

# **VOLLEYBALL CANADA**



## **ANNUAL REPORT**

**2013 - 2014**

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# PRESIDENT MESSAGE



After my first year in this role, I have been looking forward this weekend to connecting with all our stakeholders, and sharing information and ideas. It has certainly been an action-packed year for volleyball in Canada.

We all shared in the excitement of Canada's performance in 2013 World League. The Canadian team won its pool, advancing to the playoffs and winning a memorable battle against the Olympic gold medalist Russian team, ultimately finishing fifth overall. The team's performance resulted in a seven-place gain in the World Rankings – from 18<sup>th</sup> to 11<sup>th</sup>.

At the World League Council annual meeting at the FIVB (international volleyball federation) head office in Lausanne, Switzerland in December 2013, a new expanded "ground-breaking" structure for the FIVB's premier annual men's volleyball event was announced, expanding from 18 countries to 28 for the first time. And, as you are aware, Volleyball Canada was pleased to announce host cities – Calgary, Vancouver and Edmonton - for World League early in 2014.

Just after the World League Council approved the expansion of the World League, the World Grand Prix Council followed suit during its annual meeting and expanded to 28 countries - an increase of eight teams including Canada. Canada last competed in the Grand Prix in 2003, finishing in 11th place. This was very exciting news and a great opportunity for our young women's team to compete at an elite level.

The Canadian women's team is ranked 20<sup>th</sup> in the FIVB ranking, up three spots since 2012.

I would also like to congratulate the Canadian Beach National Team on the overall improvement in international results in 2013. Among the program's many accomplishments - overseen by head coach Steve Anderson - was a fifth place finish at the FIVB World Championships by men's team Ben Saxton and Chaim Schalk.

[The Canadian Open Championships](#) continue to grow year after year. This year's number of registered teams has reached 824, up from 772 in 2013. This is an excellent indicator of the growth of the sport across the country, especially in younger age groups. It's also a testament to the hard work done at the grass-roots and provincial levels to grow our game year-round.

The Volleyball Canada Centre of Excellence (VCCE) program continued to grow with new centres in Manitoba, Ontario, Nova Scotia, and PEI. With 24 centres across Canada, the VCCE has over 80 coaches working directly with our next generation of high performance athletes.

Also domestically, Volleyball Canada in partnership with the OVA, launched the inaugural Club Accreditation program in 2013-14. The OVA awarded three clubs for meeting the standards of good governance, athlete and coach development, capacity building and gender balance. The program has proven to enhance and guide club structures and several additional provinces will be adding the program for the 2014-15 season.

During 2013-14 a great deal of work has gone into the revision of NCCP programming to meet CAC approval. VC has added e-learning modules to the coach education pathway and a revised evaluation process.

2013-14 also saw a revision of our Mini Volleyball program with the development of an online NCCP course for Elementary School teachers. Launch of the program is planned for January 2015.

As we all know, a major project this year was the registration management system selection process. After a thorough RFP process and much consultation and collaboration with our provincial partners, I'm very pleased that Volleyball Canada has contracted Goalline as our provider of registration services. I would like to acknowledge the hard work of all those involved in this process and the PTAs for their valuable input.

In the past year, Volleyball Canada has received less funding from government partners. Through the strong commitment of our staff, VC has managed to turn the budgeted deficit, into a near break-even position, with reductions in expenses, and additional revenue streams. In our continued path to financial sustainability, our staff continues to work hard to create sustainable programming, as well as exploring new revenue opportunities. Although VC has come a long way in a short time, the Board and senior staff continue to measure carefully the risks and rewards of the opportunities that are presented.

On the topic of financial health, Volleyball Canada has recently developed "Rally for Rio" a fundraising program designed to build up to Rio 2016. I was pleased to be one of the first donors, along with men's coach Glenn Hoag, and I hope you'll join me in spreading the word about fundraising to help our athletes reach the podium in Toronto 2015 and Rio 2016.

Staff in our offices in Ottawa, Gatineau, Toronto and Winnipeg, as well as those working remotely; continue to work very hard on behalf of the sport to keep up with the demand for high-level services and quality events.

I look forward to another action-packed year.

Debra Armstrong,  
President

# **DIRECTORS, CHAIRS, DELEGATES, STAFF & COMMITTEES**



## **BOARD OF DIRECTORS**

Debra Armstrong	President
Ahren Cadieux	National Teams Athlete Director
Dan MacIntosh	Member-at-large
Kevin Boyles	Member-at-large
Alain D'Amboise	Member-at-large
Monica Hitchcock	Member-at-large
Roman Kocur	Member-at-large

## **COMMITTEE CHAIRS**

Domestic Development Committee	Brian Newman
Disable Volleyball Committee	Kerry MacDonald
National Championships Committee	David Caughran
National Championships Sub-Committee	Michelle Collens
Beach National Championships Sub-Committee	Eric Moffatt
High Performance Management Committee	Julien Boucher
High Performance Beach Sub-Committee	Dave Carey
Men's Indoor Sub-Committee	Julien Boucher
Women's Indoor Sub-Committee	Julien Boucher
National Referee Committee	Scott Borys
National Registration System Project Management	Alan Ahac
Audit Committee	Roman Kocur
Alumni and Awards Committee	Marlene Hoffman
Nominations & Elections Committee	Alan Ahac

## **PROVINCIAL/TERRITORIAL EXECUTIVE DIRECTORS**

Alberta	Terry Gagnon
British Columbia	Chris Densmore
Manitoba	John Blacher
New Brunswick	Riley Boldon
Newfoundland & Labrador	Russell Jackson
North West Territories	Lytic Sandhals
Nova Scotia	Michelle Aucoin
Nunavut	Scott Schutz
Ontario	Jo-Anne IJubicic
Prince Edward Island	Cheryl Crozier
Québec	Martin Gérin-Lajoie
Saskatchewan	Aaron Demyen

## **DOMESTIC DEVELOPMENT COMMITTEE**

<b>Chair</b>	Brian Newman
<b>Members</b>	Jason Trepanier Monette Boudreau-Carroll Angie Shen Chris Densmore Keith Hansen Jim Plakas
<b>VC Staff</b>	James Sneddon

## **PHYSICALLY IMPAIRED VOLLEYBALL COMMITTEE**

<b>Chair</b>	Kerry MacDonald
<b>VC Staff</b>	Ian Halliday

## **NATIONAL CHAMPIONSHIPS COMMITTEE**

<b>Chair</b>	David Caughran
<b>VNCC Chair</b>	Michelle Collens
<b>Beach Chair</b>	Eric Moffatt
<b>NOC Chair</b>	Scott Borys
<b>Members</b>	Marie-Christine Rousseau Derek Martin Ted Graham
<b>VC Staff</b>	Chrissy Benz

## **NATIONAL CHAMPIONSHIPS SUB-COMMITTEE (VNCC)**

<b>Chair</b>	Michelle Collens
<b>Members</b>	Al Scott Bruce Edwards Allan Carmichael
<b>NOC Rep</b>	Scott Borys

## **BEACH NATIONAL CHAMPIONSHIPS SUB-COMMITTEE**

<b>Chair</b>	Eric Moffatt
<b>Members</b>	Eric Lawlor Cal Wohlford Catherine-Grace Peters Isabelle Ducharme
<b>NOC</b>	Omid Mojtahedi
<b>VC Staff</b>	Andrea Bailie

## **HIGH PERFORMANCE MANAGEMENT COMMITTEE**

<b>Chair</b>	Julien Boucher
<b>VC Executive Director</b>	Mark Eckert
<b>Members</b>	Ed Drakich Dave Carey

## **HIGH PERFORMANCE BEACH SUB-COMMITTEE**

<b>Chair</b>	Dave Carey
<b>Member</b>	Marie Andrée Lessard Chris Densmore John Barrett Hugh Wong
<b>Athlete Reps</b>	Victoria Altomare, Maverick Hatch
<b>VC Staff</b>	Ed Drakich

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

**Chair** Julien Boucher  
**Member** Arnd (Lupo) Ludwig  
Scott Koskie

### **AUDIT COMMITTEE**

**Chair** Roman Kocur  
**VC Executive Director** Mark Eckert  
**Members** Scott Borys  
Andrew Cameron  
**VC Staff** Linden Leung

### **ALUMNI AND AWARDS COMMITTEE**

**Chair** Marlene Hoffman  
**Members** Greg Williscroft  
Sylvie Bigras  
Wayne Hellquist

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

**Chair** Julien Boucher  
**Member** Glenn Hoag  
Vincent Pichette

### **NATIONAL REFEREE COMMITTEE**

**Chair** Scott Borys  
**Officiating for Women** Debbie Jackson  
**Domestic Program Development (Indoor)** Scott Borys  
**International High Performance Program & Development (Indoor)** Guy Bradbury  
**Domestic Program Development (Beach)** Omid Mojtahedi  
**International High Performance & Development (Beach)** André Trottier  
**Rules of the Game** Malcom Mousseau  
**Operations and Communications** TBD  
**VC Staff** Andrea Bailie

### **NATIONAL REGISTRATION SYSTEM PROJECT MANAGEMENT**

**Chair** Alan Ahac  
Mark Eckert  
Terry Gagnon  
Steve Carroll  
Linden Leung  
IFathom

### **STANDING COMMITTEE CHAIRS**

**Nominations & Elections Committee** Alah Ahac  
**Finance & Audit Committee** Roman Kocur  
**Legal Committee** Debra Armstrong  
**Ethics Committee** Dan MacIntosh  
**External Relations Committee** Hugh Wong  
**Athletes Commission** Ahren Cadieux



## STAFF

Mark Eckert	Executive Director
Linden Leung	Director, Finance & Operations
Alan Ahac	Director, International Events
Julien Boucher	Director, High Performance
James Sneddon	Director, Domestic Development
Chrissy Benz	Director, Domestic Competitions
Ed Drakich	Director, High Performance
Ian Halliday	Director High Performance, Physically Impaired National Teams
Jackie Skender	Director, Communications
Lucie Leclerc-Rose	Manager, National Office
Dawna Sales	Program Manager, Volleyball Canada Centre's of Excellence
Ariane Thibault	Manager, International Events & Sponsor Servicing
Frank Boyer	Men's National Team Coordinator
Nichole Mailey	Women's National Team Coordinator
Marc Stromme	Beach National Team Coordinator
Alain Brouillette	Domestic Competitions Coordinator
Andrea Bailie	Referee & Beach Events Coordinator
Mallory Moir	Fundraising Coordinator
Jackie Nelson	Administrative Assistant
Glenn Hoag	Men's National Team Head Coach
Vincent Pichette	Men's National Team Assistant Coach
Arnd (Lupo) Ludwig	Women's National Team Head Coach
Scott Koskie	Women's National Team Assistant Coach
Steve Anderson	Beach National Team Head Coach
Angie Shen	Beach Development Coach

# **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. 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. 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. 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.
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Bylaws	The provisions of Section VIII of the Bylaws will also apply.
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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>• Domestic Competitions Director (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.</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 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	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none"> <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

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)

Victoria Altomare – Toronto: (Current non-carded National Team Athlete, Female Athlete Rep.)

Chris Densmore – Vancouver: (Executive Director, Volleyball BC)

Maverick Hatch – Vancouver: (Current Carded National Team Athlete, Male Athlete Rep.)

Marie-Andrée Lessard – Quebec City: (Retired Olympic Beach Player)

Hugh Wong – Kelowna: (Former VC President)

Ed Drakich (VC Staff Liaison)

### Beach High Performance Director's Report

This past year was important as it involved the first full year under the direction of Beach National Team Coach Steve Anderson. Under Steve Anderson's direction the National Team was divided in centralized athletes (T2C Carded and non-card National Team athletes – selected by National Team Coaches) and camps based athletes (L2W and T2W senior carded athletes – earned through performance on the FIVB World Tour). The centralized athletes must live and train in Toronto at the Downsview Full-time Training Centre (FTC). The camps based athletes are free to train anywhere but their training must be monitored and approved by Steve Anderson. The camps based Senior Beach National Team athletes for 2014 are:

- Ben Saxton and Chaim Schalk (T2W Carded)
- Maverick Hatch and Christian Redmann (L2W Carded)
- Jamie Broder and Kristina Valjas (L2W Carded)
- Heather Bansley and Sarah Pavan (L2W Carded)

The following athletes are part of the centralized 2014 Developmental Beach National Team program:

#### Women

T2C Carded National Team	Melissa Humana-Paredes
	Kacie MacTavish
	Caleigh Whitaker
	Taylor Pischke
	Brandie Wilkerson
	Kerri Smit
T2C Non Carded National Team	Sophie Bukovec
	Elizabeth Maloney
	Claudia Séguin
	Victoria Altomare
	Victoria Cowley
	Tiadora Miric
	Julia Hamer
	Julie Gordon

#### Men

T2C Carded National Team	Sam Pedlow
	Grant O'Gorman
	Sam Schachter
	Cam Wheelan
	Simon Fecteau-Boutin
T2C Non Carded National Team	Mike Plantinga
	James Battiston
	Aaron Nusbaum
	Dallas Keith
	Dan Dearing
	Alex Corsi Caya
	Ryan DeBruyn
	Garrett May
	Andrew Hinchey
	Ryan Vandenburg
	Josh Binstock

Volleyball Canada's Beach High Performance Program had several other important developments in 2013-2014. These developments included:

- Ben Saxton and Chaim Schalk achieved a 5<sup>th</sup> place finish at the 2013 FIVB World Championships
- Hiring a new Beach Strength and Conditioning Coach (Ryan MacDoanId)
- Continued VC Beach Trials system to nominate teams for FIVB Age Group World Championships (U17, U19, U21 and U23), NORCECA and FISU competitions
- Volleyball Canada secured three sponsors for Beach National Team Members: Maui And Sons (Apparel), RE7 (Sport Drink) and Travel Roller (Foam Roller)

This past year was the first full year where the top FTC athletes have had the majority of their physiotherapy, chiropractic, acupuncture, massage, S&C and nutritional services provided at the VC Downsview FTC in Downsview Park, Toronto.

In 2013-2014, Volleyball Canada (VC) and the Ontario Volleyball Association (OVA) were awarded enhanced Ontario High Performance Sport Initiative Funding (OHPSI) from the Canadian Sport Institute Ontario. The OHPSI Management Committee consists Ed Drakich (Committee Chair and VC Beach High Performance Director), Steve Anderson (VC Beach National Team Head Coach), Steve Carroll/Jo-Anne Ljubicic (OVA Executive Director), Jason Trepanier (OVA Executive Director), Troy Taylor (CSCO) and Sheila Galloway (CSCO).

The Canadian Beach National Team had a significant improvement in their international results in 2013. A summary of the 2013 International Results and the comparison of the international results from 2009-2013 can be found on pages 3, 4 and 5 of this report.

Respectfully submitted,

Ed Drakich

Beach High Performance Director, Volleyball Canada



## **2013 International Beach Results – Canadian Teams**

### **2013 FIVB World Championships (Stare Joblonki, POL)**

- Men (Minimum 17<sup>th</sup> Place)
  - 5<sup>th</sup> Ben Saxton/Chaim Schalk ←
- Women (Minimum 17<sup>th</sup> Place)
  - 17<sup>th</sup> Heather Bansley/ Sarah Pavan

### **2013 FIVB World Grand Slam and Open Events**

- Men (Minimum 17<sup>th</sup> Place)
  - 9<sup>th</sup> Ben Saxton/Chaim Schalk (Gstaad, SUI) ←
  - 17<sup>th</sup> Ben Saxton/Chaim Schalk (The Hague, NED)
  - 17<sup>th</sup> Ben Saxton/Chaim Schalk (Rome, ITA)
- Women (Minimum 17<sup>th</sup> Place)
  - 9<sup>th</sup> Heather Bansley/ Sarah Pavan (Corrientes, ARG) ←
  - 9<sup>th</sup> Jamie Broder/Kristina Valjas (Fuzhou, CHN) ←
  - 17<sup>th</sup> Heather Bansley/ Liz Maloney (Shanghai, CHN)

### **2013 FIVB Beach Volleyball U19 World Championships (Porto, POR)**

- Men (Minimum 17<sup>th</sup> place)
  - 17<sup>th</sup> Blake Scheerhorn/Lucas Coleman
- Women (Minimum 17<sup>th</sup> Place)
  - 9<sup>th</sup> Sophie Bukovec /Tiadora Miric ←

### **2013 FIVB Beach Volleyball U21 World Championships (Umag, CRO)**

- Men (Minimum 17<sup>th</sup> place)
  - 2<sup>nd</sup> Aaron Nusbaum/Grant O’Gorman ←
- Women (Minimum 17<sup>th</sup> place)
  - 17<sup>th</sup> Sophie Bukovec/Alexandra Wooley

### **2013 FIVB Beach Volleyball U23 World Championships (Myslowice, POL)**

- Men (Minimum 17<sup>th</sup> place)
  - 17<sup>th</sup> Will Hoey/Will Sidgwick
- Women (Minimum 17<sup>th</sup> place)
  - 3<sup>rd</sup> Melissa Humana-Paredes/Taylor Pischke ←

### **2013 FISU Summer Universiade Games (Kazan, RUS)**

- Men (Minimum 17<sup>th</sup> place)
  - 7<sup>th</sup> Grant O’Gorman/Sam Pedlow ←
- Women (Minimum 17<sup>th</sup> place)
  - 4<sup>th</sup> Melissa Humana-Paredes/Taylor Pischke ←
  - 13<sup>th</sup> Rachel Cockrell/Charolte Sider

## 2013 NORCECA Beach Tour

- Men (Minimum 4<sup>th</sup> Place)
  - 2<sup>nd</sup> Sam Schachter/Josh Binstock (Varadero, CUB)
  - 2<sup>nd</sup> Grant O’Gorman/Sam Pedlow (Mazatlan, MEX)
  - 2<sup>nd</sup> Andrew Hinchey/Ryan Vandenburg (Pigeon Point, LCA)
  - 3<sup>rd</sup> Grant O’Gorman/Sam Pedlow (Varadero, CUB)
  - 3<sup>rd</sup> Ben Saxton/Chaim Schalk (Grand Cayman, CAY)
  - 3<sup>rd</sup> Ben Saxton/Chaim Schalk (Boca Chica, DOM)
  - 3<sup>rd</sup> Grant O’Gorman/Sam Pedlow (Boqueron, PUR)
  - 4<sup>th</sup> Christian Redmann/ Matt Zbysewski (Grand Cayman, CAY)
  - 4<sup>th</sup> Christian Redmann/ Matt Zbysewski (Boca Chica, DOM)
  - 4<sup>th</sup> Grant O’Gorman/Sam Pedlow (Toluca, MEX)
  - 4<sup>th</sup> Mike Plantinga/Cam Wheelan (Chula Vista, USA)
- Women (Minimum 4<sup>th</sup> Place)
  - 1<sup>st</sup> Kristina Valjas/Jamie Broder (Grand Cayman, CAY) ←
  - 1<sup>st</sup> Caleigh Whitaker/Kacie MacTavish (Guatemala City, GUA) ←
  - 1<sup>st</sup> Taylor Pischke/Melissa Humana-Paredes (Varadero, CUB) ←
  - 2<sup>nd</sup> Taylor Pischke/Melissa Humana-Paredes (Mazatlan, MEX)
  - 2<sup>nd</sup> Caleigh Whitaker/Kacie MacTavish (Boqueron, PUR)
  - 3<sup>rd</sup> Brandie Wilkerson / Claudia Seguin (Pigeon Point, LCA)
  - 4<sup>th</sup> Heather Bansley/Liz Maloney (Boca Chica, DOM)
  - 4<sup>th</sup> Caleigh Whitaker/Kacie MacTavish (Varadero, CUB)

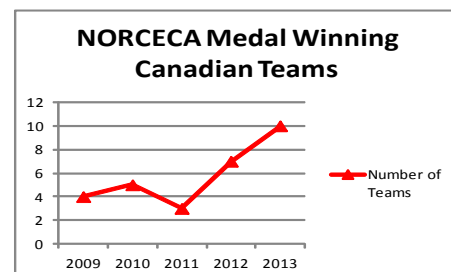
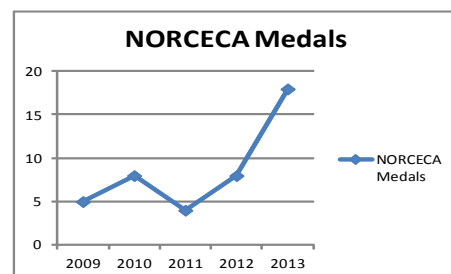
## Canadian International Results 2009-2013

### Canadian Medals at NORCECA Beach Events 2009-2013

2013 Women's Canadian Beach Volleyball Medals - NORCECA Events				
Team	Gold	Silver	Bronze	Total NORCECA Medals
Kacie MacTavish / Caleigh Whitaker	2	1	0	3
Melissa Humana-Paredes / Taylor Pischke	1	1	0	2
Jamie Broder / Kristina Valjas	2	0	0	2
Brandie Wilkerson / Claudia Seguin	0	0	1	1
Total	5	2	1	8

2013 Men's Canadian Beach Volleyball Medals - NORCECA Events				
Team	Gold	Silver	Bronze	Total NORCECA Medals
Maverick Hatch / Christian Redmann	1	0	0	1
Grant O’Gorman / Sam Pedlow	0	2	1	3
Ben Saxton / Chaim Schalk	0	0	3	3
Sam Schachter / Josh Binstock	0	1	0	1
Andrew Hinchey / Ryan Vandenburg	0	1	0	1
James Battison / Simon Fecteau-Boutin	0	0	1	1
Total	1	4	5	10

Canadian	2009	2010	2011	2012	2013
NORCECA Medals	5	8	4	8	18
Number of Teams	4	5	3	7	10



# Canadian Results at FIVB Beach Events 2009-2013

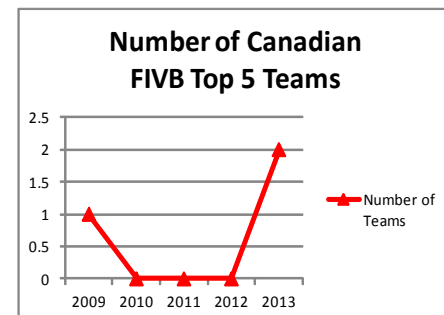
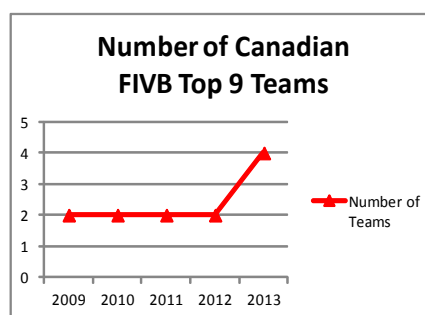
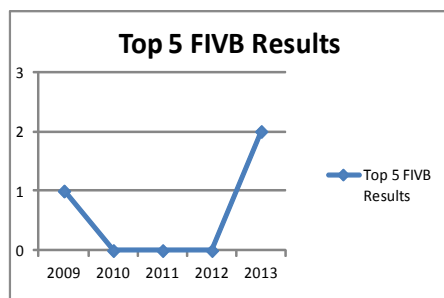
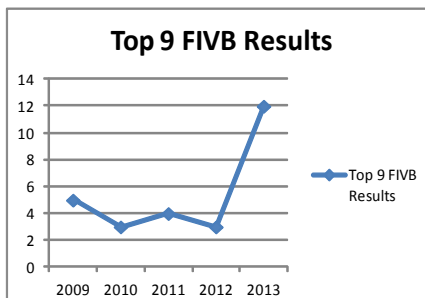
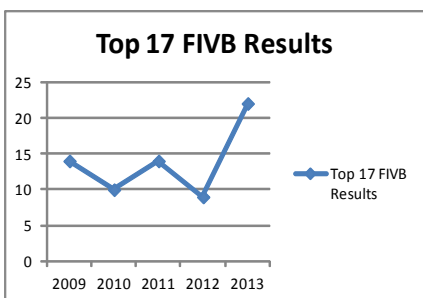
2013 Women's Canadian Beach Volleyball Results - FIVB Events				
Team	5th	9th	17th	Total Top 17 Results
Sarah Pavan / Heather Bansley	1	1	2	4
Jamie Broder / Kristina Valjas	0	4	3	7
Melissa Humana-Paredes / Taylor Pischke	0	0	1	1
Total	1	5	6	12

2013 Men's Canadian Beach Volleyball Results - FIVB Events				
Team	5th	9th	17th	Total Top 17 Results
Ben Saxton / Chaim Schalk	1	4	2	7
Maverick Hatch / Christian Redmann	0	1	2	3
Total	1	5	4	10

Canadian	2009	2010	2011	2012	2013
Top 17 FIVB Results	14	10	14	9	22
Number of Teams	3	3	5	4	5

Canadian	2009	2010	2011	2012	2013
Top 9 FIVB Results	5	3	4	3	12
Number of Teams	2	2	2	2	4

Canadian	2009	2010	2011	2012	2013
Top 5 FIVB Results	1	0	0	0	2
Number of Teams	1	0	0	0	2



## Men's Indoor High Performance

The Senior A team has shown good growth this past summer and as we added some young players the group didn't seem to destabilize. We have a wider group of players that can play at the high level. This was an important step for the program, as we didn't have this luxury since I took the reign of the program. The objective is to have a continuous flow of players who can challenge each position.

Serving is another aspect of the game that we need to improve. Our transition game is getting better but for the amount of digs that we get we need to increase our counter attack efficiency. Our defense is good but needs to be improved on key positions such as zone 1 and zone 5 by our middles. We will need to form a 6-position receiver; Nicholas Hoag will likely be candidate for this position.

*(Excerpt from Glenn Hoag's final report)*

### 2013-2014 HIGHLIGHTS

*(See complete season results in Table 1)*

#### SENIOR TEAM

Achieved best ever result in World League (5th)

Beat Russia in World League finals

Moved up the World Rankings from 18 to 11 in July

Finished 2nd at NORCECA Zone Championships (but lost to USA 3-0 for Gold)

Rudy Verhoeff named best blocker at NORCECA Championships (Blair Bann best receiver)

#### B TEAM

Finished 5th at 2013 FISU Games

Trained with 15 athletes

- 5 from 2012-2013 FTC
- 6 at FTC this fall/winter

#### JUNIOR TEAM

Finished 12th at the 2013 FIVB U21 Championships

### UPCOMING IN 2014

DATE	EVENT	LOCATION
May 2-6	Selection Camp	Gatineau
May 16-19	World Championship Qualifier	Mississauga, CAN
May 30-July 6	World League (Cont. round)	Various
July 10-14	World League Final 4	Australia
July 16-20	World League Final 6	Italy
August 1-9	Argentina Tour	Argentina
August 22-29	Pre Worlds Tour	Poland/Finland
Aug. 30-Sept 21	World Championships	Poland
August 9-17	Pan Am Cup (B Team)	Mexico
July 27-Aug. 4	U21 NORCECA Champ's (JR Team)	El Salvador

**TABLE 1 – 2013 RESULTS**

No	EVENT	LOCATION	OPPONENT	DATE	RESULT
1	<b>Tour with Turkey</b>	Gatineau, CAN	<b>TUR</b>	May 15	<b>3 : 2</b>
2				May 16	<b>3 : 0</b>
3		Kingston, CAN		May 18	<b>2 : 3</b>
4	<b>World League Continental Round</b>	Québec, CAN	<b>NED</b>	May 31	<b>3 : 1</b>
5				June 1	<b>1 : 3</b>
6		Mississauga, CAN	<b>POR</b>	June 7	<b>3 : 0</b>
7				June 8	<b>1 : 3</b>
8			<b>KOR</b>	June 14	<b>3 : 0</b>
9				June 15	<b>3 : 0</b>
10		Tampere, FIN	<b>FIN</b>	June 28	<b>3 : 1</b>
11				June 29	<b>3 : 0</b>
12		Osaka, JPN	<b>JPN</b>	July 6	<b>3 : 1</b>
13				July 7	<b>3 : 2</b>
14	<b>World League Finals</b>	Mar Del Plata, ARG	<b>RUS</b>	July 18	<b>3 : 2</b>
15			<b>BRA</b>	July 19	<b>0 : 3</b>
16	<b>Slovenia Invitational</b>	Hoče/Maribor, SLO	<b>DEN</b>	August 29	<b>3 : 0</b>
17			<b>BUL</b>	August 30	<b>0 : 3</b>
18			<b>SLO</b>	August 31	<b>1 : 3</b>
19	<b>Tour with France</b>	St-Nazaire, FRA	<b>FRA</b>	Sept 4	<b>0 : 3</b>
20		Nantes, FRA		Sept 6	<b>2 : 3</b>
21	<b>NORCECA Championships</b>	Langley, CAN	<b>GUA</b>	Sept 23	<b>3 : 0</b>
22			<b>MEX</b>	Sept 25	<b>3 : 0</b>
23			<b>CUB</b>	Sept 27	<b>3 : 0</b>
24			<b>USA</b>	Sept 28	<b>0 : 3</b>







## Women's Indoor High Performance

2013 was good start into the new quadrennial. It was a year with an increased training load. We have a lot of players who want to make our program a winning program you could see that in each practice.

The goal for next year is to close the gap with Puerto Rico. We had a few very close matches against them this year but we could not find a way to win. Just working hard in training will not help us to do that. We need to increase the amount and the quality of competitions.

A big improvement from previous years is that a lot of the girls are competing over the winter in top leagues and will train in good environments.

Our challenge for the next years will be to keep the girls committed towards our program. Playing in good leagues and getting good experiences overseas will help us but we also need to take the next step and start winning in our zone.

### 2013 HIGHLIGHTS

*(See complete season results in Table 1)*

- Senior A Team finished 6th at FISU Games
- Moved up from 23 to 20 in FIVB World Rankings
- Inserted into 2014 FIVB Grand Prix (Group 2)

### UPCOMING IN 2014

DATE	EVENT	LOCATION
May 16-19	World Championship Qualifier	Mississauga, CAN
May 22-25	Selection Camp	Winnipeg
June 12-22	Pan Am Cup	Mexico City, MEX
July 24-August 10	World Grand Prix	Various
August 15-17	Grand Prix Final 4	Koszalin, POL
August 20-24	Grand Prix Final 6	Tokyo, JPN
September 5-10	Host Ukraine (TBC)	Winnipeg
September 15-21	Pre Worlds Tour	TBD
Sept. 22-Oct. 11	World Championships	Trieste, ITA

**TABLE 1 – 2013 RESULTS**

EVENT	LOCATION	OPPONENT	DATE	RESULT	
Pan Am Cup	Iquitos, PER	CUB	June 10	2	3
		PER	June 11	3	2
		CRC	June 12	3	0
		BRA	June 14	2	3
		PUR	June 15	1	3
		PER	June 16	3	0
FISU Games	Kazan, RUS	NOR	July 8	3	0
		ALG	July 9		
		BRA	July 10	0	3
		THA	July 12	0	3
		TPE	July 13	3	1
		JPN	July 14	0	3
Tour with Peru	Winnipeg, CAN	PER	August 20	3	1
	Dauphin, CAN		August 21	3	0
	Winnipeg, CAN		August 23	1	3
University of Washington Tour	Seattle, USA	U Wash.	Sept 6	1	3
			Sept 7	1	3
NORCECA Championships	Omaha, USA	LCA	Sept 17	3	0
		PUR	Sept 18	2	3
		TRI	Sept 19	3	0
		USA	Sept 20	0	3
		PUR	Sept 21	0	3





## **SITTING VOLLEYBALL**

### **HIGH PERFORMANCE**

The 2013-14 year for the Team Canada was challenging due to financial restraints. The Sitting Volleyball HPD position was adapted to reflect the changes in the budget and program limitations. Both the men's and women's programs met their training requirements to justify AAP support for their athletes but additional training and competition opportunities were limited and if they did present themselves they were self-funded.

Athlete recruitment is still a major area of concern and while there is slow influx of new athletes in the men's program, there is not a lot of interest in athletes for the women's program. As a result, the women trained with 8 athletes this past year while the men had 12-13 throughout the year.

In October 2013, our men's team competed in the Para Pan Am Championship, which was also a World Championship qualifier. Although the team showed progress against both the USA and Brazil, they finished in 3<sup>rd</sup> place and just missed qualifying for the World Championships in Poland. The women did not attend the event. The men have since played the USA in Colorado Springs in February and at Defi Sportif in Montreal and have shown the ability to consistently compete with them.

There has been significant progress in the preparation for the TO2015 Parapan American Games with the inclusion of the women's tournament for the first time. The Games will host 6 men's teams and 4 women's teams and will be a Paralympic Qualifier for both genders.

In addition, TO2015 has taken over ownership and logistical planning (non-technical) of the Pan Am Test Event (Continental Challenge) in November 2014. The MOU is currently being established but the tournament will host 4 men's teams, 4 women's teams from around the world. The planning and execution of the event will be between TO2015, VC and WPV. VC is sending Sitting HPD to World Championships to promote the event on behalf of TO2015 to encourage teams to attend.

The staffing remained consistent over the past year; however, at the conclusion of the 2013-14 fiscal year, VC did not renew the contract of the women's head coach due to financial reasons and commitment to the program. The sitting volleyball HPD has taken over the head coaching position and hired a female assistant coach from Edmonton. The new assistant coach is completing her masters in coach from the UofA and the intention is that she will eventually take over the head coaching position.

No major development initiatives were completed in the past year due to the funding situation and diverse responsibilities of sitting HPD; however, all national team events were made open to public and anyone interested were encouraged to come out and try the sport.

In the overall sport development, there has been some positive progress. Team Canada physiotherapist attended a WPV Classifier course in Poland and is working on her certification so that Canada will have two active classifiers. Three Canadian officials were nominated to attend the WPV World Championships as well as a Canadian Referee Supervisor and a Canadian Classifier.



VC also partnered with the Alberta Sport Development Centre – Capital Region and the Steadward Center at the UofA in administering a study to determine the energy systems and energy amounts used by a sitting volleyball athlete during a match. The testing protocols were completed with physical testing at a training camp and physiological data collected during 3 sitting volleyball matches. The study was supported by WPV and the hope is that it can be published in a peer – reviewed journal.

For 2014-15, the sitting volleyball program is already better prepared for their financial situation. The program has invested in fundraising initiatives, which include working VC National Championships and World League events. Additional Pan Am funding from OTP will help send the teams to competition and the sitting volleyball HPD is looking at other initiatives in the fall that will help generate some additional revenue for the program. Sitting volleyball national team athletes will also be required to pay a fee this year to play on the team, which will help offset the cost of some of their travel for training camps.

There are many challenges facing the program moving forward.

1. Athlete recruitment and ability to retain
2. Staff recruitment and ability to retain
3. Limited staff resources with increased commitments to different areas of program
4. Financial situation – stability

#### **Administration for 2014-15:**

Committee Chair – Kerry MacDonald (3<sup>rd</sup> year) – possible leave of absence

High Performance Director – Ian Halliday (3<sup>rd</sup> year)

Head Coach – Men: Ray Sewell (3<sup>rd</sup> year)

Assistant Coach – Men: Paul Shearme (3<sup>rd</sup> year)

Head Coach – Women: Ian Halliday (1<sup>st</sup> year)

Assistant Coach – Women: Nicole Ban (1<sup>st</sup> year)



## DOMESTIC DEVELOPMENT COMMITTEE

2013-2014 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/domestic-development-committee-minutes>

The committee is monitoring several initiatives including:

### LTAD Implementation

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

- > **Volleyball Canada Centre of Excellence (VCCE) – Programs expanded to 24 Centres, 780 athletes and over 80 coaches across Canada.**



> VC plans to maintain these Centres, and expand partnership involvement to enhance delivery of the program and create further linkages to Provincial and National Team programs in 2014-15. The [www.vcce.ca](http://www.vcce.ca) website is a central place for information and promotion of each program.

**Plans for the summer of 2014 include an identification process through National Championships and Provincial Team programs.**

At the conclusion of the Elite Team Season (end of July), selected athletes entering grade 11 or 12 will be offered resources, both human and financial, to support their continued development through a yearly season plan. The athletes will work directly with the VCCE Leadership Team who will support their training as well as guidance and mentorship.

Each Centre's target number of training hours ranges from 60-180 hours depending on the regions' needs/gaps. A review of how the program links with or transforms into provincial team programming is under review.

VC hired two part time Mentor Coaches who work alongside each Centre coach. This process significantly improved curriculum accountability, quality control, best practice sharing and professional development of our coaches.

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

The VCCE team is further developing the curriculum and engaging school districts in the adoption and development of a Skills Academy. This will ensure student athletes and coaching resources are being development in all regions.

- > Canada Games age review was held between July 2012 and November 2013. A research Report was presented to the DDC in November 2013, as well as an executive summary and recommendation to the DDC by the Domestic Development Director. In January 2014, the DDC chose to adjust the ages to 18U Indoor and 20U Beach for the 2017 Canada Games. The VC Board approved the recommendation in February 2014. The Canada Games Council is in process of reviewing the request, but expects that it will be accepted. Of special note is a forthcoming review from Sport Canada of the “expectations” of the Canada Games. The revised expectations may include the requirement of only 18U athletes to attend the games. The revised expectations will be received by NSO’s sometime in the summer of 2014.
- > Coach education platform – A coaching website that provides NCCP e-learning modules was piloted for the Level 2 approval process. The modules were a success with coaching candidates and are now under a second revision. The purpose of the site is to link our NCCP process with e-learning modules and 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 coaching development in Canada.
- > KIDS Volleyball is under development as an NCCP course for Teachers and Coaches working with kids in the Fundamentals and Learn to Train Stages. Heroes Volleyball is a new game within the KIDS Volleyball program (2 v 2) with special rules. Upon completion of the program, VC plans to strongly pursue this untouched market with elementary schools and clubs. Launch date of the NCCP course is planned for January 2015.
- > Ongoing development of the VCDM website included the revision LTAD guidelines, technical skill videos and drill banks for all disciples. Branding of the website will match the revised VC home page near the time of the 2014 AGM.
- > National Volleyball Month’s goal is to mobilize clubs, high schools, CCAA and CIS



programs to go into elementary schools to demonstrate Heroes and Atomic Volleyball, to get kids excited about playing the game, then establish one champion in each school to develop their programs. The promotional event awarded a \$1000 cash prize to University of New Brunswick for their work in youth volleyball.

- > Club Accreditation Program – The OVA in partnership with VC launched the inaugural Club Accreditation Program. Three clubs (Mavericks, Pacmen, Forest City) were recognized for their standards based on good governance, athlete and coach



development, capacity building and gender balance. Ontario Volleyball, Volleyball Nova Scotia and Volleyball Manitoba submitted and received approval for their criteria for the 2014-15 season.

## Coaching

A Conditional Approval Process (CAP) for our Level 2 NCCP program was held on April 23, 2014. While still unofficial at the time of writing, all indications from the CAC indicate the program will be approved. The program has added a significant amount of content, requires on-line pre-course work and a separate model for evaluation. Next steps include revisions to the e-modules, Learning Facilitator and Evaluator training before final approval.

The CAC assigned VC a consultant who leads the development of our materials in partnership with our coaching sub-committee experts. We have experienced significant headway using this method. In May 2014, a two-year work and budget plan was submitted to the CAC. The CAC requested all NCCP programs that have not been approved under the competency-based system be targeted for completion within two years. Program revisions will include: Level 3, 4, 5 for both beach and indoor, completion of the Fundamentals Leader course and Sitting volleyball course.

## Two-Year Coach Certification Comparison (Apr 2010-12 & Apr 2012-14):

Instructor Beginner (Level 1) Certification Tracking									
	# of Coaches "In Training" (Level 1 Workshop)			# of Coaches Certified			Certification Conversion Rate		
	2010-2012	2012-2014	Difference	2010-2012	2012-2014	Difference	2010-2012	2012-2014	Difference
BC	328	588	260	26	158	132	8%	27%	19%
AB	291	178	-113	23	50	27	8%	28%	20%
SK	317	334	17	24	60	36	8%	18%	10%
MB	72	110	38	15	21	6	21%	19%	-2%
ON	390	461	71	36	175	139	9%	38%	29%
QC	430	441	11	4	17	13	1%	4%	3%
NB	58	65	7	1	3	2	2%	5%	3%
NS	74	125	51	3	6	3	4%	5%	1%
PE	4	12	8	0	0	0	0%	0%	0%
NL	42	23	-19	2	2	0	5%	9%	4%
NT	5	0	-5	8	0	-8	0%	0%	0%
YK									
NV									
TOTALS	2011	2337	326	142	492	350	5%	13%	8%

## ALUMNI AND AWARDS COMMITTEE

This past year we held an extremely successful induction taking place during the World League in Toronto.

Our inductees were Vale Savage, Sandy Silver and Gino Brousseau.

This year the induction will be held in Vancouver, again during World League. Our inductees are: Mike Rockwell and the 1983 National Men's Team. Alumni have been invited through 'face book' to attend all the matches that are being played over the 3 week-ends in Vancouver, Calgary & Edmonton. Hopefully many will be able to join the induction ceremony on June 13<sup>th</sup>.

Face Book is our main source of communication, we currently have 250 Alumni signed up and contributing to the page. Going forward we will continue to seek more Alumni. Having a presence at major events like World League and the National Championships and mention in Volley Source Magazine are ways to be noticed. The plan is to gather photos and write-ups and compile them into a virtual history of Disabled, Beach and Indoor Canadian Volleyball as well as a history of major events.

Committee: Marlene Hoffman, Wayne Hellquist, Sylvie Bigras, Greg Williscroft

A special thank you to Lucie Leclerc-Rose for her patience and assistance with all our requests.



**AWARDS AND ALUMNI  
PAST RECIPIENTS HALL OF FAME**

**ATHLETE**

Garth Pischke (2000)  
Paul Gratton (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)  
John Przybyszewski (2012)  
Gino Brousseau (2013)

**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)  
Mark Tennant (2012)  
Vale Savage (2013)  
Sandy Silver (2013)

**COACH**

Ken Maeda (2003)  
Moo Park (2004)  
Michel Gagnon (2005)  
Merv Mosher (2007)  
Lorne Sawula (2012)

**REFEREE**

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

**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)

## National Championships Committee (NCC)

The 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.

**Committee Members:** David Caughran (chair), Michelle Collens (VNCC Chair), Eric Moffatt (BVNCC Chair), Scott Borys (NOC chair), Ted Graham, Derek Martin, Marie-Christine Rousseau

The Championships Committee improved their link with the DDC in order to ensure that the plans for the Canadian Open were in alignment with developmental initiatives. The committee is also looking to address the gap in service to the adult recreational group (Active for Life). Two recreational events are in development for Winnipeg and Ottawa with the plan to build a brand for regional adult recreational events (indoor), similar to the style of SuperSpike (outdoor).

The planning for the 2016-2017 hosting cycle has included developing ways to consolidate the efforts of the hosts and cost efficiencies by centralizing equipment orders through the VC staff (medals, programs, etc). The success of the Stay and Play policy has also indicated that this will be mandatory for the 2016-2017 hosting cycle in order to create sustainable events as well as control hotel costs for all participants in all host cities.



## Sub-Committees

### Volleyball National Championships Committee (VNCC)

**Committee Members:** Michelle Collens (Chair), Bruce Edwards, Allan Carmichael, Al Scott, Scott Borys (NOC Rep)

The 2014 season was the end of the 2 year hosting cycle for indoor volleyball championships. The 5 hosting groups built upon the success of the events last year by creating more capacity for teams, thus shattering the participation record set last year. Tournaments expanded to include 52 more teams for a grand total of 824 teams; approximately 780 more participants and almost 1,200 more spectators attended the 2014 Canadian Open Championships.

Plans continue to develop for Calgary 2015, when all age categories will gather at the BMO Centre and the Olympic Oval along with international competition held at the Corral at Stampede Park.



The Committee, in conjunction with the VCC, have been consulting with PTAs and hosting groups in order to prepare the RFP for the 2016-2017 hosting cycle. By splitting out the 14/15/16U Canadian East Open into separate events, there will be more opportunity for PTAs to host smaller events and for more teams to participate. The 14U age categories will be further regionalized (West/Central/East/Atlantic) in order to reduce travel and cost to encourage participation of our youngest age category.

### Beach Volleyball National Championships Committee (BVNCC)

The 2013 Beach National Championships were hosted at Spanish Banks in Vancouver, BC and saw 227 teams in ten categories with seven provinces and territories participating. The majority of participants were represented by the youth category while the other 26% of athletes participated in the senior category.



For the 2014-2015 hosting cycle, the youth category will be widened into west and east events to decrease the travel and cost demands on young players while increasing competitive opportunities. However, the 21U and Senior categories will follow the same format as years previous by only having one championship. Parksville, BC will be the host of the Western National Championships and will host the 14U, 16U and 18U categories from August 15<sup>th</sup>-17<sup>th</sup>, 2014. Toronto, ON will be the Eastern National Championships and will host the 14U, 16U, 18U, 21U and senior divisions from August 22<sup>nd</sup>-24<sup>th</sup>, 2014.

New this year is the 2014 Beach Volleyball National Team Championships which will showcase the best beach volleyball athletes in the country in the senior divisions. Canada's top 4 National Team pairs of each gender will take on the teams that place top four at Senior Beach Nationals in Toronto. This event will take place in Halifax from August 29-31<sup>st</sup>, 2014.



## **National Referee Committee**

Scott Borys  
Chair

The transition of the National Referee Committee continued through 2013-2014 season. As we continued to implement a new direction for referee development in Canada that is based upon the principles of recruitment, certification, individual development, evaluation and retention. As of this season we have some 2,600 Indoor Referees in Canada along with approximately 80 Beach Referees and the beginnings 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**

The 2014 Volleyball Canada National Championships were held in May and from all accounts were once again a success. Overall, we had ~300 referees assigned to work over the course of the five events, plus an additional ~50 Referee Management Team members (Supervisors, Evaluators and Assignors) to help ensure the events ran smoothly and referees received feedback on their performance. We will be planning to increase our pool of trained Evaluators, in preparation for the 2015 Volleyball Canada Championships by offering another training session during the upcoming season.

### **High Performance and International Referee Development Sub-Committee**

The High Performance and International Referee Development Sub-Committee continued to provide support for referees who have the desire to become International Referees. The development of the model is nearing completion and will be presented to the ROCs at our annual meeting in late June. During the 2014 CIS Men's National Championship three prospective International Candidates were observed by the Committee.

Canadian International Referees are recognized for their work on the international stage whereby Canadian referees have been invited to participate, in the following events: Junior World Championships, FIVB World League, FIVB Grand Prix, Pan Am Games, FISU World Student Games, Pan Am Cups, NORCECA Championships. Canada currently has representation on the FIVB International Referees Commission and Rules of the Game Commission, as well as the NORCECA International Referees Commission.

### **Beach Referee Development Sub-Committee**

The development of Beach Referees is a key priority within the National Referee system however the development of Beach Volleyball programs seems to be primarily focused in only five Provinces. The National Referee Committee has committed to assisting Beach Referees throughout Canada however with a focus on the Provinces which are investing in athlete development programs. It has been

determined that servicing these programs go hand in hand with athlete development. The Sub-Committee is reviewing the delivery of the National Beach Referee Development Program with the goal to provide prospective National Referees with a consistent development and evaluation program.

### **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. As we plan for the 2015 National Championships, work is underway to have symposiums for the female referees in attendance.

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.

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 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. In August 2013, we transitioned the distribution of uniforms to the Volleyball Canada office in Ottawa. The program is now looking to expand the products available to our referees.

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.



### **Challenges and Opportunities**

The upcoming years will bring both challenges and opportunities for referee development in Canada. As we continue to plan for the 2015 Volleyball Canada National Championship and the Pan-American Games, we look to strengthen our domestic development model, look to challenge our up and coming High Performance referees and continue to build our quality team of International Referees for both Beach and Indoor. However, in order to fully meet these challenges it will be necessary for the referee development program to continue to address the following:

- The need for a national system which is embraced by all provinces/territories
- The need for an executable plan that services the need of all provinces/territories and individual referees
- The need to address the behavioral 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
- The need to provide more communication with all referees across the country to keep them update on events and issues.

### **MANY THANKS**

The 2013/2014 season was a successful season on many fronts but also provided some challenges for our committee along the way. I would like thank the Provincial/Territorial Regional Referee Chairs for their continued support of volleyball development in Canada, the members of the National Referee Committee for their support, commitment and leadership across Canada, and the staff of Volleyball Canada for their support and encouragement. Without the dedication of these individuals, we would certainly not be where we are today!

## **VC Systems Strategy Project**

Submitted by Alan Ahac

Considerable work has been undertaken since last June with respect to the VC Systems Strategy Project. Starting in June 2013 and continuing until September we undertook a Business Process Analysis with VC and the PTA's which resulted in the identification of some key priorities relating to process improvement. The primary priority was to review and refocus our systems strategy relating to registration and customer information management. In September we produced a Requirements Specification and subsequently released an RFP for a Volleyball Registration System (VRS) in November. The RFP closed in mid-December and 12 proposals were received. The Evaluation Committee reviewed the proposals and created a short-list of 5 vendors to make presentations at the VC ED's meeting in January. Both the ED's and Evaluation Committee subsequently had a strong consensus on 2 finalists. The two vendors then hosted delegations from the Evaluation Committee for final visits and demonstrations. In the end, the Evaluation Committee recommended that Goalline be selected.

VC entered into an agreement with Goalline at the end of February and the implementation project kicked off in early March. Software development is expected to be completed by June 23 and final acceptance testing is planned to start at that time. We are planning for a one month period for completion of acceptance testing, allowing the system to begin operation in late July. This will allow us to adopt a soft-launch graduated approach for registration of programs beginning on September.

In addition to the VRS, we have commenced work on reviewing the VC website as well as other systems for Event Management and Officials Management. We are also looking into how to integrate a Coaching Development online module as well as developing a consistent strategy with the VCDM website. These projects will continue to be pursued over the next year. I am happy to also say that we received a grant from the Canadian Olympic Committee (COC) to support the implementation of the VRS as well as the ongoing systems strategy work planned over the next year.

## **Report from the Evaluation Committee Volleyball Registration System RFP**

This document summarizes the recommendations of the Evaluation Committee for the Volleyball Registration System (VRS) Request for Proposal (RFP). Based on our assessment of the proposals, companies and systems proposed in accordance with the assessment criteria set out in the RFP, the Evaluation Committee recommends **GOALLINE.CA** as the preferred supplier for the VRS. The following describes the basis for the recommendation.

### **Background**

Commencing in the summer of 2013 we undertook an extensive requirements gathering process that involved meeting with almost every PTA (sorry to Newfoundland and the Territories for not being able to be visited) in their regions for at least a day. Subsequent to the onsite PTA meetings we created a common Specification of Requirements document that was distributed for comment by all PTA's and VC. A lot of thoughtful feedback was provided and a common document was reviewed and accepted by everyone. In parallel we undertook a survey of suppliers of registration systems and gathered information on what was the "state of the art" in these types of systems.

In addition an RFP document was produced that outlined the process, requirements and submission guidelines for the VRS bid. This included a draft contract (thanks to D. Mainville for help on this) and the Requirements Specification. The RFP was reviewed and approved by the Steering Committee, and the RFP distributed on November 1, 2013 to 18 companies who had expressed interest in this project.

Additionally the RFP was posted on MERX (the primary public tendering portal for both public and private tenders in Canada). Thirty-two (32) companies downloaded the RFP information from MERX, ranging from small software firms to some of the largest in the country including both custom developers as well as product suppliers.

## **Proposals**

At the submission deadline of December 20, 2013 twelve (12) proposals were received from the following companies:

- Advanced Event Systems
- CanSportLive
- Data Project
- DE Systems
- eSportsDesk
- Exposoft
- Goalline
- GoSportNet
- iFathom
- IVRNet
- NewSportMedia
- Pointstreak

The VRS Evaluation Committee undertook an initial assessment of the 12 proposals and produced the following ranking (see Schedule A for details):

1. Exposoft
2. Goalline
3. iFathom
4. Pointstreak
5. IVRNet
6. NewSportMedia
7. Advanced Event Systems
8. GoSportNet
9. DE Systems
10. Data Project
11. CanSportLive
12. eSportsDesk

Additionally the vendors were all subjected to a Corporate Responsibility Assessment. This assessment attempted to qualify each corporation in terms of their financial viability to undertake such a scale of project as well as their background and experience. The following three Vendors were flagged as not having met the minimal requirements of financial viability and experience:

- CanSportLive
- eSportsDesk
- GoSportNet

Based on the above criteria the Evaluation Committee created a short-list of 5 vendors to be further considered. They were invited to make a presentation to the Evaluation Committee and the ED's during the ED Meeting in January in Vancouver. Additionally a Reference Questionnaire was sent to the references provided by the five short-listed vendor. As well the Pricing Proposals were reviewed by Price Evaluation Committee prior to the January 30 meeting.

Vendors presentations occurred on January 30 in Vancouver. Following are the results of assessments subsequent to the ED demos on January 30:

	<u>Maximum</u>	ExpoSoft	Goalline	iFathom	IVRnet	Pointstreak
References	30	25.9	25.4	23.1	<b>12.6</b>	26.1
<u>Evaluator Rankings</u>						
	Average Ranking:	4.7	2.0	2.8	3.7	2.0
	Rank of Average Ranking:	5	1	3	4	1
<u>Exec Director Rankings</u>						
	Average Ranking:	4.8	2.4	2.7	3.4	1.3
	Rank of Average Ranking:	5	2	3	4	1

It is important to note that one of the above vendors received relatively poor references from their customers: IVRNet.

### **Price Proposal Assessment**

The RFP Price Proposal Instructions included the following:

- 5-year base term with five (5) one (1) year renewal options.
- must be based on a monthly Software-as-a-Service (SAAS) Fee commencing September 1, 2014 and completing on Aug 31, 2019.
- pricing submitted must be a function of utilization of the system. Monthly SAAS Fee may be provided as a "Per Transaction" Fee or another fee that is a reflection of utilization (however we discourage a % of transaction value fee (other than for the required payment processor fees).
- must utilize the System Sizing Assumptions set out as their basis for transaction volumes and, based on this, calculate an anticipated Total Cost of Service over the term of the agreement.

- may, at their option, provide a different monthly SAAS Fee for Clubs and other Event Organizers.
- allow Vendors the option to propose a discounted price if they wish the VCNRS to consider providing an Initial Set-Up.

The following represents the pricing proposal summaries for the 2 vendors.

	ExpoSoft	Goalline	iFathom	IVRnet	Pointstreak	<u>CURRENT NRS</u>
<u>FEE BASIS:</u>						
Per Unique Registrant	\$2.00 per		\$3.43-4.00 per	\$1.80 per	\$1.25-1.95 per	
Payment Processor Fees	2.1% + 0.16 per TX	2.4% + 0.45 per TX	2.1% + 0.16 per TX	2.75% + 0.10 per TX	2.35-2.55% +0.20 per TX	2.1% + 0.16 per TX
Other	\$8,500 init. training fee	Monthly SAAS Fee (\$3460/mo - \$4790/mo)				3% to VCNRS
Club/Event Organizers	as above	included	\$10.00/mo + above	\$10.00/mo + above	as above	

Given the above, the total cost over the 5 year term is summarized as follows:

	ExpoSoft	Goalline	iFathom	IVRnet	Pointstreak*	Current NRS
SAAS Fee	\$ 1,000,000	\$ 247,500	\$ 1,856,000	\$ 800,000	\$ 687,000	\$ 3,000,000
Payment Processor Costs	\$ 2,180,000	\$ 2,625,000	\$ 2,180,000	\$ 2,800,000	\$ 2,502,000	\$ 2,180,000
Other Fees	\$ 8,500			\$ 100,000		
<b>TOTAL:</b>	<b>\$ 3,188,500</b>	<b>\$ 2,872,500</b>	<b>\$ 4,036,000</b>	<b>\$ 3,700,000</b>	<b>\$ 3,189,000</b>	<b>\$ 5,180,000</b>
<b>RANK:</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>6</b>

\*Re Pointstreak pricing: see subsequent commentary regarding price update.

Based on the technical assessment, references and pricing the following overall assessment was determined:

	<u>Maximum</u>	<b>ExpoSoft</b>	<b>Goalline</b>	<b>iFathom</b>	<b>IVRnet</b>	<b>Pointstreak</b>
References	30	25.9	25.4	23.1	12.6	26.1
Price Points	50	45.0	50.0	35.6	38.8	45.0
<b>TOTAL:</b>	<b>250</b>	<b>197.3</b>	<b>217.7</b>	<b>198.3</b>	<b>184.2</b>	<b>209.3</b>
	<b>RANK:</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>2</b>
<u>Evaluator Rankings</u>						
	Average Ranking:	4.7	2.0	2.8	3.7	2.0
	Rank of Average Ranking:	5	<b>1</b>	3	4	<b>1</b>
<u>Exec Director Rankings</u>						
	Average Ranking:	4.8	2.4	2.7	3.4	1.3
	Rank of Average Ranking:	5	2	3	4	<b>1</b>

Based on these results it was agreed to undertake the following steps:

- Consensus was clear that we reduce the potential suppliers to two firms - Pointstreak and Goalline.
- Representatives of the Evaluation Committee would visit the development offices for the 2 companies and further demos would be undertaken that were scripted more specifically to important user scenarios.
- ED's would provide their feedback to the Evaluation Committee on important issues that need to be considered.
- Evaluation Committee to summarize their recommendations to the VCNRS Steering Committee after the vendor site visits/demos.

#### **Results of the Site Visits and Final System Demonstrations**

Delegations representing the Evaluation Committee and the PTAs visited Pointstreak development offices in Vancouver on Feb 11, 2014 and Goalline offices in Halifax on Feb 13. Additionally the demonstrations on these days were attended by numerous other PTA representatives via web-conference. Subsequently other web-conference demonstrations were undertaken by groups who wished to get more information. These occurred over the period Feb 17-19.

The onsite delegations noted that both firms demonstrated that they appeared to be professional and mature companies with very capable and knowledgeable staff.

In parallel with the visits and demonstrations, both vendors were asked to clarify and update their proposals based on specific feedback provided and to review and commit to the Services Agreement that was distributed with the RFP. As part of that process we encountered a fairly significant pricing change with Pointstreak. They had assumed that the "per unique registrant fee" is per individual per event. This would mean for example that when registering 15 people for a tournament they would charge their transaction fee of say \$1.25 for each of the 15 team members signing up for a single tournament. This changes the total cost of the system quite significantly. After some discussion they revised their pricing to be \$5.00 per team for a tournament and \$7.50 for a league. This still is considerably higher than their previous pricing. While we don't know what proportion of our transactions are for multiple individuals (i.e. teams) one would expect that to be a very large proportion. More than likely their new pricing would put them over \$5.0 million over 5 years.

Subsequent to the visits and demonstrations the PTAs were polled as to their vendor preference. The consensus amongst the PTA's strongly favoured Goalline. On Feb 20 the Evaluation Committee was polled and similarly expressed a strong consensus towards Goalline. The following were some of the specific discerning factors noted by the evaluators:

- Goalline demonstrated a stronger level of understanding of our requirements, and their system had existing software that meets the majority of these requirements;
- Pointstreak required that their staff be involved in setting up events in the system. This is contrary to our requirements, and concern was raised that we would be dependent on their staff for setting up hundreds of events;
- It would appear Pointstreak has a lot more work to do to modify their system to meet our requirements;
- French language support: while Goalline will need to do some work to fully support our French language support, it was reassuring to have both their CTO and their Customer Support Manager able to fully interact in both French and English.
- There are many value ads with the Goalline system, including the option for Clubs to get websites and their own registration systems. This also includes the Officials Assignment module, tournament scheduling and live results, mobile apps, etc.

It is important to note that while support was indicated in favour of Goalline by a number of PTA's, that support was conditional upon certain issues being resolved. We have consolidated and discussed those issues with Goalline and they have agreed to satisfy those issues that have been brought forward.

### Schedule A: Initial Proposal Scoring

	<u>Max. Points</u>	AES	Can SportInfo	Data Project	DE Systems	eSports Desk	Go SportNet	NewSport Media (NSM)	ExpoSoft	Goaline	iFathom	IVRnet	Pointstreak
Executive Summary	20	15.80	13.40	17.20	15.00	14.00	13.20	17.00	16.00	16.80	17.20	18.00	16.60
Technical Approach	100	71.92	70.75	61.44	63.47	55.98	69.39	75.72	85.17	86.79	80.79	74.89	79.70
Firm's Experience & Resources	30	25.20	17.20	20.20	20.00	18.60	17.80	24.80	27.40	25.00	25.20	25.80	25.00
Project Management Approach	20	15.30	6.00	14.60	16.60	11.60	14.70	17.20	17.10	16.20	18.20	16.60	16.20
<b>TOTAL:</b>	170	128.22	107.35	113.44	115.07	100.18	115.09	134.72	<b>145.67</b>	<b>144.79</b>	<b>141.39</b>	<b>135.29</b>	<b>137.50</b>
	RANK:	7	11	10	9	12	8	6	<b>1</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>4</b>
Responsibility Assessment			Fail			Fail	Fail		Pass	Pass	Pass	Pass	Pass



# Provincial Territory Reports (PTA)



## Volleyball BC



President:

Email:

Executive Director:

Office phone number:

Email:

List Board of Directors:

Thomas Jones

tdjones7@shaw.ca

Chris Densmore

(604)291-2007 ext.223

execdirector@volleyballbc.ca

Thomas Jones (President)

Howard Hum (Treasurer)

Jen Riley (Athletes Representative)

Doramy Ehling

Boris Tyzuk

Rick Bevis

Rob Hill

Chris Berglund (cberglund@volleyballbc.ca)

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Lorraine Wong (officeadmin@volleyballbc.ca)

Bethany Farnell (youth@volleyballbc.ca)

Adrian Goodmurphy

(agoodmurphy@volleyballbc.ca)

Derek Stevens (facility@volleyballbc.ca)

Jackie Wong (okanagan@volleyballbc.ca)

Stephen Epp (island@volleyballbc.ca)

Tamara Rosenlund (trosenlund@volleyballbc.ca)

Dan Drezet (north@volleyballbc.ca)

List all staff & email contacts:

Number of registered players in 2012/2013:

Number of registered coaches in 2012/2013:

Number of registered referees in 2012/2013:

Number of recreational/

Associate Level Members 2012/2013:

Indoor		Beach	
Male	Female	Male	Female
917	2833	124	115
328	227		
241	129		
932*	882*	647*	635*

\*Recreational/Associate members may be double counted as our system does not make membership mandatory.

Major events hosted:

Vancouver Open, Beach National Championships, NORCECA Continental Championships, 14U Western Canadians

Major corporate sponsors:

Baden, Mizuno, Volleyball Stuff, Nothing But Volleyball, Sandman Hotels, Adup Display, Richmond Olympic Oval, Granville Island Brewery, Donnelly Group Public Houses, Red Rain, 99.3 CFox, Subway, Canuck Volleyball

New initiatives for the upcoming year:

World League matches, Beach Western Canadian Championships, LTAD Alignment (ongoing), Volleyball BC's 50<sup>th</sup> Anniversary (2015)

Do you have a strategic plan?

**Yes**

Date of Strategic Plan:

January 2012-2015

Current challenges:

Improving on overall membership program, sponsorship, beach coaching development, Team BC costs, development of female coaches

## Volleyball Alberta



President:  
Email:  
Executive Director:  
Office phone number:  
Email:

Goldie, Leigh  
lgoldie@gprc.ab.ca  
Gagnon, Terry  
587.273.1513  
[tgagnon@volleyballalberta.ca](mailto:tgagnon@volleyballalberta.ca)

List Executive Committee Members:

Briggs, Ken  
Johnson, David  
Baudin, Pierre  
Anderson, Jeff

Vice-President  
Secretary / Treasurer  
Director at Large  
Director at Large

List Board of Directors:

Boyko, Jasen  
Shostak, Stephanie  
Pasieka, William  
Tetz, Darryl  
Lavertu, Raynell  
Gullekson, Brian  
Heinemann, Aaron

Officials  
Officials  
Beach  
Adult & Recreation  
Club  
Club  
Club

List all staff & email contacts:

Plakas, Jim  
Bunyan, Ryan  
Hemsley, Derek  
Melanson, Julie  
Sewell, Ray  
Bugler, Diane

[jplakas@volleyballalberta.ca](mailto:jplakas@volleyballalberta.ca)  
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[rsewell@volleyballalberta.ca](mailto:rsewell@volleyballalberta.ca)  
[dbugler@volleyballalberta.ca](mailto:dbugler@volleyballalberta.ca)

	Indoor		Beach	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
Number of registered players in 2012/2013:	1388	3488	303	396
Number of registered coaches in 2012/2013:	495	433		
Number of registered referees in 2012/2013:	220	104	6	4
Number of recreational/ Associate Level Members 2012/2013 :	348	768	116	225
Major events hosted:	Canadian West Open			
Major corporate sponsors:	Mikasa, Elite Sportswear, Anderson Vacations			
New initiatives for the upcoming year:				
Other:				
Do you have a strategic plan?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>			
Date of Strategic Plan:	Updated December 8, 2013			
Current challenges:	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:aaron@saskvolleyball.ca">aaron@saskvolleyball.ca</a>	
List Board of Directors:	Jacques Delorme	Sherry Saxton-Richards
	Keenan Fahlman	LeeAnn Taylor
	Chris Knoop	Marian McCormick
		Leo van Dam
		<a href="mailto:meta@saskvolleyball.ca">meta@saskvolleyball.ca</a>
List all staff & email contacts:	Meta Woods	<a href="mailto:myron@saskvolleyball.ca">myron@saskvolleyball.ca</a>
	Myron Mehler	<a href="mailto:cara@saskvolleyball.ca">cara@saskvolleyball.ca</a>
	Cara Orr	<a href="mailto:tom@saskvolleyball.ca">tom@saskvolleyball.ca</a>
	Tom Ash	<a href="mailto:mark@saskvolleyball.ca">mark@saskvolleyball.ca</a>
	Mark Dodds	<a href="mailto:jason@saskvolleyball.ca">jason@saskvolleyball.ca</a>
	Jason Garland	
	Indoor	Beach
	<u>Male</u>	<u>Female</u>
Number of registered players in 2013:	2527 (combined club, Uni, NAIG)	
Number of registered coaches in 2013:	421 (Combined)	0 0
Number of registered referees in 2013:	378 (Combined)	0 0
Number of recreational/ Associate Level Members in 2013:	1800 adult and 914 youth (Combined Atomic and Saskapalooza)	1,248 adult and 210 youth (combined)
Major events hosted:	2014 15U Canada West Open 2014 Indoor Provincials	
Major corporate sponsors:	Sask Lotteries, Conexus Credit Union, Subway, Mikasa Canada, Adidas Canada, SaskTel/DirectWest, Regina Hotel Association, Sask Tourism, City of Regina, Saskatchewan Transportation Company, Booster Juice	
New initiatives for the upcoming year:	- Hosting 2014 NAIG in Regina - Provincial Parks Beach Volley Tour - Continue to develop Saskapalooza program, which provides a weekend festival of volleyball for elementary aged youth from across the province. - Continue to follow High Performance Strategic Plan - Rebranding corporate name to Sask Volleyball and new logo - Establish Facility Fundraising Initiative - Revision of Governance Policies - Incorporate Enterprise Risk Management piece into Strategic Plan and quarterly reporting	
Do you have a strategic plan?	Yes X	No <input type="checkbox"/>
Date of Strategic Plan:	2013-17	
Current challenges:	- Facility availability and coaching #'s continue to be a bottleneck for growth.	

## Volleyball Manitoba



President:

Email:

Executive Director:

Office phone number:

Email:

List Board of Directors:

Michael Stephens

vme.president@gmail.com

John Blacher

(204) 925-5791

volleyball.ed@sportmanitoba.ca

Michael Stephens (President)

Catherine-Grace Peters (Vice-President)

John Olfert (Treasurer)

Rachelle Needham (Secretary)

Directors:

Brenda Westwood

Andrei Halkewycz

Jayne Menzies

Kate Daniels

Rob Gamache

Tim Au

Barry Miller (MVOA Rep)

Richard Mason (WMVL Rep)

List all staff & email contacts:

John Blacher – Executive Director

[volleyball.ed@sportmanitoba.ca](mailto:volleyball.ed@sportmanitoba.ca)

Michael Maidment – Director of

Coaching Development

[volleyball.dc@sportmanitoba.ca](mailto:volleyball.dc@sportmanitoba.ca)

Mitch Davidson – Technical Director

[volleyball.mitch@sportmanitoba.ca](mailto:volleyball.mitch@sportmanitoba.ca)

Anthony Roberts – Program Director

[volleyball.pd@sportmanitoba.ca](mailto:volleyball.pd@sportmanitoba.ca)

Number of registered players in 2012/2013:

Number of registered coaches in 2012/2013:

Number of registered referees in 2012/2013:

Number of recreational/

Associate Level Members 2012/2013 :

Major events hosted:

Indoor		Beach	
<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
1797	2763	Approx. 400	Approx. 700
247	148	5	5
102	15	6	1

Beach League Summer Series

- Adult & Youth

Youth/ Provincial Events:

- Grade 9 Provincial Championships

- Age Class Provincials

Beach Provincials:

- 14U, 16U, 18U & Sr Women

National Events:

- NTCC Women (with TCWVC)

Major corporate sponsors:

Mikasa

Canad Inns

Big Sand

Coaching Manitoba

Sport Manitoba

New initiatives for the upcoming year:

1. Strategic Planning process currently underway

- Membership Survey

- Summit / Forums

2. New Beach Volleyball Facility

Do you have a strategic plan?

Date of Strategic Plan:

Current challenges:

3. Planning initiated for 2017 Canada Games volleyball and beach volleyball events

4. Great Plains Coaching Clinic with TCV

5. Youth Development League / Program (9-12 yrs old)

Yes ☐ No ☐ (not current)

2014 – 2018 in progress

1. Staffing turn-over and transition

2. Membership:

- Engagement
- Retention and growth
- Servicing
- Communication

3. Age Class policies, guidelines and structure

4. Definitive Role of Association – Image

5. Facility access and options for larger events





## Volleyball NU

President:	Shylah Elliott
Email:	<a href="mailto:selliott@tunngavik.com">selliott@tunngavik.com</a>
Executive Director:	Scott Schutz
Office phone number:	(250) 718-8411
Email:	<a href="mailto:contact@volleyballnunavut.ca">contact@volleyballnunavut.ca</a>
Address:	P.O. Box 208 Iqaluit, NU X0A 0H0
List Board of Directors:	Shylah Elliott (President) Jeannie Arreak-Kullualik (VP) Lena Akavak (Secretary Treasurer) Matthew Wyatt (Director of Marketing) John Legate (Director of High Performance) Devin Aviugana (Director of Athlete Development) Kim Harding (Director of Coaching/Officiating) Bev Netusil (Director of Competition) Cassandra Iannucci (member at large)
List all staff & email contacts:	Scott Schutz (ED) <a href="mailto:contact@volleyballnunavut.ca">contact@volleyballnunavut.ca</a>
Membership:	To be reported in 2015.
Major events hosted:	Participated in Arctic Winter Games in Fairbanks, Alaska
Major corporate sponsors:	First Air Airlines
New initiatives for the upcoming year:	North American Indigenous Games (NAIG) in Regina, SK.
Do you have a strategic plan?	<b>Yes</b>
Date of Strategic Plan:	2014-2018
Current challenges:	Securing sufficient funding to support high performance development.



Volleyball for Life

## Ontario Volleyball Association

President:	Linda Melnick <a href="mailto:ovapresident@ontariovolleyball.org">ovapresident@ontariovolleyball.org</a>
Executive Director:	Jo-Anne Ljubicic 416.426.7414 <a href="mailto:jljubicic@ontariovolleyball.org">jljubicic@ontariovolleyball.org</a>
List Board of Directors:	Linda Melnick, President, John Nguyen, VP Finance/Treasurer Janet Cairns, VP Admin/Secretary Amedeo Bernardi Jos Nederveen John Jeffries Stephen Shamie David Woods Kristine Drakich, Past President
List all staff & email contacts:	Jo-Anne Ljubicic, Executive Director, <a href="mailto:jljubicic@ontariovolleyball.org">jljubicic@ontariovolleyball.org</a> Alishia Lidums, Director of Volleyball Operations, <a href="mailto:alidums@ontariovolleyball.org">alidums@ontariovolleyball.org</a> Jason Trepanier, Technical Director, <a href="mailto:jtrepanier@ontariovolleyball.org">jtrepanier@ontariovolleyball.org</a> Jennifer Harkness, Director of Finance & Admin, <a href="mailto:jharkness@ontariovolleyball.org">jharkness@ontariovolleyball.org</a> Suzanne Fogg, Manager of Beach Programs, <a href="mailto:sfogg@ontariovolleyball.org">sfogg@ontariovolleyball.org</a> Kelvin Cheng, Operations Coordinator, <a href="mailto:kcheng@ontariovolleyball.org">kcheng@ontariovolleyball.org</a> Ryan Mercado, Team Lead Youth Competitions, <a href="mailto:rmercado@ontariovolleyball.org">rmercado@ontariovolleyball.org</a> Carrie Campbell, Manager of Indoor Volleyball, <a href="mailto:ccampbell@ontariovolleyball.org">ccampbell@ontariovolleyball.org</a> Rachel Sarchielli, Office Administrator, <a href="mailto:rsarchielli@ontariovolleyball.org">rsarchielli@ontariovolleyball.org</a> Angie Shen, Provincial Beach Coach, <a href="mailto:ashen@ontariovolleyball.org">ashen@ontariovolleyball.org</a> Jason Jackson, Marketing & Communications Coord, <a href="mailto:jjackson@ontariovolleyball.org">jjackson@ontariovolleyball.org</a>
Registered Members in 2012/13	Number of registered players in 2012/2013: 6,604 Number of registered coaches in 2012/2013: 934 Number of registered referees in 2012/2013: 502 Number of recreational/Associate Level Members 2012/2013 : 6,324 <i>*unique registrations from Sept 1, 2012 to Aug 31, 2013</i>
Major events hosted:	Ontario 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 Canadian Sport Institute Ontario RBC Canuck Stuff Maui & Sons Mikasa Sports Mizuno Nothers Bolle Impact Canopies City of Waterloo

New initiatives for the upcoming year:

1. Building Organizational Capacity –increase youth competitive players, increase daytime program offerings at Ashbridges, recruit volunteers for Pan/Parapan American Games, long term financial plan, IT infrastructure upgrade including registration system along with integrating event management and officials modules.
2. Relationship buildings – strengthen existing volleyball partnerships, investigate and establish adult league partnerships, create a communications plan.
3. Servicing primary stakeholders – create and implement Club Handbook, implement Try-Out Window Policy, launch Club Accreditation.
4. Volleyball technical development – review LTAD model, identify gaps and create a plan, introduce 13U boys to OVA competition schedule, create high performance plans for beach and indoor, coach management plan, officials management plan.
5. Showcase Volleyball in Ontario - leveraging the Pan/Parapan American Games – support recruit volunteers, support World Championship Qualifier, add further grand slam event to OVA Beach Tour.

Other:

Do you have a strategic plan?

Yes ☒ x

No ☐

Date of Strategic Plan:

2011-2015

Current challenges:

- Creation of metrics, tracking and measurement tools to monitor progress of KPI's with implementation of strategic/operational plan
- New governance structure implementation with committees, task forces and working groups, along with supporting region development
- New registration system implementation, along with additional modules including scheduling, and integrating officials module
- Development of officials (training, retention, recruitment & compensation)
- Development of coaches (training, retention, recruitment & compensation)
- Growing participation of boys
- Regional Structure, identify gaps, review procedures and policies

To view Ontario Volleyball Association's Annual Report and Audit Financial Statements:

<http://www.ontariovolleyball.org/about/ova-reports>

## Volleyball Québec



President:

Executive Director:

Office phone number:

List Board of Directors:

List all staff & email contacts:

Félix Dion

Martin Gérin-Lajoie

514-252-3065

Félix Dion (president)

Danyk Sauro (sec.-treasurer)

Vincent Dumas

Patrice Préville

Vincent Larivée (technical consultant)

Mathieu Poirier (dir. pratique sportive)

Nikolas Perron (coord. programmes)

Caroline Daoust (coord. programmes)

Annabelle Dufour (coord. communic.)

Ginette Grégoire (adjoite à la direction)

[fd@catsports.com](mailto:fd@catsports.com)

[mgl@volleyball.qc.ca](mailto:mgl@volleyball.qc.ca)

Yvon Turgeon (V-president)

Marie-Andrée Lessard

Louis-Pierre Mainville

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[communication@volleyball.qc.ca](mailto:communication@volleyball.qc.ca)

[info@volleyball.qc.ca](mailto:info@volleyball.qc.ca)

### Indoor (2012-2013)

#### Male

#### Female

### Beach (2012)

#### Male

#### Female

Number of registered players:

596

1131

122

177

Number of registered coaches:

225

117

Number of registered referees:

211

260

Number of rec/assoc. members :

228

552

253

465

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:

- Championnat Universitaire du SIC, masculin U. Laval et féminin U. Sherbrooke, mars 2013
- Omnium VBQ, novembre 2012
- Semaine du minivolley, mai 2012
- Coupe du Québec open, mars et avril 2012
- Circuit Québec excellence, été 2012.
- Circuit Sandblast, été 2012.
- Camps estivaux VB et VBP, été 2012.

Major corporate sponsors:

Gouvernement du Québec (MELS), VSP Sport  
Mizuno Canada, Mikasa Canada, Comfort-Quality Hotels  
Embauche de Vincent Larivée à temps plein comme conseiller-technique/entraîneur-chef volet volleyball de plage

Do you have a strategic plan?

Yes X

No ☐

Date of Strategic Plan:

2010 - 2017

Current challenges:

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

## Volleyball New Brunswick



President:

Email:

Executive Director:

Office phone number:

Email:

List Board of Directors:

James Cress

[jcress@unb.ca](mailto:jcress@unb.ca)

Ryley Boldon

(506) 451-1346

[vnb@nb.aibn.com](mailto:vnb@nb.aibn.com)

Melanie Gallant (VP)

Wendy Mathers (Secretary)

Elaine Hayes (Treasurer)

John Richard (Past-President)

Randy Wilson (Officials Development)

Joy Porter (Senior Competitions)

Nick Boucher (Age-Class Competitions)

Peter Tait (Beach Development)

Natasha Dube (Female High Performance)

Dan McMorran (Male High Performance)

Ian Chiasson (Coaching Development)

Executive Director, Ryley Boldon

[vnb@nb.aibn.com](mailto:vnb@nb.aibn.com)

Program Coordinator, Monica Jones

[vnbcoordinator@nb.aibn.com](mailto:vnbcoordinator@nb.aibn.com)

List all staff & email contacts:

Number of registered players in 2012/2013:

Number of registered coaches in 2012/2013:

Number of registered referees in 2012/2013:

Number of recreational/

Associate Level Members 2012/2013:

Major events hosted:

Indoor		Beach	
Male	Female	Female	Male
300	1171	60	35
67	57	2	2
100	91	0	3
50	150		

Major corporate sponsors:

New initiatives for the upcoming year:

Do you have a strategic plan?

Current challenges:

VNB Senior Open, VNB Middle School Cup, VNB

Age Class/Senior Provincials and VNB

Youth/Senior Beach Tour

City of Moncton, Mikasa, Sideout Sports,

Subway, Papa Johns, Delta Beausejour

To continue to promote volleyball at the 6-12

year old age group. Also to continue to grow

the sport in some of the smaller areas in NB.

Yes ☐ No ☒

Conflict between our High School and Club seasons. Lack of male athletes.

## Volleyball Nova Scotia



President: David Swetnam

Executive Director:

Office phone number:

Email:

List Board of Directors:

Email: [dswetnam@eastlink.ca](mailto:dswetnam@eastlink.ca)

Michelle Aucoin

902-425-5450 x322

[vns@sportnovascotia.ca](mailto:vns@sportnovascotia.ca)

Dave Swetnam-President

Paula Taylor-Treasurer

Karen Moore-Secretary

Jennifer Weatherhead-Marketing/Sponsorship

Steve Stuart-NS VB Officials Association

Dave Mac Issac-Cape Breton Region

Paul Richer -Metro Region

Morgan Snow-Valley Region

Derek Lesser-Tri-County Region

Richard Doane – Fundy Region

Jennifer Campbell - Membership Development

Eugene Tan-Past President (non voting)

Michelle Aucoin, Executive Director,

[vns@sportnovascotia.ca](mailto:vns@sportnovascotia.ca)

Shane St. Louis, Technical Director,

[volleyballtd@sportnovascotia.ca](mailto:volleyballtd@sportnovascotia.ca)

List all staff & email contacts:

Indoor

Male

Female

Number of registered players in 2012/2013:

378 male, 1381 female

Number of registered coaches in 2012/2013:

374 head and assistant

Number of registered referees in 2012/2013:

134, with many also being coaches or players

Number of recreational/

Associate Level Members 2012/2013 :

Major events hosted:

150 plus 800 not registered

131 youth associate

- Provincial Championships – Hosted by VNS at the Canada Games Centre in Halifax over two weekends.

- Atlantic Canada Beach Volleyball Championships – Hosted at new Beach facility

- 2013 SandJam Four Country Beach Volleyball Invitational, partner with VC and Sports & Entertainment Atlantic

Mikasa,

- Enhancements to 12 Court Beach VB Facility in Halifax permanent shelter, change house, water, electricity to office

- Hosting the Atlantic Beach Volleyball Championships

- Continued Introduction of Fun First Volleyball

- Hosting High School, University and College Beach Volleyball Jamborees

- Development of Strategic Plan

- Coaching Symposium to enhance coach development.- New sponsorships and partnerships for both Beach facility and VNS

Major corporate sponsors:

New initiatives for the upcoming year:

Do you have a strategic plan?

Yes ☐

No ☐



Current challenges:

- status of boys volleyball, current age group registration percentage is far below the girls.
- raising the level of performance for NS teams in National club and provincial team competitions.
- Introduction of Volleyball to areas of the province that have little Volleyball
- Capture of Volleyballers outside of Club system
- Closer integration with the Nova Scotia School Athletic Federation
- lack of officials in some areas of the province and a consistent officials development program that touches all areas of the province. - Enhance Beach programming - Review Competition structure- Expansion of VCCE beyond Halifax Regional Municipality

## Volleyball PEI



President:

Email:

Executive Director/Technical Director:

Office phone number:

Email:

List Board of Directors:

Krista Walsh

kristatwalsh@hotmail.com

Cheryl Crozier

902-569-0583

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Harvey Mazerolle

Max Arsenaault

Chelsey Gorveatt

Joe Ryan

Brenda Millar

Richard Younker

Peter Bolo

Craig MacDougall

Vice-President

Secretary

Treasurer

ROC

Director

Director

Director

Director

Indoor

Beach

Male

Female

Male

Female

Number of registered players in 2012/2013:

52/47

4/4

Number of registered coaches in 2012/2013:

10/10

1/2

Number of registered referees in 2012/2013:

21/5

-

Number of recreational Level Members 2012/2013 :

200/300

0/12

Major events hosted:

ADL Amateur Sport Awards Gala

Senior Women's & Men's

League Provincials

Age Group Provincials

Mikasa

Major corporate sponsors:

New initiatives for the upcoming year:

-2 events on the Maritime Beach

Tour

-Expand upon VCCE offerings

-Look at getting 18U teams back

to NTCC championships

-getting online with the VRS

Do you have a strategic plan?

Yes x

No ☐

(currently being revised)

Date of Strategic Plan:

Ended March 31, 2013

Current challenges:

Official recruitment

Coach recruitment, especially at the oldest youth age groups

Lack of any full time staff. Workload is hard to manage for a ½ staff position.

## Volleyball NLVA



President:  
Email:  
Executive Director:  
Office phone number:  
Email:  
List Board of Directors:

Eric Hiscock  
[ehiscock@nf.sympatico.ca](mailto:ehiscock@nf.sympatico.ca)  
Russell Jackson  
(709) 576-0817  
[nlvaruss@sportnl.ca](mailto:nlvaruss@sportnl.ca)

List all staff & email contact:

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: [nlvaruss@sportnl.ca](mailto:nlvaruss@sportnl.ca)

Technical Director: Luke Harris  
Email: [nlvaluke@sportnl.ca](mailto:nlvaluke@sportnl.ca)

Program Coordinator:  
Sydney Burton

Number of registered players in 2013/2014: (VC)  
Number of registered coaches in 2013/2014:  
Number of registered referees in 2013/2014:  
Number of recreational/  
Associate Level Members 2013/2014 :  
Major events hosted:

Indoor		Beach	
<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
102	82		
226	106		
108	42		
1056	2492	89	108

Major corporate sponsors:

VolleyFest: 184 Teams  
Molson Senior Provincials: 116 Teams  
MAX Volleyball  
Molson Breweries  
Hotel Gander  
Mikasa  
Increase Intramural Mini Program/ Increase Leagues  
Sport Court Purchase:  
Potential for 6 courts in 1 years

New initiatives for the upcoming year:

Do you have a strategic plan?

Yes ☐ 2013-2017 No ☐

Current challenges:

School Venues for Competitions/ Male Volleyball Numbers/ Officials recruitment



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Glorianna Jeun, Secretary  
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List all staff & email contacts: (volunteers)

Lytic Sandhals

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Number of registered players in 2012/2013:  
Number of registered coaches in 2012/2013:  
Number of registered referees in 2012/2013:  
Number of recreational/  
Associate Level Members 2012/2013 :

	Indoor		Beach
<u>Male</u>		<u>Female</u>	

Major events hosted:

NWT Open Territorial Championships (March 1-3 2013)  
First Air, Mikasa Sports Canada, Sport North Federation

Major corporate sponsors:

New initiatives for the upcoming year:

Other:

Do you have a strategic plan?  
(Please attach)

Yes ☒ No ☐

Date of Strategic Plan:

February 27, 2013

Current challenges:

1. Developing coaches for multi-sport games
2. Develop and maintain certified officials and coaches
3. Increase male participation

## **EXTERNAL RELATIONS REPORT**

Since last June, I have attended five meetings representing Volleyball Canada. Below is a brief summary of each meeting.

### **2013 NORCECA CONGRESS**

In October of 2013, Mark Eckert and I attended the NORCECA CONGRESS in Tijuana, Mexico. In addition to the delegates from the NORCECA national federations, representatives of the CSV (South America), and FIVB (including President Ary Graca) were also present. The business of the Congress was mainly to approve the commission reports. In addition, there were some constitutional changes which were adopted without discussion. We were then paraded to the opening of NORCECA Development Centre and offices. Surprisingly, the Congress ended early.

### **FIVB WORLD LEAGUE and WORLD GRAND PRIX MEETINGS**

In early December of 2013, Mark Eckert and I attended these meetings which planned the two series of events for the summer of 2014 and beyond. For the third year in a row, the format for World League and World Grand Prix has changed. Both competitions have expanded to 28 teams. In World League, Canada plays in Division 2 with Belgium, Australia and Finland. In Grand Prix, Canada also plays in Division 2 with Belgium, Poland, Peru, Argentina, Puerto Rico, Cuba and the Netherlands. In both competitions, Canada can advance to the final championship tournament. World League remains a head-to-head format, while Grand Prix will be a series of four-team round-robins.

While this is the third consecutive year our men's team have competed in World League, it is the first for our women's team since 2003.

Participation in both these competitions is essential if we are to realize our strategic goal of qualifying for the next Olympics. However it is very clear that the financial conditions will be a challenge if we are to continue participating in both competitions.

### **NORCECA SPORTS ORGANIZING COMMISSION and BEACH VOLLEYBALL COMMISSION MEETINGS**

The primary purpose of these meetings is to set the calendar for the coming year, review and revise the supporting regulations, and draft the hosting rotation for future years. John Blacher was also in attendance at the SOC meeting and Ed Drakich at the BVC meeting. These meetings took place in January of 2014

One of the key goals was to confirm Canada's hosting of two 3<sup>rd</sup> Round World Championship Qualification Tournaments for both men and women. This competition would also serve as a test event for the 2015 Pan American Games.

This task was accomplished and in May, the event took place in Mississauga and both our men's and women's teams finished first and directly qualified for the World Championships: the men in Poland in September and the Women in Italy in October.

Canada will also be hosting a NORCECA Beach Volleyball Tour event in July of 2014. The event will be held in North Bay and will act as a test event for the 2015 Pan American Games.

In addition, the Olympic Qualification process for both indoor and beach were presented. The process will begin in 2015.

#### **FIVB BOARD OF ADMINISTRATION MEETING**

The 2014 Board of Administration Meeting began with remarks from President Ary Graca. He emphasized the need to think differently and embrace the use of new technology. The new theme for the FIVB is to make both Volleyball and Beach Volleyball more attractive and dynamic so they can become commercially viable enterprises.

There were several presentations on how we can get the sport on television more often and in more markets. One way is to make volleyball easy to broadcast. This may mean a fundamental change in the rules. The goal is to have an international match completed within two hours. A look at a match according to time rather than sets is being explored.

Every facet of the meeting revolved around how we can better market the sport. Even development in Category 1 and 2 countries was seen as a means to expand the volleyball market. While imposing fitness standards for referees is a health issue, it is now also an image issue.

The President is also very concerned that there are only four Category 5 national federations: Brazil, Poland, Italy and Japan.

The FIVB headquarters in Lausanne will be expanded to include a volleyball museum and a Hall of Fame gallery.

The 2014 FIVB Congress will be held in Milan in late October-early November. This location was a surprise to most of the Board members, as Poland was the candidate approved at the 2013 Board of Administration meeting. There, one of the key issues will be several constitutional and regulatory changes. Chief among them will be the limitation of terms to the presidency. The present proposal is to elect a president for a term of eight years and then an optional four years after that.



Several rule changes will be tested / implemented this summer. One of the most significant will be the use of the Challenge system, which will be in place for the top pools of World League and Grand Prix. Net touches will revert to the 1992 interpretation and the free zone will be reduced to 6.5 meters. FIVB matches will also be played using a 5-ball system.

The minutes of Board of Administration Meeting will be posted on the FIVB website should anyone wish further details. Of course, I am available to provide more detail as well.

#### **NORCECA BOARD OF ADMINISTRATION MEETING**

The annual NORCECA Board of Administration Meeting took place in Santo Domingo in late April. Prior to the meeting, I met with representatives of Toronto 2015 and the President of NORCECA to draft an MOU for the Pan American Games.

Cristobal Marte, the President of NORCECA began the meetings by admonishing Canada and the USA for their lack of leadership in NORCECA. Amongst other things, he questioned why we would not host more NORCECA events when we, of all the NORCECA national federations, had the resources to do so. I responded by pointing out that only one NORCECA national federation had unfailingly fulfilled all its NORCECA commitments, and that was Canada. Canada has never cancelled an event it had committed to hosting, nor have we ever defaulted on a financial obligation. An hour and a half later, we continued with the agenda.

The commissions presented their reports, and inaccuracies were corrected. All were subsequently approved.

The 2015 NORCECA Congress is planned for Punta Cana in October of that year.

To dispel the impression that Volleyball Canada is not taking an active enough leadership role, I would recommend that we explore the possibility of having some coaches certified as FIVB instructors so that they can deliver courses in the various NORCECA Development Centers. Secondly, we need to ensure that we have representation in all NORCECA age class events; even if it is not a national team. By increasing our presence, we will partially erase the perception that we are not doing our part.

This concludes my External Relations Report. My calendar until June of 2015 includes FIVB and NORCECA event supervision in July, August and September, the FIVB Congress in October, and then the Commission and Board Meetings. Should you have any questions or comments, please do not hesitate to let me know.

Respectfully submitted,  
Hugh Wong

## **FIVB TECHNICAL COMMISSION MEETING 2014**

JANUARY 29-31, 2014

### **MEETING NOTES**

*Includes notes from the joint meeting with the Coaching Commission*

## **PROPOSALS FROM THE SPORTS EVENTS COUNCIL AND/OR THE COACHING/TECHNICAL COMMISSIONS**

### **New technologies**

- The giant screen in the venue to show the replay of the Challenge after the decision is made
- The giant screen to show the 15 seconds countdown between serves
- The giant screen to show the positional rotation of the teams on the court
- The request of Challenge to be made by the (head) coach to the second referee via tablets/electronic pads (proposal to test in WL/WGP)

### **Rules and regulations**

- To implement a 15-second count down between the end of a rally and the next serve
- To allow 14 players on the score sheet (eligible to play – must have 2 liberos)
- To allow 5 staff members on the bench, without role limitations (could be 5 coaches).
- Status quo to the number (18) and the role of the FIVB financially supported delegation members
- Status quo to the number of accreditations given to team delegations (23).
- Proposal to Implement a free substitution protocol – 6 substitutions, unlimited
- To replace the 3 balls system in place with the “5 balls system”: each ball retriever on each corner keeps one ball, plus one ball in play.
- To reduce the length of the free zone to 6.5 meters, instead of 8 meters
- To return to the former net rule (every touch is a fault)
- To replace the current 3-ball system with the “5-ball system”
- To insist to the referees to call screening as indicated in the rules
- To keep the status quo for video taping during competitions (Teams to use their own cameras). Request from Women's World Championships organisers denied

### **Other topics**

- To keep the dates between 15 and 31 May reserved for the Continental Qualifications tournaments. World League to start from June 1st of each year only
- To change the Awarding Ceremony Protocol – make it shorter and more dynamic and implement the use of Giant screen – led system
- To reduce the number of authorized personnel around the court. In parallel, also reduce the number of FIVB officials for each competition and reduce the number of officials at the jury table
- To soften the Change of Federation regulation for players over a certain age under certain conditions. If a player is living since 8 years in the same country, and over 38 for Men and 35 for Women, it should be possible to change federation without administrative fee, with the consent of both NFs and FIVB.
- To standardize the name of all FIVB competitions by using only the age designation (get rid of Youth/Junior terms)

*All these proposals to be reviewed by the FIVB Board of Administration and then tested if needed.*

*If approved, they would come into effect in January 2015.*

#### **TECHNICAL COMMISSION MAIN TOPIC AREAS**

**U23 WCH Men / Women Evaluations and Progress Reports.** Soon to be on-line. Difficulty is the size of the files (long download time)

**2012 OG DVD Publication & OG Technical Evaluations.** Ready. Also to be posted on-line soon.

**Technical Evaluators Workshop.** Waiting for new software to be ready (within 3 months). Hopefully will take place in 2014.

**FIVB Technical Library Format – Technical Web Poster Progress Report and Web Integration.** 26 posters for men, 38 for women. Project to translate in French and Spanish. Next steps: New posters with reference to "Coaches manual"

**Historical Match Library – Current Situation and Future Direction.** Currently 50 documents on the YouTube channel.

**FIVB SPONET on-line database of technical articles:**

<http://www.fivb.org/EN/Technical-Coach/> (Go to the bottom of the page)

**Electronic Coaches' Manuals and Other Didactic Material for Courses.** Available on FIVB website. Serves as e-learning material:

<http://www.fivb.org/EN/Technical-Coach/Document/CoachManual/English/>

#### **2014 Working Program and Responsible Member**

- Workshop for new Technical evaluators – March 2014 (when new software is ready) – PM/HT
- Technical evaluators at World Championships (best from Workshop) – PM/HT
- E-manual additional chapters – See last year's task list
- Beach Coaching Course content - HT
- Volleyball terminology (Spanish/French) – JS/FD
- Criteria for selection of best players - JS
- On-going homologation of volleyball equipment – HT
- Research of videos for screening, setting quality on 2<sup>nd</sup> contact

**Other Business.** FIVB to initiate a pilot project for Beach Volleyball Coaching Course. Most likely delivered through an FIVB Development Center. Help form Brazilian volleyball course content.

Submitted by Julien Boucher  
FIVB Technical Commission member  
February 1<sup>st</sup>, 2014

**NORCECA Sport Organizing Commission  
External Representation Report  
Submitted by John Blacher**

The annual NORCECA Sport Organizing Commission meeting was held this past January 8 & 9, 2014 in Santo Domingo, Dominican Republic at the NORCECA Confederation offices.

**2014 Calendar**

The NORCECA calendar for 2014 that pertains to Canada is currently as per the following:

Jun 9-20	Women's Pan American Cup	Mexico City, Mexico
Jul 27-Aug 4	U21 Men's NORCECA Championship	El Salvador
Aug 9-17	Men's Pan American Cup	Mexico
Sep 5-14	U23 Women's Pan American Cup	Peru
Sep 28-Oct 6	U23 Men's Pan American Cup	USA / TRI – TBC
Oct 14-21	Women's Final Four	Mexico
Aug 30-Sep 21	FIVB Men's World Championship	Poland
Sep 23-Oct 12	FIVB Women's World Championship	Italy

**Federation Ranking**

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, MEX & PUR. This low ranking is largely due to us not participating in the Youth Men & Women and Junior Women categories.

**Future NORCECA Events for hosting in Canada**

The following are events that are currently listed on the NORCECA calendar that Canada is scheduled to host, although not all of these events (\*) were discussed at the Sport Organizing Commission but at the NORCECA Board Meeting in April.

**2015**

May 14-31	NORCECA Men's Champions Cup *	Canada / USA
Jun 21-29	NORCECA Men's U21 Championship	Canada (possibly Gatineau – TBC)
July 16-25 **	Pan American Games	Toronto
** Dates to hopefully be adjusted to fit our training program (ie. August)		

**2016**

Jun 11-19	U18 NORCECA Women's Championship	Canada
Jul 3-11	NORCECA Men's U21 Championship	Canada

Also, need to consider the Olympic Qualification Tournament bid opportunity for May 2016.

The NORCECA Hosting rotating calendar is always being revisited so our hosting obligations in the coming years may change.

## **NORCECA Beach Commission Meeting**

**January 10-11, 2014**

**Report by Ed Drakich**

**Attendance:** Cristobal Marte (NORCECA President - DOM), Bobby Clarke (USA), Sean Scott (USA), Sinjin Smith (USA), Daymian Stewart (TTO), Angel Rivas (DOM), Paul White (Barbados), Mireya Luyis (CUB), Miguel Ramirez (MEX), Henry Matthew (ANT), Mayra Huerta (MEX), Laura Almaral (MEX), Arnaldo Sanchez (NORCECA Beach Commission President - PUR)

**Other:** Hugh Wong (President CAN), Nelson Ramirez (DOM), Jose Jimenez Lao (President CRC), Indhira Ramirez (DOM) plus other NORCECA Staff (There are 19 people working at NORCECA)

### **Friday January 10<sup>th</sup>**

- Cristobal presented the decisions made during the 2013 meetings:
  - Approval of 2013 Beach Volleyball Commission Meetings
  - Presentation of the 2013 Executive Committee decisions
  - Presentation of the 2013 FIVB Beach Volleyball commission decisions
    - FIVB Underage World Championships – U17, U19, U21 and U23
  - NORCECA gets 6 berths into Main Draw and 3 berths into Qualification
  - NF's can get a 2<sup>nd</sup> team if the NORCECA berths are not filled
  - Coaching allowed during matches for FIVB underage WC
    - There is a new FIVB BVIS system which will allow teams to be registered online
- Arnaldo Sanchez presented the 2013 NORCECA Beach Volleyball Continental Circuit (Tour)
  - The tour has been a great success with 11 events in 2013
  - 23 NF women and 24 NF men participated with 771 matches total
  - CAN NF (M & W), MEX (M) and USA (W) had perfect participation (Participated in every event)
  - Pictures were shown from each event
  - USA Women and MEX Men won \$5,000 each as the Tour Champions
- Cristobal listed the nominations for FIVB Technical Supervisor and FIVB Referee Delegates
  - Technical Supervisor – Ed Drakich
  - Referee Delegate – Andre Trottier, Darryl Friesen
- Cristobal updated the FIVB Underage World Championships
  - 2014 U17 (Born 1998 or later) FIVB World Championships – Nayarit, MEX July 14-21, 2014
    - NORCECA Women's Berths
      - Main Draw: 1. USA, **2. CAN** 3. CRC, 4. DOM, 5. PUR and 6. GUA
      - Qualification: 1. HON, 2. CAY and 3. ESA
    - NORCECA Men's Berths
      - Main Draw: **1. CAN** 2. USA, 3. PUR, 4. TTO, 5. DOM and 6. CRC
      - Qualification: 1. GUA, 2. LCA, 3. NCA
  - 2014 U19 (Born 1996 or later) FIVB World Championships - Porto, POR July 28-Aug 4, 2014
  - 2014 U21 (Born 1994 or later) FIVB World Championships – Larnyca, CYP July 22-27, 2014

- 2014 U23 (Born 1992 or later) FIVB World Championships – Myslowice, POL June 10-15, 2014
  - NORCECA Women's Berths
    - Main Draw: 1. USA, **2. CAN** 3. MEX, 4. CRC, 5. DOM and 6. PUR
    - Qualification: 1. GUA, 2. HON, and 3. CAY
  - NORCECA Men's Berths
    - Main Draw: 1. MEX, **2. CAN** 3. USA, 4. PUR, 5. TTO and 6. DOM
    - Qualification: 1. CRC, 2. GUA and 3. LCA
- Indhira Ramirez presented the NORCECA Beach Finances
  - 14 beach events in 2013 = 11 NORCECA Beach Tour to 3 Zonal Events for Youth Olympic Games
  - There was no cancellation of confirmed events in 2013
  - Total Budget = \$433,092.65 (\$49K Air Tickets, \$103K Per Diem, \$119K Rotating Funds, Doping \$4K, Coaches Development = \$30K, Economic Assistance = \$103K, WCH Participation = \$10K, FIVB Meetings = \$4K, Bonus Pool = \$10K (\$5K MEX for men. \$5K USA for women)
- Resolution: NF's must enter their teams for NORCECA Beach Tour events within 15 days of the event
  - After 15 days the NF will not be allowed to register for the event
  - Players that do show up unregistered will be accepted into the event but the NF's will be fined \$1,000
- Reports from the 2013 NORCECA Beach Tour Referees Delegates and Delegates (Technical Supervisor FIVB equivalent)
  - The Delegates and Referee Delegates that were present at the Beach Commission meeting provided verbal reports about each event
- The four Youth Olympic Games (YOG) Qualification Tournaments were presented
  - One Team qualified from each Zone - CENTRAL, CAZOVA, AFECVOL and ECVA
  - Final Qualification chance in Puerto Rico from April 10-14, 2014 Confirmed
    - The last place team from each Zonal Event is not eligible for the finals
- Toronto 2015 Pan American Games
  - The 11 NORCECA NF's for the Toronto 2015 Pan Am Games will be determined by sum of the NORCECA Beach Rankings for 2011, 2012, 2013 and 2014 (4 Teams from South America and CAN as host)
- 2016 Rio Olympic Games
  - Continental Cup Qualification Process
  - FIVB to decide 1 or 2 teams per NF at the FIVB Board of Admin meeting April 22-24, 2014
    - Top 8 Ranked NF's from 2014 (CAN 2<sup>nd</sup> in both) get a bye to the Finals
    - First Round 2014:
      - 32 NF's (Ranked #8 to #39) play in 8 groups of 4 NF's
    - Second Round 2014
      - 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> place team play in 6 pools of 4

- Consolation Round 2015
    - 4<sup>th</sup> place from round 1 and 2
- Third Round 2015: Top 3 from Round 2 (18 teams) + 3<sup>rd</sup> and 4<sup>th</sup> from Consolation
  - 5 x 1<sup>st</sup> place teams to NORCECA Final
- Playoffs
  - 2<sup>nd</sup> and 3<sup>rd</sup> place team to NORCECA Continental Cup Playoff + 1<sup>st</sup> and 2<sup>nd</sup> place consolation (3 x 1<sup>st</sup> place teams go to Finals)
- Finals (16 NF Tournament)
  - Top 8 Ranked + 5 from Third round + 3 from playoff (16 team event)
- Playoffs and Finals are open to bid process
- Finals June 20-26, 2015 (Tentative)

#### **Saturday January 11, 2014**

- Ed Drakich made a presentation regarding the Beach competition of the Toronto 2015 Pan Am Games
  - Volleyball Canada to send generic letter to NORCECA for VISA purposes by Tuesday Jan 14
- 2014 NORECCA Beach Tour – Tentative Calendar
  1. Boca Chica, Dominican Republic April 16-21 TBC
  2. Cayman Islands April 23-28 Confirmed
  3. Guatemala April 30-May 5 Confirmed
  4. Chiapas, Mexico May 21-26 TBC
  5. Colima, Mexico May 28-Jun 2 Confirmed
  6. Toluca, Mexico Jun 11-16 Confirmed
  7. Mazatlan, Mexico June 25-30 TBC
  8. Toronto, Canada July 9-14 TBC
  9. Dominican Republic July 30-Aug 4 Confirmed
  10. Cuba Aug 20-25 Confirmed
  11. St. Lucia Sept 10-15 Confirmed
  12. Puerto Rico Sept 17-22 Confirmed
  13. Morelia, Mexico Sept 24-29 TBC
  14. Chula Vista, USA Oct 1-6 Confirmed
  15. Port St. Lucie, Florida, USA Oct 8-13 TBC
  16. Veracruz, Mexico Oct 15-20 Confirmed
  17. Costa Rica Oct 22-27 Confirmed
  18. Trinidad & Tobago Oct 29-Nov 3 Confirmed
- 2014 Junior Continental Championships
  - 2014 U19 NORCECA Championships Aug 6-11 El Salvador or St. Lucia or Puerto Rico of Dom Rep
- Nelson Ramirez presented the 2013 NORCECA Development Centre Activities
  - International Data Volley Software - Trinidad and Tobago
  - Middle Blocker Seminar - Mexico
  - Level I Coach Seminar - St. Lucia, Costa Rica
  - Level III Coach Seminar - Dominican Republic



- Reception and Defense Seminar – Mexico
  - School Volleyball Teachers Seminar – British Virgin Islands, Guatemala
  - Setter's Seminar – Trinidad and Tobago
  - VIS Seminar – Trinidad and Tobago
  - Level II Coach Seminar – Dominican Republic
  - NORCECA Instructor visited 6 NORCECA Countries in 2013
  - Mini-Volleyball Tournaments – Dominican Republic (2)
- A Canadian female athlete tested positive at a Beach Volleyball event
- Identity is unknown – Tested positive in Toluca 2012 but no FIVB Sanction
- Meeting finished at 3:05PM

## **NORCECA Referee's Commission Report February 8 & 9, 2014**

**Guy Bradbury and Andre Trottier  
Members**

The opening remarks by President Marte challenged those in attendance to think differently in light that volleyball worldwide is entering a period of transition, which will see volleyball as a new sport. It is the objective of FIVB to concentrate on development through marketing and spectator engagement to establish volleyball as the number two sport in the world.

### **Review of 2013 NORCECA Referee Activities:**

- 29 NORCECA Referees participated in FIVB competitions (6 from Canada)
- 87 NORCECA Referees participated in NORCECA Volleyball competitions
- 31 NORCECA Referees participated in NORCECA Beach Volleyball competitions
- Number of Referees: 110 Volleyball Referees and 35 Beach Referees
- New International Volleyball Referees – 11
- Registration of National Referees – National Federations are requested to register within the FIVB data base any referees that have the potential to become an International Referee

### **2013 Competitions Overview**

- Within NORCECA and in partnership with CSV there were 37 volleyball competitions
- Within NORCECA there were 11 beach volleyball competitions
- It was reported that all competitions were operated in accordance with NORCECA Rules and Regulations
- For 2014 competitions the Electronic score sheet and Electronic R-4 Forms are to be used for Volleyball

## **Beach matters**

- 16 NORCECA Pro Tour events
- 56 Continental Cup events
- 2 FIVB events (one Open in Mexico and also WCS U17 in Mexico)
- André Trottier overseeing the Referee and Referee Delegate 2014 nomination process
- All Canadian International BVB Referees have been nominated for 2014 competitions
- NORCECA competitions will NOT use any of the 'Testing Rules' for 2014

## **Referee Health Management Program**

- All International Referees (VB and BVB) are required to submit a FIVB M-4 Form
- When a referee does not meet the criteria as outline he/she will be contacted by a member of the NORCECA/FIVB Medical Commission for follow-up
- Each International Referee should have received a document titled Health Management Plan Programme = Medical Controls for Referees.
- Any Referee who does not meet the criteria will receive up to three (3) warnings and if they do not comply the Referee will not be able to participate in any competitions until doing so.

## **Remarks of NORCECA President**

- Timed Match
  - FIVB is researching the option of establishing a fixed time for Volleyball matches to enhance the potential relationship with television. It is reported that the potential rights fees are \$200 million over four years.
  - The proposed time frame is a total of 120 minutes of broadcast time.
  - No confirmation regarding further testing
- Net Touch – a FAULT
  - It is reported that this rule change will become effective January 1, 2015
  - To be reviewed by FIVB Board of Administration and presented to the 2014 FIVB Congress
  - Potential test in 2014 editions of World League and World Grand Prix
- All-Star Team (NORCECA only)
  - Increase number of players to a total of 12
  - Collapse individual awards with one nomination per player
  - MVP will be from Championship Team
- Change of title for Youth Competitions
  - Now titled – U-23, U-21, and U-19 etc.

- Challenge System
  - Discussion regarding two challenges per set. (Feedback – coaches will use the challenge later in a match as a method to delay the game)
  - No confirmation regarding further testing
- 15 Second Service Rule
  - The service must be within 15 seconds of the end of the rally
  - Test was successfully conducted at Men's U-23
  - No confirmation regarding further testing or implementation
- Spectator Information Screen
  - For major competitions it is proposed to have a large/giant screen for the purposes of assisting in the management of:
    - Time outs
    - Change of Courts
    - 15 Second Service
    - Substitutions
    - Player position on court
- Concept of Free Substitutions
  - It is proposed to review the ability to substitute players freely for a maximum of 6 substitutions. E.g. # 1 -> 6; 5 -> 1; 7 -> 5 totally 6.
  - No confirmation of further testing
- Use of Technology
  - To further assist in time management of a match – have the coaches use a tablet which is connected directly to the score sheet for the purposes of substitutions
  - No confirmation of further testing
- 5 Ball System
  - To further assist in match time management use a 5 ball system vs. the 3 ball system
  - No confirmation of further testing
- Net Advertising
  - To enhance marketing and sponsorship the potential of using a LED type of net is being researched.
  - No confirmation of further testing

- Role of the Referee Delegate
  - To enable the Referee Delegate participate in a match in the event of an incorrect decision of the working referee corps
  - Review the use of a headset between the Referee Delegate and the working referee corps
  - No confirmation of further testing
- Persons on the Bench
  - For the 2014 World Championships each team will be permitted an official travelling delegation of 23 individuals
  - Total 14 players may dress and sit on the bench.
  - If travelling with 14 players – two must be Liberos
  - Teams may have up to 5 non-players on the bench – 1 head coach and four others without designation
  - Two seats will be located behind the player's bench for a Doctor and Physiotherapist
  - FIVB will fund 18 with the National Federation responsible for up to 6 others
- President Marte also outlined:
  - With his role within FIVB, NORCECA is in a strong position of influence
  - Encouraged any member of the Commission wishing to provide feedback of proposed FIVB discussions to do so quickly
  - Indicated that any change should be done with sound research and input from technical professionals with influence from a marketing and promotional perspective. Goal to make volleyball more fan friendly.
  - Expressed the desire that the United States and Canada, as leaders should and must take a greater role in the development of NORCECA

#### **FIVB Referee Rating System**

- The FIVB Referee Commission has eliminated the classification of FIVB Referee and instituted an overall rating system based upon the concept of A, B, and C groupings.
- A Classification Referees will be nominated for such competitions as: Olympic Games, Senior World Championships, World League, World Cup, World Grand Prix, World Club Championships, NORCECA Senior Championships, and Pan-American games.
- B Classification Referees will be nominated for such competitions as: World Grand Prix, World Club Championships, NORCECA Senior Championships, and Pan-American Games and other competitions for development purposes
- C Classification Referees will be nominated for such competitions as: FIVB Age Group Competitions, NORCECA Senior Championships, and Pan-American Games and other competitions for development purposes

- **Referee Uniforms**

- NORCECA will be place an order for Referee Uniforms for purchase
- Any Canadian Referee wishing additional pieces of the uniform will be able to do so
- Please ensure that the sizing used is the sizing format current used by MIKASA. (XL is not part of their format)

- **E-Learning for Referees**

- The Rules R, an experiential learning tool to support the learning of the rules of the game as an e-learning concept was presented.
- It was agreed that NORCECA will post a link to The Rules R website as a Referee resource and development tool.

**Rules of the Game Commission Report  
Meeting January 20-22, 2014**

**Guy Bradbury  
Members Rules of The Game Commission**

It is the objective of the FIVB to change the delivery of volleyball and beach volleyball due to an increased emphasis upon the use of technology, the increased investment by professional teams and countries to improve, and the potential increase in viewers via television and live audience. Further rule changes will be influenced by not only players and coaches but also by marketing and promotional requirements combined with the focus to increase spectator and media engagement.

President Dr. Ary Graça discussed the need for future technology to assist referees i.e. use of the challenge system, improve communication via headsets; improve use of hand signals for clarity to inform the public; along with the need for referees to improve the relationship with players and coaches using game management and discipline techniques. The common theme is the FIVB does not wish referees to be part of the result therefore it will be necessary to assist and support referee development in any way possible to improve the service quality to the players, coaches and spectators.

**Rules of the Game discussion points:**

- **Reduce Incorrect Servicer errors:** Provide a visible indicator of the next server thereby reducing servicer errors and delay of match for administrative purposes.
- **Criteria for New Rule Changes:** To develop a set of criteria to evaluate and discuss potential rule changes. It is proposed that the initial criteria for rule changes include Player Safety, Technical, Spectator Enjoyment and Marketability benefits.
- **Electronic Learning Tools:** To improve the capacity of e-learning tools to assist players,

players, coaches, spectators, media and referees to further understand the rules of the game.

- **Challenge System:** The Challenge System will be implemented at additional events, pending costs, to improve the decision process plus as a way to add another level of spectator engagement.
- **Reducing to Free Zone:** There is a discussion to reduce the free zone from the end line to 6.5 meters vs. 8 meters as a way to bring spectators closer to the play.
- **Definition of a Rally:** To clarify the debate whether or not a Penalty Sanction is a rally, within the spirit of the rules player substitution and libero exchanges will be permitted.
- **Referee Communication:** To improve communication the use of a microphone system between R1 and R2 is being considered.
- **Position of Match Referee Delegate:** Potential re-location of Match Referee Delegate so that the Referee will not be distracted by the work of the Match Referee Delegate.
- **Harmonization of Beach and Volleyball Rules:** This process will continue to enhance crossover spectators understanding of the game.
- **Net structure:** In 2013 there was testing regarding advertising within the infrastructure of the net, which changed the mesh size. There is ongoing development of a new net structure in attempt to provide improved sightlines for players while providing necessary opportunity for marketing and advertising purposes. ie: LED in-net advertising in between a rally.
- **Net Contact:** It was reported that there was confusion amongst spectators and TV viewers regarding contact with the net and the criteria for a fault, especially extreme nets contact. There is ongoing discussion with the potential to reverting to the rule that indicated that any contact with the net would be fault.
- **Penetration Under the Net:** There is discussion regarding of limiting penetration under the net, pre-2005, with only part of the foot or hand.
- **Length of the Game:** To meet modern day TV schedules it is a goal to review game procedures so that it will fit into a two-hour TV package. For example during 2013 there were testing 21-point games and 15 seconds between rally and service. These options are currently being evaluated.
- **Length of the Game:** There is a discussion reducing the number of time-outs with the options being – 1 TTO and 2 Team Time Outs or 2 TTO and 1 Team Time Out
- **Updated Casebook:** In an effort to improve clarity the casebook will be revised to provide shorter and direct answers in selected cases in order to improve the simplicity of answers.
- **Multimedia project:** In 2013 the online version was updated with ongoing development

of creating an Apple based app. Timing of launch to be determined.

- **Future Rule Changes:** Currently the only opportunity to change the rules of the game is during a FIVB Congress. To streamline the process it is being considered to change the FIVB policies to authorize rule changes more expediently thereby reducing the four-year time frame.

#### **Immediate Rule Testing – Beach Volleyball:**

The following rule test will begin immediately:

##### **1. Block Rule:**

- a. The Block rule for beach volleyball would become the same as volleyball.
- b. The test events for 2015 will be FIVB Senior World Tour Events.
- c. It is proposed that this rule would be used at the Olympic Games in 2016.
- d. If the test results are accepted the rule will be implemented beginning January 2015 to coincide with the 2016 Olympic qualification cycle.

##### **2. First Contact Rule**

- a. The first team contact rule for beach volleyball would become the same as volleyball.
- b. The test events for 2015 will be during the U-21 and U-23 FIVB Championships in Myslowice and Umag respectively.

##### **3. U-18 Coaches Permitted**

- a. Effective immediately coaches will be permitted to travel with U-18 players.
- b. Coaches will be permitted to sit on sidelines and provide advice.

### **NORCECA PRESS COMMISSION**

Director of Communications Jackie Skender is now a member of the NORCECA press commission, and attended the meeting in early 2014 on behalf of Volleyball Canada.

#### Highlights

- Reports were presented on press commission activities of the previous year, including a very thorough and positive report on the NORCECA Continental Championship held in Langley in September.
- Challenges were discussed in the area of resources for promotion, web communications and social media. Also there is great disparity in the resources available to the different member federations in the area of communications.
- It was agreed that social media has an increasing impact on the visibility of volleyball, and it should be a priority moving forward.



-For NORCECA tournaments hosted in Canada, NORCECA will appoint the Canadian member to serve as the press commission delegate (cost-saving measure). This includes the World Championships qualifier in May 2014 and the Pan Am Beach test event (date TBA).

Below is the NORCECA communiqué issued following the Press Commission meeting:

*SANTO DOMINGO, Dominican Republic, February 8, 2014 - More emphasis on the social media in the coverage of beach volleyball and volleyball competitions within NORCECA Confederation was the main decision adopted by its press commission during the annual meeting held on Friday. The use of those new media tools shall permit an expedite diffusion of the news and also the interactive communication with the fans, players and the general public.*

*Starting with this year's events, the duties of the press delegates and press directors will include the participation in the social media and players, coaches and team managers will be encouraged to contribute also.*

*"We need to connect with the modern times and the expansion of our sport needs of a greater communication with the young generation," NORCECA President Cristobal Marte Hoffiz said in his opening speech. "Statistics and surveys show the importance of the social media in today's world and we need to go in that direction."*

*The members of the press commission discussed the new trends of communication and how the majority of the media interactions are made via internet.*

*"We can't ignore what is evident as the internet users continue to grow throughout the world," press commission president Lisset Ricardo commented. "Almost 40 percent of the population will be connected at the end of this year, according to the reports from FIVB."*

*NORCECA Press Officer Roosevelt Comarazamy presented the media plan of FIVB for this year, underlining the importance of the new electronic means of communication.*

*"Since 2006 the internet users has more than doubled and today there are 2.4 billion with household and portable connection around the world," Comarazamy said. "During our meeting in Lausanne last month we were informed that the projection is that by 2017 the global mobile connections are expected to reach 8.2 billion."*

*During the one-day meeting the reports from all the continental volleyball and beach volleyball competitions were received and President Marte Hoffiz presented the qualification system to be used in the process towards the Rio de Janeiro 2016 Olympic Games.*

*He also updated the current situation of the qualification towards the FIVB World Championships in Poland (men) and Italy (women) as well as the process towards the Youth Olympic Games in Nanjing, China.*

*Source: norceca.net*



## **Sponsorship Report**

### **Volleyball Canada - Sponsorship Development Update**

SportBrand Canada continues to pursue long-term sponsors with a goal of adding 2-3 new multi-year partners each year over. We have made substantial progress in all areas of restructuring VC's sponsorship platform and remain very optimistic that our goal of 2-3 new each year will be met.

Volleyball Canada has appointed staff to become account reps for each new sponsor we bring on board. This will; help develop a connection with VC staff and each sponsor, increase communication and understanding of sponsor requirements, and help prepare for larger more professional sponsorship fulfilment programs we expect in the future.

#### **Updates:**

- 1) Maui & Son's – Has signed a three-year agreement as the official apparel sponsor of Team Canada Beach Volleyball. It focuses on the National Beach Volleyball program and Beach Nationals – it has three components to it; team apparel supplier, player performance incentives, and royalties.
  - Player performance bonus pool & Merchandise allotment
  - National beach team apparel
  - Minimum annual royalty of \$30,000 per year via quarterly payments.
- 2) RE7 (Drink and Water bottle) – Has signed is a three-year partnership that integrates all Volleyball Canada events and programs. They are the Official Drink of Volleyball Canada and will begin their activation marketing during National Championships and World League.
  - Year 1 - \$100,000
  - Year 2 - \$100,000
  - Year 3 - \$150,000
- 3) IHG (Holiday Inn chain and Intercontinental Hotels etc.) – We are close to finalizing a multi-year agreement with them. The proposed terms include a base payment of \$15,000 per year plus a 10% royalty program plus some annual room booking performance bonuses. The program would guarantee low rates, include a number of free rooms and distribute the majority of the royalties to the relative Provincial Association and/or clubs. The proposed split is 8% to the province/club/booking organization and 2% to Volleyball Canada.

**Initial talks underway with;** Napoleon Grills, Intact Insurance, P&G, Subway Restaurants

**Current Sponsors:** RE7, Mizuno, Canuck Stuff, Maui and Sons

**Suppliers Companies:** Travel Roller, Wilson, Tachikara, Active Ankle, iFathom, SA Sport

## COMMUNICATIONS

### Communications Report

For the AGM in 2013, a communications plan was presented, developed by Caroline Sharp, previously contracted to serve as the Director of Communications. In summary, the plan outlined the need to organize, streamline and target the flow of Volleyball Canada's communications.

As of September 2013, communications staffing structure has been re-organized after the creation of the full-time position of Director of Communications (Jackie Skender). A part-time intern and freelance assistance is also utilized on an as-needed basis.

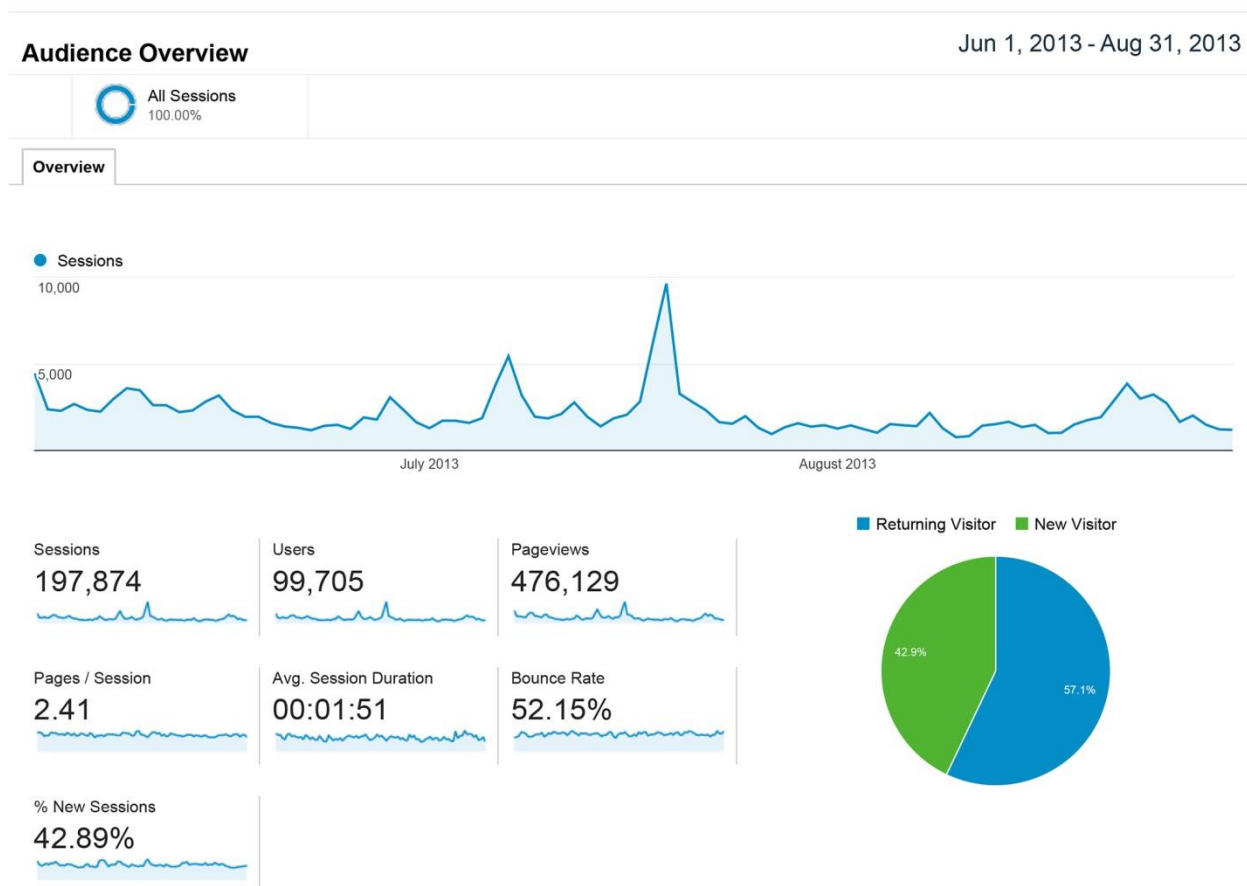
#### Key priorities in late 2013 early 2014 :

- Disseminate VC's press releases and external announcements in a more targeted manner.
- Establish key messages for the organization that complement and serve the organization's strategic goals.
- Refresh and "clean up" existing web site, and start the process of a complete overall of the site.
- Create and maintain a standard of accuracy for all communications.
- Work more closely with partner organizations, chiefly the PTAs, to better communicate with the volleyball community across the country. Share more information with the provinces in a timely manner. Continue working collaboratively with provincial communications staff.
- Assist marketing with sponsorship announcements and activations, and assist in sponsor servicing activities as required.
- Monitor social media growth and trends constantly – target messages to suitable channels.
- Provide communications support to major international event hosting, such as World Championships Qualifiers and World League.
- Canadian representation on the NORCECA press commission.
- Web and social media

Social media continues to be a growing area with the opportunity to reach and engage 12,000 followers on Twitter and more than 32,000 fans on Facebook. Content is being circulated to show the range of VC's activities through the main Volleyball Canada accounts. Areas for attention include Instagram and emerging channels.

The web site remains a key communications vehicle. A sample of traffic for a three-month period over the summer of 2013 shows steady usage (see graphic that follows). Peaks were definitely witnessed during World League and other major events over the year. A new and improved web

site would serve our audience by providing engaging content presented in a fresher and bolder design, and showcase *Sample of web stats over summer 2013 - www.volleyball.ca*



The next step for VC, which is underway, is to evaluate all digital communications and create a digital communications strategy moving forward.

As well, to create and help execute a communications plan for the nationals in 2015.

The challenges remain a diverse audience, with a wide age range, and different interests and needs within the volleyball community.

Other challenges include the allocation of limited resources to provide relevant and timely content for all the events associated with VC and its athletes.

Again a strong emphasis must be on providing outgoing communication in both official languages. This is an ongoing allocation of resources and important part VC's service delivery.

*Submitted by Jackie Skender*

## **FINANCE**

Financial Statements of

### **CANADIAN VOLLEYBALL ASSOCIATION**

Year ended March 31, 2014



KPMG LLP

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## INDEPENDENT AUDITORS' REPORT

To the Members of the Canadian Volleyball Association

We have audited the accompanying financial statements of the Canadian Volleyball Association, which comprise the statement of financial position as at March 31, 2014, the statements of operations, changes in net assets and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

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

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

### *Auditors' Responsibility*

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

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

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



*Opinion*

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Canadian Volleyball Association as at March 31, 2014, and its results of operations, changes in net assets and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

*KPMG LLP*

Chartered Professional Accountants, Licensed Public Accountants

May 29, 2014

Ottawa, Canada



# CANADIAN VOLLEYBALL ASSOCIATION

March 31, 2014, with comparative information for 2013

	2014	2013
<b>Assets</b>		
Current assets:		
Cash	\$ 707,876	\$ 326,608
Accounts receivable	245,986	610,262
Inventory	81,586	15,309
Prepaid expenses	394,987	275,166
	1,430,435	1,227,345
National Registration System joint venture (note 2)	77,204	54,777
Tangible capital assets (note 3)	382,556	548,317
	\$ 1,890,195	\$ 1,830,439
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 423,609	\$ 553,028
Deferred revenue (note 5)	941,329	768,988
	1,364,938	1,322,016
Deferred capital contributions (note 6)	186,989	169,860
Net assets (note 7):		
Investment in tangible capital assets	195,567	378,457
Unrestricted (deficiency)	142,701	(39,894)
	338,268	338,563
Commitments (note 8)		
Contingencies (note 9)		
	\$ 1,890,195	\$ 1,830,439

See accompanying notes to financial statements.

On behalf of the Board:



Director



Director

Year ended March 31, 2014, with comparative information for 2013

	2014	2013
Revenue:		
Sport Canada contributions	\$ 2,217,912	\$ 2,533,924
Team Canada indoor volleyball	1,461,668	1,089,615
National competitions	1,126,014	1,516,029
World league	917,190	758,258
Membership fees	803,160	716,862
Domestic development	623,220	481,312
Team Canada beach volleyball	379,210	423,183
National office operations	312,260	187,256
Referees	177,283	48,079
Merchandising	151,932	127,688
Team Canada sitting volleyball	50,929	86,119
Amortization of deferred capital contributions	50,940	50,940
National Registration System joint venture (note 2)	22,427	21,438
NORCECA championship	3,447	—
	8,297,592	8,040,703
Expenses:		
Team Canada indoor volleyball	2,541,156	2,073,612
World league	1,475,631	1,017,687
Team Canada beach volleyball	1,029,552	1,099,754
National office operations	1,002,068	1,070,511
National competitions	943,287	1,362,165
Domestic development	801,214	779,689
Team Canada sitting volleyball	211,036	309,375
Referees	112,540	62,145
Merchandising	101,073	89,528
NORCECA championship	80,330	—
	8,297,887	7,864,466
Excess (deficiency) of revenue over expenses	\$ (295)	\$ 176,237

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Changes in Net Assets

Year ended March 31, 2014, with comparative information for 2013

	Unrestricted	Investment in tangible capital assets	2014 Total	2013 Total
Net assets, beginning of year	\$ (39,894)	\$ 378,457	\$ 338,563	\$ 162,326
Excess of revenue over expenses	(295)	—	(295)	176,237
Loss on disposal of tangible capital assets	3,525	(3,525)	—	—
Tangible capital asset additions	(1,736)	1,736	—	—
Amortization of tangible capital assets	163,972	(163,972)	—	—
Deferred capital contributions received	68,069	(68,069)	—	—
Amortization of deferred capital contributions	(50,940)	50,940	—	—
Net assets, end of year	\$ 142,701	\$ 195,567	\$ 338,268	\$ 338,563

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Cash Flows

Year ended March 31, 2014, with comparative information for 2013

	2013	2012
Cash provided by (used in):		
Operating activities:		
Excess (deficiency) of revenue over expenses	\$ (295)	\$ 176,237
Items not involving cash:		
Amortization	163,972	162,334
Amortization of deferred capital contributions	(50,940)	(50,940)
Loss on disposal	3,525	—
National Registration System joint venture	(22,427)	(21,438)
Changes in non-cash operating working capital:		
Accounts receivable	364,276	(192,073)
Inventory	(66,277)	20,000
Prepaid expenses	(119,821)	(51,521)
Accounts payable and accrued liabilities	(129,419)	148,249
Deferred revenue	172,341	9,248
	314,935	200,096
Financing activities:		
Deferred capital contributions received	68,069	—
Investing activities:		
Tangible capital asset additions	(1,736)	(186,729)
Increase in cash	381,268	13,367
Cash, beginning of year	326,608	313,241
Cash, end of year	\$ 707,876	\$ 326,608

See accompanying notes to financial statements.  
See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements  
Year ended March 31, 2014

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

## 1. Significant accounting policies:

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

### (a) Basis of presentation:

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

### (b) Revenue recognition:

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

### (c) Inventory:

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

### (d) Financial instruments:

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

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

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2014

---

## 1. Significant accounting policies (continued):

### (d) Financial instruments (continued):

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

### (e) Investment in joint venture:

The investment in 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.

### (f) Tangible capital assets:

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

Asset	Basis	Rate
Computer equipment	Declining balance	30%
Furniture and equipment	Declining balance	20%
Leasehold improvements	Straight-line	Term of lease

### (g) Expenses:

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

### (h) Use of estimates:

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

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)  
Year ended March 31, 2014

## 2. National Registration System joint venture:

The Association, Ontario Volleyball Association and Alberta Volleyball Association have entered into a joint venture to develop and operate a national registration system. The joint venture receives a 3% transaction fee and pays various expenses. Net revenues are shared as follows: The Association 61.9%; Ontario Volleyball Association 31.43% and Alberta Volleyball Association 6.67%.

## 3. Tangible capital assets:

	Cost	Accumulated amortization	2014 Net book value	2013 Net book value
Computer equipment and furniture	\$ 257,118	\$ 152,177	\$ 104,941	\$ 164,076
Leasehold improvements	583,225	305,610	277,615	384,241
	\$ 840,343	\$ 457,787	\$ 382,556	\$ 548,317

Cost and accumulated amortization amounted to \$847,238 and \$298,921 respectively. During the year, the Association disposed of tangible capital assets with a cost of \$8,631 and a cost of \$5,106.

## 4. Accounts payable and accrued liabilities:

At March 31, 2014 and 2013, there were no government remittances included in accounts payable and accrued liabilities such as payroll remittances or HST.

## 5. Deferred revenue:

	2014	2013
National championship registrations	\$ 767,500	\$ 707,000
Hosting grants	90,500	60,000
National team funding	61,500	—
Other	21,829	1,988
	\$ 941,329	\$ 768,988



# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)  
Year ended March 31, 2014

---

## 6. Deferred capital contributions:

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

## 7. Net assets:

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

The Association is not subject to externally imposed capital requirements and its overall strategy with respect to capital remains unchanged from the year ended March 31, 2013.

## 8. Commitments:

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

2015	\$ 219,000
2016	219,086
2017	112,699
2018	15,912

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\$ 566,697

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## 9. Contingencies:

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

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

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2014

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## 10. Financial risks:

### (a) Liquidity risk:

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

### (b) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Association is exposed to credit risk with respect to the accounts receivable. The Association assesses, on a continuous basis, accounts receivable and provides for any amounts that are not collectible in the allowance for doubtful accounts. At year-end, there were no amounts allowed for in accounts receivable.

### (c) Interest rate risk:

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

There has been no change to the risk exposures from 2013.

## 11. Comparative information:

Certain 2013 comparative information has been reclassified to conform with the financial statement presentation adopted for 2014.

INCOME STATEMENT	Budget 2013/2014	YTD 2013/2014	BUDGET 2014/2015
<b>REVENUES</b>			
National Competitions	\$ 1,146,250.00	\$ 1,141,013.64	\$ 1,180,920.00
Domestic Development	\$ 108,500.00	\$ 82,750.00	\$ 139,900.00
VCCE	\$ 876,460.00	\$ 782,970.99	\$ 845,860.00
Merchandising	\$ 115,000.00	\$ 151,931.63	\$ 138,000.00
National Office Operations	\$ 891,300.00	\$ 1,024,119.61	\$ 838,500.00
Beach Training Centre (Downsview)	\$ 240,340.00	\$ 240,922.85	\$ 265,440.00
National Team - Beach	\$ 419,500.00	\$ 466,376.81	\$ 540,500.00
National Team - Beach Athlete Support	\$ 17,000.00	\$ 35,350.00	\$ 35,000.00
National Team - Men's Indoor	\$ 1,275,000.00	\$ 1,296,457.24	\$ 1,321,638.00
National Team Men - Athlete Support	\$ 80,000.00	\$ 82,235.65	\$ 87,500.00
National Team - Women's Indoor	\$ 881,500.00	\$ 1,123,605.04	\$ 720,016.00
Superspike			
National Team Women - Athlete Support	\$ 75,000.00	\$ 96,869.83	\$ 93,000.00
NORCECA Championship	\$ 50,000.00	\$ 53,447.49	\$ 217,483.57
Referees Development	\$ 95,400.00	\$ 206,582.46	\$ 176,500.00
Team Canada Disabled Volleyball	\$ 197,750.00	\$ 195,429.48	\$ 276,500.00
Grand Prix			\$ 76,000.00
World League	\$ 1,128,300.00	\$ 1,295,101.46	\$ 1,335,300.00
VC Overhead	\$ 182,350.00	\$ 197,992.64	\$ 251,666.60
NRS (Gain)		\$ 22,428.14	
<b>TOTAL REVENUE</b>	<b>\$ 7,779,650.00</b>	<b>\$ 8,495,584.96</b>	<b>\$ 8,539,724.17</b>
<b>EXPENSES</b>			
National Competitions	\$ 941,905.80	\$ 943,286.85	\$ 1,012,667.20
Domestic Development	\$ 133,000.00	\$ 124,506.36	\$ 149,700.00
VCCE	\$ 776,389.00	\$ 676,707.46	\$ 738,690.00
Merchandising	\$ 81,620.00	\$ 101,072.88	\$ 90,190.00
National Office Operations	\$ 1,034,875.00	\$ 1,002,067.54	\$ 1,003,868.90
Beach Training Centre (Downsview)	\$ 456,000.00	\$ 458,223.36	\$ 452,662.31
National Team - Beach	\$ 497,695.00	\$ 565,294.51	\$ 643,220.00
National Team - Beach Athlete	\$ 17,000.00	\$ 29,075.46	\$ 35,000.00
National Team - Men's Indoor	\$ 1,288,750.00	\$ 1,319,774.76	\$ 1,322,593.00
National Team Men - Athlete Support	\$ 90,000.00	\$ 94,022.46	\$ 90,000.00
National Team - Women's Indoor	\$ 927,850.00	\$ 1,179,681.64	\$ 721,801.60
Superspike			
National Team Women - Athlete Support	\$ 76,000.00	\$ 97,046.69	\$ 88,000.00
NORCECA/WCQ Hosting	\$ 85,000.00	\$ 80,329.84	\$ 327,165.71
Referees Development	\$ 104,400.00	\$ 122,016.32	\$ 168,100.00
Team Canada Disabled Volleyball	\$ 211,775.00	\$ 227,141.04	\$ 294,550.00
Grand Prix			\$ 76,000.00
World League	\$ 1,132,000.00	\$ 1,475,631.51	\$ 1,317,125.00
Program Area Surplus (Deficit) Carryover			
NRS (Loss)			
<b>TOTAL EXPENSES</b>	<b>\$ 7,854,259.80</b>	<b>\$ 8,495,878.68</b>	<b>\$ 8,531,333.72</b>
<b>SURPLUS (DEFICIT) CURRENT YEAR</b>	<b>\$ (74,609.80)</b>	<b>\$ (293.72)</b>	<b>\$ 8,390.45</b>
<b>POSITION MARCH 31 2013</b>	<b>\$ 338,563.00</b>	<b>\$ 338,563.00</b>	<b>MARCH 31 2014 \$ 338,269.28</b>
<b>POSITION MARCH 31 2014</b>	<b>\$ 263,953.20</b>	<b>\$ 338,269.28</b>	<b>MARCH 31 2015 \$ 346,659.73</b>

**VOLLEYBALL CANADA  
ANNUAL REPORT  
2013 - 2014  
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