

VOLLEYBALL CANADA

# ANNUAL REPORT 2011-2012



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# President's message



Less than a month ago the biggest volleyball event ever to take place in Canada (and one of the largest events period) was held in Toronto. I am, of course, speaking of the 2012 Indoor National Championships with the attendant World League matches and the Canada Cup for sitting volleyball. This combination of event is irrefutable evidence of how far we have come as an organization. The sheer numbers of participants, spectators, and matches played would have been inconceivable only a decade ago. Yet it happened, and for six days, volleyball received more visibility than ever before in this country. Remarkably, we initiated this venture, not at a time when it would have been convenient to do so, but at a time when we had few resources to work with. The one resource we did have was a dedicated and talented team of staff and volunteers. It is they who have taken us to this point in the development of Volleyball Canada.

So, what can we take from this wonderful experience? One is that our organization is capable of taking really big projects from concept to reality. Successfully staging Toronto 2012 should give us the confidence to take on similar challenges in the future should such an opportunity present itself. The idea of holding all our national indoor championships in one location has been a dream of our National Championships Committee (formerly the Domestic Competitions Committee) for more than a decade. To see it actually materializing must be very satisfying to everyone who has served on either or both those committees over the last 20 years.

Secondly, to deliver events of this scale, you need partners; you cannot do it alone. We were fortunate to have great partners in the Tourism Toronto, veteran and new sponsors, and all three levels of government, or we could not have held this event. We also had the support of our PTA's, who provided both moral and material support in executing this event.

Thirdly, volleyball is a global sport, and we cannot grow as a sport unless we are willing to take an active role internationally. There is no doubt that Toronto 2012 was greatly enhanced by the addition of the World League and Canada Cup matches. The event was further enhanced by the participation of referees from our fellow NORCECA national federations. The World League matches gave us both national and international media coverage. The opportunity to hold the World League matches in conjunction with our National Championships was partly a result of our increased participation in both continental and international Boards and Commissions over the last four years. It will be necessary for us to continue and even expand this participation if we are to have a global influence.

Finally, but not inclusively, we can market volleyball in this country. Not only did we receive television coverage for our sport, we drew the most spectators of the three World League competitions held that weekend. The other two locations were Italy and Japan, two of the largest volleyball markets in the world; and we outdrew them by a good margin. It is possible to sell volleyball in Canada, but the product has to be world-class, and we have to do it right. We certainly still have a long way to go before we receive the visibility we want, but we know that we have products that can get us there.

2012 is, of course, an Olympic/Paralympic year, and much of the focus is on our national teams. By now you know that neither of our indoor teams, nor our sitting teams qualified for London. Our Men's Indoor Team came the closest, losing to the USA in finals of the NORCECA Continental Qualification Tournament. Our Women's Indoor Team came 4th in their qualifier. We still have an opportunity to qualify both men's and women's teams in beach volleyball.

Despite the fact that we did not qualify an indoor nor sitting team for the Olympics and Paralympics does not mean that these programs are under-performing. In fact, all of these teams have made progress over the last quad. For example, our men's indoor team not only qualified for World League, but with recent victories over Cuba and Brazil indicate that they are capable of competing with the best in the world. There are no quick fixes in building international contenders. It will take a great deal of hard work, but we are capable of making a massive breakthrough in 2016.

Despite the loss of the Quebec Jeep Open, Beach Volleyball will continue to be visible this summer. As we gather for the Volleyball in Canada Convention, our teams are preparing to compete in the NORCECA Continental Cup which will determine an automatic Olympic berth for each gender and send entries to the FIVB World Cup to compete for the final Olympic berths. Once again, we expect to be successful in the FIVB U21 World Beach Volleyball Championships in Halifax. This is the second year that Halifax has been awarded the event, an indication of the confidence the FIVB has in Derek Martin and his promotion company. Furthermore, Quebec will not be without beach volleyball as Trois-Rivières and Vancouver will be the sites of the 2012 National Beach Volleyball Championships.

In terms of athlete development, we now have a fully-functional VCDM website dedicated to long-term athlete development. This tool will be a valuable resource to both coaches and athletes and can be accessed through our main website. The centres of excellence have also been piloted for a full year in British Columbia. Early indications are that the number of participants has exceeded expectations and that the centres will be financially sustainable. More work will need to be done before we have a refined product, but the future looks bright for this project. Finally, we have opened the year-round beach volleyball training centre in Toronto. This facility will allow our beach athletes to train year-round.

We expect a modest deficit for the past fiscal year. By the time of the AGM, we will almost be completely debt-free with one payment to the FIVB. By the end of the 2012-2013 fiscal year we will have almost eliminated all the historical debt. This is a remarkable achievement, not because we paid off our debt, but that we kept growing our organization as we were doing it. Today, we are financially sound. We will begin the next Olympic quadrennial in a stable financial position, able to invest in new opportunities.

A large part of the success we have experienced over the last four years has resulted from our willingness to revise our strategic plan in 2008. That plan is now completed and we were able to achieve virtually all of the major goals contained in it. Now we are asking the membership to approve a new plan. A great deal of time and energy has gone into writing the new plan that will take us to 2016. Though not every idea or opinion is accounted for in the plan, we believe that everyone has had an opportunity to provide input and that the main concerns of all stakeholders have been given consideration. What we do have is a document focussed enough to give our staff and committees specific enough direction in their action planning. It is more ambitious than the previous plan, providing a challenge for all of us to make Volleyball in Canada better.

Toronto 2012 is over, and we now turn our attention the remainder of the year. As mentioned before, our Beach Volleyball Teams are still in the Olympic qualification process. Marquis beach volleyball events will take place in Vancouver and Halifax. Our Men's Indoor Team continues to compete in World League, and our Women's Indoor Team continues to train and compete. Their main competition this year will be the Women's Pan-Am Cup in Ciudad Juarez, Mexico. This tournament is extremely important as it is a qualification for the FIVB Grand Prix, the women's equivalent of the World League. Our indoor junior national teams programs are also running this summer. Finally in late September, Langley, B. C. will host the inaugural U23 Men's Pan American Cup, featuring U23 teams from both NORCECA and South American. Later in the fall, our key staff will meet with their counterparts in USA Volleyball to create some symbiotic initiatives. We are, of course, already planning and organizing for 2013, and beyond.

I close by (and I can never do this enough) thanking our Board of Directors, our staff (lead by Mark Eckert) and our volunteers, whose dedication, talent, and skills continue to improve Volleyball in Canada. I also would like to recognize our partners and sponsors, who have made such a huge contribution to our successes this past year.

A handwritten signature in black ink, reading "Hugh S. Wong". The signature is written in a cursive, flowing style.

Hugh Wong  
President

# **Directors, Delegates, Chairs & Staff**

## **D**OMESTIC DEVELOPMENT COMMITTEE (DDC)

Chair	Brian Newman
Member	Daniel Rivet
	Jason Trepanier
	Monette Boudreau-Carroll
	Angie Shen
	Chris Densmore
	Keith Hansen
VC Staff	James Sneddon

## **D**ISABLED VOLLEYBALL COMMITTEE

Chair	Kerry MacDonald
VC Staff	Ian Halliday

## **N**ATIONAL CHAMPIONSHIPS COMMITTEE (NCC)

Chair	David Caughran
DCC Chair	Vacant
Beach CC	Eric Moffatt
Member	Marie-Christine Rousseau
	Michelle Collens
	Ted Graham
NOC	Scott Borys
VC Staff	Mariève Millaire

### **DOMESTIC COMPETITIONS SUB-COMMITTEE**

Chair	Greg Ryan
Member	Doug Sally
	Al Scott
	Bruce Edwards
	Alan Carmichael
NOC	Michael Brandreth

### **BEACH SUB-COMMITTEE**

Chair	Eric Moffatt
Member	Eric Lawlor
	Cal Wohlford
NOC	Omid Mojtahedi

## **H**IGH PERFORMANCE MANAGEMENT COMMITTEE

Chair	Julien Boucher
VC Executive Director	Mark Eckert
Member	Ed Drakich
	Dave Carey

### **High Performance Beach Committee**

Chair	Dave Carey
Member	Marie Andrée Lessard
	John May
	John Barret
	Wanda Guenette
Athlete Rep	Jamie Broder
Athlete Rep	Martin Reader
VC Staff	Ed Drakich

### **WOMEN'S INDOOR SUB-COMMITTEE**

Chair	Julien Boucher
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### **MEN'S INDOOR SUB-COMMITTEE**

Acting Chair	Julien Boucher
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## **A**UDIT COMMITTEE

Chair	Jill Long
VC Executive Director	Mark Eckert
Member	Donnalù Sabo
	Clarissa Crane
	Scott Borys
	Andrew Cameron
VC Staff	Linden Leung

## **N**ATIONAL REFEREE COMMITTEE

Chair	Guy Bradbury
Officiating for Women	Debbie Jackson
Finance & Indoor	
Domestic Development	Scott Borys
Indoor High Performance	
& International	Peter Henry
Indoor Rules of the Game	Malcolm Mousseau
Beach Domestic Development	Omid Mojtahedi
Beach High Performance	
& International	André Trottier
VC Staff	Alexandre Gibson

## **A**LUMNI AND AWARDS COMMITTEE

Chair	Marlene Hoffman
Member	Greg Williscroft
	Sylvie Bigras
	Wayne Hellquist

## **N**ATIONAL REGISTRATION SYSTEM PROJECT MANAGEMENT

Chair	Meghan Green
	Mark Eckert
	Terry Gagnon
	Steve Carroll
	Linden Leung
	IFathom

## **N**ATIONAL REGISTRATION SYSTEM OPERATION GROUP

Chair	Meaghan Green
OVA	Alishia Liddums
OVA	Laura Mauer
MVA	Regan Bint
VNS	Gina Perigo
AVA	Terri Dorfman
AVA	Derek Hemsley
NWT	Terrel Hobbs
PEI	Cheryl Crozier
SVA	Vacant
VC Staff	Mariève Millaire

## **S**TANDING COMMITTEE CHAIRS

Nominations &	
Elections Committee	Alan Ahac
Finance & Audit Committee	Jill Long
Legal Committee	Debra Armstrong
Ethics Committee	Dan MacIntosh
External Relations Committee	Hugh Wong

# **Program Committees 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	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none"> <li>• Oversee all aspects of Volleyball Canada's High Performance programs, including Training Centres and National Teams.</li> <li>• 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.</li> <li>• Communicate regularly to ensure consistency, uniformity and effectiveness in the administration of High Performance Programs.</li> <li>• Liaise with other program committees on matters pertaining to High Performance, Training Centres and National Teams.</li> <li>• Perform such additional tasks as may be assigned to the Committee by the Board.</li> </ul>
Authority	<p>The Committee will make recommendations for input from the membership and approval of the Board of Directors</p> <p>The committee can form sub-committees whenever necessary to facilitate the committee's work.</p> <p>The committee's plans ( annual, quadrennial, etc ) and the annual budget must be approved by the Executive Director.</p>
Composition	<p>The Committee will be composed of staff, as follows:</p> <ul style="list-style-type: none"> <li>• The Executive Director is ex-officio member of the committee</li> <li>• High Performance Director – Chair of the Committee</li> <li>• Beach Sub-Committee Chair</li> <li>• Women's Indoor Sub-Committee Chair</li> <li>• Men's Indoor Sub-Committee Chair</li> <li>• Disabled Volleyball Sub-Committee Chair</li> <li>• Other members with expertise deemed required by the Chair and/or Board of Directors</li> </ul>
Appointment	<p>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</p> <p>Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.</p> <p>Nominations from the community, including P/T Associations should be solicited.</p> <p>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.</p>
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 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 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	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none"> <li>• Oversee all aspects of the men's and women's National Team programs, including training and competition schedules, Training Centre facilities and IST support.</li> <li>• Provide training, technical resources and development opportunities for coaches in disabled volleyball.</li> <li>• Prepare and monitor budgets for the administration of National Team programs, and seek alternative funding sources to enhance opportunities.</li> <li>• Raise awareness of the opportunities available for volleyball players with a disability, in both the volleyball and disabled communities.</li> <li>• Offer expertise and resources to support the development of grass-roots programs in disabled volleyball.</li> <li>• 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).</li> <li>• Perform such additional tasks as may be assigned to the Committee by the Board or by the Executive Director.</li> </ul>
Authority	<p>The Committee will make recommendations for input from the membership and approval of the Board of Directors</p> <p>The committee can form sub-committees whenever necessary to facilitate the committee's work.</p> <p>The committee's plans ( annual, quadrennial, etc ) and the annual budget must be approved by the Executive Director.</p>
Composition	<p>The composition of the Committee will include:</p> <ul style="list-style-type: none"> <li>• A Chair</li> <li>• All Head Coaches</li> <li>• A representative who will fulfill the national and international liaison function of the Committee</li> <li>• A representative who will fulfill the grass roots development function of the Committee</li> <li>• Disabled Volleyball Head Coach/Coordinator (staff)</li> <li>• The Executive Director is ex-officio member of the committee</li> <li>• Other members with expertise deemed required by the Chair and/or Board of Directors</li> </ul>
Appointment	<p>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</p> <p>Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.</p> <p>Nominations from the community, including P/T Associations should be solicited.</p> <p>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.</p>
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 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 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	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none"> <li>• Recommend philosophies, policies and guidelines to support the successful adoptions and implementation of the LTAD model in Indoor and Beach volleyball.</li> <li>• 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.</li> <li>• Define and establish the framework for all domestic Elite development competitions offered by Volleyball Canada and its partners (e.g. NTCC, Canada Games).</li> <li>• Recommend policies for talent identification and selection of athletes to VC's Developmental National Team programs and competitive opportunities.</li> <li>• 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.</li> <li>• Perform such additional tasks as may be assigned to the Committee by the Board of Directors or by the Executive Director.</li> </ul>
Authority	<p>The Committee will make recommendations for input from the membership and approval of the Board of Directors</p> <p>The committee can form sub-committees whenever necessary to facilitate the committee's work.</p> <p>The committee's plans ( annual, quadrennial, etc ) and the annual budget must be approved by the Executive Director.</p>
Composition	<p>The composition of the Committee will include:</p> <ul style="list-style-type: none"> <li>• A Chair</li> <li>• 4-6 members at large, selected based on demonstrated expertise in Youth Development both in Indoor and Beach Volleyball.</li> <li>• 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.</li> <li>• The Executive Director of Volleyball Canada is an ex-officio member of the committee</li> <li>• Other members with expertise deemed required by the Chair and/or Board of Directors</li> </ul>
Appointment	<p>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</p> <p>Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.</p> <p>Nominations from the community, including P/T Associations should be solicited.</p> <p>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.</p>
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 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 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	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Select award recipients each year, in accordance with the policies, criteria and timelines.</li> <li>• Actively promote membership in and support of Volleyball Canada, including promoting financial contributions from individuals, groups and corporations.</li> <li>• Support alumni activities and events, and leverage alumni talents and resources to benefit Volleyball Canada.</li> <li>• Serve as an ambassador for Volleyball Canada through interactions with players, coaches, staff, volunteers, partners, sponsors and donors at all levels.</li> <li>• Support, promote and attend Volleyball Canada events.</li> <li>• Perform such additional tasks as may be assigned to the Committee by the Board or by the Executive Director.</li> </ul>
Authority	<p>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.</p> <p>The committee's plans ( annual, quadrennial, etc ) and the annual budget must be approved by the Executive Director.</p>
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 Executive Director 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	<p>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.</p> <p>Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.</p> <p>Nominations from the community, including P/T Associations should be solicited</p> <p>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.</p>
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 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 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	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none"> <li>• 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 Executive Director.</li> <li>• Recommend policies, standards and guidelines related to the hosting aspects of all National Championships.</li> <li>• Recommend bid procedures, timelines and site selection criteria to solicit and decide proposals for hosting all National Championships.</li> <li>• Receive and review all qualified bids and if deemed necessary, have a representative undertake a site visit of each candidate venue.</li> <li>• Select winning bids for each National Championships and appoint Tournament Chairs for each National Championships.</li> <li>• Review all budgets, significant contracts, significant sponsors and the proposed schedule of events for all National Championships and provide non-binding feedback to the Executive Director and to staff.</li> <li>• Appoint a representative to serve as direct liaison between the Committee and each National Championships host/Tournament Chair, to facilitate effective communications.</li> <li>• Ensure that all policies, rules and guidelines pertaining to the delivery of all National Championships are adhered to by the hosts.</li> <li>• Carry out an evaluation of each National Championships and provide this report to the current host, to future hosts, and to the Executive Director.</li> <li>• Perform such additional tasks as may be assigned to the Committee by the Board or by the Executive Director.</li> </ul>
Authority	<p>The Committee will make recommendations for input from the membership and approval of the Board of Directors</p> <p>The committee can form sub-committees whenever necessary to facilitate the committee's work.</p> <p>The committee's plans (annual, quadrennial, etc.) and the annual budget must be approved by the Executive Director.</p>
Composition	<p>The Committee will be composed of nine persons, as follows:</p> <ul style="list-style-type: none"> <li>• A Chair</li> <li>• A Technical Representative (Beach)</li> <li>• A Technical Representative (Indoor)</li> <li>• A representative of the National Referee Committee</li> <li>• Three additional persons (representing East, Central and West regions)</li> <li>• National Events Coordinator (staff)</li> <li>• Marketing/Sponsorship Coordinator (staff)</li> <li>• The Executive Director is ex-officio member of the committee</li> <li>• Other members with expertise deemed required by the Chair and/or Board of Directors</li> </ul>
Appointment	<p>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</p> <p>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.</p> <p>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.</p>
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 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 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 REFEREES COMMITTEE

Name	National Referees Committee
Mandate	The National Referees Committee is a program committee of Volleyball Canada. Its role is to provide leadership and direction to Volleyball Canada's Referees programs.
Key Duties	<ul style="list-style-type: none"> <li>• The Committee will perform the following key duties:</li> <li>• To promote the development of the National Certification program in order to ensure a high level of officiating in Canada.</li> <li>• To promote the development of the International Referees program to ensure that Canadian Referees are represented at FIVB and other competitions.</li> <li>• To assist the regions to educate, train, and certify Referee at the local, provincial and regional levels.</li> <li>• To work with the regions (or other volleyball stakeholders), to assist in the development and recruitment of referees.</li> <li>• To work with the regions (or other volleyball partners) in delivering the Referee Development Plan to the volleyball community.</li> <li>• To promote effective communication amongst the Volleyball Canada registered Referee and the volleyball community.</li> <li>• To promote the development of a Beach Referee program, both Domestic and International.</li> <li>• To ensure that documentation for referees is available ..</li> <li>• To ensure that the Volleyball rules and Referee Guidelines for Canada are consistent with those developed by the FIVB.</li> <li>• Perform such additional tasks as may be assigned to the Committee by the Executive Director or the Board of Directors.</li> </ul>
Authority	<p>The Committee will make recommendations for input from the membership and approval of the Board of Directors</p> <p>The committee can form sub-committees whenever necessary to facilitate the committee's work.</p> <p>The committee's plans ( annual, quadrennial, etc ) and the annual budget must be approved by the Executive Director.</p>
Composition	<p>The Referees Committee will be composed of representatives of the Regional Referees Committees and Chairs of sub-committees and task teams as deemed necessary by the Chair of the Referees Committee. Other members will be added with expertise deemed required by the Chair and/or Board of Directors</p> <p>The Executive Director of Volleyball Canada is an ex-officio member of the committee.</p>
Appointment	<p>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</p> <p>Members of the Committee will serve terms of one year, and such terms may be renewed to a maximum of six consecutive terms.</p> <p>Nominations from the community, including P/T Associations should be solicited.</p> <p>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.</p>
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 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.

# Committee Reports

# High Performance Beach Committee (Chair's Report)

The HPBC continues to operate in conjunction with the Fulltime Training Centre athletes and staff.

Dave Carey, Chair – Toronto (Former VC and OVA President)

John Barrett – Toronto: (Former NT Beach & Indoor Athlete, Beach Coach, CIS Coach, former HPBC member)

Jamie Broder – Victoria: (Current Carded Athlete, Female Athlete Rep.)

Marie-Andree Lessard – Quebec City: (Current Beach Player, former HPBC member.)

John May – Toronto (Former Beach Player, Beach Coach, Player's Parent, Promoter)

Martin Reader – Victoria: (Current Carded Athlete, Male Athlete Rep.)

Wanda Guenette – Calgary: (Former NT Beach & Indoor Athlete, Beach Coach)

Ed Drakich (VC Staff Liaison)



Working with the fulltime National Team Coach (Lennard Krapp) & the Beach High Performance Director (Ed Drakich) the Committee continues focusing on key program initiatives:

1. **Athlete/Team Selection Process:** Formalizing and approving selection policies addressing carding and team selection for Jr. World Championships, FISU games, and Olympic Qualifying has clarified the process. (We have introduced an exciting and fair process for selection to the Olympics when we qualify.)
2. **Coaching:** We have spent a lot of time integrating the players' "personal coaches" into the National team program. By approving policies and holding "face to face" meetings we have achieved "some" improvement in the relationship between the programs. The opening of the National Team training center has been a positive influence on this issue as well.
3. **Long Term vs. Short Term focus:** We have been able to direct focus on the 2012 Olympic qualifying process. 2012's program will concentrate on improving our chances of qualifying. We will continue to offer some time to development.
4. **Communications:** We continue to work on improving the communication with the athletes and coaches. There is still a lot of work to be done in this area but we are confident the athletes and coaches are aware of key issues and policies effecting their programs and goals. This allows every to "focus" in this important year.
5. **Athlete Survey:** We have completed an in-depth NT Athlete survey. Designed by our Athlete Representatives, we had great athlete completion. We are currently working on the evaluation will result in more improvements in the program.
6. **Funding:** Although we discuss funding regularly we have been unable to influence or improve the situation. The opening of the Downsview Beach High Performance Facility has assisted the athletes with some financial relief. We hope to supply the qualifying athletes with resources during their push to the Olympics. We still need to create focused revenue generation to assist the athletes with their travel expenses.

The HPBC's has had a major impact on the HPB program this past year. We have improved the conditions for the athletes, personal coaches and head coach. The opening of the Downsview Beach High Performance Facility has made a major positive difference in the program as well. Breaking down some of the barriers between conflicting groups has allowed everyone to better focus on our Olympics goals. Conditions are not the best but everyone is concentrating on qualifying for the 2012 Olympics. The program is currently set up to allow us the best opportunity in a long time to qualify.

# Beach High Performance Director's Report

The Fulltime Training Centre (FTC) is the new name for what was formally called the National Beach Volleyball Practice Centre (NBVPC). The FTC is comprised of the new Downsview Beach High Performance Facility (HPF), the outdoor beach courts at Ashbridges Bay and includes all beach high performance programs, coaches and athletes training in Toronto.

In December 2012, Volleyball Canada's new Downsview Beach High Performance Facility (HPF) officially opened (Construction took approximately 4 months). VC's Beach HPF is a world class indoor beach volleyball facility with the following features:

- 1,000 tons of FIVB specification sand which is 50cm deep (FIVB standard is 40cm deep)
- Three Funtec net systems (FIVB Standard) with FIVB **SWATCH** World Tour Nets (Same nets are used at all FIVB World Tour events and the FIVB Beach Volleyball World Championships)
- 6m of end line serving free zone space (FIVB standard is 5m)
- 9m high containment mesh surrounding all three courts (9.5m of overhead free space to lowest beam – over 12m to underside of ceiling)
- 9,000 CFM make-air system providing a fresh air change every hour
- Pressurized court watering system with one hose dedicated for each court
- Wireless internet available throughout the facility (On the courts and in the offices)
- Main office with two dedicated workstations for Beach National Team Coordinator (Marc Stromme) and National Development Coach (Angie Shen) plus five workstations for athletes and part-time coaches. This office also has one large worktable and a high capacity printer/photocopier/fax machine.
- Beach National Team Head Coach's (Lennard Krapp) office with two workstations and a meeting table that holds six
- Large boardroom with a 12 ft boardroom table and eight large chairs (Plenty of room for extra chairs)
- High Performance Director's office (Ed Drakich)
- Dedicated athletes lounge and rest area
- Dedicated national team change rooms with keypad access for security and separate showers and lockers
- General change rooms open to the public with showers, sinks and toilets
- Dedicated strength and conditioning room
- Combined equipment storage and athlete therapy room
- Climate controlled offices, boardroom, change rooms, athletes lounge and strength and conditioning room

From September to Early June the Downsview Beach HPF has Beach High Performance Programming from 8:00AM to 6:30PM seven days a week and coed recreational leagues (Administered and delivered by Downsview Park – revenue is shared with VC) run Sunday to Thursday evening from 6:30PM to 11:00PM. Starting in September of 2012 all FTC strength and conditioning programs will be delivered at the VC Beach HPF (In the Strength and Conditioning Room).

For the third consecutive year, the Ontario Volleyball Association (OVA) and Volleyball Canada (VC) have been awarded enhanced Ontario High Performance Sport Initiative Funding (OHPSI) in 2012-13 from the Canadian Sport Centre Ontario. The OHPSI Management Committee consists Ed Drakich (Committee Chair and VC Beach High Performance Director), Lennard Krapp (Beach National Team Head Coach), Steve Carroll (OVA Executive Director), Jason Trepanier (OVA Executive Director), Judy Goss (CSCO) and Tommy Wharton (CSCO).

## Beach National Team Head Coach's Report

The performances and results of all programs are continuously improving. The seniors are winning medals on the NORCECA Circuit. Our teams are qualifying for more and more FIVB main draws and are achieving single digit results on a regular basis. Top results have been the 7th place finishes of Bansley/Maloney as well as the 9th place finishes of Hatch/Schachter and Binstock/Reader. Last year's highlight was played in Boca Chica, Dominican Republic where the senior teams earned berths into the 2012 NORCECA Continental Cup Final, by finishing 1st (men) and 2nd (women). The winners of the 2012 NORCECA Continental Cup Final (A "Davis Cup" style competition where two teams from one country match-up against two teams from another country in a best 3 of 5 match format) taking place from June 19-24 in Mexico will earn Canada a direct berth for the 2012 Olympic Games in London. Should Canada finish 2<sup>nd</sup> or 3<sup>rd</sup> at the 2012 NORCECA Continental Cup Final then there will be a last chance to qualify for 2012 London Olympic Games at the FIVB Beach Volleyball World Cup in Tortoli, Italy from June 28-July 1. Should Canada earn a berth to the 2012 London Olympic Games through either the NORCECA Continental Cup Final or the FIVB Beach Volleyball World Cup there will be a Canadian Beach Volleyball Olympic Trials Tournament held July 6-7, 2012 at Ashbridges Bay, Toronto.

With several semi-finals and two international medals at World Championships, our developmental athletes are demonstrating that we are on the Olympic pathway for the years to come. In 2011, Canada earned a bronze medal at the FIVB Beach Volleyball Youth (U19) World Championships (Aaron Nussbaum/Grant O'Gorman) and a silver medal at FIVB Beach Volleyball Junior (U21) World Championships (Victoria Altomare/Melissa Humana-Paredes)

The high performance programs are run year-round and the newly opened High Performance Facility at Downsview Park in Toronto offers a world class training environment. This facility is a game changer for both athletes and coaches at this point by contributing to an efficient high performance atmosphere during every single practice unit.



## International Results

### 2012 NORCECA Beach Tour (March/April 2012)

#### Canadian Men

- 2<sup>nd</sup> Schachter/Hatch (Cayman Islands)
- 2<sup>nd</sup> Binstock/Reader (Dominican Republic)
- 3<sup>rd</sup> Binstock/Reader (Cayman Islands)

#### Canadian Women

- 4<sup>th</sup> Broder/Valjas (Dominican Republic)
- 6<sup>th</sup> Broder/Altomare (Cayman Islands)

### 2012 FIVB Beach Volleyball Swatch World Tour (April 2012)

#### Canadian Men

- 9<sup>th</sup> Binstock/Reader (Myslowice, Poland)
- 25<sup>th</sup> Saxton/Redmann (Brasilia, Brazil)

#### Canadian Women

- 7<sup>th</sup> Bansley/Maloney (Sanya, China)
- 17<sup>th</sup> Bansley/Maloney (Brasilia, Brazil)
- 

### 2011 NORCECA Continental Cup Central Zone Finals (Boca Chica, Dominican Republic)

#### Canadian Men

- 1<sup>st</sup> Saxton/Redmann + Schalk/Reader (Qualified Canada for 2012 NORCECA Continental Cup Final)

#### Canadian Women

- 2<sup>nd</sup> Bansley/Maloney + Lessard/Maxwell (Qualified Canada for 2012 NORCECA Continental Cup Final)

### 2011 FIVB Beach Volleyball SWATCH World Tour Results

#### Canadian Men

- 9<sup>th</sup> Schachter/Hatch (Quebec Open)
- 13<sup>th</sup> Binstock/Van Huizen (Quebec Open)
- 17<sup>th</sup> Saxton/Redmann (Rome WC)
- 17<sup>th</sup> Saxton/Redmann (Gstaad GS)
- 17<sup>th</sup> Saxton/Redmann (Quebec Open)

#### Canadian Women

- 7<sup>th</sup> Bansley/Maloney (Quebec Open)
- 7<sup>th</sup> Bansley/Maloney (Phuket Open)
- 9<sup>th</sup> Bansley/Maloney (Stare Jablonki GS)
- 13<sup>th</sup> Lessard/Martin (Quebec Open)
- 13<sup>th</sup> Lessard/Martin (Myslowice Open)
- 17<sup>th</sup> Bansley/Maloney (Rome WC)
- 17<sup>th</sup> Lessard/Martin (Beijing GS)
- 17<sup>th</sup> Lessard/Martin (Gstaad GS)
- 17<sup>th</sup> Bansley/Maloney (Aland Open)

### **2011 NORCECA Beach Tour**

#### Canadian Men

- 1<sup>st</sup> Binstock/Van Huizen (Grand Cayman)
- 2<sup>nd</sup> Saxton/Redmann (Puerto Vallarta)

#### Canadian Women

- 1<sup>st</sup> Bansley/Maloney (Guatemala City)
- 3<sup>rd</sup> Bansley/Maloney (Grand Cayman)
- 4<sup>th</sup> Bansley/Maloney (Puerto Vallarta)

### **2011 Pan American Games (Puerto Vallarta, Mexico)**

#### Canadian Men

- 9<sup>th</sup> Saxton/Redmann

#### Canadian Women

- 5<sup>th</sup> Bansley/Maloney

### **2011 FIVB Beach Volleyball Swatch Junior (U21) World Championship (Halifax, Canada)**

#### Canadian Men

- 4<sup>th</sup> Demyanenko/May
- 5<sup>th</sup> Sidgewick/Kazamiaka
- 9<sup>th</sup> Del Bianco/Chow

#### Canadian Women

- 2<sup>nd</sup> Altomare/Humana-Parades
- 9<sup>th</sup> Hudson/Sider
- 17<sup>th</sup> Gosselin/Robichaud
- 

### **2011 FIVB Beach Volleyball Swatch Youth (U19) World Championship (Umag, Croatia)**

#### Canadian Men

- 3<sup>rd</sup> Nausbaum/O’Gorman
- 5<sup>th</sup> Demyanenko/Kocur

#### Canadian Women

- 19<sup>th</sup> Bozinoski/Krizmanich

### **2012 Selection and Identification Camps**

- FISU World Championships – May 4-6
- FIVB Youth (U19) World Championships – May 25-27
- FIVB Junior (U21) World Championships – July 3-5

# Men's Indoor High Performance

The Men's Indoor National Team just finished its third year in Gatineau. The highlight of the year was without a doubt the qualification for the 2012 World League. Another positive point for the long-term development of the program was the operation of the Full-Time Training Centre (FTC) this past fall and winter. A total of 12 athletes trained with Vincent Pichette, while Glenn Hoag was busy leading the Turkish team of Arkas Izmir to a European Champions League Final Four. The FTC group participated in the Pan American Games last October and finished a very respectable 6<sup>th</sup> place.

It will again be a very busy summer and fall for the Men's program. The A team will be preparing for the Norceca Olympic Qualifier to be held in Long Beach, USA in May. The B team will be training for around 8 weeks to prepare for the 2012 Pan American Cup in July. Volleyball Canada will also be operating a Junior team, which will participate in the Norceca Junior (U21) Championship, to be held from August 24 to September 2nd in Colorado Springs, USA.

## 2011 INTERNATIONAL RESULTS:

### Pre Pan Am Games Tour (attended by FTC group)

Volta Redonda, BRA – Colima, MEX (October 14-21)

October 14 vs Brazil (0-3) – 24-26, 13-25, 18-25  
October 15 vs Brazil (0-3) – 11-25, 11-25, 15-25  
October 20 vs Argentina (0-3) – 15-25, 17-25, 23-25  
October 21 vs Mexico (0-3) – 21-25, 24-26, 23-25

### Pan American Games (attended by FTC group)

Guadalajara, Mexico (October 24-29)

October 24 vs Brazil (0-3) – 17-25, 13-25, 13-25  
October 25 vs USA (3-2) – 21-25, 25-23, **37-39, 35-33, 15-12**  
October 26 vs Puerto Rico (0-3) – 22-25, 17-25, 23-25  
October 28 vs Puerto Rico (3-1) – 25-20, 19-25, 25-19, 25-20  
October 29 vs USA (2-3) – 25-22, 15-25, 19-25, 25-21, **19-21**



### Norceca Championship

Mayaguez, Puerto Rico (August 29-September 3)

August 29 vs Mexico (3-1) - 25-21, 23-25, 27-25, 25-22  
August 30 vs St. Lucia (3-0) - 25-18, 25-14, 25-13  
August 31 vs Puerto Rico (3-0) - 25-17, 25-20, 25-17  
September 2 vs Cuba (2-3) - 25-23, 17-25, 26-24, 17-25, 9-15  
September 3 vs Puerto Rico - (3-0) - 25-20, 25-23, 25-14

**Finished 3rd**

## **World League Qualifier Round #2**

*Kingston, Ontario (August 20-21)*

August 20 vs Puerto Rico (3-1) - 25-17, 25-22, 18-25, 25-23

August 21 vs Puerto Rico (3-0) - 25-19, 25-14, 25-19

**Canada Qualifies for the 2012 World League**

## **European Tour**

*Czech Republic, Slovenia, Estonia (August 2-14)*

August 2 (Budejovice, CZ) vs Czech Republic (1-3) - 14-25, 20-25, 22-25, 25-22

August 3 (Hradec, CZ) vs Czech Republic (1-3) - 20-25, 25-18, 21-25, 23-25

August 4 (Budejovice, CZ) vs Czech Republic (1-3) - 26-28, 25-19, 20-25, 21-25

August 12 (Parnu, EST) vs Latvia (3-1) - 24-26, 25-23, 25-20, 25-19

August 13 (Parnu, EST) vs Turkey (3-0) - 27-25, 25-12, 25-18

August 14 (Parnu, EST) vs Estonia (3-2) - 25-21, 26-24, 19-25, 23-25, 15-11

### **Training Matches**

August 6 (Maribor, SLO) vs Cameroon (3-1) - 22-25, 25-18, 25-10, 25-15

August 6 (Maribor, SLO) vs Israel (4-1) - 25-11, 25-21, 27-25, 28-26, 10-15

August 8 (Maribor, SLO) vs Slovenia (3-2) - 25-23, 23-25, 22-25, 25-21, 25-18

August 9 (Maribor, SLO) vs Cameroon (1-3) - 26-28, 25-23, 22-25, 27-29

August 11 (Parnu, EST) vs Estonia (4-0) - 25-16, 25-20, 25-23, 25-16

## **World League Qualifier Round #1**

*Ottawa, Ontario (July 29-30)*

July 29 vs Slovakia (1-3) - 26-28, 25-22, 23-25, 23-25

July 30 vs Slovakia (3-0) - 28-26, 25-17, 25-15

**Canada Qualifies for the final round of World League Qualification**

## **VI Pan Am Cup**

*Gatineau, Quebec (June 13-18)*

June 13 vs Puerto Rico (3-0) - 25-17, 25-17, 25-17

June 15 vs Dominican Republic (3-0) - 25-18, 25-23, 25-14

June 16 vs Mexico (3-1) - 22-25, 25-21, 25-19, 25-18

June 17 vs Brazil (0-3) - 20-25, 27-29, 16-25

June 18 vs Puerto Rico (3-0) - 25-14, 25-20, 25-21

**Finished 3rd**



**2011 record – Matches W/L: 20-14 – Games W/L: 71-55 – Points F/A: 2875/2759**

## **UPCOMING IN 2012-2013:**

May 5-12 – Norceca Olympic Qualifier – Long Beach, USA

May 10-16 – B Team selection camp – Gatineau

May 18-June 17 – World League (pool B)

July 4-8 – World League Finals – Sofia, BUL

July 7-15 – Pan Am Cup – Dominican Republic

July 27-August 12 – Olympic Games – London, GBR

Aug. 24-Sept. 2 – Norceca Junior (U21) Championship – Colorado Springs, USA

The ultimate performance objective for the A team this year is to qualify for the Olympic Games.

## Women's Indoor High Performance

With Head Coach Arnd (Lupo) Ludwig in his 3rd year at the helm of our Senior Women's team and Assistant Coach Scott Koskie in his second, stability has been the strength of our Women's program in 2011-2012. Despite a few heart-breaking losses to the Dominican Republic (2-3) and Mexico (1-3), the highlight of the year was the 7<sup>th</sup> place finish at the Pan American Games, with a revenge win against the Mexicans (3-1).

A few positive points for the long-term development of the program: 1- the operation of the Full-time Training Center again this past winter. A total of 8 athletes trained with Lupo and Scott in preparation for the upcoming spring and summer season; 2- TCWV is again operating a B team for 4-6 weeks and, for the first time since 2008, a Junior Team, which will participate in the Norceca Junior (U20) Championship in August in Nicaragua.

### 2011 INTERNATIONAL RESULTS:

#### Canada vs Argentina Super Series

*June 21-28: Winnipeg & Brandon, MB*

Match #1: June 23 CAN 3 ARG 0 25-19, 31-29, 25-20  
Match #2: June 24 CAN 3 ARG 1 25-22, 20-25, 25-22, 25-18  
Match #3: June 26 ARG 3 CAN 2 18-25, 28-26, 18-25, 25-18, 18-16  
Match #4: June 27 ARG 3 CAN 0 27-25, 25-22, 25-23

#### X Pan American Cup

*Juarez, Chihuahua, Mexico (June 29 - July 10, 2011)*

Pool Play:

July 1 vs. Dominican Republic (0-3) 25-23, 25-15, 25-13  
July 2 vs. Argentina (1-3) 25-15, 25-23, 21-25, 26-24  
July 3 vs. Mexico (3-0) 25-18, 25-15, 25-18  
July 4 vs. Cuba (0-3) 25-13, 25-18, 25-22  
July 5 vs. Chile (3-0) 25-19, 25-12, 25-10 - End of pool matches  
July 7 vs Trinidad & Tobago (3-0) 25-15, 25-19, 25-17 – Consolation ¼ Finals  
June 8 vs Puerto Rico (1-3) 25-19, 25-14, 24-26, 25-16 – Consolation ½ Finals  
July 9 vs Peru (3-0) 25-21, 25-22, 25-21 – 7<sup>th</sup> Place Final

#### 7<sup>th</sup> Place Finish

#### International Series vs. Team Netherlands

*August 15-21: Ontario*

August 16: Oshawa (0-3) 25-18, 25-19, 25-23  
August 18: Hamilton (0-3) 25-17, 25-22, 27-29  
August 20: Waterloo (0-3) 25-13, 25-22, 25-20  
August 21: Waterloo (0-3) 25-16, 25-18, 25-20



## 2011 NORCECA Championship

*Caguas, Puerto Rico (Sept 10-18)*

### Pool Play

Sept 12 vs Trinidad & Tobago (3-1) 25-15, 28-30, 25-22, 25-11

Sept 13 vs USA (0-3) 25-19, 25-19, 25-23 - End of Pool Play

Sept 15 vs Dominican Republic (0-3) 25-17, 25-22, 25-21 - ¼ Final

Sept 17 vs Mexico (1-3) 22-25, 25-23, 25-18, 25-22 - 5<sup>th</sup> place Final

**6<sup>th</sup> Place finish**

## XVI Pan American Games

*Guadalajara, Mexico (Oct.14-21)*

### Pool Play

Oct 15 vs Cuba (0-3) 25-22, 25-16, 25-18

Oct 16 vs Brazil (0-3) 25-19, 25-12, 25-10

Oct 17 vs Dominican Republic (2-3) 27-29, 22-25, 27-25, 25-21, 15-12

Oct 19 vs Peru (1-3) 26-24, 18-25, 25-22, 25-19 – Consolation 1/2 Final

Oct 20 vs Mexico (3-1) 19-25, 25-17, 26-24, 25-15 – 7<sup>th</sup> Place Final

**7<sup>th</sup> Place finish**



## UPCOMING IN 2012-2013:

April 27-May 6 - Norceca Olympic Qualifier – Tijuana, Mexico

May 20-25 - Open Selection Camp - Winnipeg

July 11-21 - Pan Am Cup - Ciudad Juarez, Mexico

July 28-Aug 11 - Olympic Games - London, GBR \*If qualified

August 19-27 – Junior (U20) Norceca Championship - Nicaragua

The ultimate performance objective for the team this year is playing on higher level than last year and to give our best performance at the Olympic Qualifier in April.



## Disabled Volleyball Committee

The focus of the 2011-2012 year for the sitting volleyball program was to qualify both the men and women's national teams for the London Paralympic Games. Both teams competed at international events and increased training camps in preparation for their respective qualification events. In addition, the First Contact program funded through the Canadian Paralympic Committee provided sport development and exposure across the country. As part of that program, national team coaches ran one or two day sitting volleyball coaching clinics in major cities.

As part of the high performance national team programming, men's national team attended European Continental Cup in July in preparation for the Para-Pan American Games in November. This event hosted some of the top ranked teams in the world, including Brazil and the USA from the Pan American zone, which would be the primary competition for the Canadian team at the Para Pan Am Game. The opportunity to compete against those teams proved beneficial as the Canadian men closed the gap on both the USA and Brazil, taking sets off of both of them in round robin matches in Guadalajara. Despite this the Canadian men lost to Brazil in the semi-final and the 3rd place finish at the Para Pan Am Games meant that the men did not qualify for the Paralympic Games in London.

The women took a training approach heading into their Paralympic Qualifier and held multiple training camps throughout the summer in preparation for their Zonal Paralympic Qualification Tournament in Brazil. Significant technical improvements were made with the female athletes; however, in Brazil, their competition inexperience impacted performance and with their 3rd place finish at this event, the women did not qualify for the Paralympic Games in London.

At the 2012 Canadian Open in Toronto, Canada will host the USA A2 teams in an exhibition Canada Cup competition. For the rest of 2012-2013 season, there are no sanctioned competitions planned as the focus is on athlete identification, athlete recruitment and domestically training new athletes to a suitable level to begin international competition.

Due to the fact that neither team qualified for the 2012 Paralympic Games, the training focus and planning now shifts to the 2014 World Championships, 2015 Para-Pan Am Games in Toronto and the 2016 Paralympic Games. After a review of our previous training plans, it was determined that more quality training was needed so 4 week long camps have been planned for 2012-2013. These camps will each be one week in length and will allow for more quality training hours focusing on athlete and team development. In addition to the 4 week long training camps, athletes will be responsible for training in their home cities in regional training centers to be established in September and will include on court, technical and tactical training as well as support from Canadian Sport Centers.



As previously mentioned, a main focus of development was the First Contact program funded by CPC and it continued as coaches went to major centers across Canada to run one or two day clinics for sitting volleyball. As part of the long-term effects of the First Contact programs, local programming is continuing to develop in Ottawa, Toronto, Montreal, Edmonton and Calgary. There is still a need for further develop programming in each centre as well as other areas through the regional training center model. It is important that we provide national team athletes an opportunity to practice as well as provide an environment where new athletes can experience the sport at a recreational or competitive level.

The relationship between Volleyball Canada - Sitting Volleyball and Soldier On continues to develop as sitting volleyball was chosen to be one of six sports exhibited and introduced at the Soldier On Multi-Sport Camp in Ottawa at the end of May. This camp is organized by the CPC and will provide injured soldiers information about each sport and the opportunity for them to be coached in each sport as well. This is a major step in the continued development and exposure of sitting volleyball to the injured sport population.

Another aspect of sport exposure and development is the Team Canada Selection Camp/ Canada Cup exhibition and WOVD Referee's clinic being held at the Toronto 2012 event. Three active Canadian will participate in the Referee's clinic, which will certify them to officiate international sitting volleyball matches. This is important for the domestic and international development and impact of Canadian sitting volleyball. The participation of sitting volleyball at the 2012 Canadian Open is great exposure for our sport to the volleyball community and is a tremendous opportunity to be represented with all of volleyball in Canada.

In addition, the following development programs and opportunities were provided in the past year:

- Held a women's training camp at Defi Sportif and talks continue about Defi hosting a future Zonal competition
- Presented at Volleyball BC Coaching Symposium
- Presented at the Alberta Amputee Sport Association AGM
- Presented and demonstrated at the Ottawa Adapted Sport and Recreation Fair
- Schedule to present and demonstrate at the Canadian Association for Prosthetics and Orthotics in August
- Received CPC funding for a sitting volleyball LTAD instructional video in conjunction with the VCDM
- Received another round of CPC Funding for their Recruitment Fund 2012-2013 (formally First Contact)

Administratively, Kerry MacDonald left the position of High Performance Director-Sitting Volleyball and is now with Mizuno Canada. He remains involved as the chair of the Disabled Committee with Volleyball Canada. Phil Allen's contract as Disabled Development Consultant expired at the end of March and he has left the program to spend more time with his family. Ian Halliday has taken over the High Performance Director position from his past role as men's head coach. Ray Sewell, formerly men's assistant coach has taken over the head coaching position and the hiring of an assistant coach is in progress. On the women's side, Dusty Freimark has resigned from the program due to the birth of a new baby. Janna Dubyk also resigned from her assistant coaching position. The search for new women's head coach is continuing and Ian is meeting with potential qualified candidates for both the head coach and assistant coach positions. The goal is to have these coaches in place and partially trained by the first training camp in August.



## DOMESTIC DEVELOPMENT COMMITTEE

2011-2012 saw the DDC gather information from the annual TD meeting 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/content/minutes>

The committee is monitoring several initiatives including:

### LTAD Implementation

The VCDM continues to focus on key goals to enhance participation and development

- > Ongoing development of the VCDM website to include the revision/addition of beach LTAD guidelines (Beach Summit in 2013), beach and sitting technical skill videos and extensive drill banks for all disciplines.
- > Circulation Volleyball to be added as the recommended 'game' for kids 6-9 years old. The DDC will examine adding this game to the VC Rule Book, along with Atomic Volleyball and Triple ball.
- > National Volleyball Week – goal of every CCAA and CIS institution to go into elementary schools to demonstrate circulation volleyball and atomic/spikes to get kids excited about playing the game, then establish one champion in each school to develop their programs. A focused launch of the movement will take place in September 2012.
- > Encouragement of Grassroots programs in Clubs – VC will encourage clubs to run programs for kids 9-12 years old DURING one hour of their practice time. Consideration is being made to add this program/model to the VC accreditation program.
- > Multi-Sport After School Program – Two Pilot programs were launched in Vancouver and Ottawa with varied success. Modifications need to be made to enhance participation and sustainability.
- > Volleyball Canada Centre of Excellence (VCCE) – **Programs have expanded to 15 Centres across Canada.** The [www.vcce.ca](http://www.vcce.ca) website is a central place for information and promotion of each program. The purpose of the program is to provide 100 additional training hours/year for 16-18 year old athletes (Learning to Compete) under professional coaching. VC will reach its 800-athlete/per-gender target with around 40 Centres.
- > Coach education platform - A coaching website that includes NCCP and non-NCCP materials is under construction. The purpose of the site is to enhance coach education with free and pay for use service. Revenue generation from the site is a key piece in ensuring the long-term viability of a full time coaching development position.
- > Domestic Pro League - The DDC will focus on establishing a program or league that fills the needed training hours for the Training to Compete age group. This may include the concept of a 3-month domestic pro league after the CIS season.

## Coaching

As expected, the re-submission of the Level 2 program for conditional approval by the CAC was rejected. It is now unclear what next steps should be as it is not clear how approval will be achieved. What is clear is that the vision the CAC has for coach development does not adequately align with Volleyball Canada's. Since we have now been working on redevelopment of our programs to align with the new NCCP model for over 10 years it may now once again be time for a full program review.

The CAC has launched a new generation database called the Locker. The new database adds significant functionality to the maintenance and tracking of coach records but at this stage will only work with "new" NCCP programs. This means for Volleyball Canada that only the Level 1 program can make use of the enhanced functionality.

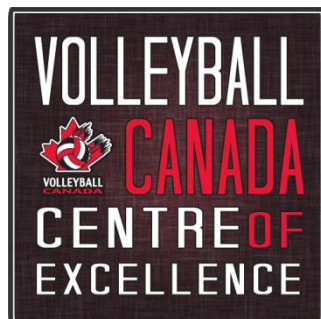
### Quick 2011 Stats:

Coaches who attended a NCCP volleyball workshop:

	Males	Females	Total
Level 1	328	379	707
Level 2 Indoor	85	45	130
Level 2 Beach	10	9	19
Level 3 Indoor	39	7	46
Level 3 Beach	0	0	0
TOTAL	462	440	902

### Mini and Atomic Volleyball

- > Our successful P/TA Mini-Atomic grant program was offered successfully again this year. Seven provinces (AB, MB, NL, NS, PE, QC, and SK) were provided with funds to enhance Mini/Atomic programming and over 28,000 participants and 620 teachers/instructors were supported through the program.
- > Additional promotion of the Mini and Atomic resources were done this year via the PHE Canada school mail out system which led to a significant increase in sales of those resources.



# Membership Committee

## Membership

The Executive Directors met in January in Prince Edward Island for the annual ED meetings. Time was divided by Strategic planning and Membership. During membership discussions with the help of a facilitator, the ED group worked towards implementation and phasing in the new categories.

## Membership categories

The following categories were approved at the 2011 AGM

### Membership categories

These are the approved categories of membership in Volleyball Canada:

1. *Youth Competitive Players* – Age group players registered with clubs, representing the Learning to Train and Training to Compete stages of LTAD, who have opportunities to compete at a national championship.
2. *Youth Development Players* – Participants in entry programs such as Atomic, Mini and Spikes, generally players under 13 years old, participating in the Fundamentals and Learning to Train stages of LTAD. These entry programs are delivered in various ways: by PTA partners, schools, in community centres and by clubs.
3. *Adult Players* – Senior competitive players, players in National Team Programs (Indoor, Beach, Paralympic), players in adult Leagues, and Masters players. These members participate in the Training to Compete, Training to Win and Active for Life stages of LTAD.
4. *Educational System Players* – Players on middle school and high school teams, in private schools, in colleges and in universities. These players participate in the Learning to Train, Training to Train and Training to Compete stages of the LTAD model.
5. *Leaders* – Individuals involved in volleyball who are not players. They are coaches, officials, team managers, club administrators, PTA volunteer executives and committee members, Volleyball Canada volunteer executives and committee members, PTA and Volleyball Canada staff and contractors, teacher-coaches and teacher-advisors in school settings, program clinicians, and any other individuals in the organization or delivery of volleyball.

### Phased approach

Presently, some categories of members are well-served by Volleyball Canada and its PTA partners, some are partially served and some are not served at all. Similarly, some categories of new members are easy to reach and others are not. Strategies to reach out to new members must address short-term, medium-term and long-term efforts:

- **Short-term efforts** focus on immediate steps to connect with those members who are already easily identifiable, including leaders who are delivering entry-level programs, adults playing in provincial leagues, Volleyball Canada and PTA executives and committee members, and Volleyball Canada and PTA staff and contractors (immediate action).

### Anticipated Timelines - 2012-2013 – Short term efforts

Categories→ Membership Categories implemented this year

- Youth Competitive
- Leaders
  - Properly defined with tangible and non-tangible benefits
- NRS roles integration (March 2012)
  - Adding new roles into the NRS will allow for more public access
- Market research – consultant (April 2012)
  - Outside third party to evaluate each provincial partner and what they deem as relevant membership benefits
  - Follow up → Present findings from province to province at the 2012 AGM
- Insurance (September 1, 2012)
- Implement membership categories accordingly (fees included) – September 1<sup>st</sup>, 2012 with the new implemented fees per category
- Membership fees: Effective as of September 1, 2012 → new membership fee \$24.00
- CIS-CCAA- write a memorandum of understanding for the groups in order to include these membership categories in the 2012-2013 season
  - Includes; officials, membership and FISU games
  - Track CIS-CCAA as members – need to figure out if these fees will be collected via NRS or not - \$22 to VC
    - End goal for 2012-2013 track as members whether it be online or off.
- **Medium-term efforts** will focus on expanding membership within the adult player category including CCAA and CIS teams and adult recreational leagues (over next one to two years)

### Anticipated Timelines - 2013-2014 – Medium term efforts

Membership Categories implemented

- Youth Development
- Education
  - Properly defined with tangible and non-tangible benefits
- **In the long-term**, Volleyball Canada and its partners will seek entry into the scholastic volleyball segment – namely middle school and high school volleyball teams (in next three to five years).

### Anticipated Timelines - 2014-2015 – Long term efforts

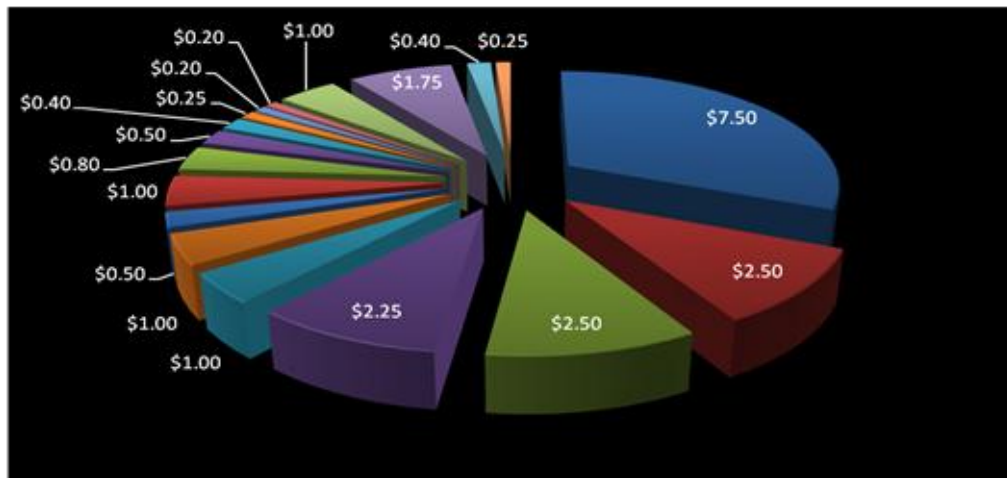
Membership Categories implemented

- Education
- Adult

## Financial

Currently, one membership price exists for all Volleyball Canada members. This pricing structure will not support the strategy of reaching out to new members; however, it is a good starting point in determining how membership dollars fund certain aspects of Volleyball in Canada.

The following fee structures shows the amounts allocated to each of Volleyball Canada's programs as well as expenses accrued per year. This fee will only increase based upon cost of living with a full review in 2016.



Corporate	\$ 7.50
Men's Indoor National Team	\$ 2.50
Women's Indoor National Team	\$ 2.50
Beach National Team	\$ 2.25
Sitting Volleyball	\$ 1.00
Marketing	\$ 1.00
Officials	\$ 0.50
Communications	\$ 1.00
Domestic Development	\$ 0.80
National Championships	\$ 0.50
National Database Expenses	\$ 0.40
NRS Bank Fees	\$ 0.25
NRS Investments	\$ 0.20
Insurance (liability)	\$ 0.20
NRS Coordinator (50% of full-time)	\$ 1.00
Volleyball Source Magazine	\$ 1.75
Website	\$ 0.40
Webcasting	\$ 0.25
<b>TOTAL</b>	<b>\$ 24.00</b>

## Fee allocation (draft produced in January 2012 by Executive Directors)

Fees set per category – Portioned as Volleyball Canada membership fee and each Provincial fee (per category)

### 3.a Full Membership (Youth Competitive)

Prov.	BC	AB	SK	MB	ON	QC	NB	NS	PEI
Prov. Rate*	52	14U 50 18U 65	77	55	73	52	55	55	40
VC Portion	22	22	22	22	22	22	22	22	22
2012-13 contribution to VC	24	24	24	24	24	24	24	24	24

\*Provincial rates may increase due to the VC membership increase

### 3.b Youth Development (Mini and Atomic, and 12U) – note that currently VC gets no portion in this category but hope to in 2012-13

Prov.	BC	AB	SK	MB	ON	QC	NB	NS	PEI
Prov. Rate	2	5	5	5	5	10	5	?	10
VC Portion	0	2	3	2	2.50	2	2	2	1
2013-14 contribution to VC	0	2	3	2	2.50	2	2	2	1

### 3.c Adult

Prov.	BC	AB	SK	MB	ON	QC	NB	NS	PEI
Prov. Rate	10	10	5	12	10	15	40	0	10
VC Portion	2	3	3	2	5	5	5	2	1
2014-15 contribution to VC*	0	4	3	4	5	6	10	2	3

\*Increase by max \$2 to reflect 2012-13 membership increase, exceptions, rates >\$10 (remain constant)

### 3.d Educational System- Post Secondary

Prov.	BC	AB	SK	MB	ON	QC	NB	NS	PEI
Prov. Rate	30	0	55	2	0	52	0	0	22
VC Portion	22	0	22	1	0	22	0	0	?
2014-15 contribution to VC*	24		24			24			

\*Increase to reflect \$24 membership fee, other provinces need to determine charges prior to contributing to VC

### 3.d Educational System- Elementary and Secondary

Prov.	BC	AB	SK	MB	ON	QC	NB	NS	PEI
Prov. Rate	0	0	5	0	0	8	0	0	2
VC Portion	0	0	3	0	0	0	0	0	1
2014-15 contribution to VC*	0	0	3	0	0	0	0	0	1

\*No charges mandated at this level

### 3.e Leaders- Coaches and Officials

To be followed up upon

Prov.	BC	AB	SK	MB	ON	QC	NB	NS	PEI
Prov. Rate	52	50	55	55	50	52	55	55	40
VC Portion	22	22	22	22	22	22	22	22	22
2012-13 contribution to VC*	24	24	24	24	24	24	24	24	24

\*Increase to reflect \$24 membership fee

### 3.f Leaders- Others

To be followed up upon

Prov.	BC	AB	SK	MB	ON	QC	NB	NS	PEI
Prov. Rate			5			School Coach 20	10?		
VC Portion			3			0	?		

# National Registration System Project Management

The 2011-2012 year was a great year for the development and enhancement of the National Registration System (NRS).

Improved communications between iFathom , Volleyball Canada and Provincial/Territorial Associations

- > Frequent in office meetings with iFathom
- > Frequent telephone conferences
- > Opens means of communication of a daily basis

Successful 2011-2012 indoor registration

- > Online registration through the NRS by individual teams

Identified major enhancements in the system to be developed

- New Roles – allows for more access to the system
- New Email validation – more user friendly password/username retrieval
- New Download/Search functions – registers a more narrowed search for members in the system
- New Officials Module – Allows for regional assignment through the NRS

Added new programs to the system

- Ashbridges Bay (OVA)
- VCCE Programs (VC)

## Alumni & Awards Committee

The Alumni side of our Committee has been working very hard to compile and showcase the PAST of Volleyball Canada.

Our goal is to have a more complete, updated and active list of Alumni athletes.

Our first activity will be attending the National Championships in Toronto with a display to highlight the past, and to hopefully reunite with as many athletes as possible.

The VC Hall of Fame will induct 3 new members in June during the AGM. They are: Lorne Sawula, Mark Tennant and John Przbyszewski.

**Committee:** Marlene Hoffman, Wayne Hellquist, Sylvie Bigras, Greg Willisroft

Special thank you for all the time and support to Donna Zimonjic.

### AWARDS AND RECOGNITION PAST RECIPIENTS HALL OF FAME

#### ATHLETE

Garth Pischke (2000)  
Paul Graton (2000)  
Allan Coulter (2001)  
Mary Macdonald (2001)  
June Willms (2002)  
Diane Ratnik (2003)  
Carole Bishop (2004)  
Audrey Vandervelden (2005)  
Ken Witzke (2005)  
Al Taylor (2006)  
John Paulsen (2007)  
Monica Hitchcock (2007)  
Tom Jones (2010)

#### REFEREE

Wezer Bridle (2000)  
Edward Toews (2001)  
Walter Stochansky (2003)  
Gilles Fortin (2006)

#### BUILDER

'ANTON FURLANI'  
Vic Lindal (2000)  
Charles Cardinal (2001)  
Ian Stoddart (2002)  
Art Willms (2002)  
Bob Bratton (2003)  
Jan Prsala (2006)  
Jacques Samson (2006)  
Hugh Hoyles (2007)  
Hiroshi Toyoda (2007)  
Wayne Hellquist (2010)

#### TEAM

Sr. Men's NT 1999 Pan Am Bronze (2000)  
Sr. Men's NT 1979 Pan Am Bronze (2001)  
John Child & Mark Heese (2002)  
Disabled Men's NT Silver (2003)  
Disabled Men's NT 2002 Gold (2003)  
Sr. Women's NT 1995 Pan Am Bronze (2004)

#### COACH

Ken Maeda (2003)  
Moo Park (2004)  
Michel Gagnon (2005)  
Merv Mosher (2007)

# National Championships Committee

## Volleyball

The 2011-2012 has been a very busy, but good year for the NCC. On the Volleyball side we saw 728 teams from 11 provinces and territories participate in the four 2011 Canadian Opens.

Plans for the 2012 Canadian Open were laid out and an organizing committee set to work planning the largest single-sport national championship Canada has ever hosted with close to 800 teams participating over 6 days. The NCC looks forward to a review of this historic event in next year's report.

The call for bids was sent out for the 2013-2014 Canadian Opens.

## Beach volleyball

The 2011 Beach National Championships were hosted by Volleyball Canada in Toronto and saw 252 teams in 12 categories, from 10 provinces and territories participate. An increase in the participating numbers from the previous year. The National Point System was successfully used to determine the entry of teams in the double-elimination Senior Division 1 Nationals in 2011.

Beach sub-committee members were also active in the summer of 2011 assisting at the FIVB Quebec Open and the U21 Worlds in Halifax.

For the 2012-2013 Beach Nationals, the committee received a successful bid from BC. However, with the planned 2012 FIVB Quebec Open and U21 Worlds taking place on back to back weekends traditionally used for Nationals, the date for Nationals was selected as August 17-19. In doing so, the committee took a recommendation from the Beach High Performance committee and after consulting with BC, elected to split the senior division from the event and hold it in Quebec City as well. In 2013 plans are to hold a unified national championship in Vancouver, BC.



# National Referee Committee

The transition of the National Referee Committee has continued throughout the 2011-2012 period. In 2010, a new direction for referee development in Canada was established based upon the principles of recruitment, certification, individual development, evaluation and retention. However, prior to full implementation of such an initiative, it was necessary to create a foundation for growth. This has been the focus of the Referee Committee during the past twelve months. Today, there are some 2600 Indoor Referees in Canada along with approximately 80 Beach Referees and with the commencement of a program for Sitting Volleyball Referees.

The Committee has 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

While the primary focus of 2011-12 has been the preparation for the 2012 National Championships, the National Referee Committee has continued its transition which began in September 2010. In brief, progress has been made with regard to formalizing the Level 1 and 2 programs on a National basis. The Domestic Sub-committee has updated the Level 3 Development program and initiated its rollout to the Provinces/Territories. The Sub-Committee also conducted a Level 4 Theory Clinic with 7 candidates in October 2011. Currently there are a total of 17 Referees in the program; 10 in Year 2+ and 7 in Year 1. As in the past, National Practical Evaluation sessions are held during the Volleyball Canada National Championships with 7 candidates attending. As part of the commitment to help train more evaluators across the country and support individual referee development, two Referee Evaluator Training sessions were conducted in January & February 2012 with 32 referees attended the sessions. A number of these Evaluators assisted at the 2012 National Championships as either evaluators and/or supervisors. However, the ultimate benefit is that there will be a consistency in individual referee assessment across Canada hence improving individual development.

## International Referee Sub-Committee

The International Referee Sub-Committee continues to provide support for referees who have the desire to become International Referees. While there were no new prospective International Candidates in the program this year, the Sub-Committee did observe several women for future development, in accordance with the FIVB and Volleyball Canada initiative for the development of Women in Refereeing.

Canadian International Referees are recognized for their work on the international stage whereas Canadian referees have been invited to participate, in the following events: Olympic Games, Paralympics Games, Junior World Championships, FIVB World League, FIVB Grand Prix, Pan Am Games, FISU World Student Games, Pan Am Cups, NORCECA Championships, NORCECA World Cup Qualifications. Canada currently has representation on the FIVB International Referees Commission as well as the NORCECA International Referees Commission. It is hopeful that Canada will be successful with the potential appointment of a Canadian to the FIVB Rules of the Game Commission in the Fall of 2012. The Canadian International Referee Symposium was held in Toronto in May 2012 prior to the Open National Championships, with a very special guest, Mr. Gavriel Kraus President of the FIVB International Referees Commission in attendance. This event was supported by NORCEA with nine NORCECA referees attending.

### **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 development opportunities for Canadian Beach Referees has been supported by an international event hosted in Quebec (2011) and the FIVB World Junior Championships held in Nova Scotia (2011 and 2012). These events complement Volleyball Canada's National Championships. 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.

### **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 a higher level of officiating.

A number of obstacles for women's referee development have been identified by the membership: 1) officiating is not a traditional role for females, men are primarily the decision makers in our sport and the officiating world in general is dominated by men; 2) credibility, female officials are not taken seriously; 3) a uniform that fits properly; 4) the lack of opportunities to get needed experience to improve and upgrade; 5) the lack of understanding that females may need more time with family; 6) the general membership of female officials feels there has been no support from our national association and; 7) an overwhelming concern was the negative attitude of coaches and players toward female officials.

In attempting to address some of these issues, the following are a number of successes that address the identified obstacles such as the establishment of a Facebook forum page with many active female officials participating from across the country, the creation of a specific women's uniform, the first Women's Symposium was held in conjunction with the Volleyball Canada's National Championships, a connection has been made with the NORCECA Female Referee Development Chair and a number of female referees have been identified as potential Level 5 candidates.

It is envisioned that a database of all female officials in Canada will be created in an effort to support and monitor individual progress, ensure that those officials that have been identified as high level candidates are given the opportunity to receive the necessary support and experience in their province, to continue to encourage senior female officials to remain involved within the system as mentors, and to continue building a relationship amongst coaches and players to assist in supporting and mentoring females referees as a way to encourage retention and development.

### **National Referee Uniform Initiative**

The purpose for the new uniform initiative was to create a new image for the referees and supply a quality of uniform that is fashionable and much more durable than the old product. This is also meant to provide an avenue for Volleyball Canada's National Referee Committee to generate funds that can be used solely for the future development of Canadian referees at all levels of their training. To date some 1200 sets of uniforms have been shipped which is approximately 50 % of all referees in Canada. In June 2011, the Regional Officials representative agreed that, effective September 1, 2012; all Referees will be required to wear the new uniform.

Funds from the program will be overseen by Volleyball Canada with the National Referee Committee submitting a development plan to Volleyball Canada's Board of Directors 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.

### **Recognition of Achievement**

Canadian Referees continue to represent Canada at the International level as Mitch Davison (Manitoba) and Daryl Friesen (Manitoba) have been nominated as Referees, indoor and beach respectively, for the 2012 Olympic Games with Andre Trottier (Quebec) serving as a Technical Delegate. France Marcoux (Quebec) has been nominated to referee at the 2012 Paralympics Games with Pierre Farmer (Quebec) nominated to the Technical Committee. Mitch Davison (Manitoba) and Taras Ilkiw (Manitoba) have been nominated for World League, Bodhan Ilkiw (Manitoba) has been nominated to World Grand Prix with Guy Bradbury (Ontario) nominated as a Referee Delegate. Andrew Robb (Ontario) has completed the necessary requirements and has been approved as an International Referee.

### **Challenges and Opportunities**

The next quadrennial will bring both challenges and opportunities for referee development as Volleyball Canada embarks upon the implementation of a new strategic plan, Canada hosts the 2015 Pan-American Games and with the continued growth of volleyball in Canada. 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 for an executable plan that services the need of all provinces/territories and individual referees
- The need to address the behavioural issues facing referees in Canada by participants and spectators – the development of a discipline process
- The need to support and coordinate with the technical aspects of the game i.e. Long Term Athlete Development

### **With Appreciation**

Thank you to the Provincial/Territorial Regional Referee Chairs for their due diligence in supporting volleyball development in Canada, to the members of the National Referee Committee for your patience, guidance, commitment and leadership, and to the staff of Volleyball Canada for their support and encouragement.

# **Provincial Territory Reports (PTA)**

President:	Rob Chioccarello		
Email:	<a href="mailto:president@volleyballbc.ca">president@volleyballbc.ca</a>		
Executive Director:	Chris Densmore		
Office phone number:	(604)291-2007 ext.223		
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List Board of Directors:	Rob Chiccarello (President) Kelly Latzel (Treasurer/Secretary) Chris Roine (Athlete Representative) Rick Bevis Dan Drezet Howard Hum Tom Oxland		
List all staff & email contacts:	Chris Berglund – <a href="mailto:cberglund@volleyballbc.ca">cberglund@volleyballbc.ca</a> Jenny Graham – <a href="mailto:jgraham@volleyballbc.ca">jgraham@volleyballbc.ca</a> Lorraine Wong – <a href="mailto:officeadmin@volleyballbc.ca">officeadmin@volleyballbc.ca</a> Adrian Goodmurphy – <a href="mailto:agoodmurphy@volleyballbc.ca">agoodmurphy@volleyballbc.ca</a> Brian Hiebert – <a href="mailto:communications@volleyballbc.ca">communications@volleyballbc.ca</a> Jackie Wong – <a href="mailto:Okanagan@volleyballbc.ca">Okanagan@volleyballbc.ca</a> Stephen Epp – <a href="mailto:island@volleyballbc.ca">island@volleyballbc.ca</a> Derek Stevens – <a href="mailto:facility@volleyballbc.ca">facility@volleyballbc.ca</a>		
	Indoor	Beach	
	<u>Male</u>	<u>Female</u>	<u>Male</u> <u>Female</u>
Number of registered players in 2011/2012:	3755 combined		Not determined yet
Number of registered coaches in 2011/2012:	643 combined		7 combined
Number of registered referees in 2011/2012:	336		
Number of recreational/ Associate Level Members 2011/2012 :	1159 (Beach athletes not in system yet)		
Major events hosted:	2012 Youth Beach Nationals, Vancouver Open, 17/18 Youth National Championships		
Major corporate sponsors:	Baden Canada, Nothing But V, Volleyball Stuff, Granville Island Brewery, Donnelly Group Public Houses, Red Rain, Playstation, BC Government, 99.3 CFOX		
New initiatives for the upcoming year:	New Strategic Plan being launched Focus on Circulation & Atomic Volleyball Beach Nationals Coaching Development initiatives Focus on Beach Volleyball development LTAD/CS4L education		
Do you have a strategic plan?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
Date of Strategic Plan:	2012-2015		
Current challenges:	Partnership with BC School Sports Lack of coaches & facilities Boys volleyball development		

## Volleyball Alberta



<b>President:</b>	Goldie, Leigh			
<b>Email:</b>	lgoldie@gprc.ab.ca			
<b>Executive Director:</b>	Gagnon, Terry			
<b>Office phone number:</b>	403.227.6337			
<b>Email:</b>				
<b>List Board of Directors:</b>	Briggs, Ken		VP Player Development	
	Godin, Eve		VP Leadership	
	Johnson, David		VP Finance & Administration	
	King-Hunter, Wes		VP Outdoor & Recreation	
<b>List all staff &amp; email contacts:</b>	Bugler, Diane		dbugler@albertavolleyball.com	
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	Plakas, Jim		jplakas@albertavolleyball.com	
	<b>Indoor</b>		<b>Beach</b>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
<b>Number of registered players in 2011/2012:</b>	1326	3007		
<b>Number of registered coaches in 2011/2012:</b>	449	428		
<b>Number of registered referees in 2011/2012:</b>	202	80		
<b>Number of recreational/ Associate Level Members 2011/2012 :</b>	265	478		
<b>Major events hosted:</b>	Canadian West Open			
<b>Major corporate sponsors:</b>	Mikasa, Elite Sportswear, Anderson Vacations			
<b>New initiatives for the upcoming year:</b>				
<b>Other:</b>				
<b>Do you have a strategic plan? (Please attach)</b>	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>	
<b>Date of Strategic Plan:</b>	Updated November 30, 2010			
<b>Current challenges:</b>	Shortage of coaches and officials and the quality of facilities			

## Volleyball Saskatchewan



President:	Charlene Callander			
Email:	ccallander@innovationplace.com			
Executive Director:	Aaron Demyen			
Office phone number:	306-780-9801			
Email:	<a href="mailto:execdirector@saskvolleyball.ca">execdirector@saskvolleyball.ca</a>			
List Board of Directors:	Jacques Delorme	Brent Brown		
	Mike Mitchell	Dennis Ruthven		
	Chris Knoop	Marian McCormick		
	Ben Goby	Leo van Dam		
List all staff & email contacts:	Tammy Schneider	<a href="mailto:officemanager@saskvolleyball.ca">officemanager@saskvolleyball.ca</a>		
	Myron Mehler	<a href="mailto:Mentorcoach@saskvolleyball.ca">Mentorcoach@saskvolleyball.ca</a>		
	Cara Winacott	<a href="mailto:latestages@saskvolleyball.ca">latestages@saskvolleyball.ca</a>		
	Kealey Hauck	<a href="mailto:ltadearlystages@saskvolleyball.ca">ltadearlystages@saskvolleyball.ca</a>		
	Mark Dodds	<a href="mailto:menhpc@saskvolleyball.ca">menhpc@saskvolleyball.ca</a>		
	Indoor	Beach		
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Number of registered players in 2011/2012:	2121 (combined)		48	48
Number of registered coaches in 2011/2012:	381 (Combined)		0	0
Number of registered referees in 2011/2012:	441 (Combined)		0	0
Number of recreational/ Associate Level Members 2011/2012 :	2709 (Combined)		100	150
	96 (Combined)		0	0
Major events hosted:	14U West Canadian Open			
Major corporate sponsors:	Sask Lotteries			
	Conexus Credit Union			
	Mikasa Canada			
	Adidas Canada			
	SaskTel/DirectWest			
	Silver Birch Hotels and Resorts			
	Saskatchewan Transportation Company			
New initiatives for the upcoming year:	-Increase capacity to host events. -Revive Arima Program under a new name. -High Performance Strategic Plan -Enhance working relationship with High School Association -Enhance working relationship with elementary school system.			
Other:				
Do you have a strategic plan? (Please attach)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		
Date of Strategic Plan:	2012-2014			
Current challenges:	-Facility availability and coaching #s are a bottleneck for growth. -Weak SVA brand. -Perception of inequality between rural and urban.			

## Volleyball Manitoba



President:	Leanne Leskiw		
Email:	mva.president@sportmanitoba.ca		
Executive Director:	Ron Betts		
Office phone number:	(204) 925-5785		
Email:	volleyball.ed@sportmanitoba.ca		
List Board of Directors:	Leanne Leskiw (president)		
	Richard Mason (vice president)		
	Patrick Alexander (treasurer)		
	Patrick Cadieux (secretary)		
	Dan MacIntosh (past president)		
	Linda Clark		
	Heather Bradshaw		
	Mike Stephens		
	Barry Miller		
	Brenda Westwood		
	Dean Oakden		
	Agata Janczek		
	Colin Glass		
List all staff & email contacts:	Regan Bint:		
	<a href="mailto:volleyball.regan@sportmanitoba.ca">volleyball.regan@sportmanitoba.ca</a>		
	Mitch Davidson:		
	<a href="mailto:volleyball.mitch@sportmanitoba.ca">volleyball.mitch@sportmanitoba.ca</a>		
	Jamie Woods		
	<a href="mailto:volleyball.pc@sportmanitoba.ca">volleyball.pc@sportmanitoba.ca</a>		
		Indoor	Beach
		<u>Male</u>	<u>Male</u>
		<u>Female</u>	<u>Female</u>
Number of registered players in 2011/2012:	3390 combined		1042 combined
Number of registered coaches in 2011/2012:	238 combined		10 combined
Number of registered referees in 2011/2012:	93		
Number of recreational/ Associate Level Members 2011/2012 :	2002		
Major events hosted:	Adult/Beach League Summer Series; Youth/ Provincial Events-Grade 8 Female Provincials-Grade 9 Male Provincials; Age Class Provincials/13u,14u,15u,16u- Tier 1, 16u-Tier 2; 17u, 18u-Tier 1, 18u- Tier 2 for Female-Male; Youth National Event/Western Elites, 16u-Female, 17u-Male; National Team-Women's/Volley Jam Event 14u,15u,16u,18u- Female-Male		
Major corporate sponsors:	Mikasa Elite Performance Centre's Canad Inns Big Sand Coaching Manitoba Sport Manitoba Red River College Volleyball Canada		

New initiatives for the upcoming year:	<ol style="list-style-type: none"> <li>1.Strategic Plan Template re-vision and re-newel;</li> <li>2.Review and up-date Human Resource processes, policies and succession planning;</li> <li>3.Develop a long term financial plan that includes budget narrative, forecasting and capital expenditures;</li> <li>4.Evaluate existing core programs, services and identify operational/measurement gaps;</li> <li>5. Draft regional facilities development plan;</li> <li>6. Governance reform and organizational re-structuring;</li> <li>7.Focus on fundraising and corporate sponsorship initiatives;</li> <li>Continue beach volleyball development at both community league and performance levels;</li> <li>8. Establish provincial programming that aligns with LTAD principles and commitments;</li> <li>9. Association Website and communications system upgrading;</li> <li>10. Continued development of officials (training, retention, recruitment &amp; compensation);</li> <li>11. Continued development of coaches (training, retention, recruitment &amp; compensation);</li> <li>12. Draft an association marketing plan, re-branding, public awareness campaign and policy, media relations, alumni programming, and draft communication audit;</li> </ol>
Do you have a strategic plan?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (not current)
Date of Strategic Plan:	2012 ( TBA)
Current challenges:	<ol style="list-style-type: none"> <li>1.Drafting of an operational work plan to support the implementation of the pending association strategic plan;</li> <li>2.Interfacing/indoctrinating of newly hired professional staff members;</li> <li>3.To combat the ever rising competition, training, material, equipment and related travel Costs;</li> <li>4.The general lack of recreational playing opportunities post high school graduation;</li> <li>5.Decreased core mass of qualified high performance coaches and officials (indoor-beach) available to develop and service existing membership and seasonal programming;</li> <li>6.The challenges remain concerning the integration of provincial based programming within the school system; Coach certification is not mandated within the current environment;</li> <li>7.Developing a model that promotes a club team tournament format that supports equitable entry and competition;</li> <li>8.Shortage of sport appropriate physical infrastructure, to maintain and grow the sport with reference to participant registration numbers;</li> </ol>

## Volleyball Ontario



Volleyball for Life

<b>President:</b>	Kristine Drakich				
<b>Email:</b>	Kristine.drakich@utoronto.ca				
<b>Executive Director:</b>	Steve Carroll				
<b>Office phone number:</b>	416.426.7318				
<b>Email:</b>	<a href="mailto:scarroll@ontariovolleyball.org">scarroll@ontariovolleyball.org</a>				
<b>List Board of Directors:</b>	Kristine Drakich, President, Gord Ley, VP Beach Jos Nederveen, VP Indoor Linda Melnick, VP Finance Vacant, Region 1 John Jeffries, Region 2 Denis Levesque, Region 3 Janet Cairns, Region 4 Jim Veitch, Region 5 John Nguyen, Region 6				
<b>List all staff &amp; email contacts:</b>	Steve Carroll, Executive Director, <a href="mailto:scarroll@ontariovolleyball.org">scarroll@ontariovolleyball.org</a> Alishia Lidums, Program Director, <a href="mailto:alidums@ontariovolleyball.org">alidums@ontariovolleyball.org</a> Jason Trepanier, Technical Director, <a href="mailto:jtrepanier@ontariovolleyball.org">jtrepanier@ontariovolleyball.org</a> Susan Jurbala, Manager of Finance, <a href="mailto:sjurbala@ontariovolleyball.org">sjurbala@ontariovolleyball.org</a> Shawn McPhee, Manager of Beach Programs, <a href="mailto:smcphee@ontariovolleyball.org">smcphee@ontariovolleyball.org</a> Josh Nichol, Beach Programs Coordinator, <a href="mailto:jnichol@ontariovolleyball.org">jnichol@ontariovolleyball.org</a> Ryan Mercado, Program Coordinator, <a href="mailto:rmercado@ontariovolleyball.org">rmercado@ontariovolleyball.org</a> Carrie Campbell, Program Coordinator, <a href="mailto:ccampbell@ontariovolleyball.org">ccampbell@ontariovolleyball.org</a> Nicole LaRochelle, Program Coordinator, <a href="mailto:nlarochelle@ontariovolleyball.org">nlarochelle@ontariovolleyball.org</a> Angie Shen, Provincial Beach Coach, <a href="mailto:ashen@ontariovolleyball.org">ashen@ontariovolleyball.org</a> Laura Mauer, Marketing & Communications Coordinator, <a href="mailto:lmauer@ontariovolleyball.org">lmauer@ontariovolleyball.org</a>				
		Indoor		Beach	
		<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
<b>Number of registered players in 2011/2012:</b>	1526	4376		645	1367
<b>Number of registered coaches in 2011/2012:</b>	613	305			
<b>Number of registered referees in 2011/2012:</b>	473	184		33	5
<b>Number of recreational/ Associate Level Members 2011/2012 :</b>		519		4572	

**Major events hosted:** Provincial Championships, Indoor & Beach, OVA Beach Tour, Ashbridges Bay Beach Volleyball adult recreational leagues

**Major corporate sponsors:** Ontario Ministry of Tourism, Culture and Sport  
Ontario Trillium Foundation  
RBC Royal Bank  
VSP Sports  
Mikasa Sports  
Nothers  
Bolle  
Impact Canopies

**New initiatives for the upcoming year:**

1. Building Organizational Capacity – grow revenue, create volunteer management plan, strengthen HR processes, long term financial plan, IT enabled business plan, governance review, review regional structure
2. Relationship building – strengthen existing volleyball partnerships, strengthen communications through technology, promote OVA member benefits, targeted media strategy
3. Servicing primary stakeholders – adopt & implement VC Clubmark program, strengthen value added services
4. Volleyball technical development – review LTAD model, Evaluate existing programs and identify gaps, program map, coach management plan, officials management plan
5. Leveraging the Pan/Para Pan American Games – establish PA host committee relationship, volunteers and officials' needs, resource management plan, communications plan, engage regions

**Do you have a strategic plan?** Yes ☐ attached No ☐

**Date of Strategic Plan:** 2011-2015

**Current challenges:**

- Creation of metrics, KPI's and measurement tools to track progress with implementation of strategic/operational plan
- Governance renewal, creation of governance policies and procedures manual
- Strengthen organizational processes, i.e. process engineering, creation of standard operating procedures
- Website upgrade in the context of a technological roadmap (NRS, CRM strategy, etc.)
- Development of officials (training, retention, recruitment & compensation)
- Development of coaches (training, retention, recruitment & compensation)
- Clearly identify OVA's implementation role in LTAD (CS4L)
- Pan Am Games support for VC
- Managing growth of Provincial Indoor Championships

## Volleyball Quebec



President:	Daniel Mainville	<a href="mailto:dmainville@fanbox.net">dmainville@fanbox.net</a>		
Executive Director:	Alain D'Amboise	<a href="mailto:adamboise@volleyball.qc.ca">adamboise@volleyball.qc.ca</a>		
Office phone number:	514-252-3065			
List Board of Directors:	Daniel Mainville (président) Félix Dion (sec.-trésorier) Tony Guzzo Mario Paquin	Yvon Turgeon (V-président) Karine Mayrand Danyk Sauro Diane Vandy (coopté)		
List all staff & email contacts:	Daniel Rivet (dir. Excellence) Mathieu Poirier (dir. Prat. Sportive) Nikolas Perron (coord. Prog.) Caroline Daoust(coord. Prog.) Annabelle Dufour (communic.) Administration	<a href="mailto:drivet@volleyball.qc.ca">drivet@volleyball.qc.ca</a> <a href="mailto:mpoirier@volleyball.qc.ca">mpoirier@volleyball.qc.ca</a> <a href="mailto:nperron@volleyball.qc.ca">nperron@volleyball.qc.ca</a> <a href="mailto:cdaoust@volleyball.qc.ca">cdaoust@volleyball.qc.ca</a> <a href="mailto:communication@volleyball.qc.ca">communication@volleyball.qc.ca</a> <a href="mailto:info@volleyball.qc.ca">info@volleyball.qc.ca</a>		
	Indoor (2011-2012)	Beach (2011)		
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Number of registered players:	507	1065	183	193
Number of registered coaches:	226	110		
Number of registered referees:	171	191		
Number of rec/assoc. members :	319	688	744	1012
	Note : Un membre peut avoir plusieurs rôles (joueur, entraîneur, etc. et être inscrit à la fois en VB et VB de plage.			
Major events hosted:	<ul style="list-style-type: none"><li>• Coupe Pan Am masculine – Gatineau, juin 2011</li><li>• SWATCH-FIVB beach World tour – Québec, juillet 2011</li><li>• Champ. de l'Est du Canada 14-15-16 ans, Sherbrooke, mai 2011</li><li>• Circuit Québec excellence,, été 2011.</li><li>• Circuit Sandblast, été 2011.</li><li>• Coupe du Québec open, mars et avril 2011.</li><li>• Semaine du mini volley (mai 2011)</li></ul>			
Major corporate sponsors:	Gouvernement du Québec, VSP Sport			
	Mizuno Canada, Mikasa Canada, Confort-Quality Hotel			
New initiatives for the upcoming year:	Championnat canadien Sr ouvert de volleyball de plage, Québec, août 2012 Semaine du mini volley (mai 2011)			
Do you have a strategic plan?	SWATCH/FIVB – Beach World Tour, Québec, août 2012.			
Date of Strategic Plan:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>			
Current challenges:	2010 - 2017			
	<ul style="list-style-type: none"><li>• Améliorer la cohérence des actions des clubs et de Volleyball Québec pour la mise en place du DLTA et un meilleur positionnement du Québec à l'échelle canadienne.</li><li>• 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).</li><li>• Promouvoir le volleyball auprès d'un maximum de Québécois .</li></ul>			

President:	John Richard			
Email:	<a href="mailto:jrichard@unb.ca">jrichard@unb.ca</a>			
Executive Director:	Mike Gallagher			
Office phone number:	(506) 451-1346			
Email:	<a href="mailto:vnb@nb.aibn.com">vnb@nb.aibn.com</a>			
List Board of Directors:	Monica Hitchcock (VP) Wendy Mathers (Secretary) Elaine Hayes (Treasurer) Jack Lawson (Past-President) Randy Wilson (Officials Development) Joy Porter (Senior Competitions) Nick Boucher (Age-Class Competitions) Peter Tait (Beach Development) Melanie Doucette (High Performance) Natasha Dubé (Coaching Development)			
List all staff & email contacts:	Executive Director, Mike Gallagher <a href="mailto:vnb@nb.aibn.com">vnb@nb.aibn.com</a> Program Coordinator, Vacant (Michael Leblanc –Acting) <a href="mailto:vnbcoordinator@nb.aibn.com">vnbcoordinator@nb.aibn.com</a>			
		Indoor		Beach
	<u>Male</u>	<u>Female</u>	<u>Male</u>	
Number of registered players in 2011/2012:	167	934	30	128
Number of registered coaches in 2011/2012:	69	55		
Number of registered referees in 2011/2012:	79	52	3	0
Number of recreational/ Associate Level Members 2011/2012 :	68	201		
Major events hosted:	15 <sup>th</sup> VNB Senior Open, VNB Beach Atlantic Championships & Eastern Elite Championships			
Major corporate sponsors:	City of Moncton			
New initiatives for the upcoming year:	Promote Age class 14 and Under appropriate game play			
Do you have a strategic plan?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>			
Current challenges:	Ownerships of athletes and time of seasons			

President: David Swetnam	Email: <a href="mailto:dswetnam@eastlink.ca">dswetnam@eastlink.ca</a>			
Executive Director:	Michelle Aucoin			
Office phone number:	902-425-5450 x322			
Email:	<a href="mailto:vns@sportnovascotia.ca">vns@sportnovascotia.ca</a>			
List Board of Directors:	Dave Swetnam-President Leah McInnis-Treasurer Fran Dunn-Secretary Archie Hattie-Marketing/Sponsorship Steve Stuart-NS VB Officials Association Chuck Boudreau-Cape Breton Region Derek Brooks-Metro Region Morgan Snow-Valley Region Jennifer Campbell-Tri-County Region Alex Teed – Fundy Region Justin Lynch – Elite Indoor Programs Eugene Tan-Past President (non voting)			
List all staff & email contacts:	Michelle Aucoin, Executive Director, <a href="mailto:vns@sportnovascotia.ca">vns@sportnovascotia.ca</a> Brock Pehar, Technical Director, <a href="mailto:bpehar@sportnovascotia.ca">bpehar@sportnovascotia.ca</a>			
	Indoor		Beach	
	Male	Female	Male	Female
Number of registered players in 2011/2012:	1251, 1097 girls, 154 boys for indoor.		Exact number of beach not available.	
Number of registered coaches in 2011/2012:	159			
Number of registered referees in 2011/2012:	110, with many also being coaches or players			
Number of recreational/ Associate Level Members 2011/2012 :	Not available			
Major events hosted:	Not Available - Provincial Championships – All hosted by VNS at the new Canada Games Centre in Halifax over two weekends. Major success. - Eastern Canadian Elite Championships (ECEC) – Event for Elite teams from Atlantic Provinces. - 2011 FIVB Swatch Jr. World Beach Volleyball Championships			
Major corporate sponsors:	Mikasa			
New initiatives for the upcoming year:	- Opening of 10 Court Beach VB Facility in Halifax in early September - Hosting 2012 FIVB Junior World Beach VB Championships I Halifax - Introduction of new coach certification standards for 2013 Club season - Continue growth of new Mini VB Program province wide - Introduction of Annual Coaching Symposium to enhance coach development. -Further streamlining of financial transaction protocols - Potential introduction of U12 Age Category at provincial championships.			
Do you have a strategic plan? (Please attach)	Yes <input type="checkbox"/> No <input type="checkbox"/>		No, but it is almost complete.	
Current challenges:	-status of boys volleyball, current age group registration percentage is 12.3% boys. -raising the level of performance for NS teams in National club and provincial team competitions. -bringing NS coaches up to national NCCP standards and phasing out overuse of exemption cards. -lack of officials in some areas of the province and a consistent officials development program that touches all areas of the province.			

## Volleyball PEI



President:	Krista Walsh			
Email:	kristatwalsh@hotmail.com			
Executive Director/Technical Director:	Cheryl Crozier			
Office phone number:	902-569-0583			
Email:	cgcrozier@sportpei.pe.ca			
List Board of Directors:	Harvey Mazerolle		Vice-President	
	Janice Robertson		Secretary	
	Cara Chesney		Treasurer	
	Phil O'Neill		Past-President	
	Joe Ryan		ROC	
	Richard Younker		Director	
	Peter Bolo		Director	
	Lynn Boudreau		Director	
	Craig MacDougall		Director	
	Indoor		Beach	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Number of registered players in 2011/2012:	16/48		5/6	
Number of registered coaches in 2011/2012:	4/8		2/2	
Number of registered referees in 2011/2012:	22/6		-	
Number of recreational/ Associate Level Members 2011/2012 :	100/277		0/12	
Major events hosted:	Supersand Beach Tournament		ADL Amateur Sport Awards Gala	
	Cavendish Beach Tournament		Senior Women's & Men's League Provincials	
	Age Group Provincials			
Major corporate sponsors:	n/a			
New initiatives for the upcoming year:	Developing a men's league in Charlottetown			
	Continuing to develop the mini/atomic program			
Do you have a strategic plan?	Yes x	No <input type="checkbox"/>	(currently being revised)	
Date of Strategic Plan:	April 1, 2011-March 31, 2013			
Current challenges:	Coach recruitment, especially at the oldest youth age groups Lack of any full time staff. Workload is hard to manage for a ½ staff person who is both Executive and Technical Director.			

## Volleyball NFLD



President:	Eric Hiscock																														
Email:	<a href="mailto:ehiscock@nf.sympatico.ca">ehiscock@nf.sympatico.ca</a>																														
Executive Director:	Russell Jackson																														
Office phone number:	(709) 576-0817																														
Email:	<a href="mailto:nlvaruss@sportnl.ca">nlvaruss@sportnl.ca</a>																														
List Board of Directors:	<p>President: Eric Hiscock          1<sup>st</sup> Vice President: Finton Gaudette          2<sup>nd</sup> Vice President: Catherine Strickland          Elite Development: Chad Richards          Registrar: Randy Manning          Secretary: Michael Murrin          ROC: Cindy Hiscock          Full Time:          Executive Director: Russell Jackson          Email: <a href="mailto:nlvaruss@sportnl.ca">nlvaruss@sportnl.ca</a></p> <p>Technical Director: Luke Harris          Email: <a href="mailto:nlvaluke@sportnl.ca">nlvaluke@sportnl.ca</a></p> <p>Fundamentals Coordinator:          Brad Pitcher          Email: <a href="mailto:nlvacoordinator@gmail.com">nlvacoordinator@gmail.com</a></p>																														
List all staff & email contact:																															
	<table border="0"> <thead> <tr> <th></th> <th colspan="2">Indoor</th> <th colspan="2">Beach</th> </tr> <tr> <th></th> <th><u>Male</u></th> <th><u>Female</u></th> <th><u>Male</u></th> <th><u>Female</u></th> </tr> </thead> <tbody> <tr> <td>Number of registered players in 2011/2012: (VC)</td> <td>37</td> <td>118</td> <td></td> <td></td> </tr> <tr> <td>Number of registered coaches in 2011/2012:</td> <td>123</td> <td>64</td> <td></td> <td></td> </tr> <tr> <td>Number of registered referees in 2011/2012:</td> <td>65</td> <td>52</td> <td></td> <td></td> </tr> <tr> <td>Number of recreational/ Associate Level Members 2011/2012 :</td> <td>2144</td> <td>3724</td> <td>104</td> <td>214</td> </tr> </tbody> </table>		Indoor		Beach			<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>	Number of registered players in 2011/2012: (VC)	37	118			Number of registered coaches in 2011/2012:	123	64			Number of registered referees in 2011/2012:	65	52			Number of recreational/ Associate Level Members 2011/2012 :	2144	3724	104	214
	Indoor		Beach																												
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Number of registered referees in 2011/2012:	65	52																													
Number of recreational/ Associate Level Members 2011/2012 :	2144	3724	104	214																											
Major events hosted:	<p>VolleyFest: 180 Teams          19 + Senior Provincials: 112 Teams          MAX Athletics/Wellness          Molson Breweries          After School/ Intramural Mini Program          Sport Court Purchase:          Potential for 6 courts in 2 years          Junior Elite Program: 14U – 10 Teams</p>																														
Major corporate sponsors:																															
New initiatives for the upcoming year:																															
Do you have a strategic plan?	<p>Yes <input type="checkbox"/> In Progress      No <input type="checkbox"/></p>																														
Current challenges:	School Venues for Competitions/ Male Volleyball Numbers/ Canada Games Ages/ Eastern-National Competition Travel Costs																														

## Volleyball NWT



<b>President:</b>	Abe Theil			
<b>Email:</b>	<a href="mailto:Abe.Theil@averycooper.om">Abe.Theil@averycooper.om</a>			
<b>Executive Director:</b>	N/A			
<b>Office phone number:</b>	N/A			
<b>Email:</b>	N/A			
<b>List Board of Directors:</b>	Paul Shearme, Vice President & Technical Coordinator		<a href="mailto:pshearme@hotmail.com">pshearme@hotmail.com</a>	
	Kim Weir, Treasurer		<a href="mailto:Kim_Weir@gov.nt.ca">Kim_Weir@gov.nt.ca</a>	
	Glorianna Jeun, Secretary		<a href="mailto:nwtvolleyball@gmail.com">nwtvolleyball@gmail.com</a>	
	Terrel Hobbs, Regional Officials Chairperson & Registrar		<a href="mailto:Terrel_Hobbs@nwtssports.nt.ca">Terrel_Hobbs@nwtssports.nt.ca</a>	
	Ron Chiasson, Tournament Coordinator		<a href="mailto:nwtvballtournaments@gmail.com">nwtvballtournaments@gmail.com</a>	
	Abe Theil, Volleyball Canada Delegate		<a href="mailto:Abe.Theil@averycooper.om">Abe.Theil@averycooper.om</a>	
<b>List all staff &amp; email contacts:</b>	Becca Kroeger, Beach Coordinator		<a href="mailto:becca.kroeger@gmail.com">becca.kroeger@gmail.com</a>	
	Martin Deschesnes, Mini-Volleyball Coordinator		<a href="mailto:Martin_Deschesnes@learnnet.nt.ca">Martin_Deschesnes@learnnet.nt.ca</a>	
	Jill Stephenson, Member at Large		<a href="mailto:Jill_Stephenson@gov.nt.ca">Jill_Stephenson@gov.nt.ca</a>	
	Stacey Christie, Member at Large		<a href="mailto:Stacey_Christie@gov.nt.ca">Stacey_Christie@gov.nt.ca</a>	
	Shandie Turner, Member at Large		<a href="mailto:Shandie_vball@hotmail.com">Shandie_vball@hotmail.com</a>	
	Dean Webb, Member at Large		<a href="mailto:deanscottwebb@hotmail.com">deanscottwebb@hotmail.com</a>	
	Jeff Amos, Member at Large		<a href="mailto:jamos@irc.inuvialuit.com">jamos@irc.inuvialuit.com</a>	

	Indoor		Beach	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
<b>Number of registered players in 2011/2012:</b>	525	578		
<b>Number of registered coaches in 2011/2012:</b>		19		
<b>Number of registered referees in 2011/2012:</b>		14		
<b>Number of recreational/ Associate Level Members I'2011/2012 :</b>		1103		

<b>Major events hosted:</b>	NWT Open Territorial Championships (January 2012)
<b>Major corporate sponsors:</b>	N/A
<b>New initiatives for the upcoming year:</b>	
<b>Other:</b>	
<b>Do you have a strategic plan?</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>(Please attach)</b>	The NWTVA's long-term plan is attached.
<b>Date of Strategic Plan:</b>	February 27, 2011
<b>Current challenges:</b>	<ol style="list-style-type: none"> <li>1. Develop level 3 coaches for multi-sport games</li> <li>2. Develop and maintain certified officials and coaches</li> <li>3. Develop in the course conductors</li> <li>4. Increase volunteer involvement</li> </ol>

# Partners Reports

## National Team Partners

### BEACH NATIONAL TEAMS

Ontario Volleyball Association  
Canadian Sport Centre Ontario  
Downsview Park

### DISABLED NATIONAL TEAMS

University of Calgary

### MEN'S INDOOR NATIONAL TEAM

Ville de Gatineau  
Québec Province  
Canadian Sport Centre Montreal  
Hotel Clarion  
PhysioOutaoias

### WOMEN'S INDOOR NATIONAL TEAM

Canadian Sport Centre Manitoba  
Manitoba Government  
Sport Manitoba  
City of Winnipeg  
Canad Inns  
Cangene  
Investor Group  
Manitoba Hydro  
University of Manitoba  
Winnipeg Free Press

### TEAM CANADA BEACH NATIONAL TEAM (TORONTO)

Canadian Sport Centre Ontario  
Beach Blast  
Balmy Beach Club

## Corporate Partners

Canada

 **canuckstuff**  
CANADA'S VOLLEYBALL SOURCE

 **Mizuno**

 **OVER KILL**

 **RBC**

Ontario  
Trillium Foundation  
  
Fondation Trillium  
de l'Ontario

 **W**

 Ontario

 **UNIGLOBE**  
Plus Travel Group

 **ACTIVE ANKLE**

 **belle**

 **DELTA**  
HOTELS

 **Adup**  
**AdupDisplay.com**

 **TACHIKARA**

 **i Fathom**

 **SA SPORT**

# **External Representation Report**

## **External Representative Report**

### **National Sports Federation Leadership Conference, June 21 -23, 2011; Ottawa**

This conference was organized and funded by the Canadian Olympic Committee and Sports Canada. All NSO's were expected to send their presidents and/or executive officers. One of the main topics was governance. All NSO's were instructed to have their governance structures comply with Industry Canada standards. Fortunately, Volleyball Canada's structure already meets virtually all requirements and only needs some minor work. NSO's also had a workshop on strategic planning. Once again, Volleyball Canada had already begun work on its strategic plan, and was ahead of the game. Finally, NSO's were asked for their input on priorities in order to improve their performances in international competition.

### **NORCECA Board of Administration, September 30 – October 2, 2011; Santo Domingo**

This meeting was a surprise, as the NORCECA Board normally meets the day before the NORCECA Congress begins. Apparently, the President of the FIVB, Jizhong Wei requested to meet with the Board, and also tour the FIVB Development Center in Santo Domingo, so all Board members were required to attend this session. As it turned out, the most significant item was the introduction of Andres Meyer, who was then the Treasurer of the FIVB, and who announced his candidacy for the Presidency of the FIVB. He has since withdrawn his candidacy. The Board also proceeded with NORCECA business which was to approve the Congress agenda, approve the minutes of the previous Board meeting and shortlist candidates for the various commissions.

### **NORCECA Development Workshop for Category 1 and 2 countries, October 4-5, 2011; Punta Cana**

Delegates from NORCECA's Category 1 and 2 countries heard a number of presentations on strategic planning, financial management, athlete development and organizational management. The presentations were followed by a panel discussion. As a NORCECA vice-president, I was asked to give input on the organization of the workshop.

### **NORCECA Congress, October 6-8, 2011; Punta Cana**

The Congress was dedicated to Professor Alexandre Salinas of Mexico, a long-time member of the Boards of Administration of both NORCECA and the FIVB. In addition to receiving the numerous reports, the main work of the Congress was to approve the recommendations of the Executive Committee, elect the President and the Board of Directors and address any concerns the members may have. A governance crisis arose when Cuba, which has a permanent seat on the Board of Administration, did not field a candidate. After much debate and a vote, the position remained vacant until the new Board was elected. They would then appoint a suitable replacement until the next congress in 2013.

At this Congress, the Board also met with Dr. Ary DaGraca of Brazil who declared his candidacy for the FIVB presidency. Doug Beal of the United States indicated he might also be a candidate. He has since confirmed his candidacy.

### **World League Council Meeting, December 7, 2011; Lausanne**

After our Men's team qualified for World League, Mark Eckert, John Blacher and I went to the World League Council meeting in Lausanne. At this meeting, changes to the competition format are discussed, dates determined, and the Preliminary Pools set. After lobbying with both staff and executive, we were able to achieve our objective of hosting the first round on the May 18-20 dates which allow the matches to coincide with our National Championships in Toronto.

### **NORCECA Beach Volleyball Commission Meeting, January 13-14, 2012; Santo Domingo**

During this meeting several new NORCECA beach volleyball policies were shared including the following items:

- NORCECA must endorse any international beach volleyball event in NORCECA countries
- Between October and March NORCECA Beach Tour events can be held indoors (As a result, Volleyball Canada can host a NORCECA Beach Tour event at the Downsview Beach High Performance Facility in Toronto)
- Between October and March NORCECA National Federations are free to organize international beach volleyball exhibition tournaments provided that the hosting National Federation already hosts a NORCECA Beach Tour event
- NORCECA will organize up to two PAN AM events each year which will involve teams from both NORCECA (11 teams) and South America (5 teams)
- The 2012 FIVB Youth and Junior World Beach Volleyball Championships will have six teams from each of the five continental confederations including NORCECA

Several decisions were made by the NORCECA Beach Volleyball Commission including:

- The 2011 NORCECA Beach Tour event in Puerto Vallarta (Sept 28 – Oct 3) was declared the 2011 NORCECA Beach Volleyball Championships and therefore was recognized by the FIVB in terms of Olympic Ranking Points, FIVB Entry Points and FIVB Technical (365-day) Points. As a result, NORCECA beach teams will now receive FIVB points that were only available to the European beach teams in qualifying for previous Olympic Games. The Canadian teams of Ben Saxton/Christian Redmann (2<sup>nd</sup> place finish in Puerto Vallarta) and Heather Bansley/Liz Maloney (4<sup>th</sup> place finish in Puerto Vallarta) received these FIVB points.
- In order to prevent future NORCECA Beach Tour cancellations (There were five in 2011), the NORCECA Beach Commission decided that any confirmed NORCECA Beach Tour event that is subsequently cancelled will result in a \$10,000 fine to the host Promoter and the host National Federation of this cancelled event is immediately suspended from all volleyball and beach volleyball activities until the \$10,000 fine is paid to NORCECA.
- The dates for the 2012 NORCECA Continental Cup Olympic Qualification Tournament were established as June 19-24 with the event taking place in Mexico (City to be determined).
- The NORCECA Beach Volleyball Ranking leading to the 2015 Pan Am Games in Toronto are reset to zero for every country starting in 2012. The NORCECA points earned (By country not by team) from each NORCECA Beach Tour event in 2012, 2013 and 2014 are added to create the NORCECA Beach Ranking. In order to maintain a good ranking it is important for Canadian teams to participate in as many NORCECA Beach Tour events as possible.
- The competition rules used at future Pan Am Games (Starting in 2015) will be the same rules that are used by the FIVB. In 2011, the Pan Am games used a different competition system and a different method for breaking ties in pool play than the system used by the FIVB on the World Tour, World Championships and the Olympic Games.

The next NORCECA Beach Commission meeting will be held in January 2013.

## **NORCECA Sports Organizing Commission Meeting, January 15 -16, 2012; Santo Domingo**

The annual NORCECA Sport Organizing Commission meeting was held this past January 16-17, 2012 in Santo Domingo, Dominican Republic at the NORCECA Confederation offices.

One thing of importance to note is that NORCECA, along with the South American Confederation through the Pan American Union, is establishing more and more competitions that hosts from our zone are required to organize on an annual basis. Considering the obligated host countries from our Zone only includes five Federations (Canada, USA, Mexico, Dominican Republic & Puerto Rico), this puts added stress on the resources of each of these countries. The current events that are now on the hosting grid include the following:

Annually:	Pan American Women's Volleyball Cup (qualifier for the following year Grand Prix)
	Pan American Men's Volleyball Cup (qualifier for World League qualification)
	Women's Final Four (top 4 teams from Pan Am Cup)
Bi-Annually:	NORCECA Senior Men's Championship (odd years)
	NORCECA Senior Women's Championship (odd years)
	NORCECA Junior Men's Championship (even years – qualifier for the following year Worlds)
	NORCECA Junior Women's Championship (even years – qualifier for the following year Worlds)
	NORCECA Junior Men's Championship (even years – qualifier for the following year Worlds)
	NORCECA Junior Women's Championship (even years – qualifier for the following year Worlds)
	Pan American Youth Boy's Volleyball Cup (odd years)
	Pan American Youth Girl's Volleyball Cup (odd years)
	Pan American Junior Men's Volleyball Cup (odd years)
	Pan American Junior Women's Volleyball Cup (odd years)
	Pan American U23 Men's Volleyball Cup (even years)
	Pan American U23 Women's Volleyball Cup (even years)

In addition to these events, qualification tournaments are also scheduled for the World Championships and Olympic Games (every 4 years), and the sub-zones of NORCECA (Central America, Caribbean and Eastern Caribbean) also organize their own Senior, Junior & Youth events that qualifies teams for NORCECA or Pan Am Cup level events.

Next scheduled hosting events for Canada include the following:

2012	U23 Pan American Men's Volleyball Cup	Langley, BC	Sep 25-30
2013	NORCECA Men's Continental Championship	BC (TBC)	Sep (TBC)
2014	World Championship Qualification	TBC	Jun 4-9
	World Championship Qualification	TBC	Jun 11-16
2015	Pan American Junior Men's Volleyball Cup	TBC	TBC
	Pan American Games	Toronto	July 10-26

NORCECA is continuing to consider ways to make events more affordable and less of a burden for main hosts, which includes such things as increased entry fees for competing teams, reduced Control Committee members required for each event, and implementing an annual fee from the main five countries that would assist and encourage more hosting from smaller countries.

For the 2014 World Championships (Italy – Women, Poland – Men), NORCECA will reward berths to 5 men's teams and 6 women's teams.

As a federation, Canada is currently ranked 6<sup>th</sup> within the NORCECA zone based on results at all levels for both genders, behind USA, CUB, DOM, PUR & MEX. The Senior Men are 4<sup>th</sup> and the Senior Women are 5<sup>th</sup> in their specific categories.

## **NORCECA Technical Development and Coaching Commission**

### **Norceca Development, Technical and Coaches Commission Meeting January 17-18, 2012 – Santo Domingo, Dominican Republic**

Based on the attendance list provided to us at the beginning of the meeting, there seems to be 14 members on this Committee, plus 1 President (Mushtaque Mohammed) and 1 Director (Eugenio Lafita, very funny guy by the way). If you add to that Christobal Marte Hoffiz (Norceca President), 2 Zone Association presidents (Marta Centeno and Glenn Quinlan from TTO), some observers, 3 or 4 Norceca staff members (including Chrissy Benz, whom I finally got to meet), we were close to 30 people around the table.

Most of the agenda (and the discussions) is spent on listening to reports of activities that occurred in 2011. To the people around the table, the term "Development plan" seem to refer only to how the FIVB allotment of its Development fund (Norceca receives \$750 000 a year from the FIVB) is being spent. This is one area where I wonder who decides. Discussed areas were:

- Execution of 2011 Development plan
- Programs to be implemented in 2012 to continue Development Plan
- Reports from High Performance Instructors on 2011 activities and seminars
- Agenda for Courses and seminars in 2012
- Report on International Sport Management seminar
- Norceca Referee development at 2012 Canadian Open

Some of the other items on which the Committee members were asked to give input on pertain to areas that are not part of the Committee mandate: FIVB and Norceca tournament point system, FIVB and Norceca all star selection process, FIVB new rules, FIVB Technical Development meetings, etc.

## **NORCECA Refereeing Commission**

The Annual Meeting of the NORCECA Referee Commission was held January 23, 2012 in Santo Domingo, Dominican Republic at the NORCECA Volleyball Development Centre.

Volleyball Canada is represented by two members Mr. Andre Trottier and Mr. Guy Bradbury

The meeting was Chaired by NORCECA President Mr. Cristobal Marte Hoffiz with the support of Referee Commission President Mr. Ramon Jose Perez Vento.

Mr. Marte Hoffiz and Mr. Perez Vento expressed the need for continuous referee development in NORCECA.

National Federations were requested to ensure that Referee Registrations are submitted as required. It was clarified that the registrations for National Referees are only for those referees who meet FIVB International Referee development criteria. This is for both Volleyball and Beach Volleyball referees.

Mr. Tom Blue, USA presented an overview of potential new rules to be discussed at the next FIVB Congress which included the implementation of a challenge system, permitted centre line penetration without impacting the opponents play, the sanction of an illegal libero replacement (note FIVB competitions it will be permitted to use two liberos in the same match), team composition (addition individuals on the bench during play), the requirement for referees to call double contact during a over hand pass on serve reception by the receiving team and a return to using the Yellow card as a Warning versus the current practice that a Yellow Card is a Penalty . If approved these rules will be implemented for FIVB competitions effective January 1, 2013. For

Volleyball Canada competitions any rules changes will be discussed with the Domestic Development Committee for implementation September 2013.

The Commission reviewed the challenge in supporting Beach Referee Development in particular increasing the number of Referee Supervisors to eliminate on court issues and support future referee development. Also reviewed was the concern regarding the health of International Referees in relationship to the FIVB initiative relating to the introduction of a referee health management program using the Body Mass Index and Blood Pressure as indicators. It was recommended that National Federations take greater roles in assisting referees establish personal health management plans.

The writer of this report, with the support of Volleyball Canada's President and the Executive Director, presented a proposal regarding an invitation to referees from NORCECA members to participate in the Canadian Open Championships and the hosting of an International Referee's Symposium. The concept was approved and eight referees from NORCECA member countries, ranked seventh or higher, with the support of NORCECA participating in the Open. This was worthwhile project and it is recommended that this opportunity to support referee development within NORCECA continue.

The NORCECA President provided an outline NORCECA's aggressive Qualification Competition Program for Beach and Volleyball for future FIVB events while indicating that member federations must be prepare their referees for these competitions.

Canadian International Referees continue to represent Canada on the international stage at NORCECA, FIVB and WOVD competitions. For the 2012 London Olympics and Paralympics Games, Canada will be represented by Mr. Andre Trottier Beach Referee Supervisor, Mr. Darryl Friesen Beach Referee, Mr. Mitch Davidson, Volleyball Referee, Mr. Pierre Farmer WOVD Delegate and Ms. France Marcoux WOVD Referee.

#### **International Beach Volleyball Referees Committee's Report**

The 2012 season is the Olympic year. The first few events of the 2012 season are Qualification events for the OG and are very demanding for the assigned Referees. Both Darryl and Lucie have attended the event in Brasilia in May. The Quebec event has been cancelled and this is very disappointing news for Beach Volleyball in Canada. The WCS U21 will return to Halifax which is fantastic. I have been nominated by the FIVB to attend to Olympic Games in London on the Control Committee, which I am so proud of. I also received nomination from Norceca to be sitting on the Referee Commission as the Beach Volleyball Referee Coordinator for Norceca. In 2012 Norceca has open more opportunities for all BVB Referee to travel to the Norceca Tour. The complete list of 2012 assignments is listed below.

Please find below the 2012 FIVB nominations for our Canadian Referees:

##### **Darryl Friesen:**

Brasilia, BRA – April  
CEV Continental Cup Finals, ITA – June  
Gstaad, SUI – July  
Berlin, GER - July  
Olympic Games London, ENG – July

##### **Lucie Guillemette:**

Brasilia, BRA – April  
Halifax, CAN - September

**Omid Motjahedi:**

Halifax, CAN - September

**Jasen Boyko:**

Norceca Tour, CUB - May

Halifax, CAN - September

**André Trottier:**

FIVB Referee Delegate:

Norceca Tour, DOM - April

Shanghai, CHN - May

Norceca Continental Cup Finals, MEX – June

FIVB WCS U19, CYP - July

Olympic Games London, ENG – July

Agadir, MOR - OCT

**FIVB Referee Commission:**

Meeting in Lausanne at the FIVB Headquarters - January

Meeting in Santo Domingo for Norceca Referee Commission - January

During the 21012 season opportunities can arose for our International Referee for the Norceca Tour and the upcoming University Games (Beach Volleyball) in Brazil this fall.

**FIVB Board of Administration Meeting, March 17-19, 2012; Lausanne**

I was invited to the annual FIVB Board of Administration Meeting although I do not take office until after the FIVB Congress in September of 2012. At the meeting, most of the truly important decisions were tabled for the next Board to deal with. I think that may be why they had all the Board Member Elects present. All the Board Member Elects were given observer status which meant we had no vote. A large portion of the meeting was devoted to the Congress which will be held in Anaheim. At this congress, the first true election in 29 years for the Presidency of the FIVB will take place. At this time, there are three candidates: Dr. Ary DaGraca of Brazil, Doug Beal of the United States and Chris Schacht of Australia. It was at this meeting that Andre Meyer withdrew his candidacy.

There were also numerous constitutional changes recommended by the Executive Committee that were discussed. A great deal of the meeting time was devoted to receiving the reports of the many FIVB Commissions.

**NORCECA Board of Administration Meeting, April 20-22, 2012, Santo Domingo**

This meeting was once again devoted mainly to receiving the numerous commission reports. In addition, Board was requested to hear the platforms of Doug Beal and Ary DaGraca, who are both candidates for the presidency of the FIVB. Several motions were sent to the FIVB, requesting review of their fiscal policies and practices.

### **Volleyball Canada Representatives in NORCECA (2011 – 2015)**

Executive Committee	Hugh Wong
Board of Administration	Hugh Wong
Sports Organizing Commission	John Blacher, Hugh Wong
Beach Volleyball Commission	Ed Drakich, Andres Trottier
Finance Commission	Jill Long
Refereeing Commission	Guy Bradbury
Technical Development and Coaching Commission	Mark Tennant, Julien Boucher
Medical Commission	Dr. Willem Meeuwisse (nominated)

### **Volleyball Canada Representatives in Pan American Volleyball Union (2011- 2015)**

Board of Administration	Hugh Wong
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### **Volleyball Canada Representatives in FIVB (2012 – 2016)**

Board of Administration	Hugh Wong (elected)
Rules of the Game Commission	Guy Bradbury (nominated)
Medical Commission	Dr. Willem Meeuwisse (nominated)
Beach Volleyball Referees Commission	Andres Trottier

<b>Canadian Olympic Committee Representative:</b>	Wayne Hellquist
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# Report from Canadian Interuniversity Sport (CIS)

The past year was a year CIS can be proud of with considerable progress achieved, and much to celebrate. To highlight a few areas of emphasis:

## **CIS 50th Anniversary**

CIS celebrated its 50th Anniversary in 2011-2012 kicking off with a celebration at the 2011 Annual General Meeting. Throughout the year championship hosts included the theme of the 50th Anniversary in their events by bringing in guest speakers, including past student-athletes. In addition the CIS commissioned a 50th Anniversary program ad that was included in each championship program, as well as a media backdrop to use at various events. A Success Stories Series was featured on the CIS website with members submitting profiles on one male and female student-athlete who achieved success in a political, business, academic, or athletic environment.

## **Enhance Governance:**

Considerable strides were made to help improve governance including how decisions are made at the coaches level through to the CIS Sport Committee level. This new governance model will be launched in September 2012. An invitation will be extended to Volleyball Canada for a representative of the national body to join a volleyball specific sport technical sub-committee.

## **Enhance Advocacy:**

In efforts to strengthen linkages and open communication channels with university presidents, CIS discovered a renewed interest in athletics on the part of many presidents. A Presidents' Advisory Board has been formed for the purposes of introducing a formal mechanism for Presidents to have an oversight role in issues of substance. This is a significant step in enhancing communication and decision making, and building understanding and support with university presidents.

## **Anti-Doping:**

Steps have been initiated to enhance PED awareness, education, and testing. CIS has been involved in the recent successful efforts to restore football testing numbers closer to the levels experienced in the 1990's.

CIS continues to review its doping policies, most recently expanding the policy to permit CIS to impose sanctions on a team or university, beyond the individual athlete, where warranted since that type of sanction was not part of the current options or responses through the traditional CCES / SDRCC process.

CIS is presently exploring and assessing options of providing an e-learning type program for CIS coaches as well as working with CCES to build and improve upon the current e-learning program that is available to student-athletes.

## **CIS-CCAA Partnership:**

CIS and CCAA continue to work collaboratively on developing a Canada First website that is aimed at prospective student-athletes and their primary influencers (parents & coaches). By providing an engaging one-stop source for information with respect to the variety and location of Canadian post-secondary sport opportunities, as well as pertinent information related to the benefits and value of pursuing a post-secondary college or university degree, the website is expected to contribute to "stay in Canada" vision of both CIS and CCAA. The website is anticipated for completion in the summer/fall of 2012.

**Own The Podium Discussion Paper:**

In January 2012 CIS and OTP circulated a Discussion Paper about CIS and High Performance Sport. The paper is intended to initiate dialogue about how CIS can further its objective of becoming the destination of choice for top-student athletes, and also contribute to OTP's objective of improving Canada's international team sport performances. The discussion paper contains out of the box ideas and provocative approaches to address perceived shortcomings in the Canadian sport system if the two main objectives are to be met. The ideas in the paper are concepts which are not cast in stone and have not been endorsed by the Board of OTP, CIS or Sport Canada. A consultation process will unfold over the year to garner feedback on the suggestions in the paper and uncover and identify other strategies that can help CIS and OTP advance mutual interests (retaining top student-athletes and podium performances on the international stage).

**Athletic Scholarships (Athletic Financial Awards – AFAs):**

CIS conducted its annual review of the athletic scholarships. In 2010-11 the equivalent of 2,210 full-value awards (covering the cost of tuition and fees), totalling just over \$11.5 million, were provided through scholarships (representing a year-over increase of 6% and 9% respectively). Forty percent of CIS athletes receive athletic scholarships, with the average amount received covering 51% of their tuition and fees. Of note, 2010-11 is the fourth consecutive year that a gender equitable balance has been achieved in terms of the total number of AFA recipients. The gender breakdown of CIS student-athletes is 53% male and 47% female, and the gender breakdown of AFA recipients is 54% male and 46% female. In relation to 2004-05, when 31% of AFA dollars were provided to women (compared to 69% for men), women received 42% of AFA dollars in 2010-11 (compared to 58% for men). The equity gap did not change in 2010-11. The number of AFA recipients remains equitable, however it's the average amount received that still has room for improvement.

**Domestic Sport**

The ongoing fixtures and activities in this area include supporting CIS Championships, publishing the Playing Regulations, managing the Championship Bid Book and selection process, and competing in FISU events. Twenty-one CIS Championships were hosted with over 3,000 student-athletes competing.

McMaster University hosted the 43rd edition of the CIS Women's Volleyball Championship. The UBC Thunderbirds captured a mind-boggling fifth consecutive CIS championship pennant for a ninth national title overall. 2011 BLG Award nominee Shanice Marcelle was one of three T-Birds named to the tournament all-star team.

Queen's University in Kingston, ON hosted the 46th edition of the CIS Men's Volleyball Championship where the Trinity Western men also successfully defended their volleyball crown with a 3-1 gold medal win over Laval, a triumph that extended Canada West's domination in the sport to 18 years. BLG Award nominee Ben Ball completed a dream week when he was named MVP of the national championship four days after being voted CIS player of the year.

Respectfully submitted,  
Sheila-Ann Newton

## Report from the Canadian Olympic Committee

The Canadian Olympic Committee (COC) held its semi-annual meeting in Quebec City on May 20-21. There has been a great deal of activity within the COC over the past year as the organization retooled itself following the Vancouver Olympic Games.

Of course much of the activity has been focused on the preparation of the team for the London Games. The goal for the team is to finish in the top 12 as we were 13<sup>th</sup> in Beijing. This will be challenging as the team size is projected to be around 25 athletes, much smaller than the 344 athletes in Beijing. This is partly because only 1 team has qualified for London whereas 5 teams qualified in the last games.

There is a concerted effort to support athletes over the last three months through a program called Difference Makers. In addition, the media campaign leading up to London will be extensive with more than 50 athletes and coaches involved. The campaign will be focused on Give Everything.

The COC has been busy trying to increase the revenue from its marketing activities. To date there has been 7 sponsor renewals with 3 new partners to come. Renewals include RBC, HBC, Suncor, Air Canada, Teck. The Canadian Olympic Foundation has hired a new CEO, Valerie McMurtry, who will be focused on raising funds to support athletes, primarily through fundraising activities aimed at the broader Canadian public. It would appear that the COC will finish the current quad with a \$1.9 million surplus plus a \$10 million contingency and they are confident that the COC will have the \$112 million budgeted for the next quad.

The summer sport caucus was very interesting as there was discussion about the future goals of the COC in future summer games with an overall goal of being in the top 8 nations by 2020 or 2024. This will require a concerted effort between OTP and the COC. Anne Merklinger of OTP indicated that the Top 8 summer strategy will unfold in the coming months. The COC and OTP are working closely and the renewed agreement between the two parties will be developed over the next few months.

The organizers for the 2015 Pan Am/Parapan Am Games provided a comprehensive overview of the Games planning. Planning and organizing is progressing very well. Venues are on track to be completed by 2014 test events. Two sponsors have signed on to date, CIBC and Chevrolet with more to be announced. The COC is hoping that all sports will send their best athletes and teams to this event to showcase Canadian athletes competing at home.

On a personal note, I continue to be the Vice Chair of the Education Youth and Community Outreach Committee. This Committee has overseen the launch of a new Olympic education program for schools and community groups leading up to London. In addition I also sit on the Sport Strategies Committee whose focus has been on sports inclusion in the Canadian Sport Policy 2.0, the development of the Top 8 Business Plan and the development of plans and priorities for a Canadian approach to bidding for multi-sport games and major international events.

I am pleased to be able to continue to represent Volleyball Canada at the COC and hopefully serve as the voice of our organization, teams and athletes.

Respectfully submitted,  
Wayne Hellquist

# Financial Reporting

	2011/2012	2011/2012	2011/2012		2012/2013	2012/2013
INCOME STATEMENT	Budget	March 31	Year End		Budget	Forecast
REVENUE						
National Competitions	\$1,068,020	\$914,004	\$914,004	National Competitions	\$1,736,160	\$1,736,160
Domestic Development	\$393,000	\$511,450	\$511,450	Domestic Development	\$248,724	\$248,724
Marketing & Communications	\$32,800	\$33,000	\$33,000	Sport School	\$668,400	\$668,400
Merchandising	\$85,200	\$123,248	\$123,248	Merchandising	\$110,000	\$110,000
National Office Operations	\$686,000	\$1,050,257	\$1,050,257	National Office Operations	\$730,600	\$730,600
National Team- Beach	\$469,500	\$489,758	\$489,758	Beach Training Centre (Downsview)	\$353,540	\$353,540
National Team - Men's Indoor	\$1,151,800	\$1,187,800	\$1,187,800	National Team- Beach	\$355,500	\$355,500
National Team Men - Athlete Support	\$70,000	\$78,735	\$78,735	National Team - Men's Indoor	\$1,097,000	\$1,097,000
National Team - Women's Indoor	\$1,049,100	\$1,010,434	\$1,010,434	National Team Men - Athlete Support	\$90,000	\$90,000
National Team Women - Athlete Support	\$65,000	\$103,705	\$103,705	National Team - Women's Indoor	\$889,500	\$889,500
Pan Am Cup	\$311,000	\$219,827	\$219,827	National Team Women - Athlete Support	\$74,000	\$74,000
Referees Development	\$71,200	\$67,723	\$67,723	Pan Am Cup	\$0	\$0
Team Canada Disabled Volleyball	\$279,600	\$269,910	\$269,910	Referees Development	\$87,300	\$87,300
World League	\$0	\$0	\$0	Team Canada Disabled Volleyball	\$340,000	\$340,000
VC Surplus	\$267,400	\$261,494	\$261,494	World League	\$1,047,300	\$1,081,300
National Registration System (Gain)		\$839	\$839	VC Surplus	\$239,500	\$239,500
<b>TOTAL REVENUE</b>	<b>\$5,999,620</b>	<b>\$6,322,184</b>	<b>\$6,322,184</b>	NRS (Gain)		
				<b>TOTAL REVENUE</b>	<b>\$8,067,524</b>	<b>\$8,101,524</b>
EXPENSES						
National Competitions	\$894,685	\$853,032	\$853,032	National Competitions	\$1,558,589	\$1,558,589
Domestic Development	\$425,000	\$511,314	\$511,314	Domestic Development	\$254,000	\$254,000
Marketing & Communications	\$199,400	\$154,736	\$154,736	Sport School	\$548,985	\$548,985
Merchandising	\$58,050	\$56,551	\$56,551	Merchandising	\$80,520	\$80,520
National Office Operations	\$700,800	\$937,555	\$937,555	National Office Operations	\$1,060,400	\$1,055,400
National Team- Beach	\$557,700	\$618,053	\$618,053	Beach Training Centre (Downsview)	\$496,000	\$496,000
National Team - Men's Indoor	\$1,170,530	\$1,230,104	\$1,230,104	National Team- Beach	\$521,450	\$521,450
National Team Men - Athlete Support	\$78,500	\$107,773	\$107,773	National Team - Men's Indoor	\$1,070,700	\$1,070,700
National Team - Women's Indoor	\$1,085,960	\$1,088,987	\$1,088,987	National Team Men - Athlete Support	\$92,000	\$92,000
National Team Women - Athlete Support	\$65,000	\$103,681	\$103,681	National Team - Women's Indoor	\$881,250	\$881,250
Pan Am Cup	\$310,220	\$267,739	\$267,739	National Team Women - Athlete Support	\$71,500	\$71,500
Referees Development	\$97,160	\$98,652	\$98,652	Pan Am Cup	\$0	\$0
Team Canada Disabled Volleyball	\$301,410	\$298,965	\$298,965	Referees Development	\$85,700	\$85,700
World League	\$0	\$0	\$0	Team Canada Disabled Volleyball	\$341,500	\$341,500
Program Area Surplus (Deficit) Carryover	\$ -			World League	\$1,000,800	\$1,000,800
National Registration System (Loss)				Program Area Surplus (Deficit) Carryover		
<b>TOTAL EXPENSES</b>	<b>\$5,944,415</b>	<b>\$6,327,143</b>	<b>\$6,327,143</b>	NRS (Loss)		
				<b>TOTAL EXPENSES</b>	<b>\$8,063,394</b>	<b>\$8,058,394</b>
<b>SURPLUS (DEFICIT) CURRENT YEAR</b>	<b>\$55,205</b>	<b>-\$4,958</b>	<b>-\$4,958</b>	<b>SURPLUS (DEFICIT) CURRENT YEAR</b>	<b>\$4,130</b>	<b>\$43,130</b>
<b>PRIOR YEAR SURPLUS (DEFICIT)</b>	<b>\$167,285</b>	<b>\$167,285</b>	<b>\$167,285</b>	<b>PRIOR YEAR SURPLUS (DEFICIT)</b>	<b>\$162,327</b>	<b>\$162,327</b>
<b>NET SURPLUS (DEFICIT)</b>	<b>\$222,490</b>	<b>\$162,327</b>	<b>\$162,327</b>	<b>NET SURPLUS (DEFICIT)</b>	<b>\$166,457</b>	<b>\$205,457</b>

FUNDING ALLOCATIONS 2012/13										
PROGRAM AREA	Sp.Canada Core	Sp. Canada PWAD	Sp.Canada PWAD	Sp.Canada Off.Language	Sp.Canada SPDP	Sp.Canada LTAD	OTP Canada	Sport Canada Int'l. Sport	Sport Canada Hosting	TOTAL
National Competitions										\$0
Sports School							\$200,000			\$200,000
Domestic Development	\$5,000				\$140,000	\$38,724	\$30,000			\$213,724
National Office Operations	\$185,000			\$11,000				\$9,200		\$205,200
Downsview	\$25,000									\$25,000
National Team- Beach	\$145,000									\$145,000
National Team-Men's Indoor	\$150,000						\$670,000			\$820,000
National Team-Women's Indoor	\$310,000									\$310,000
NORCECA	\$0									\$0
Referees Development	\$5,000									\$5,000
Team Canada Disabled Volleyball		\$95,000	\$65,000				\$100,000		\$50,000	\$310,000
World League									\$249,999	\$249,999
<b>TOTALS</b>	<b>\$825,000</b>	<b>\$95,000</b>	<b>\$65,000</b>	<b>\$11,000</b>	<b>\$140,000</b>	<b>\$38,724</b>	<b>\$1,000,000</b>	<b>\$9,200</b>	<b>\$299,999</b>	<b>\$2,483,923</b>

FUNDING ALLOCATIONS 2011/12										
PROGRAM AREA	Sp.Canada Core	Sp. Canada PWAD	Sp.Canada PWAD	Sp.Canada Off.Language	Sp.Canada SPDP	Sp.Canada LTAD	OTP Canada	Sport Canada Other	Sport Canada Hosting	TOTAL
National Competitions								\$0		\$0
Domestic Development	\$5,000				\$80,000	\$61,000	\$230,000			\$376,000
Marketing & Communications	\$0									\$0
National Office Operations	\$180,000			\$11,000					\$299,998	\$490,998
National Team- Beach	\$160,000							\$0		\$160,000
National Team-Men's Indoor	\$160,000						\$670,000			\$830,000
National Team-Women's Indoor	\$315,000									\$315,000
NORCECA	\$0								\$49,999	\$49,999
Referees Development	\$5,000									\$5,000
Team Canada Disabled Volleyball		\$95,000	\$50,000				\$100,000			\$245,000
<b>TOTALS</b>	<b>\$825,000</b>	<b>\$95,000</b>	<b>\$50,000</b>	<b>\$11,000</b>	<b>\$80,000</b>	<b>\$61,000</b>	<b>\$1,000,000</b>	<b>\$0</b>	<b>\$349,997</b>	<b>\$2,471,997</b>

FUNDING ALLOCATIONS 2010/11								
PROGRAM AREA	Sp.Canada General	Sp.Canada PWAD	Sp.Canada Off.Language	Sp.Canada SPDP	Sp.Canada LTAD	Team Sport Canada	Sport Canada Hosting	TOTAL
Beach - Competitions	\$10,000							\$10,000
Domestic Competitions Committee	\$15,000							\$15,000
Domestic Development	\$5,000			\$40,000	\$40,000	\$130,000		\$215,000
Marketing & Communications	\$0					\$10,000		\$10,000
National Office Operations	\$160,000		\$17,000			\$20,000		\$197,000
National Team- Beach	\$210,000							\$210,000
National Team-Men's Indoor	\$235,000					\$206,000		\$441,000
National Team-Women's Indoor	\$235,000					\$206,000		\$441,000
NORCECA	\$0						\$49,999	\$49,999
Referees Development	\$5,000							\$5,000
Team Canada Disabled Volleyball	\$95,000	\$55,000				\$312,000		\$462,000
<b>TOTALS</b>	<b>\$970,000</b>	<b>\$55,000</b>	<b>\$17,000</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$884,000</b>	<b>\$49,999</b>	<b>\$2,055,999</b>

NET POSITION BY PROGRAM AREA 2011/2012			
	Opening Surplus	Forecast of Operations	Closing Retained Earnings
National Team-Beach	\$88,805	-\$128,295	-\$39,490
National Team - Men's Indoor	\$87,445	-\$11,983	\$75,462
National Team Men - Athlete Support	\$96,524	-\$29,038	\$67,486
National Team - Women's Indoor	\$66,788	-\$48,232	\$18,556
National Team Women - Athlete Support	\$462	\$24	\$486
Team Canada Disabled Volleyball	\$65,545	-\$29,055	\$36,490
<b>Program Total</b>	<b>\$405,569</b>	<b>-\$246,580</b>	<b>\$158,989</b>
Corporate	-\$238,284	\$241,621	\$3,337
<b>Total Retained Earnings</b>	<b>\$167,285</b>	<b>-\$4,958</b>	<b>\$162,327</b>

\$30,321 NTO holdback included

\$30,321 NTO holdback included

includes loss on Circuit mondial 05-07 (-1,133,936), transferred 30321 to Indoor

**CANADIAN VOLLEYBALL ASSOCIATION**

FINANCIAL STATEMENTS

MARCH 31, 2012

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## **INDEPENDENT AUDITORS' REPORT**

To the Members,  
**Canadian Volleyball Association:**

We have audited the accompanying financial statements of Canadian Volleyball Association, which comprise the statement of financial position as at March 31, 2012, and the statements of changes in net assets, operations and cash flows for the year then ended, and 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 generally accepted accounting principles, 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 the auditor's 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, the auditor considers 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.

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 Canadian Volleyball Association as at March 31, 2012, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



### **OUSELEY HANVEY CLIPSHAM DEEP LLP**

Licensed Public Accountants  
Ottawa, Ontario  
June 11, 2012

**CANADIAN VOLLEYBALL ASSOCIATION**

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STATEMENT OF FINANCIAL POSITION  
AS AT MARCH 31, 2012

	<u>2012</u>	<u>2011</u>
ASSETS		
CURRENT		
Cash	\$ 313,241	\$ 833,624
Amounts receivable	418,189	432,675
Inventory	35,309	23,929
Prepaid expenses	<u>223,645</u>	<u>215,075</u>
	990,384	1,505,303
NATIONAL REGISTRATION SYSTEM JOINT VENTURE (note 4)	33,339	-
PROPERTY AND EQUIPMENT (note 5)	<u>523,922</u>	<u>67,702</u>
	<u>\$ 1,547,645</u>	<u>\$ 1,573,005</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 404,779	\$ 564,367
Deferred revenue (note 6)	<u>759,740</u>	<u>841,354</u>
	1,164,519	1,405,721
DEFERRED CONTRIBUTIONS RELATED TO PROPERTY AND EQUIPMENT (note 7)	<u>220,800</u>	<u>-</u>
	<u>1,385,319</u>	<u>1,405,721</u>
NET ASSETS		
Invested in property and equipment	303,122	67,702
Unrestricted (deficiency)	<u>(140,796)</u>	<u>99,582</u>
	162,326	167,284
	<u>\$ 1,547,645</u>	<u>\$ 1,573,005</u>

Approved on behalf of the Board:

Director

Director



**CANADIAN VOLLEYBALL ASSOCIATION**

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**STATEMENT OF CHANGES IN NET ASSETS  
FOR THE YEAR ENDED MARCH 31, 2012**

	<u>2012</u>	<u>2011</u>
<b>INVESTED IN PROPERTY AND EQUIPMENT</b>		
Balance - beginning of year	\$ 67,702	\$ 36,506
Purchase of property and equipment	552,779	53,346
Deferred contributions received during the year	(254,700)	-
Amortization	(96,559)	(22,150)
Amortization of deferred contributions	33,900	-
Balance - end of year	<u>\$ 303,122</u>	<u>\$ 67,702</u>
<b>UNRESTRICTED (DEFICIENCY)</b>		
Balance - beginning of year	\$ 99,582	\$ (16,933)
Excess of revenues over expenses (expenses over revenues)	(4,958)	147,711
Purchase of property and equipment	(552,779)	(53,346)
Deferred contributions received during the year	254,700	-
Amortization	96,559	22,150
Amortization of deferred contributions	(33,900)	-
Balance - end of year	<u>\$ (140,796)</u>	<u>\$ 99,582</u>

# CANADIAN VOLLEYBALL ASSOCIATION

Page 3

## STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2012

	<u>2012</u>	<u>2011</u>
<b>REVENUES</b>		
Sport Canada contributions	\$ 2,491,998	\$ 2,055,999
Team Canada Indoor Volleyball	1,085,673	941,229
National competitions	914,004	874,671
Membership fees	610,934	548,030
Beach volleyball	260,858	112,445
Norceca Championship	169,828	99,081
Domestic development	140,450	10,240
Miscellaneous	129,709	74,924
Merchandising	123,249	90,553
Referees	50,337	56,799
Amortization of deferred contributions	33,900	-
Marketing and communications	33,000	66,781
Team Canada Disabled Volleyball	15,910	40,750
National Registration System joint venture	839	-
	<u>6,060,689</u>	<u>4,971,502</u>
<b>EXPENSES</b>		
Team Canada Indoor Volleyball	2,343,709	1,814,240
National competitions	853,033	794,003
National office	637,555	606,231
Beach volleyball	571,352	316,746
Domestic development	511,315	215,298
Hosting grants	299,999	-
Team Canada Disabled Volleyball	271,005	471,604
Norceca Championship	267,740	281,475
Marketing and communications	154,737	182,668
Referees	98,652	92,680
Merchandising	56,550	48,846
	<u>6,065,647</u>	<u>4,823,791</u>
<b>EXCESS OF REVENUES OVER EXPENSES</b>		
<b>(EXPENSES OVER REVENUES)</b>	<u>\$ (4,958)</u>	<u>\$ 147,711</u>

# CANADIAN VOLLEYBALL ASSOCIATION

Page 4

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2012

	<u>2012</u>	<u>2011</u>
<b>OPERATING ACTIVITIES</b>		
Excess of revenues over expenses (expenses over revenues)	\$ (4,958)	\$ 147,711
Items not affecting cash:		
Amortization	96,559	22,150
Amortization of deferred contributions	(33,900)	-
National Registration System joint venture	(839)	-
Net change in non cash working capital:		
Amounts receivable	14,486	(126,006)
Inventory	(11,380)	(2,373)
Prepaid expenses	(8,570)	(10,578)
Accounts payable and accrued liabilities	(159,588)	(7,524)
Deferred revenue	(81,614)	202,334
	<u>(189,804)</u>	<u>225,714</u>
<b>FINANCING ACTIVITIES</b>		
Deferred contributions received during the year	<u>254,700</u>	<u>-</u>
<b>INVESTING ACTIVITIES</b>		
Purchase of property and equipment	(552,779)	(53,346)
Investment in National Registration System joint venture	<u>(32,500)</u>	<u>-</u>
	<u>(585,279)</u>	<u>(53,346)</u>
<b>INCREASE (DECREASE) IN CASH FOR THE YEAR</b>	<b>(520,383)</b>	<b>172,368</b>
Cash - beginning of year	<u>833,624</u>	<u>661,256</u>
<b>CASH - END OF YEAR</b>	<b>\$ <u>313,241</u></b>	<b>\$ <u>833,624</u></b>

NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2012**1. PURPOSE OF THE ASSOCIATION**

The mission of the Association is to promote and develop the sport of volleyball for all Canadians. The Association is incorporated under the Canada Corporations Act as a not-for-profit organization and is a Registered Canadian Amateur Athletic Association under the Income Tax Act.

**2. SIGNIFICANT ACCOUNTING POLICIES****a) Estimates and assumptions**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amount 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 expenditure during the reporting period. Actual results may differ from these estimates. These estimates are reviewed annually and as adjustments become necessary they are recorded in the period in which they become known.

**b) Inventory**

Inventory is valued at the lower of cost and net realizable value. Cost is determined on the first-in, first-out basis.

**c) Investment in joint venture**

The investment in a joint venture is accounted for using the equity method, so that the Association recognizes its proportionate share of the net revenue of the venture for the year.

**d) Property and equipment**

Property and equipment are recorded at cost less accumulated amortization. Amortization is provided as follows:

Furniture	- 20% reducing balance basis
Equipment	- 30% reducing balance basis
Leasehold improvements	- straight line over term of lease

**e) Revenue recognition**

The Association follows the deferral method of accounting for revenue. Restricted revenue is recognized as revenue in the year in which the related expenditure is incurred. Unrestricted revenue is recognized as revenue when it is received or becomes receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

**f) Financial instruments**

The Association has classified amounts receivable as loans and receivables and accounts payable and accrued liabilities as other liabilities. Upon initial recognition, these financial assets and liabilities are recorded at fair value and subsequently are measured at amortized cost using the effective interest method of amortization.

**g) Sport Canada Contributions**

Contributions received from Sport Canada are subject to specific terms and conditions regarding the expenditure of the funds. The Association's records are subject to audit by Sport Canada to identify instances, if any, in which amounts charged against contributions have not complied with the agreed terms and conditions and which, therefore, would be refundable to Sport Canada. In the event that adjustments to prior years' contributions are requested, they would be recorded in the year in which Sport Canada requests the adjustments.

NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2012

### 3. FINANCIAL INSTRUMENTS

Financial instruments of the Association consist of cash, amounts receivable and accounts payable and accrued liabilities.

The carrying value of cash, amounts receivable and accounts payable and accrued liabilities approximates their fair value because of the relatively short periods to maturity of the instruments.

Unless otherwise noted, it is management's opinion that the Association is not exposed to significant interest rate, currency or credit risks arising from its financial instruments and the carrying amount of the financial instruments approximate their fair value.

### 4. NATIONAL REGISTRATION SYSTEM JOINT VENTURE

The Association, Ontario Volleyball Association and Alberta Volleyball Association have entered a joint venture to develop and operate a national registration system. The joint venture receives a 3 percent transaction fee and pays various expenses. Net revenues are shared as follows: Volleyball Canada 28.9%; Ontario Volleyball Association 58.7%; Alberta Volleyball Association 12.4%.

### 5. PROPERTY AND EQUIPMENT

	2012		2011
	Cost	Accumulated amortization	Net
Furniture and equipment	\$ 122,998	\$ 64,919	\$ 58,079
Leasehold improvements	537,511	71,668	465,843
	<u>\$ 660,509</u>	<u>\$ 136,587</u>	<u>\$ 523,922</u>
			<u>\$ 67,702</u>

As at March 31, 2011 the cost was \$107,730 and the accumulated amortization was \$40,028.

### 6. DEFERRED REVENUE

	2012	2011
National Championship registrations	\$ 689,740	\$ 628,654
Grants	40,000	182,700
Performance bond	30,000	30,000
	<u>\$ 759,740</u>	<u>\$ 841,354</u>

### 7. DEFERRED CONTRIBUTIONS RELATED TO PROPERTY AND EQUIPMENT

Contributions received that are related to the purchase of property and equipment are deferred and amortized on the same basis as the property and equipment.

### 8. COMMITMENTS

The Association has leased office premises to November 30, 2012 at approximately \$39,000 per annum and a training centre to July 31, 2016 at approximately \$320,000 per annum.

NOTES TO FINANCIAL STATEMENTS  
MARCH 31, 2012

9. CAPITAL DISCLOSURE

The Association defines its capital as its net assets, which are not subject to external requirements. Management's objective, when managing capital, is to safeguard the Association's ability to continue as a going concern, so that it can continue to provide services in accordance with its mission. The Association's overall strategy, with respect to capital, remains unchanged for the year ended March 31, 2012.

10. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform with current presentation.

Volleyball Canada  
Annual Report 2011-2012