Referee Development Sub-Committee

The Sitting Referee program is still in its infancy but we are looking to expand it's presence in the coming year.

## Women Referee Development

The mandate of this portfolio is to improve the number of female officials we recruit and to retain those presently in our program. Further, the goal is to move more females to the high performance program.

For the most part, our national membership has been committed to advancing women's refereeing specifically by creating opportunities and also with mentorship. The training of our female officials is excellent and no different from that received by their male counterparts. Even with that we still lack a steady supply of top level female referees.

Although we are aware that much of the focus of this portfolio is to assist in finding Canada's next International Female Candidate, our membership also includes many, many females who that is not their focus. There are hundreds of females across this country that work tirelessly for our association to continue to thrive and grow. There are those that do not share the aspiration of moving up as well as those that have passed that 'magic age'.

This past spring we updated and circulated a "Sexual Harassment Information Sheet" for all of referees attending a National Championship. We have had referees experience too many uncomfortable situations and harassment over the last couple of years that we felt it was time to reach out to all directly. We will look to further educate all referees across the country.

### **National Referee Uniform Initiative**

The purpose for the referee uniform initiative was to create a new image for the referees and supply a quality uniform. This provides an avenue for Volleyball Canada's National Referee Committee to generate funds that can be used for the future development of Canadian referees at all levels, as well as to support PTA initiatives for referee development.

Funds from this program are overseen by Volleyball Canada with the National Referee Committee submitting a development plan to Volleyball Canada for feedback. The development plan will focus upon the development of a referee mentor/evaluation program, the travel support to assist in individual referee development, the geographical regional referee development projects, the celebration of referee success, and the expansion of the referee uniform program.

### **Long Term Referee Development (LTRD)**

Earlier this year, we launched the first phase of the Long Term Referee Development program. The LTRD model is to improve the development and delivery of referee educational services to the membership of the participating organizations and aligning educational programs with the already successful and recognized long term athlete development model through the enhancement of referee recruitment, development and retention programs while establishing a culture of inclusiveness amongst all participants.

We are excited to have this project underway and look forward to the benefits that will come to the referees across Canada.

The E Learning concept for referee development was taken one step further as trial at the 17/18U Boys Championship held in May. Referees have access to a learning app, called the "The Rules R", which allows them to take a quiz and see the results to each question asked, right or wrong. We created a trial called "You Think you know the rules" and had players, coaches, and parents sign on and take a 5 question True and False quiz. Overall it was well received with players competing against each other and coaches finding out they don't know all the rules. We will be running this again in Edmonton in 2018.

### **Challenges and Opportunities**

There are both challenges and opportunities for referee development in Canada in the upcoming years. We look to continue to re-define and strengthen our domestic development model, look to challenge our up and coming High Performance referees and continue to build our quality team of International Referees for both Beach and Indoor.

However, in order to fully meet these challenges it will be necessary for the referee development program to continue to address the following:

- The need for a national system which is embraced by all provinces/territories
- The need to address the behavioural issues facing referees in Canada by participants and spectators.
- The need to provide more communication with all referees across the country to keep them update on events and issues.

Key items that the National Referee Committee will be focusing on over the next year will include:

- Succession Planning for the Chair and Sub-Committee Chairs of the National Referee Committee
- Development work on Year 1 of the Long Term Referee Development (LTRD) model
- Create a Sitting Volleyball development program
- Plan to host an International Referee Clinic in 2018

## **Volleyball Community**

As many of you already know, the volleyball community lost an important member of the family earlier this year. Dennis Pomeroy passed away in February and will be missed by all of us. Dennis' contributions to volleyball extend beyond refereeing, his work with coaches, administrators, players and referees across the country have impacted all of us involved in the sport. Dennis was an ROC in Saskatchewan and NOC for Canada and has left his mark on volleyball. We paid respect to Dennis' memory at each volleyball championship with a slide from the last match he refereed, just days before his passing. Rest in peace my friend.

## **Many Thanks**

As I close out my 5th year as the Chair of the National Referee Committee, I would like to thank the Provincial/Territorial Regional Referee Chairs for their continued support of volleyball development in Canada, the members of the National Referee Committee for their support, commitment and leadership across Canada, and the staff of Volleyball Canada for their support and encouragement. Without the dedication of these individuals, we would certainly not be where we are today! We continue to have the pleasure of working with many superb individuals across our country, and whose dedication to volleyball is unbelievable. I look forward to the coming years as we make progress on the Long Term Referee Development program and rolling it out to our members. This will help to improve our referee program and services for the volleyball community in Canada.

Hope to see you in Edmonton in 2018!

Respectfully submitted,

Scott Borys  
Chair, National Referee Committee



# 05 Provincial Territory Reports





# Yukon

## President

Dan Poelman  
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## Executive Director

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## Board of Directors

Dan Poelman  
Darrell Peters  
Jody Burton  
Heather Julsrud

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## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 82     | 0     |
| Number of Female registered players                   | 129    | 0     |
| Number of Male registered coaches                     | 11     | 0     |
| Number of Female registered coaches                   | 8      | 0     |
| Number of Male registered referees                    | 10     | 0     |
| Number of Female registered referees                  | 0      | 0     |
| Number of Male recreational/Associate Level Members   | 24     | 0     |
| Number of Female recreational/Associate Level Members | 26     | 0     |

## Major Events Hosted

- Pepsi Volleyball Yukon Club Championships
- Volleyball On The Move – Travel to Communities to promote Volleyball in the Yukon

## Major Corporate Sponsors

- Pepsi

## New Initiatives for the Upcoming Year

- Utilize our website, facebook and other social media more to advertise and promote volleyball programs in the Yukon
- Fully utilize Goalline to capture all VY members (including volunteers, referees, etc.)
- Look at the beach program again and see if we can get enough support and leadership to get it up and running enough to sustain a program from year to year
- Promote opening new clubs all throughout the Yukon
- Continue to support and develop our Certified Local Referee pool through education and opportunity

## Current Challenges

- Find a new Executive Director and maybe introduce an actual Technical Director (tough with limited funding available)
- Stay consistent with our project propels and reports

## Strategic Plan

In progress

# Nunavut

## President

Shylah Elliott  
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## Executive Director

Scott Schutz (Acting)  
250 718 8411  
scott@volleyballnunavut.ca

## Board of Directors

Shylah Elliott President  
Jeannie Arreak  
Matthew Wyatt  
Kelsey Nickel  
John Legate  
Jill Billingham  
Bev Netusil

## Staff and Email Contacts

N/A

## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 42     | N/A   |
| Number of Female registered players                   | 45     | N/A   |
| Number of Male registered coaches                     | 7      | N/A   |
| Number of Female registered coaches                   | 6      | N/A   |
| Number of Male registered referees                    | N/A    | N/A   |
| Number of Female registered referees                  | N/A    | N/A   |
| Number of Male recreational/Associate Level Members   | N/A    | N/A   |
| Number of Female recreational/Associate Level Members | N/A    | N/A   |

## Major Events Hosted

- 18U Female and Male Territorials

## Major Corporate Sponsors

- Volleyball Stuff

## New Initiatives for the Upcoming Year

- Coaching Symposium

## Current Challenges

- Flight Costs
- Distance
- Number of athletes
- Ability of athletes
- Ability of coaches

## Strategic Plan

In progress

# Volleyball Northwest Territories

## President

Abe Theil  
abe.theil@averycooper.com

## Board of Directors

Abe Theil  
Paul Shearme  
Ron Chiasson  
Jeannie Mathison  
Yvonne Careen  
Terrel Hobbs  
Chrissie Carrigan  
Stacey Christie  
Jordee Reid

## Staff and Email Contacts

Lyric Sandhals - lsandhals@sportnorth.com

## Executive Director

Lyric Sandhals  
867 669 8396  
lsandhals@sportnorth.com

## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 15     | N/A   |
| Number of Female registered players                   | 23     | N/A   |
| Number of Male registered coaches                     | 3      | N/A   |
| Number of Female registered coaches                   | 5      | N/A   |
| Number of Male registered referees                    | 20     | N/A   |
| Number of Female registered referees                  | 8      | N/A   |
| Number of Male recreational/Associate Level Members   | 168    | N/A   |
| Number of Female recreational/Associate Level Members | 239    | N/A   |

## Major Events Hosted

- 2016 NWT Beach Territorials
- 2017 Open Men's & Women's Territorial Championships

## Major Corporate Sponsors

- First Air

## New Initiatives for the Upcoming Year

N/A

## Current Challenges

- Staffing
- Official Development & Retention
- Certifying Coaches
- Player Development in the smaller Communities

## Strategic Plan

In progress

# Volleyball British Columbia

## President

Boris Tyzuk  
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## Executive Director

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cdensmore@volleyballbc.org

## Board of Directors

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Doramy Ehling  
Rob Hill  
Lies Reimer  
Ryan Gandy  
Brian McAskill  
Rayel Bausenhaus

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Rosalynn Campbell – rcampbell@volleyballbc.org  
Stephen Epp – island@volleyballbc.org

## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 1119   | 14    |
| Number of Female registered players                   | 3373   | 22    |
| Number of Male registered coaches                     | 257    | N/A   |
| Number of Female registered coaches                   | 344    | N/A   |
| Number of Male registered referees                    | 167    | 18    |
| Number of Female registered referees                  | 73     | 6     |
| Number of Male recreational/Associate Level Members   | 919    | 873   |
| Number of Female recreational/Associate Level Members | 829    | 798   |

## Major Events Hosted

- Americas Masters Games
- Vancouver Open

## Major Corporate Sponsors

- Baden Canada
- Canuck Volleyball
- Dunbar Cycles
- Vancouver Island Brewery
- Mizuno Canada
- Belair Direct

## New Initiatives for the Upcoming Year

- 14U Western Canadian Championships
- FIVB Women's Grand Prix
- Women's NTCC's

## Current Challenges

- Membership for all participants who play the sport
- Providing adequate training for Team BC within financial constraints

## Strategic Plan

<http://www.volleyballbc.org/wp-content/uploads/2014/09/2016-2019-Volleyball-BC-Strategic-Plan-1.pdf>

# Volleyball Alberta

## President

Leigh Goldie  
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## Executive Director

Terry Gagnon  
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## Board of Directors

|               |                   |
|---------------|-------------------|
| Leigh Goldie  | Stephanie Shostak |
| Ken Briggs    | Jonathan Goldie   |
| Dave Johnson  | Christine Smyth   |
| Jeff Anderson | Raynell Prince    |
| Pierre Baudin | Brian Gullekson   |
| Jim Merrick   | Aaron Heinemann   |

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## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 1537   | 597   |
| Number of Female registered players                   | 4340   | 329   |
| Number of Male registered coaches                     | 519    | N/A   |
| Number of Female registered coaches                   | 562    | N/A   |
| Number of Male registered referees                    | 220    | 7     |
| Number of Female registered referees                  | 172    | 3     |
| Number of Male recreational/Associate Level Members   | 1040   | N/A   |
| Number of Female recreational/Associate Level Members | 3163   | N/A   |

## Indoor

## Beach

## Major Events Hosted

- Canadian Open - 16U and 17/18U Women

## Major Corporate Sponsors

- Elite Sportswear
- Mikasa Canada

## New Initiatives for the Upcoming Year

- Hosting a big venue Provincial Championships

## Current Challenges

- Facility shortages, growth challenges – more coaches and officials

## Strategic Plan

<http://www.volleyballalberta.ca/node/89>



# Volleyball Saskatchewan

## President

Leo van Dam  
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## Executive Director

Aaron Demyen  
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## Board of Directors

|                 |                        |
|-----------------|------------------------|
| Leo van Dam     | Cory Gratton           |
| Lori Hammel     | Greg Hatch             |
| Angella Pinay   | Sherry Saxton-Richards |
| Jacques Delorme |                        |

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## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 550    | 69    |
| Number of Female registered players                   | 2125   | 116   |
| Number of Male registered coaches                     | 258    | 1     |
| Number of Female registered coaches                   | 295    | 1     |
| Number of Male registered referees                    | 286    | 1     |
| Number of Female registered referees                  | 252    | 0     |
| Number of Male recreational/Associate Level Members   | 745    | 531   |
| Number of Female recreational/Associate Level Members | 1151   | 489   |

## Major Events Hosted

- Indoor Provincials  
April 2016
- 17-18UM VCC  
May 12-15, 2016
- 15U VCC Regina  
May 20-23, 2016
- World League Saskatoon  
June 20-24, 2016

## Major Corporate Sponsors

- Conexus Credit Union
- Tourism Saskatoon,
- Tourism Saskatchewan
- Sask Lotteries
- City of Regina
- City of Saskatoon
- Booster Juice
- Just Volleyball

## New Initiatives for the Upcoming Year

- 12U competitive program
- Referee Mentor Program
- Coach Development  
(Facilitator and Evaluator training)

## Current Challenges

- Access to facilities

## Strategic Plan

In progress

# Manitoba

## President

John Olfert  
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## Executive Director

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## Board of Directors

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Chris Chong - volleyball.events@sportmanitoba.ca

## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 557    | 83    |
| Number of Female registered players                   | 1059   | 79    |
| Number of Male registered coaches                     | 263    | 4     |
| Number of Female registered coaches                   | 120    | 3     |
| Number of Male registered referees                    | 110    | 10    |
| Number of Female registered referees                  | 36     | 3     |
| Number of Male recreational/Associate Level Members   | 862    | 400   |
| Number of Female recreational/Associate Level Members | 549    | 625   |

## Major Events Hosted

- 2016 14U Volleyball  
Canada Western  
Championship

## Major Corporate Sponsors

- Mikasa
- Canad Inns
- Home Run Sports

## New Initiatives for the Upcoming Year

- 2017 Canada Games
- New Beach Volleyball Facility (2017 CG Legacy)
- 40th Anniversary activities and promotion
- New website development
- New facility partnerships (Sport for Life Centre, Dakota Community Centre)

## Current Challenges

- Membership growth
- Age Class policies, guidelines and structure
- Facility access and options for larger events
- Beach Volleyball program alignment
- Implementation and transition to new NCCP
- Staffing to support growth of programs

## Strategic Plan

In progress

# Volleyball Ontario

## President

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## Executive Director

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## Board of Directors

David Woods Frank Cain Blair Mackintosh  
Janet Cairns Parrish Offer John-Paul Cody-Cox  
Ellie Rusoni

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## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 1875   | 652   |
| Number of Female registered players                   | 5627   | 1617  |
| Number of Male registered coaches                     | 927    | 13    |
| Number of Female registered coaches                   | 552    | 1     |
| Number of Male registered referees                    | 454    | 42    |
| Number of Female registered referees                  | 198    | 11    |
| Number of Male recreational/Associate Level Members   | 380    | 114   |
| Number of Female recreational/Associate Level Members | 711    | 215   |

## Major Events Hosted

- Ontario Summer Games
- Ontario Parasport Games
- Indoor Youth Grand Prix
- Ontario Championships Indoor (775 teams)
- Beach (474 teams)
- Indoor Eastern Nationals (15U and 16U)
- Youth Beach Nationals
- OVA Beach Tour and Grand Slams

## Major Corporate Sponsors

- Ontario Ministry of Tourism, Culture & Sport
- Canadian Sport Institute Ontario
- Waterloo Regional Tourism Marketing Corp
- Ontario Trillium Foundation
- City of Waterloo and RIM Park
- Canuck Stuff
- Regional Tourism 04
- Mikasa Sports
- City of Kitchener
- Nothers Signs & Recognition
- Mettle Sports Training

## New Initiatives for the Upcoming Year

- Strengthen club governance by requiring further policies on athlete supervision and communication
- Further coach education with symposium, data volley training and international opportunities
- Support Volleyball Canada with Trillium Grant deliverables addressing officials' development including online training
- Achieve Ontario High Performance Sport Initiative goals for both indoor and beach
- Explore potential new beach facilities
- Create a Club Advisory Council
- Launch formalized brand strategy

## Current Challenges

- Improve club governance and manage discipline and complaints efficiently
- Continue to deliver mentorship program for officials
- Adjust indoor hosting model to include OVA to source quality cost effective facilities
- Secure facility for 2019 and 2020 Ontario Championships
- Launch two years of indoor youth competition calendar Grow beach volleyball and beach club system
- Recruit sitting athletes

## Strategic Plan

<http://www.ontariovolleyball.org/strategicplan2016>

# Volleyball Quebec

## President

Félix Dion  
fd@catsports.com

## Executive Director

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mgl@volleyball.qc.ca

## Board of Directors

Félix Dion  
Vincent Dumas  
Pierre Chamberland  
Yves Archambault  
Marie-Andrée Lessard  
Olivier Faucher  
Benoit Raymond  
Sophie Bergeron-Leblanc

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Nikolas Perron - nperron@volleyball.qc.ca  
Caroline Daoust - cdaoust@volleyball.qc.ca  
Annabelle Dufour - communication@volleyball.qc.ca  
Ginette Grégoire - info@volleyball.qc.ca

## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 465    | 67    |
| Number of Female registered players                   | 1117   | 113   |
| Number of Male registered coaches                     | 288    | N/A   |
| Number of Female registered coaches                   | 87     | N/A   |
| Number of Male registered referees                    | 213    | N/A   |
| Number of Female registered referees                  | 226    | N/A   |
| Number of Male recreational/Associate Level Members   | 277    | 56    |
| Number of Female recreational/Associate Level Members | 485    | 45    |

## Major Events Hosted

- Omnium Volleyball Québec, novembre 2016
- Coupe du Québec, mars et avril 2016
- Championnats de Volleyball Québec, plusieurs villes, mars et avril 2016
- Pan Am Cup U21, Gatineau, juin 2016
- Men's FTTC Gatineau 2016-17
- Circuit Québec excellence, plusieurs villes, été 2016
- Championnats de volleyball de plage, plusieurs villes, été 2016
- Camps estivaux volleyball et volleyball de plage, Sherbrooke, été 2016

## Major Corporate Sponsors

- Gouvernement du Québec (MEES)
- Mizuno Canada
- Mikasa Canada
- Westmont hotel group
- Bollé
- Université de Sherbrooke
- Institut National du Sport

## New Initiatives for the Upcoming Year

- Améliorer notre offre de services aux adultes
- Améliorer notre offre de services en volleyball de plage
- Projet de centre affilié à l'équipe nationale en volleyball de plage
- Créer de nouvelles initiatives de levées de fonds pour poursuivre l'expansion de Volleyball Québec
- Compléter le matériel de situations d'apprentissage et d'évaluation en minivolley pour les éducateurs physiques du milieu scolaire primaire
- Poursuivre le nouveau camp École d'Excellence

## Current Challenges

- Améliorer la cohérence des actions des clubs, des programmes Sport-études et de Volleyball Québec pour la mise en place du DLTA et un meilleur positionnement du Québec à l'échelle canadienne. Ceci s'effectuera au travers d'une expansion de notre équipe de permanents œuvrant au développement de l'excellence.
- Augmenter le nombre de participants et la qualité de l'encadrement des joueurs à tous les niveaux (plus spécialement chez les garçons et en minivolley).
- Promouvoir le volleyball auprès d'un maximum de Québécois.

## Strategic Plan

<http://www.volleyball.qc.ca/plan-quinquennal-de-2013-14-a-2017-18>

# Volleyball New Brunswick

## President

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## Executive Director

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## Board of Directors

James Cress  
Randy Wilson  
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Melanie Desjardins-Mallet  
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Ryley Boldon - ryleyboldon@volleyballnb.org

## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 323    | 10    |
| Number of Female registered players                   | 1505   | 50    |
| Number of Male registered coaches                     | 121    | 1     |
| Number of Female registered coaches                   | 100    | 3     |
| Number of Male registered referees                    | 113    | 1     |
| Number of Female registered referees                  | 118    | 0     |
| Number of Male recreational/Associate Level Members   | 50     | 0     |
| Number of Female recreational/Associate Level Members | 150    | 0     |

## Major Events Hosted

- Jack Lawson Middle School Cup
- VNB Senior Open
- Maritime Volleyball League Championships and VNB Provincials

## Major Corporate Sponsors

- Papa John's
- Subway
- Sideout Sports

## New Initiatives for the Upcoming Year

- Provincial Excellence Program (FT Provincial Team Training for 16U-18U), potentially piloting a 12U tripleball league

## Current Challenges

- Continuing to grow male volleyball

## Strategic Plan

<http://volleyballnb.org/strategic-plan-2016-2021/>



# Volleyball Prince Edward Island

## President

Krista Walsh  
kristatwalsh@hotmail.com

## Executive Director

Cheryl Crozier  
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## Board of Directors

Krista Walsh  
Harvey Mazerolle  
Peter Bolo  
Chelsey Gorveatt  
Joe Ryan Brenda Millar  
Craig MacDougall  
Max Arsenault

## Staff and Email Contacts

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## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 18     | 6     |
| Number of Female registered players                   | 50     | 6     |
| Number of Male registered coaches                     | 4      | 0     |
| Number of Female registered coaches                   | 4      | 1     |
| Number of Male registered referees                    | 14     | 0     |
| Number of Female registered referees                  | 5      | 0     |
| Number of Male recreational/Associate Level Members   | 115    | 1     |
| Number of Female recreational/Associate Level Members | 313    | 9     |

## Major Events Hosted

- Youth & Adult Indoor Leagues & Provincial Championships
- Beach Leagues

## Major Corporate Sponsors

- N/A

## New Initiatives for the Upcoming Year

- A female team from PEI will be attending Club Nationals in Edmonton in 18U for the first time in a number of years; we will be hosting a stop on the Atlantic Beach Tour in June

## Current Challenges

- Limited membership numbers therefore limited membership revenue; Multi-sport athletes and limited volunteer base; facility usage is a problem as we do not have our own facility and rely on schools and private sector; competing with larger year round sports (hockey, soccer, basketball); club/spring season is too short – limited by facility availability.

## Strategic Plan

In progress

# Volleyball Nova Scotia

## President

Paul Worden  
pdwordenvns@gmail.com

## Executive Director

Jason Trepanier  
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## Board of Directors

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Christian Trucot  
Jennifer Campbell  
Jolayne MacKenzie  
Ryan Harris  
David Fairfax  
Ashley Smith  
Morgan Snow  
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## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 387    | N/A   |
| Number of Female registered players                   | 1701   | N/A   |
| Number of Male registered coaches                     | 155    | N/A   |
| Number of Female registered coaches                   | 132    | N/A   |
| Number of Male registered referees                    | 56     | N/A   |
| Number of Female registered referees                  | 55     | N/A   |
| Number of Male recreational/Associate Level Members   | 48     | N/A   |
| Number of Female recreational/Associate Level Members | 213    | N/A   |

## Major Events Hosted

- Provincial Championships  
- Hosted by VNS at the Canada Games Centre in Halifax
- VC 14U Atlantic Championships  
- Hosted by VNS at the Canada Games Centre in Halifax
- Hosted 3 Atlantic Beach Tour Events and Atlantic Championships at the Beach Park in Dartmouth

## Major Corporate Sponsors

- SportWheels Sports Excellence
- Mikasa
- Mizuno

## New Initiatives for the Upcoming Year

- Enhancements to 12 Court Beach VB Facility in Halifax - canopy, signage
- Updated Bylaws
- Implementation of Performance Pathway
- Re-start the VCCE program in Halifax
- Coaching Symposium
- Enhancements to the Indoor Competition System

## Current Challenges

- Status of boys volleyball, current age group registration percentage is far below the girls.
- Raising the level of performance for NS teams in National club and provincial team competitions.
- Introduction of Volleyball to areas of the province that have little Volleyball
- Capture Indoor Adult Rec Volleyball players
- Closer integration with the Nova Scotia School Athletic Federation
- Lack of officials in some areas of the province and a consistent officials development program that touches all areas of the province.
- Enhance Beach programming

## Strategic Plan

In progress

# Volleyball Newfoundland

## President

Eric Hiscock  
ehiscock50@gmail.com

## Executive Director

Russell Jackson  
709 576 0817  
nlvaruss@sportnl.ca

## Board of Directors

Eric Hiscock  
Finton Gaudette  
Catherine Strickland  
Chad Richards  
Randy Manning  
Mark Rice  
Cindy Hiscock

## Staff and Email Contacts

Russell Jackson - nlvaruss@sportnl.ca  
Luke Harris - nlvaluke@sportnl.ca  
Stewart MacPherson - nlvastewart@sportnl.ca

## 2016 / 2017

|   | Indoor | Beach |
|---|--------|-------|
| Number of Male registered players                     | 50     | N/A   |
| Number of Female registered players                   | 132    | N/A   |
| Number of Male registered coaches                     | 117    | N/A   |
| Number of Female registered coaches                   | 68     | N/A   |
| Number of Male registered referees                    | 121    | N/A   |
| Number of Female registered referees                  | 64     | N/A   |
| Number of Male recreational/Associate Level Members   | 761    | N/A   |
| Number of Female recreational/Associate Level Members | 2102   | N/A   |

## Major Events Hosted

- VolleyFest: 184 Teams
- Molson Senior Provincials: 131 Teams
- Eastern Elite Championships: 38 Teams from Atlantic Canada

## Major Corporate Sponsors

- Molson Breweries
- Beresford Ltd.
- Steele Hotels
- Mikasa

## New Initiatives for the Upcoming Year

- N/A

## Current Challenges

- Court Space due to increasing size of events
- Officials Development and Retention
- Development of Male Volleyball
- Hosting a National or Eastern Canadian VC Championship

## Strategic Plan

In progress



06

# External Representation Reports



# International Relations Report

2016-2017 was a memorable year for Volleyball Canada on the international stage both on and off the court.

Canada hosted World League in June in Saskatoon, this was a critical step in the Men's Team winning Group 2. The next event was the U21 NORCECA Continental Championships in Gatineau. The hosting season wrapped up with a NORCECA Beach Volleyball Tour Event in North Bay.

In 2017-2018 Canada will be hosting the following:

- U21 Pan American Cup – Fort McMurray, AB in May
- Women's Grand Prix – Richmond, BC in July
- Men's Pan American Cup – Gatineau, QC in July
- Sitting Volleyball Zonal Qualifier – Montreal in October
- Women's World Championship Qualifier - Langley, BC in September

RIO was a successful Olympic and Paralympic Games for Volleyball Canada both on and off the Field of Play. Mark Eckert and Hugh Wong had meetings with various FIVB Executive and Leaders. Meetings with various countries also occurred to pave the way for future friendly matches and technical resource and staff exchanges.

The 2016 FIVB Congress was held in Buenos Aires, Argentina in October. Canada was represented by Hugh Wong, FIVB Board of Admin Member and Mark Eckert, President and CEO. Mark presented to the Category 1 and 2 countries on operating your national federation as a business. Current FIVB President, Dr. Ary S. Graca was elected by acclamation. His term is for eight years.

The start of the new quadrennial has seen remarkable changes in how the FIVB AND NORCECA are doing business. The FIVB has stopped funding confederations for development programming, citing, no return on investment. They are no longer funding travel for World League, Grand Prix, World Championships etc. FIVB is investing money in growing the fan base and re-creating World League and Grand Prix. On the other hand NORCECA has increased hosting fees and cancelled all commission meetings to make up for the development money they are not getting from the FIVB. Canada will most likely be hosting more, however, we are able to negotiate terms and dates quite effectively.

Volleyball Canada will continue to seek leadership and roles of influence in both NORCECA and the FIVB as they recreate themselves in the next quad.



# NORCECA & FIVB Beach Commission

Ed Drakich (CAN) was appointed president of the NORCECA Beach Commission and an FIVB Beach Commission Member for 2016-2020.

Due to funding cuts from the FIVB there was no NORCECA Beach Commission Meeting held in 2017 and the prize money for 2017 NORCECA Beach Tour events was cut from \$16,000 USD (\$8,000 USD per gender) to \$7,000 USD (\$3,500 USD per gender) along with a reduction in the NORCECA Control Committee Members working at each 2017 NORCECA Beach Tour Event.

The 2016 FIVB Beach Commission Meeting was held at the FIVB Offices February 20, 2016. The meeting notes are below:

## FIVB Beach Commission Meeting Notes

**Attendance:** Ary Graca (FIVB President), Vicente Araujo (FIVB Beach Commission President), Michel Evaraert (FIVB Beach Commission Secretary), Ed Drakich (Member - CAN), Marcelo Wangler (BRA), Fabio Azevedo (FIVB), Angelo Squeo (FIVB), Fernando Lima (FIVB), Yu Cao (FIVB), Lori Okimura (Member – USA), Craig Carracher (Member – AUS), Tomoki Kimishima (Member – JPN), Emanuel Rego (Athletes Member – BRA), Julius Brink (Athletes Member – GER), Fulvio Danilas (Member – BRA), Alise Kessler (FIVB), Maria Garcia Munoz (FIVB), Raheleh Ahadpour (FIVB)

**Absent:** L Bing (Member – CHN), Kerri Walsh (Athlete Member – USA), Xue Chen (Athlete Member – CHN)

## Monday February 20th

1. Ary Gracia gave opening remarks. In the last four years the FIVB spent 77 million dollars on the Confederations with little power and money to the FIVB. Previously, the FIVB Confederation Presidents were all FIVB Vice Presidents but their positions are not needed because the FIVB Directors are paid to do this job. The Confederations don't come to Commission meetings anymore. The FIVB will professionalize all aspects of the FIVB and not rely on volunteers. The FIVB Budget is 60 million dollars and 90% of this money comes from 4 countries (JPN, BRA, POL and ITA). This means there is no financial market for Volleyball. The TV ratings are not strong in the vast majority of markets. There are 40 strong countries in Volleyball but only 10 get paid by TV to televise – the other NFs have to pay TV to televise. Only 5 athletes in the world make more than 1 million dollars per year – not high enough. Previously, the Commissions met once per year with 20+ people and no one talked – they were political meetings. FIVB has changed the Commission structure to a maximum of 10 members with members that all engage and can meet more than once per year. Ary Gracia asked, “Why does the block count in beach volleyball but not in indoor volleyball?” Ary also indicated that TV does not broadcast the sport well. Beach volleyball needs to stop losing money. The Beach Commission must act quickly and the Board of Administration will implement immediately. The 40 advanced Volleyball countries must become 50 and the 4 money NFs must become 10.

2. Fabio Azevedo welcomed the Beach Commission members to the meeting and presented about FIVB Commissions. FIVB invested 77 million dollars in the last eight years. 30 million to Confederations and 17 million to Development. Despite the 77 million dollar investment not one NF increased their category (From 1 to 2 or from 2 to 3...etc.). If the FIVB keeps the same expenditures, without IOC money the FIVB would lose 30 million in 2024. The annual FIVB budget is about 60 Million with 60% from four countries (JPN, BRA, ITA and POL). The FIVB will change drastically where they invest in the future. FIVB will invest in the largest economies in the world without Volleyball presence (USA, China, Germany...etc.). Thailand old contract with FIVB 1.2 million for 4 years. For 2017-2020, Thailand 17 Million for four years.

3. Fernando Lima presented IOC data from the Rio 2016 Olympic Games. Television Indicators:

- Beach volleyball – 414 Millions hours of accumulated viewing hours.
- Highest rating USA = 30 Million viewers for one event
- Average minute broadcast of Beach Volleyball was seen by 30.748 million viewers
- Volleyball + Beach Volleyball = Number one viewer hours (2.6 Billion viewer hours – Volleyball 2.2 Billion and Beach Volleyball = 414 million hours
- Women's volleyball and beach volleyball had higher viewers than men's volleyball and beach volleyball both in total viewers and for the highest single event

- Beach volleyball total audience – 1. Americas, 2. Asia, 3. Europe
- In digital media (Internet searches) Beach Volleyball leads indoor volleyball (13 million to 9.9 million)

### **General Public Indicators**

- Both Beach and Indoor are above average for young people in terms of popularity
- Average Olympic sport = 75% of tickets sold. Beach = 99.9% and Indoor = 96.3%

### **Press Indicators**

- Beach and indoor is much lower than average sports in terms of press articles but this is not so alarming because beach and indoor have very strong digital media instead

### **Why beach and indoor are not big businesses?**

- Positioning of the sport, Branding and presentation, Content and distribution, Calendar
4. Angelo Squeo presented regarding the FIVB World Tour (Meeting presentation). FIVB Beach Department is divided into two parts: Business Development (Angelo Squeo) and Event Operations (Yu Cao).
    - FIVB to negotiate directly with Cities, States, countries and NFs (Not only left to promoters)
    - Calendar 2 years in advance
    - Integrated money to build FIVB Revenues
    - To improve best practices regarding relationship with athletes and prize money payment
    - Street Volleyball and Snow Volleyball in addition to Beach Volleyball
    - 5-Star Structure – New Structure to increase opportunities, be sustainable, have flexible commercial rights, eligible towards 2020, alleviated events requirements, broader competition calendar
    - Golden Rings Series – 6 events at previous Olympic Beach Hosts run by the FIVB (Like a promoter)
  5. Alise Kessler presented the FIVB World Tour Budget. License fees = prize money. Sanction Fees = Only for World Championships and Exhibitions (World Tour – No sanction fees). Commercial rights not included. Technical Budget = -1,084,997.
  6. Angelo Squeo presented on the 2017 FIVB World Tour Calendar. The commission was clear that conflict between 3 star and 5 star is okay.
  7. Maria Garcia Munoz presented the 2017 World Championships. The venue is on Danube Island in Vienna. Yu Cao presented on the athlete eligibility of the 2017 World Championships.
  8. Yu Cao presented about the Tokyo 2020 Beach Volleyball Competition and venue. The 2020 Olympic Qualification system was also presented as well as the 2018 Youth Olympic Games (October 1-11, 2018 Buenos Aires, Argentina).
  9. Alise Kessler presented the Continental Cup and World Cup Recap from 2016.
  10. Jose Casanova presented refereeing proposals for the beach commission.
  11. Yu Cao is presenting Technical Changes to the competition system with strong discussion among the members. This included the Country Quota Playoff. The proposal is that CQPO teams must have enough points to enter the qualification tournament and the NFs must pay the promoters for the CQPO.
  12. The FIVB will create a working group to analyze the FIVB Point Structure.
  13. Emanuel Rego and Julius Brink made presentations from the Athlete Commission.
  14. Ary Grace gave closing remarks.
  15. Meeting adjourned 6:40PM.







# International Beach Volleyball Referees Committee

Dear friends, I am sorry not being able to attend the meeting with all of you this year. I received a nomination from Norceca to be the Referee Delegate for the event in Montego Bay, so I will not be able to see you all this year. I wish you a very successful meeting again this year.

We are almost at mid-season in our International Beach Volleyball season. We were supposed to host an FIVB International event this year in Toronto but it got cancelled.

On the FIVB side, I was honored by the FIVB President, to be selected to sit for another 4 years on the new Joint Referee and Rules of the Game Commission. Canada is the only country that has 2 members (out of a total of 9) since Mr Guy Bradbury will also sit on the Commission.

Last September we had the FIVB World Tour finals in Toronto. Since two International Referees could not come to the event due to visa issues, I proposed to the FIVB to replace them with two Canadian Referees (Brian Heibert and Simon Ouellet). Brian is an official candidate and Simon is scheduled to attend the next International Course. The FIVB agreed and I can confirm to you that their work was excellent at that event. This event was accepted by FIVB to count as the 1st official evaluation for Brian, so he needs only to be evaluated once in 2017 to complete his International candidacy. On that subject, Brian was evaluated last April in a Norceca event in the Cayman Islands and the paperwork will be sent to the FIVB for his approval as International Beach Volleyball Referee at the 2018 Referee/Rules of the Game Commission meeting next January in Lausanne.

On the subject of International Referee Course, it was announced at this year's meeting in Lausanne, that from now on only 1 FIVB IRCC will be held every 4 years. At this Course, the Continental Confederations will then be able to send their BEST candidates, in order to have them being recognized as "FIVB" International Referees. The modality of these Courses and the type of recognition is to be known in the future. We are studying the possibility to host a Continental Referee Course later this year. If that happens, Canada will propose two Beach Referees, Simon Ouellet from Québec and Dimitri Magirias from Ontario.

I like also to inform you that Madame Lucie Guillemette, after retiring from active Referee work, has been nominated by the FIVB to act as Challenge Referee for the major FIVB BVB events.

These are the 2017 International nominations for our International and Candidate Referees as of May 2017. I am also very proud to confirm that this year ALL of our Referees have received International nominations:

**Omid Mojtahedi:**

FIVB World Tour in Fort Lauderdale, USA  
FIVB 4 Stars World Tour in Rio, BRA

**Jasen Boyko:**

Norceca Tour in Montego Bay, JAM (June event)  
Youth Commonwealth Games in Nassau (BAH)

**Brian Heibert:**

Norceca Tour in Cayman Islands, CAY

**Lucie Guillemette:**

FIVB Challenge Referee at 4 Stars World Tour event in Rio, BRA

**André Trottier:**

**FIVB Referee Delegate:**

FIVB 4 Stars World Tour in Rio, BRA  
Norceca Tour in Cayman Islands, CAY  
Norceca Tour in Montego Bay, JAM (June)  
Youth Commonwealth Games in Nassau (BAH)  
Norceca Tour in Montego Bay, JAM (October)  
Assign at two other World Tour events but they got cancelled

**FIVB Referee Commission:**

Meeting in Lausanne at the FIVB Headquarters – January  
Referee Delegate Seminar in Lausanne in March

# FIVB Rules of the Game and Refereeing Commission

The FIVB Rules of the Game and Referee Commission held its annual meeting January 25, 2107 under the new consolidated structure.

## Key Points:

### 1. International Referee Courses:

- a. FIVB has determined that there are a number of sufficient registered International Referees to meet the needs and to support various current FIVB competitions; therefore the FIVB has limited the number of international referee courses to every 3 or 4 years.
- b. The FIVB has indicated that Confederations may be able to host confederation based international courses to support confederation /national requirements.
- c. Confederation based courses must use FIVB curriculum and FIVB recognized instructors.
- d. When FIVB determines that there is a requirement for other international referees, Confederations will be requested to nominate their most qualified referees for further development.
- e. Due to this decision it is suggested that there are now two levels of International Referees: Confederation International Referee and FIVB recognized International Referee.
- f. Implications for NORCECA:
  - f.i. Review policy of approved during 2016 Referee Commission meeting regarding the International Referee nomination process (volleyball)
  - f.ii. Inform NORCECA members of change in policy
  - f.iii. Review impact of decision upon potential international referee candidates
  - f.iv. Review opportunities/criteria to host a Confederation International Referee Course

### 2. Referee Quota System:

- a. At the 2013 Referee Commission it was determined that each FIVB competition would have representation from each Confederation based upon total international referee registration. (Example: NORCECA would have 20% of total referee nomination)
- b. The FIVB has discontinued this practice, in the future only the best referees will be nominated for FIVB senior competition, with age group competitions being used for development purposes
- c. Implications for NORCECA:
  - c.i. Current NORCECA Referee categorization for FIVB events is based upon a representation factor.
  - c.ii. This should be reviewed and the best referees be nominated for FIVB events regardless of federation.
  - c.iii. NORCECA review confederation nomination system – best referees versus federation representation at selected NORCECA competitions

### 3. Use of Technology

- a. FIVB will continue to focus upon technology
- b. Implications for NORCECA
  - b.i. It is recommended that NORCECA provide support for NORCECA based referees to assist in improving understanding of technology requirements.
  - b.ii. How: Seminars at NORCECA based competitions and online video calls (Skype)



#### **4. Match Tempo**

- a. To improve the pace of a match that there be a maximum of 15 seconds interval between rallies.
- b. Implications for NORCECA
  - b.i. Implement the practice for all NORCECA competitions
  - b.ii. That a timing device be available for referees, players and spectators to observe the time

#### **5. Referee Mental Fitness Program**

- a. The FIVB has had success regarding the introduction of a referee mental fitness program in the lead up to the 2016 Olympic Games
- b. The FIVB Sports Events Department will review a proposal to continue this project towards 2020 with support for confederation referees as part of the program
- c. Implications for NORCECA:
  - c.i. To include as a discussion topic within Confederation based International Referee Courses

#### **6. Beach Volleyball Referee Numbers**

- a. Due to high number of matches it has been proposed that the number of beach volleyball referees nominated to each FIVB competition be increased to a ratio of 1 court to 4 referees.
- b. Implications for NORCECA:
  - b.i. To review this implication for such a policy

#### **7. Japan 2020 Special Project**

- a. The Japanese Volleyball Federation in cooperation with FIVB will initiate a program to assist in the preparation of the technical qualifications and English language of all members of the referee corps in preparation for the 2020 Summer Olympic Games
- b. Implications for NORCECA
  - b.i. None at this time, but an interesting project to monitor in the event a NORCECA federation indicates an interest in hosting a FIVB event.

#### **8. Minimum Number of Matches**

- a. At the 2013 FIVB Referee Commission it was approved that each International Referee must have at least 10 international matches each year to ensure quality.
- b. Implications for NORCECA
  - b.i. The quality of matches within NORCECA competitions vary therefore it is recommended that the NORCECA Referee Commission undertake a review of the quality of volleyball within NORCECA to determined match equivalency.
  - b.ii. Example: Puerto Rico Professional League, NCAA Division 1, Canadian University Volleyball – Level 1 matches. It is assumed that all of these would be similar to intensity and meet referee development opportunities.

#### **9. Challenge Referees:**

- a. The current practice of having the Reserve Referee or a member of the competition referee corps act as the Challenge Referee will be discontinued.
- b. In the future the FIVB will use independent individuals to act as Challenge Referees (Volleyball/Beach Volleyball) with the following criteria:
  - b.i. have been a high level international referee at the respective discipline (VB/BVB),
  - b.ii. be fluent with English,
  - b.iii. the proposed age limit for acting as Challenge Referee is 60 years old,
  - b.iv. to be approved by their respective Continental Confederation.

- c. Implications for NORCECA:
  - c.i. To review individuals that meet the criteria to become a Challenge Referee
  - c.ii. Beach Volleyball: Mrs. Lucie Guillemette (CAN) has been approved by NORCECA and nominated as a Beach Volleyball Challenge Referee. It should be noted that no other NORCECA Beach Volleyball Referee (retired) met the criteria.
  - c.iii. Volleyball: To be determined

## **10. Rules of the Game Review**

- a. The following rules of the game are being considered for review:
  - a.i. Removal of the double contact in internal passes from Volleyball and Beach Volleyball
  - a.ii. To consider to change the consequences of the penalty (red card) in Volleyball and Beach Volleyball.
  - a.iii. Beach Volleyball Only - To consider the implementation of tests on deep (soft) sand conditions and less rebounding ball.

## **11. Active Referee Delegates and Instructors**

- a. It was noted that Mr. Andre Trottier's name was omitted from the list of Beach Volleyball Instructors.
- b. It was confirmed that Mr. Trottier is an active instructor for Beach Volleyball

07

# Sponsorship Report



Volleyball  
Canada





## **Overview 2016-17**

**SportBrand Canada continues to pursue long-term sponsors with the goal of increasing the self-generated revenue for Volleyball Canada. The current focus involves securing new national partners with more significant dollar amounts and helping deliver more integrated marketing benefits. We have made substantial progress in all areas of restructuring VC's sponsorship platform and remain optimistic about continued revenue growth.**

**In 2017, Volleyball Canada worked with each sponsor on an activation plan, an evolving document that highlighted key opportunities for partners. Activation proposals will serve as a starting point for annual reports that will be sent to each sponsor later this year to help ensure partners understand the impact of their funding.**

**Volleyball Canada is working with its apparel and merchandise sponsors to include Volleyball Canada's new logo on merchandise hang tags. In 2018, the new Volleyball logo will appear on certain packaging with Mizuno and Active Ankle. The Tachikara six.vc, the official game ball for Nationals, will be introduced with the new Volleyball Canada logo for the next season.**

**Volleyball Canada signed renewals with Mizuno, lululemon, Wilson; and Active Ankle.**

**Volleyball Canada's sponsors include: Inter Pipeline Ltd., lululemon, Mizuno, Tachikara, Wilson, Active Ankle, Cramer Medical Supplies, Speith America.**



# 08 Communication Report



Volleyball  
Canada





# Media and Communications

The 2016-7 period has been one of high excitement and change for Volleyball Canada's external image.

The Olympic and Paralympic Games' impact, the launch of the new brand and the beginning of a new quadrennial all contributed to this evolution.

## Impact of Rio 2016

The 2016 Summer Olympic Games and Paralympic Games exposed volleyball, beach volleyball and sitting volleyball to a wider audience.

According the CBC data (see chart), the highest ratings were garnered during men's beach volleyball, but across the board, the audience for volleyball was very strong.

| Men's Indoor Volleyball       | Men's Beach Volleyball         | Women's Beach Volleyball        |
|-------------------------------|--------------------------------|---------------------------------|
| Canada v. USA<br>2.8+ million | Canada v. Italy<br>4.5 million | Canada v. Canada<br>3.5 million |

These ratings, along with respectable ratings for 2016 World League, has led to increased interest from CBC sports for volleyball in general. The 2017 U21 Pan Am Cup was carried at [cbcspports.ca](http://cbcspports.ca) and the network is currently broadcasting and webcasting 2017 World League. Future events include Grand Prix, Men's Pan Am Cup and Women's World Championship qualifier (providing a more consistent and national outlet for international volleyball hosted in Canada).

Media coverage and social media engagement also rose dramatically during the Olympics to reach wider audiences, even extending to international media outlets:

Example from NBC (United States):

<http://www.nbcolympics.com/news/canadian-mens-volleyball-makes-big-strides-world-stage>

## Re-brand and web site

The timing of the re-brand was held until after the Olympics - partly due to staff resources, but mainly as a "natural" time in the quadrennial to re-fresh and re-launch Volleyball Canada's identity, and not distract from the Olympic and Paralympic period.

The goal was to de-clutter the VC brand, so that the strong and bold imagery of volleyball can tell our story.

"Overall, an elegant, modern update with just enough in-your-face attitude." VC brand reviewed by "Brand New" (design industry web site)

The company of Hulse & Durrell (that presented the brand at the 2016 convention) have been excellent partners and continue to advise VC on newly branded materials moving forward.

In general, the web site launch in March was successful. As with any large-project, there were some challenges. The original launch date was February, but due to scheduling conflicts with our web site company, this was delayed. This brought the date into the thick of Nationals' registration season (late March 2017), leading to some user frustration during a busy time.

As content is refined and updated, the feedback has generally been positive and the overall presentation of the VC image is much improved and in line with the new brand. We will continue to monitor web stats/feedback, and keep content up to date and fresh. Resources will be needed to keep content fresh and relevant.

The mobile site (phone, iPad, tablet, etc) is now fully functional (compared to our old site, which was not mobile compatible.) This is very important as more and more users are accessing the web through mobile devices.

The brand as a whole continues to be phased in as new materials are created and as each national and international VC is hosted. At events so far, the overall impression of the new brand is very good.

Feedback from sponsors and partners has been very positive and we continue to work with sponsors/partners to implement our branding and control the use of the VC image. (Note: funding for the brand and web site was provided by the COC's NSF enhancement fund).

Social media stats continue to trend upward, and the engagement with fans and followers over 2016-7 was very solid.

|                              | June 2015 | June 2016 | June 2017 |
|------------------------------|-----------|-----------|-----------|
| Facebook (Volleyball Canada) | 88,000    | 143,000   | 160,000   |
| Twitter@vballcanada          | 15,900    | 21,000    | 32,300    |
| Instagram@volleyballcanada   | 7,500     | 21,000    | 34,000    |

### **Moving Forward**

With the new quadrennial beginning, the shift focuses on new key messages including:

- Building on the success of Rio 2016 for our men's, beach and sitting programs
- A fresh start for the women's indoor program in Richmond, B.C. with a new coaching team and support from the host committee.
- A build up to Edmonton 2018 – the mega-Nationals!! A new look and feel; and great competition under one roof. A showcase for volleyball at many levels!
- A focus on excellence in coach education and next gen athlete development.

To keep up with social media trends and the growing audience for “on-demand” content, VC will have to expand resources in this area. Relevant and quality content in line with our strategic goals will be crucial.

# 09 Financial Report





Financial Statements of

# **CANADIAN VOLLEYBALL ASSOCIATION**

Year ended March 31, 2017



KPMG Enterprise™  
750 Palladium Drive, Suite 101  
Kanata ON K2V 1C7  
Canada  
Telephone 613-212-5764  
Fax 613-591-7607

## INDEPENDENT AUDITORS' REPORT

To the Members of the Canadian Volleyball Association

We have audited the accompanying financial statements of the Canadian Volleyball Association, which comprise the statement of financial position as at March 31, 2017, the statements of operations, changes in net assets, cash flows and Schedule B for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

KPMG LLP is a Canadian limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. KPMG Canada provides services to KPMG LLP.





We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

*Opinion*

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Canadian Volleyball Association as at March 31, 2017, and its results of operations, changes in net assets and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants, Licensed Public Accountants

May 23, 2017

Ottawa, Canada

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Financial Position

March 31, 2017, with comparative information for 2016

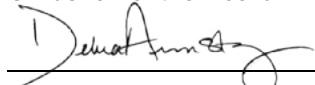
|                                       | 2017         | 2016         |
|---------------------------------------|--------------|--------------|
| <b>Assets</b>                         |              |              |
| Current assets:                       |              |              |
| Cash                                  | \$ 1,371,843 | \$ 415,040   |
| Accounts receivable                   | 505,191      | 1,045,778    |
| Inventory                             | 56,937       | 69,863       |
| Prepaid expenses                      | 429,309      | 699,622      |
|                                       | 2,363,280    | 2,230,303    |
| National Registration System (note 2) | -            | 122,745      |
| Tangible capital assets (note 3)      | 53,042       | 103,115      |
|                                       | \$ 2,416,322 | \$ 2,456,163 |

## Liabilities and Net Assets

|   |              |              |
|---|--------------|--------------|
| Current liabilities:                              |              |              |
| Accounts payable and accrued liabilities (note 4) | \$ 765,836   | \$ 793,964   |
| Deferred revenue (note 5)                         | 1,301,110    | 1,329,937    |
|   | 2,066,946    | 2,123,901    |
| Net assets (note 7):                              |              |              |
| Investment in tangible capital assets             | 3,689        | 86,075       |
| Unrestricted                                      | 345,687      | 246,187      |
|   | 349,376      | 332,262      |
| Commitments (note 8)                              |              |              |
| Contingencies (note 9)                            |              |              |
|   | \$ 2,416,322 | \$ 2,456,163 |

See accompanying notes to financial statements.

On behalf of the Board:



Director



Director

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Operations

Year ended March 31, 2017, with comparative information for 2016

|  | 2017         | 2016         |
|--|--------------|--------------|
| Revenue:                                       |              |              |
| Sport Canada contributions                     | \$ 2,282,000 | \$ 2,515,000 |
| Team Canada indoor volleyball                  | 1,675,075    | 1,929,052    |
| National competitions                          | 1,630,931    | 2,710,628    |
| Domestic development                           | 973,774      | 844,850      |
| Membership fees                                | 948,867      | 919,120      |
| World league                                   | 863,261      | 1,141,836    |
| Team Canada beach volleyball                   | 583,817      | 421,930      |
| Referees                                       | 204,058      | 176,048      |
| National office operations                     | 164,450      | 398,660      |
| Team Canada sitting volleyball                 | 133,658      | 119,986      |
| Merchandising                                  | 131,170      | 131,193      |
| NORCECA championship                           | 111,088      | 147,221      |
| Grand Prix                                     | 109,417      | 79,508       |
| Amortization of deferred capital contributions | 17,040       | 50,940       |
| National Registration System (note 2)          | -            | 29,115       |
|  | 9,828,606    | 11,615,087   |
| Expenses:                                      |              |              |
| Team Canada indoor volleyball                  | 2,684,800    | 3,604,995    |
| Team Canada beach volleyball                   | 1,479,179    | 1,095,624    |
| National office operations                     | 1,302,582    | 1,146,636    |
| National competitions                          | 1,238,126    | 1,940,853    |
| World league                                   | 1,121,159    | 1,609,109    |
| Domestic development                           | 950,796      | 960,678      |
| NORCECA championship                           | 252,583      | 238,063      |
| Team Canada sitting volleyball                 | 242,351      | 452,706      |
| Referees                                       | 208,874      | 147,261      |
| Grand Prix                                     | 132,556      | 199,392      |
| Merchandising                                  | 94,940       | 87,761       |
|  | 9,707,946    | 11,483,078   |
| Earnings before extraordinary item             | 120,660      | 132,009      |
| Extraordinary item (note 2)                    | 103,546      | -            |
| Excess of revenue over expenses                | \$ 17,114    | \$ 132,009   |

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Changes in Net Assets

Year ended March 31, 2017, with comparative information for 2016

|  | Unrestricted | Investment<br>in tangible<br>capital assets | Total<br>2017 | Total<br>2016 |
|--|--------------|---|---------------|---------------|
| Net assets, beginning of year                  | \$ 246,187   | \$ 86,075                                   | \$ 332,262    | \$ 200,253    |
| Excess of revenue over expenses                | 17,114       | -   | 17,114        | 132,009       |
| Additions to deferred capital contributions    | 49,353       | (49,353)                                    | -             | -             |
| Loss on disposal of tangible capital assets    | 35,834       | (35,834)                                    | -             | -             |
| Tangible capital asset additions               | (16,361)     | 16,361                                      | -             | -             |
| Amortization of tangible capital assets        | 30,600       | (30,600)                                    | -             | -             |
| Amortization of deferred capital contributions | (17,040)     | 17,040                                      | -             | -             |
| Net assets, end of year                        | \$ 345,687   | \$ 3,689                                    | \$ 349,376    | \$ 332,262    |

See accompanying notes to financial statements.



# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Cash Flows

Year ended March 31, 2017, with comparative information for 2016

|  | 2017         | 2016       |
|--|--------------|------------|
| Cash provided by (used in):                    |              |            |
| Operating activities:                          |              |            |
| Excess of revenue over expenses                | \$ 17,114    | \$ 132,009 |
| Items not involving cash:                      |              |            |
| Amortization of tangible capital assets        | 30,600       | 147,622    |
| Amortization of deferred capital contributions | (17,040)     | (50,940)   |
| Loss on disposal of tangible capital assets    | 35,834       | 5,285      |
| National Registration System joint venture     | 122,745      | (29,115)   |
| Changes in non-cash operating working capital: |              |            |
| Accounts receivable                            | 540,587      | (544,228)  |
| Inventory                                      | 12,926       | 10,427     |
| Prepaid expenses                               | 270,313      | (242,388)  |
| Accounts payable and accrued liabilities       | (28,128)     | 386,065    |
| Deferred revenue                               | (61,140)     | 330,661    |
|  | 923,811      | 145,398    |
| Financing activities:                          |              |            |
| Deferred capital contributions received        | 49,353       | -          |
| Investing activities:                          |              |            |
| Tangible capital asset additions               | (16,361)     | (14,393)   |
| Increase in cash                               | 956,803      | 131,005    |
| Cash, beginning of year                        | 415,040      | 284,035    |
| Cash, end of year                              | \$ 1,371,843 | \$ 415,040 |

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Notes to Financial Statements

Year ended March 31, 2017

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The mission of the Canadian Volleyball Association (the "Association") is to promote and develop the sport of volleyball for all Canadians. The Association was incorporated under the Canada Corporations Act as a not-for-profit organization as is a Registered Amateur Athletic Association under the Income Tax Act (Canada). Effective August 1, 2013, the Association continued its articles of incorporation from the Canada Corporations Act to the new Canada Not-for-profit Corporations Act.

### 1. Significant accounting policies:

The financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

(a) Basis of presentation:

The Association follows the deferral method of accounting for contributions for not-for-profit organizations.

(b) Revenue recognition:

Restricted revenue is recognized in the year in which the related expense is incurred. Unrestricted revenue is recognized when it is received or becomes receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(c) Inventory:

Inventory consists of referee uniforms. Inventory is measured at the lower of cost and net realizable value. Costs are assigned on a first-in, first-out basis.

(d) Donated supplies and services:

Companies and individuals donate supplies and services throughout the year to assist the Association in carrying out its activities. The value of these supplies and services is not readily determinable, therefore, no amount has been reflected in these financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2017

## 1. Significant accounting policies (continued):

### (e) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Association has elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Association determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Association expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

### (f) Tangible capital assets:

Tangible capital assets are stated at cost. Betterments which extend the estimated life of an asset are capitalized. When a tangible capital asset no longer contributes to the Association's ability to provide services, its carrying amount is written down to its residual value. Amortization is provided using the following methods and annual rates:

| Asset                  | Basis             | Rate          |
|------------------------|-------------------|---------------|
| Computer equipment     | Declining balance | 30%           |
| Leasehold improvements | Straight-line     | Term of lease |

### (g) Expenses:

In the statement of operations, the Association presents its expenses by function. The Association does not allocate expenses between functions subsequent to initial recognition.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2017

## 1. Significant accounting policies (continued):

### (h) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the period. Actual results could differ from these estimates. These estimates are reviewed annually and as adjustments become necessary, they are recognized in the financial statements in the period in which they become known.

## 2. National Registration System:

The Association, Ontario Volleyball Association ("OVA") and Alberta Volleyball Association ("AVA") entered into a joint venture to develop and operate a national registration system. Effective May 20, 2014, it was believed that the Association paid out the remaining investment in the system to the OVA and AVA and retained full control of, and liability for, the system. Formal documentation to close out NRS did not exist and the three parties in good faith agreed on settlement. The settlement is included as an expense in the statement of operations in the year.

## 3. Tangible capital assets:

|                        |            |                          |    | 2017           | 2016           |
|------------------------|------------|--------------------------|----|----------------|----------------|
|                        | Cost       | Accumulated amortization |    | Net book value | Net book value |
| Leasehold improvements | \$ 229,383 | \$ 182,833               | \$ | 46,550         | \$ 62,184      |
| Computer equipment     | 21,310     | 14,818                   | \$ | 6,492          | 40,931         |
|                        | \$ 250,693 | \$ 197,651               | \$ | 53,042         | \$ 103,115     |

Cost and accumulated amortization at March 31, 2016 amounted to \$840,928 and \$737,813, respectively. During the year, the Association disposed of fully amortized tangible capital assets with a cost of \$37,849 and wrote off leasehold improvements with a cost of \$606,597 and accumulated amortization of \$570,763, resulting in a loss on disposal of \$35,834.

## 4. Accounts payable and accrued liabilities:

As at March 31, 2017 and 2016, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.



# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2017

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## 5. Deferred revenue:

|                                     | 2017         | 2016         |
|-------------------------------------|--------------|--------------|
| National championship registrations | \$ 939,550   | \$ 929,550   |
| National team funding               | 291,250      | 335,713      |
| Trillium grant (note 6)             | 49,353       | 17,040       |
| Other                               | 11,515       | 27,599       |
| Officials' uniforms                 | 9,442        | 20,035       |
|                                     | <hr/>        | <hr/>        |
|                                     | \$ 1,301,110 | \$ 1,329,937 |

## 6. Deferred capital contributions:

Contributions received that are related to the purchase of tangible capital assets are deferred and amortized on the same basis as the tangible capital asset.

## 7. Net assets:

The Association considers its capital to consist of its unrestricted and invested in tangible capital assets net assets. The objective of the Association with respect to its capital is to fund ongoing operations and future projects. The Association manages its capital by maintaining and monitoring amounts available for future projects, contingencies and other capital requirements.

The Association is not subject to externally imposed capital requirements and its overall strategy with respect to capital remains unchanged from the year ended March 31, 2016.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2017

## 8. Commitments:

The Association has entered into lease commitments for office premises, a training centre and office equipment. The minimum lease payments under these commitments are:

|      |    |         |
|------|----|---------|
| 2018 | \$ | 105,775 |
| 2019 |    | 3,696   |
| 2020 |    | 2,159   |
| 2021 |    | 720     |
|      | \$ | 112,350 |

## 9. Contingencies:

Contributions received from Sport Canada are subject to specific terms and conditions regarding the expenditure of the funds. The Association's accounting records are subject to audit by Sport Canada. Should any instances be identified, in which amounts charged to projects are not in accordance with the agreed terms and conditions, amounts would be refundable to Sport Canada.

For the current year, Management believes that the Association has not incurred ineligible expenditures and therefore has not recorded a liability for reimbursement.

## 10. Financial risks and concentration of credit risk:

### (a) Liquidity risk:

Liquidity risk is the risk that the Association will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Association manages its liquidity risk by monitoring its operating requirements. The Association prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations.

### (b) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Association is exposed to credit risk with respect to the accounts receivable. The Association assesses, on a continuous basis, accounts receivable and provides for any amounts that are not collectible in the allowance for doubtful accounts. At year-end, \$24,232 was allowed for in accounts receivable.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2017

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## **10. Financial risks and concentration of credit risk (continued):**

### **(c) Interest rate risk:**

The Association believes it is not subject to significant interest rate risk arising from its financial instruments.

There has been no change to the risk exposures from 2016.

# CANADIAN VOLLEYBALL ASSOCIATION

Schedule A - Revenue and Expenses - Sport Canada Contribution (unaudited)

Year ended March 31, 2017

|  | Sports<br>Development | Enhanced<br>Excellence | Total        |
|--|-----------------------|------------------------|--------------|
| <b>Mainstream Core Revenue:</b>                  |                       |                        |              |
| General administration                           | \$ 57,000             | \$ 22,500              | \$ 79,500    |
| Governance                                       | 5,000                 | -                      | 5,000        |
| Salaries, fees and benefits                      | 150,000               | 32,000                 | 182,000      |
| Coaching salaries and professional development   | 175,000               | 115,500                | 290,500      |
| National Team program                            | 195,000               | 1,045,000              | 1,240,000    |
| Official languages                               | 11,500                | -                      | 11,500       |
| Operations and programming                       | 16,000                | -                      | 16,000       |
|  | \$ 609,500            | \$ 1,215,000           | \$ 1,824,500 |
| <b>Mainstream Core Expenses:</b>                 |                       |                        |              |
| General administration                           | \$ 618,088            | \$ 29,798              | \$ 647,886   |
| Governance                                       | 70,695                | -                      | 70,695       |
| Salaries, fees and benefits                      | 1,256,228             | 35,513                 | 1,291,741    |
| Coaching salaries and professional development   | 640,759               | 123,479                | 764,238      |
| National Team program                            | 3,096,905             | 1,295,652              | 4,392,557    |
| Official languages                               | 21,302                | -                      | 21,302       |
| Operations and programming                       | 1,980,639             | -                      | 1,980,639    |
|  | \$ 7,684,616          | \$ 1,484,442           | \$ 9,169,058 |
| <b>Mainstream Above Core Revenue:</b>            |                       |                        |              |
| <b>Mainstream Above Core Expenses:</b>           |                       |                        |              |
| Long-term athlete development                    | \$ 6,996              | \$ -                   | \$ 6,996     |
| <b>Athletes With A Disability Core Revenue:</b>  |                       |                        |              |
| General administration                           | \$ 3,000              | \$ -                   | \$ 3,000     |
| Salaries, fees and benefits                      | 5,000                 | -                      | 5,000        |
| Coaching salaries and professional development   | 5,000                 | -                      | 5,000        |
| National Team program                            | 28,500                | -                      | 28,500       |
| Official languages                               | 2,000                 | -                      | 2,000        |
|  | \$ 43,500             | \$ -                   | \$ 43,500    |
| <b>Athletes With a Disability Core Expenses:</b> |                       |                        |              |
| General administration                           | \$ 28,106             | \$ -                   | \$ 28,106    |
| Salaries, fees and benefits                      | 49,327                | -                      | 49,327       |
| Coaching salaries and professional development   | 12,113                | -                      | 12,113       |
| National Team program                            | 155,764               | -                      | 155,764      |
| Official languages                               | 5,001                 | -                      | 5,001        |
| Operations and programming                       | 12,007                | -                      | 12,007       |
|  | \$ 262,318            | \$ -                   | \$ 262,318   |

# CANADIAN VOLLEYBALL ASSOCIATION

## Schedule B - World League Revenue and Expenses

Year ended March 31, 2017

|                             | Cash         | In-Kind    | Total        |
|-----------------------------|--------------|------------|--------------|
| Revenue:                    |              |            |              |
| Government:                 |              |            |              |
| Federal - Sport Canada      | \$ 250,000   | \$ -       | \$ 250,000   |
| Municipal                   | 100,000      | 95,043     | 195,043      |
| Provincial                  | 55,715       | -          | 55,715       |
| Total - Government          | 405,715      | 95,043     | 500,758      |
| Other:                      |              |            |              |
| Other (Own the Podium)      | 240,000      | -          | 240,000      |
| Tickets                     | 198,802      | -          | 198,802      |
| International Federation    | 165,700      | -          | 165,700      |
| National Sport Organization | 7,899        | -          | 7,899        |
| Sponsors                    | -            | 8,000      | 8,000        |
| Total - Other               | 612,401      | 8,000      | 620,401      |
| Total revenue               | \$ 1,018,116 | \$ 103,043 | \$ 1,121,159 |
| Expenditures:               |              |            |              |
| Operational costs           | \$ 1,006,622 | \$ 103,043 | \$ 1,109,665 |
| Ineligible expenditures     | 11,494       | -          | 11,494       |
|                             | \$ 1,018,116 | \$ 103,043 | \$ 1,121,159 |



# 10 Partners



Partners

# Thank You!

Volleyball Canada would like to sincerely thank all of our sponsors, suppliers and funding partners for their generous and continued support.

PLATINUM PARTNER



NATIONAL PARTNERS





# Thank You!

**Volleyball Canada would like to sincerely thank all of our sponsors, suppliers and funding partners for their generous and continued support.**

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## SPORT PARTNERS

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