



Volleyball Canada Board of Directors
Tuesday 10 October 2023, 8:00 pm EST
TEAMS Meeting

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Boris Tyzuk
7-0

Second: Joanne Mortimore

2. Conflict of Interest Declarations

- No conflicts declared based on agenda and distributed materials.

3. External Relations Update

Mark

- NORCECA
 - Pan American Games from October 20th – November 4th for indoor
 - Pan American games for beach from October 20th -
 - NORCECA Board and Executive meeting virtually planned for the end of November
 - Next year's competitive calendar is being finalized during Pan Am Games
- Sport Canada
 - Gender Funding Applications coming out:
 - Fixed amount 30k
 - Project funding based on evaluation
 - OTP Reviews
 - November 27th Beach and Sitting
 - November 28th Men's and Women's Indoor
- FIVB
 - Olympic Qualification tournaments have concluded
 - VNL Cities and pools to be announced shortly
 - VNL non-playoff matches are the last chance to improve WR for an Olympic berth
 - Commission Meetings are being scheduled for December and January
 - FIVB Empowerment funding applications are due at the end of October



- COC
 - Re-engaged with the national marketing group to lobby government for more funding
 - Funding announcements should be out shortly for the governance and safe sport application
 - 95k ask for governance and safe sport support focused on supporting clubs
 - COC is focused in the Santiago Games, more athletes than anticipated for Paris
- PTA's
 - John Blacher leaving Volleyball Manitoba
 - Accepted ED position at Sport Manitoba
 - Safe Sport Costs and length of time are concerns
 - Sport Lomo working group

4. Governance

Mark

- Sport Canada Sport Reform
 - Governance planning Update (September 14th Board Discussion)
Attached

5. Finances

- Cash on hand Oct 6: 800k CAD, 180k USD
 - 2 GICS totalling approx. 280k, cashable.
- Bank recs and VRS reconciliation to August 31, Credit cards to Aug 31(Visa) /Sept 7 (amex)
- Forecast to Budget:
 - -150k right now from original budget, approx.: -240k deficit projected.
 - International travel for indoor/ para teams continues to be high due to airline/accommodations costs increase
 - Nationals approx.. 200k better than forecasted, alleviates some of additional travel costs for int'l
 - International hosting: overall, projected to be within 50k of projected for 4 hosted events in Canada
- New finance staff in place. Previous staff still supportive when required. Overall, noticeable improvement in operations

6. Ethics Committee

- More cases are being closed.
 - Boris
 - Concern of time to close (boundary cases are taking too long)
 - Concern over cost



7. Athlete Council

- No current update

Cam

8. Operating Reports

WOMEN'S PROGRAM

- Senior team
 - Finished 3rd at the Olympic qualifier (September 16-24) in Ningbo, China . Tied with Serbia for 2nd but behind by one point. All athletes have now re-joined their pro/university teams
 - Finished 3rd at the NORCECA Championship (Aug. 27-Sept. 3) in Québec City. Beat Cuba 3-1 for Bronze.
- NextGen team
 - Finished 5th at NORCECA Final 6 in Santo Domingo, DOM.
- NEP started on September 18. Will train with Matt Krueger as Head coach until December 22
- Season debrief
 - Will take place in Richmond on October 16
- *Season results for all teams are attached*

MEN'S PROGRAM

- Senior team
 - Currently playing at the Olympic Qualifier (pool C) in Xi'an, China The team is currently in 2nd place after 4 matches (3 W-1 L)
 - Finished 2nd at the NORCECA Championship in Charleston, WV, USA (September 3-10). Lost 3-0 to the USA for gold
- NextGen Team
 - Finished 2nd NORCECA Final 6 tournament (September 19-24) in Edmonton. Lost to the USA for gold.
- NEP started on September 11. Will train with Dan Lewis as Head coach until December 22
- *Season results for all teams are attached*

Beach Update

- 2023 Hamburg Elite 16 (August 16-20) – Canadian Main Draw Results:
 - Melissa Humana-Paredes / Brandie Wilkerson – 5th Place
- 2023 Halifax Futures (September 21-24) – Canadian Main Draw Results:
 - Men:
 - Sam Schachter / Dan Dearing – 1st Place
 - Jacob Van Geel / Zach Van Geel – 3rd Place
 - Zechariah Johnson / Jordan Dешane – 4th Place
 - Jake MacNeil / Alex Russell – 5th Place
 - Rouzbeh Rahnavard / Tynan Gannett – 5th Place
 - Steven Abrams / Robert Kemp – 9th Place
 - Arran Chambers / Simon Fecteau-Boutin – 13th Place
 - Adam Thompson / Aleksander Borisov – 13th Place



Women:

- Heather Bansley / Sophie Bukovec – 1st Place
- Alison Mackay / Katharine Wuttunee – 5th Place
- Darby Dunn / Oliva Grace Furlan – 5th Place
- Shanice Marcelle / Myriam Robitaille – 5th Place
- Lea Monkhouse / Marie-Alex Bélanger – 9th Place
- Dana Roskic / Kaylee Glagau – 9th Place
- Devin Corah / Adriel Goodman – 13th Place
- Sophia Hladyniuk / Calinda Kok – 13th Place
- Josephine Sek / Emma Glagau – 13th Place
- 2023 Tlaxcala (MEX) Beach World Championships (October 6-15) – Canadian Participants:
 - Women:
 - Melissa Humana-Paredes / Brandie Wilkerson (Apizaco Venue)
 - Sarah Pavan / Molly McBain (Tlaxcala Venue)
 - Men:
 - Sam Schachter / Dan Dearing (Huamantla Venue)
- Santiago (CHI) 2023 Pan American Games (October 21-27) – Canadian Participants:
 - Women:
 - Melissa Humana-Paredes / Brandie Wilkerson
 - Men:
 - Jake MacNeil / Alex Russell

Sitting Update

- TCWSV Preparations for World Cup (November – Cairo, EGY)
 - October – Centralization & Training Camp
 - November – staging in Val de Reuil, France prior to World Cup
 - Val de Reuil will be staging location prior to Paralympics if qualified
 - Hired new Mental Performance Consultant (Onika Green) – immediate impact and building relationships with athletes already
- TCMSV Preparations for World Cup (November – Cairo, EGY)
 - October – Training Camp
- World Cup – MW
 - Participating teams confirmed (as of Oct 5) – Rwanda Men and Women have been added to event:
 - WOMEN: Brazil*, Canada, China*, Congo, Egypt, Germany, Kenya, Mongolia, Slovenia, Ukraine, USA*, Rwanda
 - MEN: Algeria, Brazil*, Canada, China, Congo, Egypt, France, Germany, Great Britain, Iran*, Japan, Kenya, Nigeria, Ukraine, USA, Rwanda
 - *denotes already Paris2024 qualified
 - Tournament schedule and competition format to be released
 - Highest finishing men's team and highest finishing women's team not already qualified for Paris2024 will receive berth.
- Completed NextGen ID Camps (Pilot):
 - September 23 – Toronto
 - September 24 – Montreal



- Sessions led by Nicole and current NT athletes with support from Regional Coaches. Turnout was low but good engagement with regional sport partners, CPC and OTP. Will be working closer with OTP and CPC on strategies for future ID Camps. This is a gap in the para sport system – no one does ID camps well.
- Exploring 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.

Athlete and Coach Pathways

- Community Sport for All Initiative - Newcomers - Final Report submitted
- Community Sport for All Initiative – Indigenous Communities in Quebec - Final Report submitted
- 2023-2024 Grant Application Submitted – \$700k request – no update
- National Excellence Program - Women:
 - 18 athletes
 - Homestays Secured
 - September 18 - December 22
 - Coaching Staff:
 - Head Coach - Matt Krueger
 - Assistant Coaches - Sarah Chase, Sandra Lamb
 - IST - Kevin Valcke
 - Strength Coach - Cody Piwowar-Deslets
- 2024 Coach Eligibility – Finalized. No significant changes from 2023.
- Performance Coach Workshop Dates for 2024 - being finalized
- Community Coach Promotion and workshops ongoing for fall 2023
- Coach Evaluator Training and improved process (WeVU) - in progress
- Canada Cup 2024 - Calgary (7Chiefs) - July 23-28, 2024
- 2029 Canada Games application submitted
- 2025 Canada Games - site visit completed
- Planning for in-person Technical Meetings, Calgary Dec 5-7

Referee

- Reviewed NRC structure with new Chairperson
 - Preparing updated Terms of Reference for the consideration of expansion of the committee
 - Restructuring committee responsibilities to better align with Strategic planning and initiatives
- LMS project
 - Committee has reengaged in project discussions and platform selections
 - Continue material preparations in anticipation of project launch
- International Referee Development
 - Making final preparations for the upcoming FIVB Beach Volleyball Referee Candidate Course and our participating Canadian referee (Thailand – November)
 - Anticipating final confirmation from NORCECA regarding a Confederation international referee candidate course in the first quarter of 2024



National Competitions

- Website launch for 2024 nationals will be approx. Oct 16th
- Launch of preliminary info on changes for '24, release of comp guide as well
- Site visit in Edmonton in early Nov – will review options for court layout changes
- Events Team planning meeting held Oct 3 & 4 to review major issues

International Events

NORCECA Women's Championships

- Ticket sales were very good; sold out for final day
- Local OC very strong and well mobilized
- NORCECA was late and disorganized
- Overall an extremely successful event

Pan Am Final 6

- NORCECA late and disorganized
- Attendance was not strong.
- Event was very well run operationally.

Beach Pro Tour - Halifax

- Futures event, Sept 21-24
- Event ran successfully.

2024 Events

- VNL 2024 will return to Ottawa June 4-9; Received ON funding confirmation of \$280,000 for VNL 2024.
- Discussions ongoing for Beach Pro Tour event dates for Edmonton, Montreal; difficult to schedule due to the Olympic break. Montreal tentatively targeted for Aug 29 – Sep 1. Edmonton the week prior.
 - Funding from Explore Edmonton is looking tenuous
 - Halifax Futures event also looking at Aug 29 – Sep 1
- Discussion ongoing with NORCECA to determine events for 2024. Also difficult to schedule with the Olympics in mid-summer.

VRS/LMS

- VRS: engaging and training Susan to take over lead on VRS; she is picking things up quickly!
- LMS RFP process has been restarted with 3 existing vendors.

IST

MNT: No updates at this time

WNT: No updates at this time



Safe Sport/Gender Equity, Diversity & Inclusion

- VC currently has 10 individuals on the Abuse-Free Sport Registry with Provisional measures applied pending the completion of their cases.
- VC is finalizing a live document that PTAs can access to view Volleyball's registry, to ensure that PTAs are reviewing the latest version.
- Volleyball was in the news recently due to a serious Safe Sport case involving the police in Newfoundland. The accused is a coach, referee, and teacher in the province. He is also a national level referee with VC. The case has been very difficult on the NLVA staff and VC is providing help where it can. Counselling support sessions are being organized for NLVA staff and volunteers.
- In order to be fully compliant with UCCMS and insurance requirements, VC is requiring that all Persons-In-Authority (PIAs) be fully compliant with Safe Sport requirements before their membership status is approved for the 2023-2024 season. This was communicated to PTOs and is being implemented.
- We are continuing to meet biweekly with ITP on the development of the Youth Safe Sport resources. The videos are in production, and we are expecting to be able to review a first draft in our group's next meeting in a week. We are now working on the promotion and implementation plan.

Communications

- Staffing update: a new communications coordinator was hired with her first day beginning on Oct. 10. This will assist in the workload and contribute to planning for next year (including Nationals, and international events).
- Event support completed for NORCECA Women's Championship in Quebec City and the NORCECA men's final 6 in Edmonton. Jackie Skender as press delegate/comms (on site both in Quebec & Edmonton); Courtney Killion as partnerships (on site in Quebec)
- Communication support for all teams (media releases, social media and other content where possible.) Three major events are Women's OQT; Men's OQT and Beach World Championships.
- Continue to work with all programs to support consistency in messaging and branding. Planning for Sport for All legacy materials, such as photos/video, completed. Worked with contractors on this project. Video for Indigenous program shared: https://youtu.be/U1SZiQUo0gs?si=eftWxz_5Sorl5JEz
- Hall of Fame video materials coordinated to meet deadline.
- Continue to work with Safe Sport Director and staff to reinforce VC's safe sport messaging, especially surrounding media/public inquiries.
- Ongoing: Developing content calendar for 20234 based on information currently available. Announcements and coverage of major National Team activities ongoing. Developing plan for Road to Paris. Planning to resume when new coordinator has completed orientation.



Partnerships / Merchandise

- Mikasa custom VC branded recreational beach ball in the works. Release date of spring 2024.
- Custom Team Canada Mizuno shoe in the works for Christmas 2023 release
- Cobranded VC x Mizuno “Super Shelf” display in final stages for Sport Chek stores
- Ongoing discussion with Sport Chek re: multi-year sponsorship
- Current focus is on selling 2024 Nationals ‘Title’ sponsorship and National Team ‘Jersey’ sponsors.

Human Resources

- Content and creation of Employee Handbook-ongoing
- Compensation Structure and Review-Can now draw comparison with Mercer Survey
- Performance/Annual Review-communication and process with management
- Creating Asset Management Tracking System
- Ongoing Process improvement for HR-creating documentation and information guides
- Onboarding for new Beach Next Gen Coach and Manager of Member Services

9. Next Meetings

- November 14th Board Meeting 8pm Teams
- VC Staff and Board of Directors Sandman Hotel - Ottawa
 - Tuesday, 28 November - out of town arrivals
 - Wednesday, 29 November
 - Thursday, 30 November
 - Friday 1st December (departures in the late afternoon)

10. In Camera

11. Adjournment