



Volleyball Canada Board of Directors
Friday 1 December 2023
09:00 – 12:00
Sandman Ottawa Hotel – Capital Room

Minutes:

In Attendance : Kevin Boyles; Marie Christine Rousseau; Parrish Offer; Sylvie Bigras; Joanne Mortimore; Boris Tyzuk; **Regrets**; Cam Wheelan; **Staff**: Mark Eckert

1. Review and Approval of previous minutes

Kevin

Motion: Boris Tyzuk
7-0

Second: Marie Christine Rousseau

2. Conflict of Interest Declarations

- No conflicts declared based on agenda and distributed materials.

3. External Relations Update

- NORCECA Mark
 - Successful Pan Am Games
 - Executive and Board Mtgs December 27th
 - Event Calendar being Updated
 - Congress will be in July in Punta Cana
 - Zonal Meetings first week of February
- Sport Canada Mark
 - OTP review meetings held Monday and Tuesday
 - December 6th technical briefing for Governance Code
 - NSO's will have individual meetings with the Compliance Unit
 - Ministers mandate letter is attached
- FIVB Mark
 - VNL Council Meeting December 20th
 - Competition Calendar approved for the next quad
- COC Mark
 - Canada House for Paris announced, it is relatively close to the athletes village
 - Volleyball Canada awarded 100k for Safe Sport delivery, primarily direct support to PTA's
- PTA's Mark
 - Anecdotal for many PTA's is registration is up
 - OVA which starts in the fall has seen a 20% increase



4. Governance

- Motion to adopt Universal Code of Governance

**Motion: Boris Tyzuk
7-0**

Second: Marie Christine Rousseau

- Motion to adopt Special Resolution

Action: Mark to update “Board Purpose” for the Special Resolution

- Review and Edit Board Mandate

Action: Gord/Mark/Boris to update

- Review timelines and action items

Governance Committee to meet to work on action items Robin/Gord/Boris/Mark

- December 6th Sport Canada – Technical Briefing Universal Code of Governance

5. Finances

- Financial Update for 2023 Attached
- Finance Update 2023 Presentation Attached
- VC Financial Policy Attached
 - Incorporated policy related to banking and investments (highlighted)
 - Additional tracked changes to increase clarity
 - Ongoing formatting, consistency changes incorporated

Editorial Changes only, updated version to be posted on website

- Cash on hand as at Nov 9:
 - A 100k CAD term GIC (non-redeemable) for referee development investment
 - 0 redeemable GICS currently.
 - Approx. 19k USD. 375k CAD. Some good amounts will come in from events settlements shortly.
- Forecast- Budget:
 - -130k right now from original budget, projecting -220k for organization deficit this year
 - Budgeted 30k for additional DEI/Gender Equity. Ask is due Nov 30
 - Additional storage space secured a few units down from office in Ottawa. Events staff are happy- no need to pack skids outside in the elements, or unload skids in parking lot to move through main foyer
 - International travel for indoor/ para teams continues to be high due to airline/accommodations costs
 - Finalizing forecasts for international indoor events hosted: VNL, NORCECA Women's Championships look to be better than budgeted.



- Staff change: Nuri Kim departed less than 3 months with VC. New staff to start Nov 14, accounts payable is key item in portfolio
- **NEW***** NOT currently included in Budget****: Agreement in principal for \$75k from Wilson Sports for brand mis-use**

6. Ethics Committee

- Current appeals, complaints etc. Boris

7. Athlete Council

- Updates and activity Cam

8. Operating Reports

WOMEN'S PROGRAM

- Senior team
 - All competitions finished 23-24. Athletes have rejoined their pro clubs/universities.
- NEP started on September 18. Training is on-going until December 21
- Season debrief.
 - Took place in Richmond on October 16 with all full-time staff.
- OTP review meeting scheduled for November 28

MEN'S PROGRAM

- Senior team
 - All competitions finished 23-24. Athletes have rejoined their pro clubs/universities.
- NEP started on September 11. Training is on-going until December 15
- OTP review meeting scheduled for November 28

Beach Update

- 2023 Tlaxcala (MEX) Beach World Championships (October 6-15) – Canadian Results:
 - Women:
 - Melissa Humana-Paredes / Brandie Wilkerson – 5th Place
 - Sarah Pavan / Molly McBain – 17th Place
 - Men:
 - Sam Schachter / Dan Dearing – 17th Place
- Santiago (CHI) 2023 Pan American Games (October 21-27) – Canadian Results:
 - Women:
 - Melissa Humana-Paredes / Brandie Wilkerson – Silver Medal
 - Men:
 - Jake MacNeil / Alex Russell – 5th Place
- 2023 Mallorca (ESP) Futures (October 25-29) – Canadian Results:
 - Men:
 - Rouzbeh Rahnavard / Tynan Gannett – 17th Place
- 2023 Haikou (CHN) Challenge (November 2-5) – Canadian Results:



Women:

- Sarah Pavan / Molly McBain – 5th Place
- Heather Bansley / Sophie Bukovec – 5th Place

Men:

- Sam Schachter / Dan Dearing – 5th Place

- 2024 VC Beach National Team Next Gen Carding Selection Camp (December 8-10)
 - Location: Volleyball Canada Beach High Performance Centre, Toronto

Sitting Update

- TCWSV currently at World Cup in Cairo, Egypt
 - Staged in Val de Reuil, France prior to flying to Cairo
 - CPC Security Liaison supported VC in the development of security briefs and plans prior to departure
 - Canada starts matches on Nov 13 vs BRA
 - Highest finishing non-qualified team will earn Paralympic berth
- TCMSV made the decision not to attend the World Cup and withdrew
 - They had a small roster to begin with and a couple athletes had reservations about attending the event
 - Athlete led decision, supported by VC
- Continuing to explore possibility of bidding for WPV Women's Super 6 tournament in May 2024 @ Nationals. Cash prize tournament with no WR points or qualification but key event in Paris preparations.
- OTP submission due next week. Review meeting on Nov 27

Athlete and Coach Pathways

- 2023-2024 Grant Application Submitted – \$700k request – awaiting update
- National Excellence Program - Women:
 - 8-10 coaches interested in PD opportunity
 - Training ongoing, including exhibition with TRU/UBCO/TWU/UBC/Douglas College
- Performance Coach Workshop Dates for 2024
- Community Coach Workshops Fall 2023
 - 7 clinics (French and English) with 57 participants
- Coach Evaluator Training and improved process in progress
- In-person Technical Meetings, Calgary Dec 5-7 (8 of 13 PTA represented)
- U17 Girls – Norceca Championships – Nov 19-Nov 27

Referee

- Reviewed NRC structure with new Chairperson
 - Distributed a revised draft of responsibilities for the members of the NRC to review and provide feedback on by Nov 15
 - Restructuring of responsibilities greater aligns sub-committees with strategic initiatives over operational implementations



- LMS project
 - Reassessing vendor data from first round of assessments in preparation for subsequent presentations to be used for finalization of service provider
 - Reassessing statement of requirements to ensure it is still current and meets needs
- International Referee Development
 - One candidate currently participating in FIVB beach volleyball course in Thailand
 - Anticipating final confirmation from NORCECA regarding a Confederation international referee candidate course in the first quarter of 2024
- Gender Equity, Diversity and Inclusion
 - Identifying sport projects focused on increasing female and equity-deserving populations in refereeing
 - Identifying sport projects focused on developing approaches to make sport environments safer and more welcoming to diverse populations
- Staffing Update
 - Preparing for the start of Gabriel Cooper as an administrative support of referee programming

National Competitions

- New registration process has been communicated, large clubs very much like the change. A lot of concern about ensuring 'top teams' get in (previous system didn't provide confirmation either). Term 'lottery' is spooking some teams, we will work to explain it better.
- Pre-registration is expanded to include the PTA champion for each age/gender to support more 'top teams' getting into nationals
- Registration FAQ has been posted and shared with PTAs (attached)
- Sportlomo has been a major concern for registration – they have not been following up on upgrades or concerns, could have a major impact on overall registration and event management. Would like to consider another system for 2024
- Still looking for a host location for Western Senior Open, limited options available
- First VC Combine of the season was hosted in NL and had 56 participants. Ottawa is coming up soon however has low interest so far.

International Events

- 2023 events
 - Finishing final reports and financials
- VNL 2024
 - Contracted hotel and venue for 2024
 - Updated Hosting Plan for 2024
- 2024 NORCECA events
 - Two events confirmed with NORCECA:
 - U23 Women's Continental Championships (late June or July)
 - Men's Pan Am Cup (Late August)
 - Issued an RFP for Hosts; due Nov 27
- 2024 Beach Pro Tour
 - Montreal Elite 16 confirmed for Aug 29-Sep 1
 - Halifax applied for a Futures event Aug 21-25
 - Edmonton still considering putting on a Beach Tour event; likely a Futures event



VRS: (from Susan K.)

- Mid-Oct implemented new VRS Issues Resolution plan with SportLoMo/PTAs/VC
- Plan changes: meetings reduced to offer SL more time to find resolutions; Issue reporting now primarily done through a central online board (Jira) with focus on priority identification to help with issue management
- Working with SportLoMo to fix issues that occurred during nationals registration last year; challenges with getting these resolved (as these have been in discussion for months)
- VC will likely be meeting with SportLoMo this month to discuss ongoing challenges with communication, timeliness of resolutions
- Working with offline provinces (ON, QC, SK, NWT) to improve timeliness of member information exchange to VC

LMS:

- Re-commenced LMS RFP process
- Reconfirmed system requirements and evaluation process

IST**MNT:**

- Currently preparing for OTP Review meetings/debriefing with practitioners and beginning to plan for next summer.
- Our athlete management system (Kinduct) was bought out by Team Works, and we are currently investigating switching over to Smartabase, which is part of the Team works suite. We are also looking at other providers as back-up/different options.
- Currently supporting guys in professional clubs with Strength and Conditioning, Sport Nutrition and Mental Performance or at least working with their respective club IST's for transfer of care/making sure they are hitting objectives for the season.
- Starting to touch base with University based athletes on depth chart.
- Getting ready for upcoming Volleyball Canada Combines.

WNT:

- exploring options for to replace Kinduct as our AMS platform
- Request for funding submitted to move from Vert to Catapult
- working to engage in collaboration with Usport and NCAA strength coaches who work with our athletes outside of the international season

Safe Sport/Gender Equity, Diversity & Inclusion

- VC currently has 13 individuals on the Abuse-Free Sport Registry with Provisional measures applied pending the completion of their cases. That is an increase of 3 since last month.
- VC has finalized a live document that PTAs can access to view Volleyball's registry, to ensure that PTAs are reviewing the latest version.
- A counseling support session was staged with NLVA for staff, to provide support, well-being, and guidance on managing the Markus Hick case.
- VC has received a grant from COC for \$100,000 towards Safe Sport initiatives related to creating resources and assisting PTAs with compliance and enforcement of requirements.
- VC is working on an application for DEI support through Sport Canada and is using the Deloitte outcomes for the framework of initiatives.



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- Review of the Safe Sport for Youth videos has started. The three NSOs are working together on the plan for launch in the new year, including graphics, communications plan, and the details on expanding to other NSOs.

Communications

- Staffing: New communications coordinator began in Oct. (Mezi Tamrat). Working with Nationals group and assisting in all other areas.
- Communication support for all teams (media releases, social media and other content where possible.) Pan Am Games (Beach) completed (on site as COC mission staff) and this month is the World Cup of sitting volleyball (begins Nov. 11)
- Continue to work with all programs to support consistency in messaging and branding.
- Continue to work with Safe Sport Director and staff to reinforce VC's safe sport messaging, especially surrounding media/public inquiries. Work with partners to roll out the comms plan for the new Youth Safe Sport tool to be launched soon.
- Ongoing: Developing content calendar for 2024 based on information currently available. Announcements and coverage of major National Team activities ongoing. Developing plan for Road to Paris.
- Preparing messaging and branding content for upcoming staff meeting.

Partnerships / Merchandise

- Cobranded VC x Mizuno "Super Shelf" display is now live in Sport Chek stores
- Custom Team Canada Mizuno shoe is in the works for Christmas 2023 release
- Mikasa custom VC branded recreational beach ball is in the works. Release date of spring 2024
- Ongoing discussion with Sport Chek re: multi-year sponsorship & Nationals 2024
- Current focus is on selling 2024 Nationals 'Title' sponsorship and National Team 'Jersey' sponsors.
- Upcoming 2024 planning meetings with beach sponsors Jumplete and Left on Friday

Human Resources

- Volleyball Canada Employee Handbook – Draft Attached
- Volleyball Canada Compensation Structure Fiscal 24-25 Attached
- External reports Compensation Analysis-Mercer Report & Charity Village
- Replacement recruitment & Hire for Office & Referee Admin
- Planning & Prep for Staff Meeting
- Annual Review-For staff completion in Dec/Jan

9. Next Meetings

- TBD

10. In Camera

11. Adjournment