



ANNUAL REPORT 2015-16



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01.

President's Report





It has been an eventful year!! Since our last annual meeting and convention, I have been very impressed with the work done on behalf of our sport at all levels.

There were so many highlights of the year - it's been a whirlwind of activity!

Looking back to last summer, the Pan Am/Parapan Am Games in Toronto were a huge success in terms of exposure for our all our National Team disciplines, and we came away with a medal on the indoor men's side; as well as two Parapan Am bronze medals. The women's Parapan team also secured a spot at the 2016 Rio Games. I was so proud of the feedback we received about our athletes and staff at these games.

Also last summer and ongoing, our beach teams looked impressive on the world tour in 2015/6 and continue to make waves on the international circuit. I was pleased and excited to see a silver medal performance on the men's side at the recent Cincinnati Open, and a bronze on the women's side at the Moscow Grand Slam. Congratulations to our teams that "made the cut" through the rankings for the Rio Games, and best of luck to our other beach teams as they continue their seasons.

Our indoor men's team had a success World Cup in Japan, and the competed in the NORCECA Championships – winning that event for the first time – early last fall.

As we are all aware, Volleyball Canada hosted the NORCECA Continental Qualification Tournament in Edmonton in January. And although the result was not what was expected, we did have great support from the City of Edmonton and other partners, local fans and an excellent TV/online audience. There were many lessons learned from this tournament, and our recent success at the World Olympic Qualifier was beyond exciting for all involved in volleyball in Canada. The men's qualification campaign showed grit, determination and proof of the progress this program has made of the past 10 years.

On the women's indoor side: In January 2016, we announced a new beginning for our women's national team training centre, which will now be located in Richmond, B.C. We are already working hard behind the scenes to make this partnership beneficial for all involved. And our women's team – with many new, promising athletes in the mix – is again part of FIVB Grand Prix. The men's training centre will remain in Gatineau with its excellent local support.

In March, our colleague Hugh Wong received the prestigious Daryl Thompson Award at the 50th Athlete of the Year Awards in BC. The impact of Hugh's work at all levels of volleyball in Canada cannot be overstated, and he continues to be a positive force in our

sport today. Hugh is just one example of the many builders of our sport who work tirelessly to develop and promote volleyball in this country.

In April, Volleyball Canada was pleased to announce that Inter Pipeline signed on to be its new platinum-level sponsor. The three-year national level agreement will help to support teams training for the 2016 Olympics and Paralympics in Rio de Janeiro, Brazil, as well as development initiatives to help create future National Team athletes, fostering the growth of the sport. Thanks to IPL and all our sponsors on their crucial support in this Olympic year and beyond.

Thanks also to all those who made the recent 2016 Volleyball Canada Championships a success. It's so wonderful to see the young athletes representing their clubs on the national stage. We look forward to hearing all the feedback from the nationals this year to help make future events a success. We also announced in April that Edmonton will be the site of the next "all in one" Nationals in 2018. We hope to build on the success of Calgary 2015 in Edmonton in less than two years!!

This week, our new brand will be revealed internally and will be implemented in the fall – with a new online presence that will include a newly constructed web site and brand launch. We are confident that our members and partners will see this as huge step forward for VC!!

I would also like to again thank all those involved with our strategic plan process that will help guide us in the next quadrennial. The work has been extensive and ongoing.

Last but not least on my list of highlights: Not only has this year been a success from a performance point of view, it was also financially sound – with a net of \$130,000.

I hope you enjoy this week and are able to catch some World League action while you are here. Thanks to Sask Volleyball for being such a great host.

Finally, I hope this summer you will join me in witnessing the historic return of the men's team to the Olympics, the phenomenal beach athletes competing at the Mecca of beach volleyball, Copacabana, and our women's sitting team representing us with pride at the Paralympics in September. Let's cheer loud and proud!! We are all part of this journey and I thank you all for your work and support.

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**Directors, Chairs,
Committees & Staff**



BOARD OF DIRECTORS

Debra Armstrong	President
Julie Young	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
Howard Hum	Member-at-large

EXECUTIVE DIRECTORS / PROVINCIAL & TERRITORIAL ASSOCIATIONS

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

COMMITTEE CHAIRS

Marlene Hoffman	Alumni and Awards Committee
David Caughran - acting	Beach National Championships Sub-Committee
Kerry MacDonald	Disable Volleyball Committee
Brian Newman	Domestic Development Committee
Dave Carey	High Performance Beach Sub-Committee
Julien Boucher	High Performance Management Committee
Julien Boucher	Men's Indoor Sub-Committee
David Caughran	National Championships Committee
Michelle Collens	National Championships Sub-Committee
Scott Borys	National Referee Committee
Julien Boucher	Women's Indoor Sub-Committee

ALUMNI AND AWARDS COMMITTEE

Marlene Hoffman	Chair
Sylvie Bigras	Members
Wayne Hellquist	
Greg Williscroft	
Lucie Leclerc	VC Staff

**BEACH NATIONAL
CHAMPIONSHIPS
SUB-COMMITTEE**

Dave Caughran (interim)	Chair
Jenny Black	Members
Eric Lawlor	
Josh Nichol	
Omid Mojtahedi	NOC
Cam Wheelan	Athlete Rep
Omid Mojtahedi	
Andrea Bailie	VC Staff

**DISABLED
VOLLEYBALL
COMMITTEE**

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

**DOMESTIC
DEVELOPMENT
COMMITTEE**

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

**HIGH
PERFORMANCE
BEACH
SUB-COMMITTEE**

Hugh Wong	Chair
Dave Carey	Members
Caroline Sharp	
Ed Drakich	VC Staff

**HIGH
PERFORMANCE
MANAGEMENT
COMMITTEE**

Julien Boucher	Chair
Mark Eckert	VC Executive Director
Ed Drakich	Members
Hugh Wong	

**MEN'S
INDOOR
SUB-COMMITTEE**

Julien Boucher	Chair
Glenn Hoag	Members
Vincent Pichette	
Steve Brinkman	Athlete Rep

**WOMEN'S
INDOOR
SUB-COMMITTEE**

Julien Boucher	Chair
Arnd (Lupo) Ludwig	Members
Ryan Ratuszniak	
Tammy Mahon	Athlete Rep

**NATIONAL
CHAMPIONSHIPS
COMMITTEE**

David Caughran	Chair
Scott Borys	NOC Chair
Michelle Collens	VNCC Chair
Marie-Christine Rousseau	Member
Chrissy Benz	VC Staff

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

Michelle Collens	Chair
Scott Borys	NOC Rep
Allan Carmichael	Members
Bruce Edwards	

**NATIONAL
REFEREE
COMMITTEE**

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

**STANDING
COMMITTEE
CHAIRS**

Julie Young	Athletes Commission
Dan MacIntosh	Ethics Committee
Hugh Wong	External Relations Committee
Howard Hum	Finance & Audit Committee
Debra Armstrong	Legal Committee
Dave Carey	Nominations & Elections Committee

INTERNATIONAL COMMISSIONS

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

STAFF

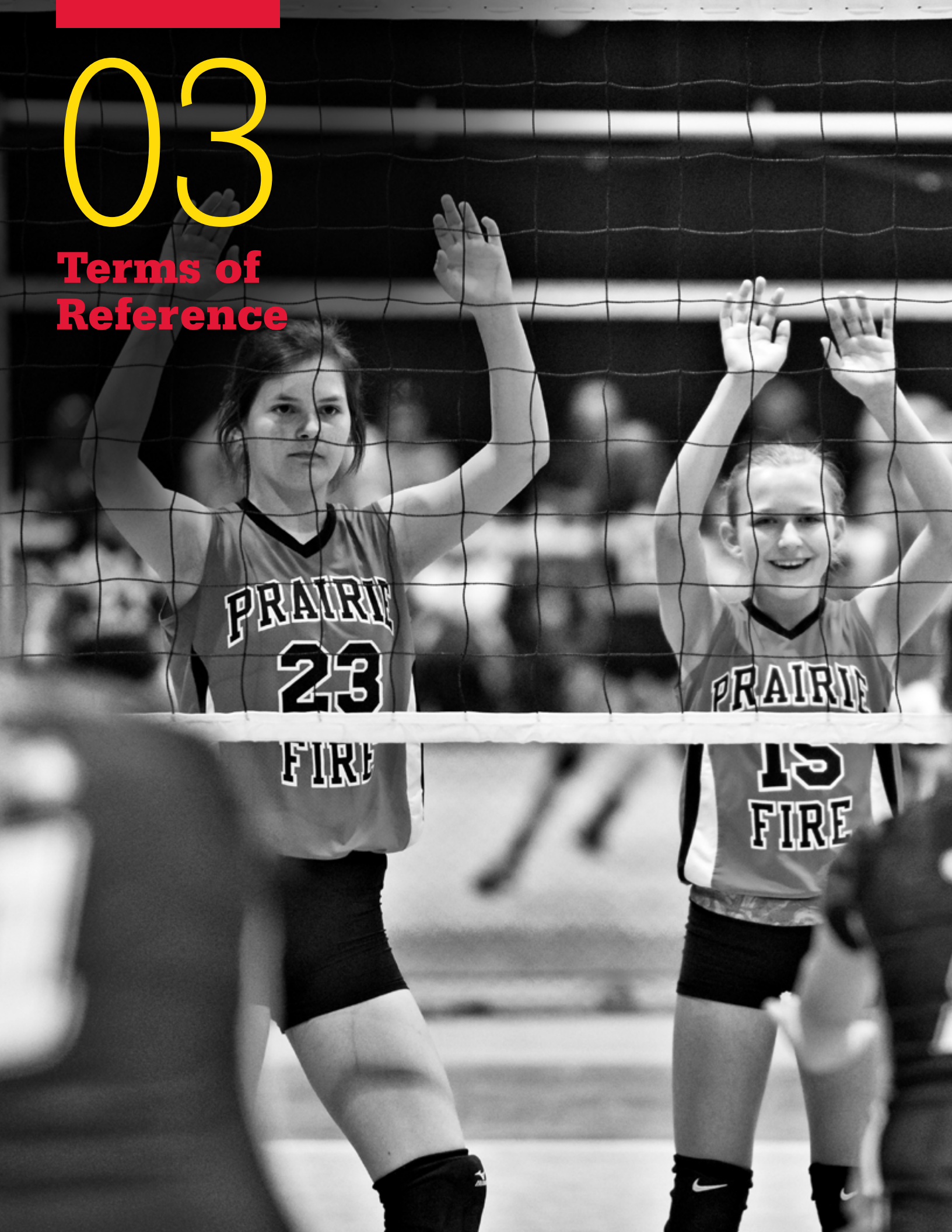
Mark Eckert	Executive Director
Linden Leung	Director, Finance & Operations
Jackie Skender	Director, Communications
Sandra de Graaff	Director, Domestic Competitions (Interim)
Chrissy Benz	Director, Domestic Competitions (Maternity Leave)
James Sneddon	Director, Domestic Development
Ed Drakich	Director, High Performance (Beach)
Julien Boucher	Director, High Performance (Indoor)
Ian Halliday	Director High Performance (Sitting)
Alan Ahac	Director, International Events
Robin Guy	Director, Partnerships & Governance
Lucie Leclerc-Rose	Manager, National Office
Dawna Sales	Manager, Volleyball Canada Centre's of Excellence
Ryan Aktari	Coordinator, Beach High Performance
Courtney Killion	Coordinator, Business & Domestic Development
Graham Loyst	Coordinator, Events & Registration
Jackie Nelson	Coordinator, Finance & Administration
Frank Boyer	Coordinator, Men's National Team
Mélanie Danna	Coordinator, Promotions and Communications Coordinator
Andrea Bailie	Coordinator, Referee & Beach Events
Ryan Ratushniak	Coordinator, Women's National Team & Assistant Coach
Begh Chen	Administrative Assistant
Adriana Bento	Assistant Coach, Beach National Team
Steve Anderson	Head Coach, Beach National Team
Vincent Pichette	Assistant Coach, Men's National Team
Glenn Hoag	Head Coach, Men's National Team
Jean-Sébastien Hartell	Therapist, Men's National Team
Arnd (Lupo) Ludwig	Head Coach, Women's National Team

Sask
Volleyball



03

**Terms of
Reference**



High Performance Management Committee

NAME

High Performance Management Committee

MANDATE

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

KEY DUTIES

The Committee will perform the following key duties:

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

AUTHORITY

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

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

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

COMPOSITION

The Committee will be composed of staff, as follows:

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

APPOINTMENT

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

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

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

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

MEETINGS

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

The Committee will perform the following key duties:

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

AUTHORITY

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

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

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

COMPOSITION

The composition of the Committee will include:

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

APPOINTMENT

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

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

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

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

MEETINGS

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

The Committee will perform the following key duties:

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

AUTHORITY

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

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

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

COMPOSITION

The composition of the Committee will include:

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

APPOINTMENT

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

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

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

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

MEETINGS

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

The Committee will perform the following key duties:

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

AUTHORITY

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

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

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

COMPOSITION

The 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

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

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

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

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

MEETINGS

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

RESOURCES

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

REPORTING

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

APPROVAL

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

BYLAWS

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

REVIEW

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

OTHER

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

National Championships Committee

NAME

National Championships Committee

MANDATE

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

KEY DUTIES

The Committee will perform the following key duties:

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

AUTHORITY

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

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

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

COMPOSITION

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

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

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

APPOINTMENT

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

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

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

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

MEETINGS

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

The Committee will perform the following key duties:

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

AUTHORITY

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

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

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

COMPOSITION

The 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

The Executive Director of Volleyball Canada is an ex-officio member of the committee.

APPOINTMENT

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

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

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

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

MEETINGS

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

TORONTO 2015



04

Committee Reports



Beach High Performance

Here is, in point form, a summary analysis of the team's performance throughout the 2015 summer, as identified by Ed Drakich:

- Overall FIVB performance of the Canadian Beach National Teams improved dramatically for the 3rd consecutive year.
- Eight different Canadian Beach National Teams achieved 56 Top-17 FIVB World Tour results in 2015.
- Nine different Canadian Beach National Teams have earned 33 Top-17 FIVB World Tour results so far in 2016.
- As of May 23, 2016, two women's (Pavan/Bansley and Broder/Valjas) and one men's (Saxton/Schalk) Canadian Beach teams have the provisional world ranking to qualify for the Olympics.
- Should a team not qualify through the World Tour, they could qualify at either the NORCECA Continental Cup Olympic Qualifier or FIVB World Continental Cup Olympic Qualifier.

2015 HIGHLIGHTS

(See complete season results in Table 1)

KEY ACHIEVEMENTS IN 2015

- Women won six FIVB World Tour medals – the first Canadian FIVB World Tour medals for women.
- Men won three FIVB World Tour medals
- Melissa Humana-Paredes and Taylor Pischke finished 4th at the 2015 Pan Am Games
- VC awarded enhanced Ontario High Performance Sport Initiative (OHPSI) funding from the Canadian Sport Institute Ontario for sixth consecutive year

UPCOMING COMPETITIONS IN 2016

EVENT	DATE	LOCATION
NORCECA Continental Cup Rio 2016 Qualifier (if haven't qualified)	June 20-26	Mexico
Porec Major	June 28 – July 3	Croatia
NORCECA Beach Tour Event	June 30 – July 4	North Bay, ON
Gstaad Major	July 5-10	Switzerland
FIVB World Continental Cup Olympic Qualification (if haven't qualified)	July 6-10	Russia
Volleyball Canada National Tour	July 22-24	Summerside, PEI
Klagenfurt Major	July 26-31	Austria
2016 Olympic Games	August 6-18	Rio
Long Beach Grand Slam	August 23-28	USA
Swatch FIVB World Tour Finals	September 13-18	TBC

OTHER KEY HAPPENINGS IN 2016

- VC Beach High Performance Quadrennial Review post-Olympic Games will take place in September.
- 2016 U-20 ID/Training Camp

CANADIAN RESULTS AT FIVB WORLD TOUR BEACH EVENTS 2009-2016

After Cincinnati Open (May 17-21, 2016)

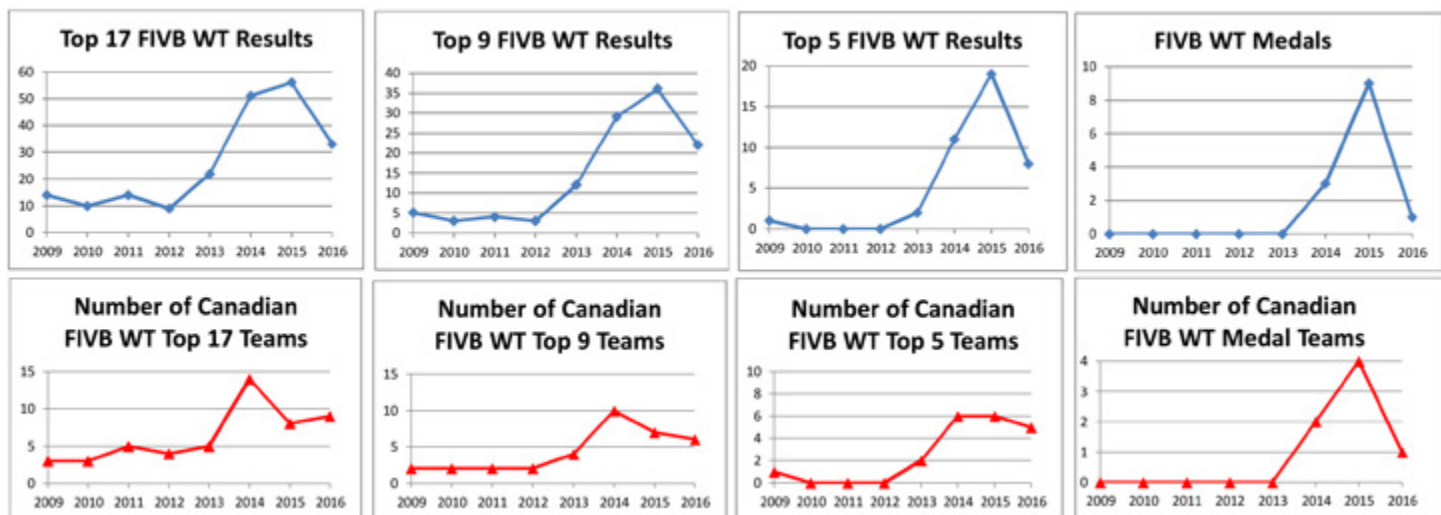
2016 WOMEN'S CANADIAN BEACH VOLLEYBALL RESULTS - FIVB WORLD TOUR EVENTS

TEAM	1 ST	2 ND	3 RD	4 TH	5 TH	9 TH	17 TH	TOTAL TOP 17 RESULTS
Sarah Pavan / Heather Bansley	0	0	0	0	1	1	0	2
Jamie Broder / Kristina Valjas	0	0	0	0	0	2	1	3
Melissa Humana-Paredes / Taylor Pischke	0	0	0	0	1	1	1	3
Julie Gordon / Brandie Wilkerson	0	0	0	0	0	0	1	1
TOTAL	0	0	0	0	2	4	3	9

2016 MEN'S CANADIAN BEACH VOLLEYBALL RESULTS - FIVB WORLD TOUR EVENTS

TEAM	1 ST	2 ND	3 RD	4 TH	5 TH	9 TH	17 TH	TOTAL TOP 17 RESULTS
Ben Saxton / Chaim Schalk	0	0	0	0	1	4	1	6
Sam Schachter / Josh Binstock	0	1	0	0	2	2	3	8
Christian Redmann / Felipe Humana-Paredes	0	0	0	0	0	0	1	1
Grant O'Gorman / Sam Pedlow	0	0	0	0	2	4	2	8
Mike Plantinga / Cam Wheelan	0	0	0	0	0	0	1	1
TOTAL	0	1	0	0	5	10	8	24

CANADIAN	TOP 17 FIVB WT RESULTS	NUMBER OF TEAMS	TOP 9 FIVB WT RESULTS	NUMBER OF TEAMS	TOP 5 FIVB WT RESULTS	NUMBER OF TEAMS	FIVB WT MEDALS	NUMBER OF TEAMS	AGE GROUP FIVB MEDALS
2009	14	3	5	2	1	1	0	0	0
2010	10	3	3	2	0	0	0	0	1
2011	14	5	4	2	0	0	0	0	2
2012	9	4	3	2	0	0	0	0	0
2013	22	5	12	4	2	2	0	0	2
2014	51	14	29	10	11	6	3	2	4
2015	56	8	36	7	19	6	9	4	N/A
2016	33	9	22	6	8	5	1	1	1



CANADIAN MEDALS AT NORCECA BEACH EVENTS 2009-2016

After Punta Cana, DOM (April 30-May 2, 2016) - the 6th of 12 events in 2016

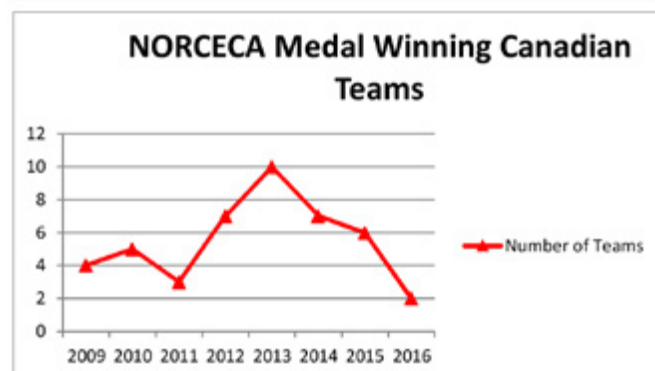
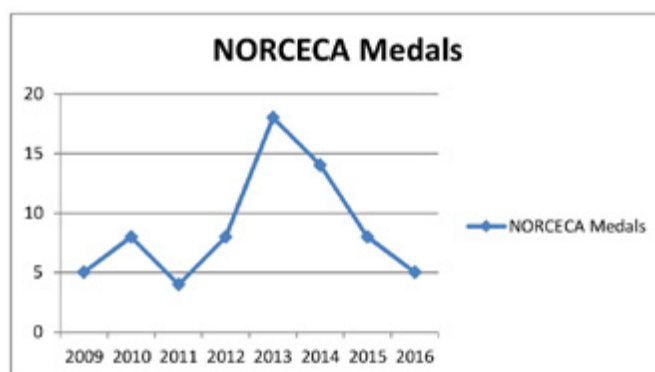
2016 WOMEN'S CANADIAN BEACH VOLLEYBALL MEDALS - NORCECA EVENTS

TEAM	GOLD	SILVER	BRONZE	TOTAL NORCECA MEDALS
Julie Gordon / Brandie Wilkerson	1	2	0	3
Rachel Cockrell / Camille Saxton	0	0	0	0
Megan Nagy / Marie-Christine Lapointe	0	0	0	0
TOTAL	1	2	0	3

2016 MEN'S CANADIAN BEACH VOLLEYBALL MEDALS - NORCECA EVENTS

TEAM	GOLD	SILVER	BRONZE	TOTAL NORCECA MEDALS
Cam Wheelan / Mike Plantinga	1	1	0	2
Christian Redmann / Felipe Humana-Paredes	0	0	0	0
Ryan Vandenburg / Aaron Nusbaum	0	0	0	0
Garrett May / James Battiston	0	0	0	0
TOTAL	1	1	0	2

CANADIAN	NORCECA MEDALS	NUMBER OF TEAMS	TOTAL NUMBER OF NORCECA EVENTS
2009	5	4	8
2010	8	5	10
2011	4	3	9
2012	8	7	12
2013	18	10	11
2014	14	7	10
2015	8	6	7
2016	5	2	N/A



Men's Indoor High Performance

Here is, in point form, a summary analysis of the team's performance throughout the 2015 summer, as identified by Glenn Hoag:

- We had the heaviest schedule of any international teams in the world.
- It was a very long summer with very little time to assess performance and time to correct the evolution of the team.
- Many risks associated to this (injuries, loss of confidence, etc.)
- We just don't have the depth of players to perform in so many competitions
- Given the fragility of the program (number of players available), I suggest we manage the third year of the quad in a more rational way (if calendar stays the same)

2015 HIGHLIGHTS

(See complete season results in Table 1)

KEY ACHIEVEMENTS IN 2015

- 1st at Champions Cup – Qualified for World Cup
- 3rd at Pan American Games
- 7th at World Cup – Same # of wins as 6th place Japan
- Moved up to 10th position in FIVB rankings after the Continental Championships
- Played a total of 37 matches (22-15 record) – Most in last 7 years

UPCOMING COMPETITIONS IN 2016

EVENT	DATE	LOCATION
Olympic Qualification Tournament	May 28-June 5	Tokyo, JPN
World League #1	June 17-19	Ceske B, CZE
World League #2	June 24-26	Saskatoon, CAN
World League #3	July 1-3	Tampere, FIN
World League Finals	July 9-10	Matosinhos, POR

OTHER KEY HAPPENINGS IN 2016

- Search for new Coaching staff (between July and November)
- Last quadrennial debrief – Ottawa – August 30-31
- Submission to Own the Podium – November

TABLE 1 – 2015 RESULTS

NO	EVENT	LOCATION	OPP	DATE	MATCH		SETS		FINAL RK.
1	NORCECA FINAL 4 (World Cup Qualifier)	Detroit, USA	CUB	May 21	1	0	3	0	1st
2			MEX	May 22	1	0	3	0	
3			USA	May 23	1	0	3	2	
4	WORLD LEAGUE (Continental Round)	Calgary, CAN	CUB	May 16	1	0	3	0	3rd Pool C 15th overall
5				May 17	1	0	3	0	
6		Botevgrad, BUL	BUL	May 30	1	0	3	1	
7				May 31	0	1	2	3	
8		Halifax, CAN	ARG	June 5	1	0	3	0	
9				June 6	0	1	2	3	
10		Summerside, CAN	BUL	June 12	0	1	2	3	
11				June 13	1	0	3	1	
12		Havana, CUB	CUB	June 19	1	0	3	1	
13				June 20	0	1	2	3	
14		Buenos Aires, ARG	ARG	June 26	0	1	1	3	
15				June 27	0	1	2	3	
16	PANAMERICAN GAMES	Toronto, CAN	MEX	July 17	1	0	3	0	3rd
17			PUR	July 19	1	0	3	1	
18			USA	July 21	1	0	3	2	
19			ARG	July 24	0	1	1	3	
20			PUR	July 26	1	0	3	1	
21	BRAZIL SERIES	Edmonton, CAN	BRA	Sept. 1	0	1	1	3	N / A
22				Sept. 2	0	1	0	3	
23	WORLD CUP	Hiroshima, JPN	ITA	Sept. 8	0	1	1	3	7th
24			EGY	Sept. 9	1	0	3	2	
25			USA	Sept. 10	0	1	0	3	
26			JPN	Sept. 12	0	1	0	3	
27			AUS	Sept. 13	1	0	3	2	
28		Toyama, JPN	POL	Sept. 16	0	1	1	3	
29			RUS	Sept. 17	0	1	0	3	
30			ARG	Sept. 18	0	1	1	3	
31		Tokyo, JPN	VEN	Sept. 21	1	0	3	0	
32			IRI	Sept. 22	1	0	3	0	
33			TUN	Sept. 23	1	0	3	0	
34	NORCECA CHAMPIONSHIP	Cordoba, MEX	HON	Oct. 5	1	0	3	0	1st
35			PUR	Oct. 6	1	0	3	0	
36			MEX	Oct. 8	1	0	3	2	
37			CUB	Oct. 10	1	0	3	1	
TOTALS					22	15	82	61	

2016 COMPETITION RESULTS

NO	EVENT	LOCATION	OPP	DATE	MATCH		SETS		FINAL RK.
1	Norceca OQT	Edmonton	MEX	Jan. 8	1	0	3	0	2nd
2			PUR	Jan. 9	1	0	3	0	
3			CUB	Jan. 10	0	1	0	3	
TOTALS					2	1	6	3	

Women's Indoor High Performance

Here is, in point form, a summary analysis of the team's performance throughout the 2015 summer, as identified by Arnd Ludwig:

- It will take 8 years – 2020 Olympic Games – to compete on that level that we have a realistic chance to qualify for Olympics.
- Had to deal with a few but important changes and injuries this summer
- Development over past two years shows that we are on the right track for 2020 Olympic Qualification.
- Keeping this group together, making some good additions and changes, providing the right competitions, Team Canada has a chance to close the gap to the other teams.

2015 HIGHLIGHTS

(See complete season results in Table 1)

KEY ACHIEVEMENTS IN 2015

- Team played in FIVB Grand Prix for the second year in a row – Finished 6th in Group 2
- Finished 4th at NORCECA Championships
- Ranked 17th in the FIVB World Rankings
- Played a total of 29 matches (13 – 16 record)

UPCOMING COMPETITIONS IN 2016

EVENT	DATE	LOCATION
Grand Prix #1	June 3-5	Poland
Grand Prix #2	June 10-12	Czech Republic
Grand Prix Final 4 - Gr 2 (if qualified)	June 17-19	Bulgaria
Pan American Cup	July 1-11	Dominican Republic

OTHER KEY HAPPENINGS IN 2016

- Search for new Coaching staff (between August and November)
- Last quadrennial debrief – Winnipeg – September 22-24
- Center move to Richmond, BC – December/January

TABLE 1 – 2015 RESULTS

NO	EVENT	LOCATION	OPP	DATE	RES	FINAL RK.
1	PUERTO RICO SERIES	Calgary, CAN	PUR	May 13	3-0	N / A
2				May 14	3-1	
3	WORLD CUP QUALIFIER	Havana, CUB	DOM	June 5	1-3	4th
4			CUB	June 6	1-3	
5			PUR	June 7	0-3	
6	PAN AMERICAN CUP	Lima, PER	BRA	June 13	3-2	5th
7			URU	June 14	3-0	
8			PER	June 15	3-0	
9			DOM	June 16	0-3	
10			CUB	June 17	0-3	
11			ARG	June 19	1-3	
12			COL	June 20	3-1	
13			PUR	June 21	3-1	
14	FIVE WORLD GRAND PRIX	Carolina, PUR	PUR	July 3	1-3	6th (Group 2)
15			BUL	July 4	3-2	
16			POL	July 5	1-3	
17		Formosa, ARG	ARG	July 10	3-1	
18			POL	July 11	1-3	
19			NED	July 12	0-3	
20	PAN AM GAMES	Toronto, CAN	DOM	July 16	0-3	8th
21			CUB	July 18	3-1	
22			ARG	July 20	1-3	
23			PER	July 23	2-3	
24	NORCECA CHAMPIONSHIPS	Michoacan, MEX	CUB	Sept. 27	3-2	4th
25			USA	Sept. 28	0-3	
26			CRC	Sept. 29	3-0	
27			MEX	Sept. 30	3-2	
28			DOM	Oct. 1	1-3	
29			PUR	Oct. 2	1-3	

2016 COMPETITION RESULTS

NO	EVENT	LOCATION	OPP	DATE	RES	FINAL RK.
1	NORCECA OLYMPIC QUALIFIER	Lincoln, USA	USA	Jan. 7	0-3	4th
2			DOM	Jan. 8	1-3	
3			PUR	Jan. 9	0-3	

Sitting Volleyball

Here is, in point form, a summary analysis of the sitting team's performance throughout the 2015 season as identified by Ian Halliday:

- Overall 2015-2016 season was the most successful year in the short history of Canada's Sitting Volleyball program, including hosting our regional Paralympic Qualifier – the Parapan Am Games.
- Women's National Team will be receiving full D-Cards from Sport Canada, earning \$900 month to offset training costs in preparation for the 2016 Paralympic Games.
- José Rebelo and Larry Matthews, two long time para volleyball athletes in both standing and sitting retired this year.
- Needs to increase focus on domestic development to identify, develop and recruit potential athletes. It is important that a domestic development program is formed because it is no longer appropriate for national team events to be the first entry into the sport.
- Canada is considering submitting a bid for the 2017 Zonal Championship to be held in Edmonton.

KEY ACHIEVEMENTS IN 2015

- Women's National Team won Bronze at the 2015 Parapan American Games in Toronto to qualify for the 2016 Paralympic Games.
- Women's National Team finished 6th at the World ParaVolley Intercontinental, closing the gap on many teams that were in attendance
- Men's National Team won Bronze at the 2015 Parapan American Games in Toronto, but failed to qualify for Rio 2016 Paralympic Games.

UPCOMING COMPETITIONS IN 2016

EVENT	DATE	LOCATION
Great Britain Training and Exhibition	June 20-26	UK
Training Camp	June	Edmonton
Training Camp	July	Edmonton
Centralized camp	August	Edmonton
Paralympic Staging Camp	August	Toronto
Paralympic Games	September 9-18	Brazil

OTHER KEY HAPPENINGS IN 2015

- Men's National Team participated at World ParaVolley Intercontinental, which was the last chance tournament, but did not qualify. Decision was made for the Men's team to have an extended break until the New Year when they will begin training for the next quad.
- There is currently a search for a new coaching staff for the Men's National Team Program.
- Implementation of an athlete ID and recruitment program will continue to take place, including finding taller athletes that will allow us to be more competitive against the top teams.
- Additional funding from Sport Canada in the lead up to the Parapan American Games allowed for significant preparations for both Men's and Women's National teams, including:
 - additional exhibition matches and training against the United States, Costa Rica, the UK and Latvia;
 - Participation at the Hamburg International Sitting Volleyball Tournament;
 - Increased IST support from the CSI-Calgary; and,
 - Centralized camps.

Domestic Development Committee

2015-2016 saw the Domestic Development Committee (DDC) gather information from regular TD/VC meetings to review and modify rules and recommendations in accordance with the principles of Volleyball Canada's Long Term Athlete Development (LTAD) Model. Highlights of the changes and recommendations are found here: <http://www.volleyball.ca/content/minutes>. The committee continues to monitor several initiatives including:

NATIONAL COACH CERTIFICATION PROGRAM (NCCP)

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

OLD VOLLEYBALL TERM	NEW VOLLEYBALL TERM	CONDITIONAL APPROVAL	FINAL APPROVAL	NOTES
NA	Elementary Volleyball Leader	Yes	Pending	Term may change to Fundamentals School Program. Launch date planned for May 2017
Level 1	Development Coach	Yes	Yes	Plan to re-design this course to align with the ADV Development course by Sept 2017
Level 2 Indoor	Advanced Development Coach Indoor	Yes	Yes	Coach Developer training under way
Level 2 Beach	Advanced Development Coach Beach	Yes	Yes	Coach Developer training under way
Level 3 Indoor	Performance Coach Indoor	Yes	Pending	Video resource material and translation of documents under development
Level 3 Beach	Performance Coach Beach	Yes	Pending	Video resource material and translation of documents under development
Level 4	Advanced Performance Coach	CAC is developing the new process for this context. Currently integrated with the UBC and Laval " Certificate in High Performance and Technical Leadership ".		
Level 5	High Performance Coach	CAC is developing the new process for this context. Currently integrated with the UBC and Laval "Certificate in High Performance and Technical Leadership" and Masters Degree .		

OTHER NOTABLE NCCP ITEMS:

• Coach Developer Training

- New and comprehensive Coach Developer training process initiated by all sports
- 5 National conference calls on Evaluator Training
- Case studies and videos developed for Evaluator Training
- New documents for PTA outlining the new process for developing LF's and Evaluators
- Developed an NCCP Operations Manual. Central reference document for PTA's to deliver all facets of the NCCP
- Launched VC Coaching Centre website. Approximately 800 coaches took the e-modules. Cost was \$79 per coach. Launched 13 new e-modules as a pre-requisite to participating in a Workshop.
- National Championships Coach Certification Policy revised

Domestic Development Committee

COMPETITION RESTRUCTURE

VC applied and was awarded with the opportunity to work with the CS4L Expert group on a competition restructure process.

• National Team League

- 5 national conference calls included CS4L Expert education sessions. A Working Group was established with representation from nearly each province. The group developed a plan to fill High Performance gaps. The solution offered was to create an 18U & 20U League in which 8-12 teams across Canada are established to train year round in a high performance environment. Athletes would relocate to the nearest team and train according to the developed Yearly Training Plan. Further meetings are planned.

• 12U and 10U Rules of the Game

- 5 national conference calls including CS4L Expert education sessions. A Working Group was established with representation from nearly each province. The group worked to develop consensus on the rules of the game for the 12U and 10U categories. In addition, the group discussed strategies on how to grow the 12U and 10U categories within club volleyball. Further meetings are planned.

VOLLEYBALL CANADA CENTRE OF EXCELLENCE (VCCE)

The www.vcce.ca website is a central place for information and promotion of each program. The direction of the program has shifted to include a larger number of 13-15 year olds, and a fewer number of 16-18 year olds. Each Centre's target number of training hours ranges from 60-180 hours depending on the regions' needs.

	2012-2013	2013-2014	2014-2015	2015-2016
# OF CENTRES	16	24	21	18
# OF ATHLETES	630	760	877	856
# OF COACHES	42	67	75	66

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 2016-17.

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

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

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

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

Domestic Development Committee

YOUTH NATIONAL DEVELOPMENT PROGRAM (YNDP)

'The Youth National Development Program provides an environment of excellence in Canada to expose identified athletes to international level of education, training and competition early in their career.'

In the first year of the program (2014-2015), as part of our on-going commitment to long term athlete development, VCCE program undertook a process to identify high performance potential athletes as well as a depth chart. Including national championships, a database with input from VCCE Coaches, CIS/CCAA, as well as PTA leaders, and the identification of athletes at National Team Challenge Cup and Elite Championships, the result was a database with athletes with the potential to contribute to high performance programs in Canada. Over 100 athletes were ranked and provided services through the VCCE including subsidized fees, additional funding for strength and conditioning and national team training opportunities.

In 2015-2016, the YNDP further developed through the identification, selection and program delivery of the Youth (M) and Junior (W) teams (12 athletes/gender) whom trained after the provincial team training and competition (NTCC) and competed at the USA HP Championships.

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

Upon completion of the YNDP, athletes were provided subsidies (range: 25%-100%) with VCCE services throughout the year. The connection to the Sr National team was further developed with 12 athletes (4 Women/8 Men) subsidized to travel to the FTC and train with the coaches and athletes.

The database of athlete rankings continues to develop and moving into 2016-2017, the Youth National Development Program is continuing to provide athletes training, competition and education to further their high performance training and commitment to our Senior National Team.

NATIONAL TEAM CHALLENGE CUP

The NTCC's has traditionally been held at the full-time National Training Centres in Winnipeg and Gatineau. In 2016, the NTCC evolved and included teams from 18U-16U, including two international teams (Pacific Northwest Regional Teams). The events, hosted in Richmond and Edmonton, comprised of 22 women's teams and 19 men's teams, continues to showcase Volleyball Canada as a premier event host, along with a strong dedication to the development of our next generation of high performance athletes. The event was successful in generating over \$30,000 in grant opportunities.

MINI AND ATOMIC VOLLEYBALL

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

CLUB ACCREDITATION

- Ontario Volleyball launched the third year of the program in 2016. Six teams are currently accredited within the OVA. Volleyball Nova Scotia, Volleyball Manitoba, Volleyball Alberta and Volleyball BC plan to offer the program in 2016-17 season. PTA's and VC are looking at offering additional levels of accreditation.

DEVELOPMENT MODEL WEBSITE (www.vcdm.org)

- Development of the VCDM.org website was put on hold due to shifted focus on NCCP. The LTAD content may be replaced with an e-document, while the coaching content will transfer into the Coaching website or new VC website.

Alumni And Awards

Each year, Volleyball Canada inducts two members into the Volleyball Canada (VC) Hall of Fame under one of five categories – Athlete; Builder; Coach; Referee; and, Team. These awards have been established to recognize those individuals or teams who have attained prominence in the sport of volleyball or who have made a major contribution to the development and advancement of the sport in Canada or internationally.

This past year, VC held an extremely successful Hall of Fame Induction Ceremony, which took place in conjunction with the FIVB World League and the VC Championships in Calgary, Alberta. Former national team athlete, Don Saxton, was inducted into the Hall of Fame under the athlete category, along with the 1980 Women's Junior National Team, who were the first Canadian volleyball team to win an international Gold Medal.

This year, the Hall of Fame Induction Ceremony will take place in Saskatoon, Saskatchewan, alongside the FIVB World League and Volleyball Canada's AGM. This year's inductee include former national beach athlete Guylaine Dumont and the 1978 Junior Men's National Team.

Volleyball Canada Alumni have been invited through Facebook to attend the World League matches and to join the celebration of our inductees at the induction ceremony on June 24th.

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

Going forward we will continue to engage more VC Alumni. Having a presence and visibility at major events such as World League, the VC Championships, and on the Volleyball Canada website will enable us to continue to grow and reach former athletes.

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

As always, the Committee welcomes submissions for the Hall Inductions. For more information, please visit the Volleyball Canada or Hall of Fame website at www.volleyball.ca.

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

Special thank you to Lucie Leclerc-Rose for the planning and organizing of the Induction Ceremony.

Marlene Hoffman
Committee Chair



National Championships Committee (NCC)

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.

Committee Members: David Caughran (chair), Greg Ryan (VNCC Chair), Jasen Boyko (NOC representative), Greg Solecki, Trevor Thors and Marie-Christine Rousseau.

Following the 2015 Festival Event in Calgary, the NCC oversaw 9 events across the country over three weekends:

14U Atlantic – Halifax – May 5 - 8
14U East – Ottawa – May 5 – 8
17/18U Girls – Edmonton – May 5 - 8
15U East – Waterloo – May 12-15
14U West – Winnipeg – May 12-15
17/18U Boys – Saskatoon – May 12-15
16U East – Waterloo – May 19-22
15U West – Regina – May 20-23
16U West – Calgary – May 20-23

The 2016 VC Championships saw the highest number of participating teams of all past national championships in Volleyball Canada history at 919 teams! 2016 also saw the first time for Volleyball Canada instituting the Stay to Play policy (introduced in 2012 & used as Stay and Play in 2015) across the country, which required all participating teams to reserve accommodations at a property managed with one of three partner hotel management groups (HTG, Regatta, Anderson Vacations).

2017 will see all VC Championships hosted in the same cities as 2016 aside from the 14U West Winnipeg, MB which will move to Abbotsford, BC.

The NCC also announced the host city for the 2018 Festival Event. Edmonton, AB will proudly host the 3rd combined National Championships from May 12 – 24 at the Edmonton Expo Centre. Volleyball Canada is looking forward to hosting another exciting event which will bring together all teams under one roof!

SUB-COMMITTEES

VOLLEYBALL NATIONAL CHAMPIONSHIPS COMMITTEE (VNCC)

Committee Members: Greg Ryan (VNCC Chair), Jasen Boyko (NOC representative), Michelle Collens, Bruce Edwards, Allan Carmichael, and Brad Moyer.

Winter 2015 saw the Chair of the VNCC, Michelle Collens, step down and move to a member at large role. We would like to thank Michelle for her time and contributions as chair of the committee! Al Scott took a leave of absence from the committee in the fall of 2015. We are happy to welcome Greg Ryan back to a role on VC committees as the VNCC chair.

The VNCC worked on the further development of the VC representative role at the 2016 VC Championships. The intent of the role is to provide further support to event hosts regarding VC rules and policies as well as to play a vital role on the event Jury.

The 2016 VC Championships saw:

- A record breaking 916 teams
- Over 13,500 participants
- 9 separate events hosting in 8 host cities from NS to AB
- Teams from 11 provincial and territorial associations
- A total of 125 Courts
- Over 500 referees and referee support staff

In addition to hosting the 17/18U Girls VC Championships in Edmonton, VC also hosted the Women's Paralympic sitting volleyball selection camp in the Saville Centre. Participants and spectators greatly enjoyed the opportunity to witness this exciting sport throughout the weekend!

BEACH VOLLEYBALL NATIONAL CHAMPIONSHIPS COMMITTEE (BVNCC)

Committee Members: David Caughran (Acting Chair), Eric Lawlor, Josh Nichol, Jenny Black, Greg Solecki and Omid Mojtahedi (NOC representative).

In 2015 Volleyball Canada welcomed Lululemon Athletic as a sponsor of the beach programs. This new partnership was very well received by all participants and VC is looking forward to further expanding this relationship to offer participants more at the 2016 National Championships and beyond.

2016 will see the beach nationals return to a unified National Championship for both the Youth and Senior divisions. The Youth National Championships will be held in partnership with the OVA at Ashbridges Bay in Toronto, ON from August 18 – 21st. Divisions offered will be 14U, 15U, 16U, 18U and 22U; new for 2016 will be the inclusion of NTCC beach teams who will be competing in the 22U division.

The Senior National Championships will be held in partnership with Vision Sports and Entertainment from August 25 – 28th in North Bay, ON. Volleyball Canada and VSE will also be working with Basketball Canada to facilitate a new summer event which will bring together both beach volleyball and outdoor 3 v 3 basketball. The intent is to create a summer festival event which will be held on an annual basis which will turn nationals into a 'must see' event for both participants and spectators.

National Referee Committee

The National Referee Committee had another busy year for the 2015-2016 season. We continue to work on the implementation of 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 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 2016 Volleyball Canada Championships were held in May and once again these individual events were very successful. In total the Referee Committee provided referee services to 9 Championships with ~450 referees and 89 Referee Management Team members.

Again in 2016, as part of the VC Championships, we celebrated the success of our referees that were assigned to the Gold Medal match for Division 1 / Tier 1, by presenting both the 1st and 2nd referees with a Gold Medal from the championship. We look to continue to further our celebration of successes for referees at future National Championships.

HIGH PERFORMANCE AND INTERNATIONAL REFEREE DEVELOPMENT SUB-COMMITTEE

With the support of Volleyball New Brunswick and Volleyball Alberta, Volleyball Canada has two new International Referees Mr. Ryan Bunyan (Alberta) and Mr. Matt Van Raalte (New Brunswick). Both gentlemen ranked in the top of their International Referee Course and participated in the World Military Games to meet the FIVB criteria to become International Referees.

This year also saw the retirement of Mr. Taras Ilkiw and Mr. Malcolm Mousseau as International Referees leaving Volleyball Canada with nine (9) active Indoor International Referees. The High Performance and International Referee Development Sub-Committee continues to provide support for Referees who wish to become International Referees and continues to liaise with CIS and CCAA regarding the nomination of referees for national championships. For 2016-17 nine (9) Referees have indicated an expression of interest to enter the Domestic International Referee Development program. It is anticipated the next group of referees to participate in an International Referee Candidate Course will be in 2017.

Volleyball Canada continues to be represented in NORCECA and FIVB events, for 2015 all active International Referees participated in at least one international event highlighted by the nomination of 4 Canadian Referees to NORCECA or FIVB final matches. For 2016 Four (4) Canadian Referees have been nominated for FIVB World League or World Grand Prix events.

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.

Canada is fortunate to be sending a referee and a referee delegate to the Rio 2016 Olympic Games. Ms. Lucie Guillemette (referee) and Mr. Andre Trottier (referee delegate) both received nominations for the Rio Olympic Games. Congratulations to both of them and best of luck at the event.

SITTING REFEREE DEVELOPMENT SUB-COMMITTEE

The Sitting Referee program is still in its infancy, however we are very happy to report that Canada will have 2 representatives at the Rio 2016 Paralympic Games. Ms. Marie-Claude Richer (referee) and Mr. Pierre Farmer (referee delegate) have both received nominations for the Paralympics. Congratulations to both of them and best of luck at the event.

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.

Over the past year, we have seen some successes and some frustrations, but generally we've seen our program move forward.

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

National Referee Committee

We continue to advocate for the future goal of having an all-female team of officials work a major championship. This is the most logical next step as we have the numbers that would allow us to supply a high level event with qualified female referees. Our view is that we'd learn so much from 6 strong female referees working a championship together, rather than working several individual events across the country. I once again ask the support of the provinces and our executive in doing so.

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

This past year we created a "Sexual Harassment Policy" for all of our members. This is a one-page document that will be circulated nationally to all referees. Also, we have identified a more extensive program called "Respect in Sport Program" that is an educational online tool that addresses how we treat each other in our sport. This will be presented to the ROC meeting for examination.

Following the model set by the BC referee group, we are proposing a tournament for specifically an all-female refereeing crew. Upon finding a willing host, a team of our top female referees would attend and work the event. The aim would be to provide superior mentorship at the event from senior referees (male or female) and provide access to opportunity. This proposal will be presented to the ROC's.

NATIONAL REFEREE UNIFORM INITIATIVE

The purpose for the referee uniform initiative was to create a new image for the referees and supply a quality uniform that is fashionable and much more durable than the old product. This provides an avenue for Volleyball Canada's National Referee Committee to generate funds that can be used for the future development of Canadian referees at all levels.

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

CHALLENGES AND OPPORTUNITIES

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

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

- The need for a national system, which is embraced by all provinces/territories
- The need for an executable plan that services the need of all provinces/territories and individual referees
- The need to address the behavioural issues facing referees in Canada by participants and spectators.
- The 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.

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

- Succession Planning for the Chair and Sub-Committee Chairs of the National Referee Committee
- Continued work on the Long Term Referee Development (LTRD) model
- Create a Sitting Volleyball referee development program
- Plan to host an International Referee Clinic in 2017 or 2018

MANY THANKS

As I close out my 4th year as the Chair of the National Referee Committee, I would like to thank the Provincial/Territorial Regional Referee Chairs for their continued support of volleyball development in Canada, the members of the National Referee Committee for their support, commitment and leadership across Canada, and the staff of Volleyball Canada for their support and encouragement. Without the dedication of these individuals, we would certainly not be where we are today! We continue to have the pleasure of working with many superb individuals across our country, and whose dedication to volleyball is unbelievable. I look forward to the coming years as we continue to improve our referee program and services and become a larger part of the volleyball community in Canada.

Volleyball Registration System (VRS)

The Volleyball Registration System (VRS) continued to improve and progress over the 2015-16 season. Though there remains issues and concerns, there was improvement in a number of areas in terms of system stability and functionality. We have taken a number of steps to improve Customer Service including expansion of the support and account management resources as well as providing more visibility into issue tracking and development plans. Provincial/Territory Associations (PTAs) and Volleyball Canada (VC) will now have direct access to the Issue Tracking tool and more direct involvement in prioritization of issues.

In addition to the PTAs that have been using the VRS over the past year, Ontario, BC and Quebec are now looking to commence utilization of the system. This will add considerable volume to the system and will be done in a staged manner.

VC and some PTAs began testing Goalline's Competition Management System. The system was trialed at the National Team Challenge Cup (NTCC) last summer with success. Goalline representative were present at the 14U East Championships in Ottawa where they were able to see its VRS in use. The results

of that visit will be reviewed with a view towards considering improvements to the system, and its use at all VC Championships next season.

The VRS Administrators from VC and the PTAs will be having a meeting in Halifax at the Goalline offices on June 7/8, 2016 to review issues and concerns with the system as well as discuss new functions and features being made available.

On May 17, 2016 it was announced that Goalline had been purchased by Blue Star Sports. Blue Star Sports is owned by the Dallas Cowboys ownership group and is focused on providing system for youth sports. Pointstreak and Bonzi were also purchased by Blue Star and there will be a process of reconciliation and consolidation of the product offering amongst those systems. Gord Dickie will become the CEO for Canada and will oversee the consolidation of Pointstreak and Goalline. Overall this should result in a capital injection into the development and support functions for the firm and an extension of product offerings available, however it is still early to know what the direct impacts will be on us.





05

**Provincial
Territory
Reports**





PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS
Shylah Elliott contact@volleyballnunavut.ca	Scott Schutz (Acting) 250-718-8411 scott@volleyballnunavut.ca	N/A	Shylah Elliott Jeannie Arreak-Kullualik John Legate Bev Netusil Jill Billingham Matt Wyatt Kelsey Nickel

2015-2016

	INDOOR	BEACH
Number of Male registered players	50	50
Number of Female registered players	N/A	N/A
Number of Male registered coaches	N/A	N/A
Number of Female registered coaches	N/A	N/A
Number of Male registered referees	N/A	N/A
Number of Female registered referees	N/A	N/A
Number of Male recreational / Associate Level Members	N/A	N/A
Number of Female recreational / Associate Level Members	N/A	N/A

MAJOR EVENTS HOSTED

- 2015 Junior Territorial Tournament

MAJOR CORPORATE SPONSORS

- Canadian North
- Volleyball Stuff

NEW INITIATIVES FOR THE UPCOMING YEAR

- Natsiat Volleyball (Grassroots Program)

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: February 2014

CURRENT CHALLENGES

- Community distances
- Airfare costs.
- Inability to program with Volleyball Canada due to funding implications



PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS
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2015-2016

	INDOOR	BEACH
Number of Male registered players	56	56
Number of Female registered players	76	76
Number of Male registered coaches	1	1
Number of Female registered coaches	4	4
Number of Male registered referees	5	0
Number of Female registered referees	3	0
Number of Male recreational / Associate Level Members	300	N/A
Number of Female recreational / Associate Level Members	450	N/A

MAJOR EVENTS HOSTED

- 2016 Men's & Women's Open Territorial Championships
- 2015 Canadian Tire Open
- 2015 Beach Territorials

MAJOR CORPORATE SPONSORS

- First Air

NEW INITIATIVES FOR THE UPCOMING YEAR

- Annual Operational Planning

STRATEGIC PLAN

Do you have a strategic plan?

We are currently in the process of creating our Strategic Plan for to be approved by the board May 24, 2016.

Date of Strategic Plan: 2016-2019

CURRENT CHALLENGES

- Staff & Volunteer Capacity
- Funding
- Official Development
- Building/Facilitating sustainable programs communities outside of Yellowknife.

PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS
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2015-2016

Number of Male registered players	1100
Number of Female registered players	3295
Number of Male registered coaches	367
Number of Female registered coaches	286
Number of Male registered referees	214
Number of Female registered referees	155
Number of Male recreational / Associate Level Members	794
Number of Female recreational / Associate Level Members	785

INDOOR

BEACH

We do not track these in our system.

NEW INITIATIVES FOR THE UPCOMING YEAR

- Launch of new strategic plan
- Hosting Americas Masters Games
- Hiring Director of Coach Development position
- Setting up host society for the Women's National Team program

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: 2016-2019

Available on website: www.volleyballbc.org

CURRENT CHALLENGES

- N/A

MAJOR EVENTS HOSTED

- Western Canadian Beach Championships

MAJOR CORPORATE SPONSORS

- Clearly, Granville Island Brewery
- The Donnelly Group
- Canuck Volleyball
- Baden
- Sandman Hotels



PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS
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2015-2016

	INDOOR	BEACH
Number of Male registered players	1130	24
Number of Female registered players	3453	90
Number of Male registered coaches	329	N/A
Number of Female registered coaches	391	N/A
Number of Male registered referees	143	2
Number of Female registered referees	80	1
Number of Male recreational / Associate Level Members	1164	53
Number of Female recreational / Associate Level Members	3295	56

MAJOR EVENTS HOSTED

- NORCECA Men's Olympic Qualifier – Edmonton (Jan 8 - 10, 2016)
- 17U/18U Girls Canadian Open – Edmonton (May 6 - 8, 2016)
- 16U West Canadian Open – Calgary (May 21 - 23, 2016)

MAJOR CORPORATE SPONSORS

- Mikasa
- Sportfactor
- Elite Sportswear
- Enterprise / National

NEW INITIATIVES FOR THE UPCOMING YEAR

- Run a test event on the site of the 2018 Canadian Open Championships
- Investigate running a Norceca beach event
- Build a new outdoor beach facility

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: September 14, 2014

CURRENT CHALLENGES

- We are challenged by the lack of good facilities and finding enough coaches and referees to handle the growth of our game.

PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS
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2015-2016

	INDOOR	BEACH
Number of Male registered players	534	0
Number of Female registered players	2222	0
Number of Male registered coaches	225	1
Number of Female registered coaches	261	1
Number of Male registered referees	292	1
Number of Female registered referees	254	1
Number of Male recreational / Associate Level Members	708	927
Number of Female recreational / Associate Level Members	1700	1004

MAJOR EVENTS HOSTED

- 2015 Sask Cups
- 2015 Indoor Provincials
- 2015 Beach Provincials
- 2015 First Nations Summer Games Beach
- 2016 First Nations Winter Games Indoor

MAJOR CORPORATE SPONSORS

- Conexus Credit Union
- SUBWAY Restaurants
- Regina Hotel Association
- Tourism Saskatoon
- Just Volleyball
- Mikasa
- HTG Sports
- Booster Juice

NEW INITIATIVES FOR THE UPCOMING YEAR

- 2016 Sask Summer Games
- Referee Development (recruitment, mentorship, and evaluation program)
- Hosting 15U VCC
- Hosting 17-18U Men VCC
- Hosting World League, investing in Beach Courts around the province, Beach Tour at provincial parks
- Updating all governance policies
- Upgrading internet capability at main indoor facility

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: updated annually, latest update July 2015

CURRENT CHALLENGES

- Access to facilities
- Coach development

PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS
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2015-2016

	INDOOR	BEACH
Number of Male registered players	592	2
Number of Female registered players	1087	8
Number of Male registered coaches	238	4
Number of Female registered coaches	160	3
Number of Male registered referees	118	11
Number of Female registered referees	44	1
Number of Male recreational / Associate Level Members	870	311
Number of Female recreational / Associate Level Members	563	381

MAJOR EVENTS HOSTED

- Indoor & Beach Provincials
- Premier Club Touraments
- Wezer Bridle Cup

MAJOR CORPORATE SPONSORS

- Sport Manitoba
- Coaching Manitoba
- Mikasa
- Canad Inns
- Home Run Sports

NEW INITIATIVES FOR THE UPCOMING YEAR

- 2016 14U Western Championship
- 2017 Canada Games Volleyball and Beach Volleyball Planning
- Development of CG2017 Beach Volleyball Venue
- Grades 4-7 Development Programs
- 14U Manitoba Summer Games Program
- Premier Tournament Expansion
- Website upgrade

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: 2015-2019

CURRENT CHALLENGES

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



PRESIDENT	FULL TIME STAFF	FULL TIME STAFF	BOARD OF DIRECTORS
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EXECUTIVE DIRECTOR			
Jo-Anne Ljubicic 416-426-7414 jljubicic@ontariovolleyball.org			

2015-2016

	INDOOR	BEACH
Number of Male registered players	1800	751
Number of Female registered players	5418	1861
Number of Male registered coaches	871	24
Number of Female registered coaches	500	26
Number of Male registered referees	463	52
Number of Female registered referees	192	22
Number of Male recreational / Associate Level Members	420	93
Number of Female recreational / Associate Level Members	560	202

MAJOR EVENTS HOSTED

- Indoor - Grand Prix, Ontario Championships Indoor (700+ teams)
- Beach - OVA Tour, Grand Slams, Ontario Championships (560+ teams), Nationals

MAJOR CORPORATE SPONSORS

- Ontario Ministry of Tourism, Culture & Sport
- Canadian Sport Institute Ontario
- Waterloo Regional Tourism Marketing Corp
- Ontario Trillium Foundation
- City of Waterloo and RIM Park
- Canuck Stuff
- Regional Tourism 04
- Mikasa Sports
- City of Kitchener
- Impact Canopies

NEW INITIATIVES FOR THE UPCOMING YEAR

- Strengthen club governance and application requirements for new clubs
- Create a Communications Plan and Brand Strategy
- Grow Grassroots programming - Smashball and Hoops & Spikes
- Parent and Coach education
- Officials mentorship program
- High Performance Beach and Indoor Plans revised

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: 2016 - 2020

CURRENT CHALLENGES

- The creation of the metrics, tracking and measurement tools to successfully implement and monitor the strategic/operational plan
- Improve club governance and discipline & complaint process
- 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



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2015-2016

	INDOOR	BEACH
Number of Male registered players	539	91
Number of Female registered players	1293	176
Number of Male registered coaches	244	N/A
Number of Female registered coaches	149	N/A
Number of Male registered referees	204	N/A
Number of Female registered referees	270	N/A
Number of Male recreational / Associate Level Members	217	88
Number of Female recreational / Associate Level Members	401	156

MAJOR EVENTS HOSTED

- Omnium Volleyball Québec, novembre 2015
- Coupe du Québec, mars et avril 2015
- Championnats de Volleyball Québec, plusieurs villes, mars et avril 2015
- Pan Am Cup U21, Gatineau, juin 2015
- Men's FTTC Gatineau 2015-16
- Circuit Québec excellence, plusieurs villes, été 2015.
- Championnats de volleyball de plage, plusieurs villes, été 2015
- Camps estivaux volleyball et volleyball de plage, Sherbrooke, été 2015

MAJOR CORPORATE SPONSORS

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

NEW INITIATIVES FOR THE UPCOMING YEAR

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

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: 2010-2017

CURRENT CHALLENGES

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



PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS	
James Cress jcress@unb.ca	Ryley Boldon 506-451-1346 vnb@nb.aibn.com	Ryley Boldon vnb@nb.aibn.com Rachelle Duguay vnbcoordinator@nb.aibn.com Paige Paulsen vnbinfo@nb.aibn.com	James Cress Randy Wilson Melanie Gallant Wendy Mathers John Richard Jason Parker	Nic Boucher Eric Moffatt Joy Porter Pat Thorne Dan McMorran Natasha Dube

2015-2016

	INDOOR	BEACH
Number of Male registered players	366	30
Number of Female registered players	1454	50
Number of Male registered coaches	97	2
Number of Female registered coaches	81	2
Number of Male registered referees	91	1
Number of Female registered referees	91	0
Number of Male recreational / Associate Level Members	0	0
Number of Female recreational / Associate Level Members	0	0

MAJOR EVENTS HOSTED

- Provincial Championships
- Senior Open
- Jack Lawson Middle School Cup
- Atlantic Beach Tour and Beach Atlantics

MAJOR CORPORATE SPONSORS

- Subway
- Sideout Sports

NEW INITIATIVES FOR THE UPCOMING YEAR

- High School beach volleyball championships
- Adult Co-ed Beach events
- Continue youth volleyball clinics for schools and clubs

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: 2016-2019

CURRENT CHALLENGES

- Ensuring that all coaches receive proper training
- Ability to host National Championships (facility size)



PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS
Krista Walsh kristatwalsh@hotmail.com	Cheryl Crozier 902-569-0583 cgcrozier@sportpei.pe.ca	Executive Director works 60%, no other staff	Krista Walsh Harvey Mazerolle Peter Bolo Joe Ryan Max Arsenault Craig MacDougall Brenda Millar

2015-2016

	INDOOR	BEACH
Number of Male registered players	4	0
Number of Female registered players	33	0
Number of Male registered coaches	0	0
Number of Female registered coaches	0	0
Number of Male registered referees	14	0
Number of Female registered referees	7	0
Number of Male recreational / Associate Level Members	113	0
Number of Female recreational / Associate Level Members	329	0

MAJOR EVENTS HOSTED

- FIVB World League in June (Canada vs. Bulgaria)
- VC Convention & AGM in June
- Age group provincial championships
- Two tour stops on the Atlantic Beach Tour

MAJOR CORPORATE SPONSORS

- N/A

NEW INITIATIVES FOR THE UPCOMING YEAR

- Beach Leagues for all age groups
- Beach Provincial Team Program
- A team from PEI will be attending NTCC's for the first time in a number of years

STRATEGIC PLAN

Do you have a strategic plan? Yes

Date of Strategic Plan: April 1, 2015 - March 31, 2016

CURRENT CHALLENGES

It is currently a 1 year plan however we are now in the process of planning for a 3 year cycle which will make budgeting and planning easier. Also since our membership numbers are fairly low, that limits the income from membership dues. Lastly, our staff is only working at 60% f/t which does not allow for much growth in some areas (sponsorship) as time is spent on many day to day items.

PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS	
Paul Worden pdwordenvns@gmail.com	Jason Trepanier 902-425-5450 vns@sportnovascotia.ca	Shane St-Louis volleyballtd@sportnovascotia.ca	Paul Worden Jennifer Campbell Christian Turcot Jolayne MacKenzie Ryan Harris Ashley Smith	Carrie Peck Morgan Snow Paul Richer Maureen McNamara Bernie Wallace Dave Fairfax

2015-2016

	INDOOR	BEACH
Number of Male registered players	268	80
Number of Female registered players	1489	114
Number of Male registered coaches	118	0
Number of Female registered coaches	167	0
Number of Male registered referees	69	5
Number of Female registered referees	62	3
Number of Male recreational / Associate Level Members	193	92
Number of Female recreational / Associate Level Members	206	102

MAJOR EVENTS HOSTED

- World League - Hosted Argentina and Canada in June at the Scotiabank Centre
- Provincial Championships - Hosted by VNS at the Canada Games Centre in Halifax.
- Eastern Elite Championships - Hosted by VNS at the Canada Games Centre in Halifax.
- Hosted 3 Atlantic Beach Tour Events

MAJOR CORPORATE SPONSORS

- Mizuno
- Mikasa

NEW INITIATIVES FOR THE UPCOMING YEAR

- Enhancements to 12 Court Beach VB Facility in Halifax tents, signage, showers
- Development of Strategic Plan
- Coaching Symposium
- Coach Mentorship Program
- Enhancements to the Indoor Competition System
- New sponsorships and partnerships for both Beach facility and VNS

STRATEGIC PLAN

Do you have a strategic plan? No

Date of Strategic Plan: December 2016

CURRENT CHALLENGES

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



PRESIDENT	EXECUTIVE DIRECTOR	FULL TIME STAFF	BOARD OF DIRECTORS
Eric Hiscock ehiscock@nf.sympatico.ca	Russell Jackson 709-576-0817 nlvaruss@sportnl.ca	Russell Jackson nlvaruss@sportnl.ca Luke Harris nlvaluke@sportnl.ca	Eric Hiscock Finton Gaudette Catherine Strickland Chad Richards Randy Manning, Mark Rice Cindy Hiscock

2015-2016

	INDOOR	BEACH
Number of Male registered players	44	No
Number of Female registered players	146	Registration to Separate at this time.
Number of Male registered coaches	101	
Number of Female registered coaches	63	
Number of Male registered referees	119	
Number of Female registered referees	68	
Number of Male recreational / Associate Level Members	765	
Number of Female recreational / Associate Level Members	2043	

MAJOR EVENTS HOSTED

- VolleyFest: 182 Teams
- Molson Senior Provincials: 118 Teams

MAJOR CORPORATE SPONSORS

- Molson Breweries
- Hotel Gander
- Mikasa

NEW INITIATIVES FOR THE UPCOMING YEAR

- Increase Intramural Mini Program
- Increase Leagues
- New Provincial Indoor Team Initiative
- New Provincial Team Beach Program

STRATEGIC PLAN

Do you have a strategic plan?
Yes

Date of Strategic Plan: 2013-2017

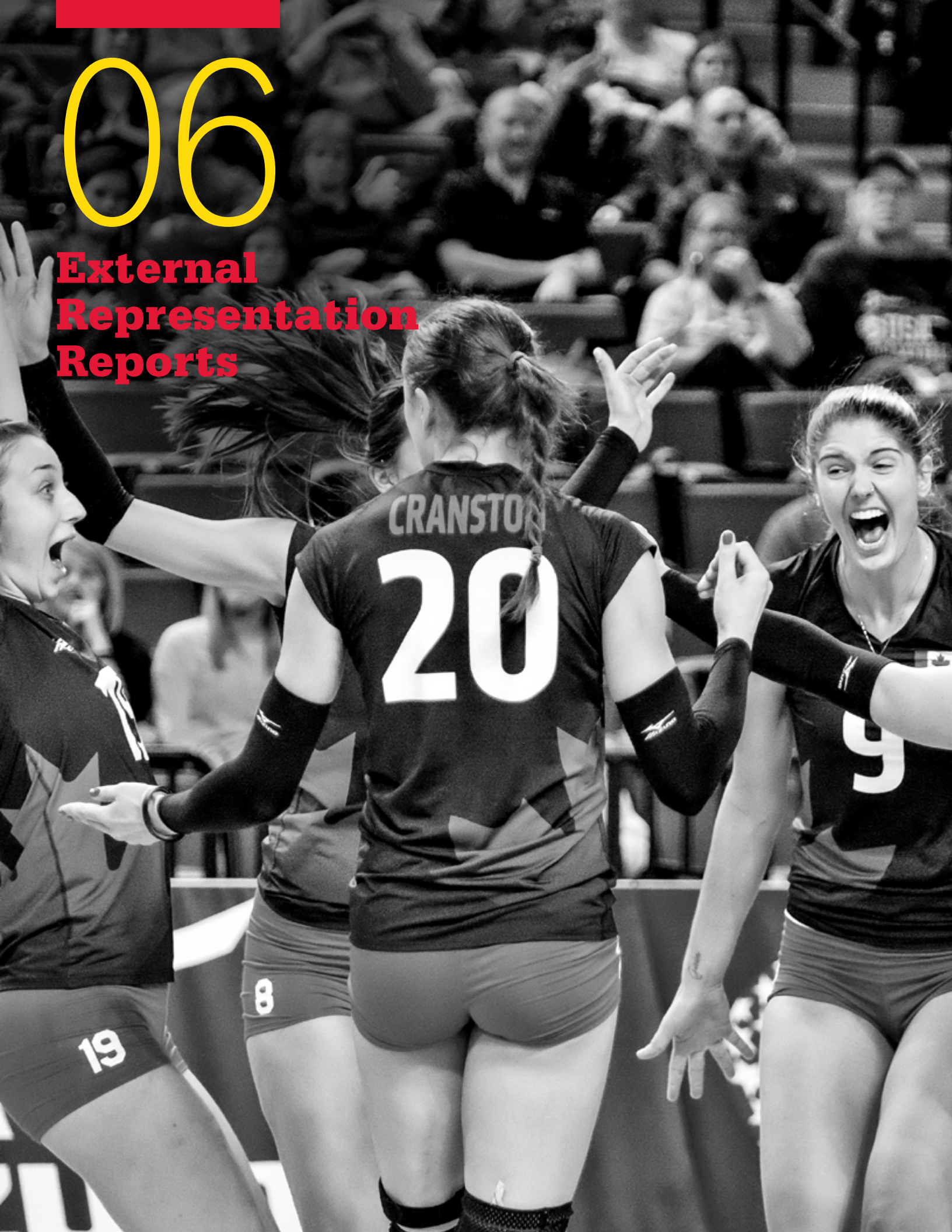
CURRENT CHALLENGES

- Venues for Competitions
- Male Volleyball
- Officials
- Beach Development
- Understaffed



06

**External
Representation
Reports**



International Relations Report

2015 was a very exciting year for Canadian Volleyball and the FIVB. The World Championships were held in Poland (men's), Italy (women's), and the Netherlands (beach).

Canada hosted several high profile events. In the summer, Canada hosted three weekends of World League matches in Calgary, Halifax, and Summerside. In June, Canada hosted the U21 Pan American Cup in Gatineau. The summer wrapped up with a very successful hosting of the Toronto 2015 Pan and Parapan American Games.

In January, 2016, Canada hosted the NORCECA Olympic Qualifier in Edmonton. While the event was a commercial success, the men's team lost in the final to Cuba. The Men's team will compete in a last chance Olympic Qualifier at the start of June in Japan.

Volleyball Canada will continue to host high-level Volleyball in 2016. In June, Saskatoon will host World League where Canada will play matches against China, Korea and Portugal. In early July, we will be hosting the 2016 U21 NORCECA Continental Championship in Gatineau, which will qualify teams for the U21 World Championships. In early July, North Bay, Ontario will be hosting a NORCECA Beach Volleyball Tour event. Finally, we can now confirm that Toronto will be hosting the FIVB Beach Volleyball World Tour Finals in September.

On the political side, volleyball has to date, not been involved in any scandal that has disrupted international sports federations, such as FIFA. Unfortunately, the recent disclosures of the use of illegal substances by athletes from the 2008 and 2012 Games will cloud all sport before, during and after the Rio Olympic Games. We await further news as to if any volleyball players were involved.

The 2015 NORCECA Congress was held in Punta Cana, Dominican Republic in November, 2015. Cristobal Marte was, again, re-elected as President. The Congress was successful for Canada, as several Canadians were appointed to NORCECA Commission. Canada was represented at the Congress by our President, Debra Armstrong and Hugh Wong, who was completing his term as a member of the Board of Administration and Vice-President of the Central Zone.

The FIVB Board of Administration Meeting was held in April of 2016. While the meeting was relatively quiet, several outcomes can be shared, including:

- The current FIVB President, Ary da Graca will be elected by acclamation at the Congress later this year, in October;
- Beach volleyball will be included in the 2018 Commonwealth Games in Australia;
- Qualification for the next Beach Volleyball World Championships and Indoor World Championships will be relatively the same as the last;
- An Athletes' Commission will be established; and,
- The FIVB will put emphasis on cost reduction at FIVB, which means less support to the confederations, less support for development centres, and more costs off-loaded to national federations.
- For instance, as of 2017, national teams that qualify for World Championships will be expected to pay their own flight tickets.

This will be my last report as International Relations Officer. I did not seek re-election to the Board of Administration of NORCECA which automatically eliminates my participation on the FIVB Board of Administration. I wish to thank the VC Board of Directors, Mark, Debra and everyone at Volleyball Canada for their support. It has been an unforgettable experience.

CANADIANS ON NORCECA COMMISSIONS

Sports Organizing	Alan Ahac
Technical and Development	James Sneddon
Coaching	Julien Boucher
Referees	Guy Bradbury, Andres Trottier
Media	Jackie Skender
Beach Volleyball	Ed Drakich, Hugh Wong

CANADIANS NOMINATED FOR FIVB COMMISSIONS

Coaching	Julien Boucher
Rules of the Game	Guy Bradbury
Referees	Andres Trottier
Beach Volleyball	Ed Drakich

FIVB Technical Commission Report

Julien Boucher was appointed to sit on the FIVB Technical Commission and the FIVB Joint Meeting of the Technical Commission and Coaching Commission. The meeting took place in Lausanne, Switzerland from January 28 to January 29, 2016. The meeting notes are below:

FIVB TECHNICAL COMMISSION - JANUARY 28, 2016 (MEETING NOTES)

LIST OF ATTENDANCE

Jivko Pavlov JETCHEV (President - BUL), Gianfranco FORMENTIN (Secretary – ITA), Cristobal MARTE HOFFIZ (NORCECA President - DOM), Amr M. ELWANI (CAVB President - ALG), Peter MURPHY (NED), Edward SKOREK (POL), Antonio RIZOLA NETO (BRA), Toshiro ENDO (JPN), Judith del Carmen SANDINO ALGUERA (NCA), Francis DRUENNE (FRA), Louis RWAKIRANYA (BDI), Arateide CACERES HERNANDEZ (), Julien BOUCHER (CAN)

REGRETS

Saul CASTRO VERDUGO (FIVB Executive Vice-President), Waithaka KIONI (KEN).

1. Opening by the FIVB President

- Emphasize the following in 2016
 - Change/Update Course Contents
 - Target Grassroots Coaches (Schools)
 - Enhance eLearning
 - Utilize FIVB Collabrate to greater extent
 - “Think outside the box”

2. Report of the 2015 Key Actions.

- Peter Murphy finalized video clips for referee training: Overhead serve reception, screening
- 2014 World Championships technical evaluations completed
- Long distance teaching tabled because of Level 2 Course contents development
- Level 2 Course content draft is ready
- Use VIS statistics to help all star Committees at events

3. Topics for Discussion

3.1 Technical Evaluations. Peter Murphy reports from 2015 actions. Goal is to send 4 (at least 3) Technical evaluators to Rio. Development section of the FIVB website currently being updated to become more user friendly.

3.2 FIVB YouTube Channel. FIVB is the fastest growing IF on the

YouTube channel.

3.3 Homologation of Volleyball Equipment. 2 new contracts in 2016: Puma (Cuba), Connor Sport Court.

3.4 VIS Proposals. Need to prepare a manual with criteria on objective selection of all stars at events.

3.5 Coaches Manual Level II. Draft is ready. Final revision is needed. Working group created:

4. Coaches Courses and Technical Seminars to be held in 2016. List posted on FIVB website early February.

4.1 Online Education Project. 3 pilots in 2016: Anti-doping, Referee, CC Level 1

4.2 New Course Structure.

5. 2016 Working Plan

5.1 Decisions

5.1.1 Olympic Games 2016 – Volleyball Technical Evaluation. FIVB to send three technical evaluators for the whole Olympic Tournament (Volleyball Men and Women)

5.1.2 FIVB to produce 200 DVDs for Confederations, FIVB Development Centres and Coaches Instructors.

5.1.3 Volleyball CC-II Manual, Finalisation by February 15th. Upload to FIVB website by February 29th

5.2 Proposals

5.2.1 Volleyball Selection of ideal team. IT department to create software supporting Control Committees for selection of ideal team

5.2.2 E-Learning. Volleyball CC-I Practical Part – Increase duration from 5 to 6 days (48 working hours) and to limit number of participants up to 35 people. FIVB to encourage/ support CCs and NFs in translating the teaching material from e-learning in more languages than English, French and Spanish.

5.2.3 2016 working groups

5.2.3.1 CC-II - Finalise the e-learning model by April 1st

5.2.3.2 OG 2016 Technical Evaluation content by March 31st

5.2.3.3 Volleyball in School Project concept and plan to be finalised by June 30th

5.2.3.4 VIS improvements and creation of guidelines by May 10th

6. Other Business. None

FIVB Technical Commission Report

FIVB JOINT MEETING - TECHNICAL COMMISSION & COACHING COMMISSION

(MEETING NOTES)

WELCOME ADDRESS BY THE FIVB PRESIDENT

1. Sports Development Overview. 9 goals

- Move volleyball from Group 2 to Group 1 in IOC ranking by 2020
- Reach 2 million users on FIVB digital platforms by 2016
- Increase TV audience by 20% in 2016 and 100% by 2020
- Sign with 4 new global partners by 2020 (\$10M per year)
- Increase FIVB annual income
- Establish effective bidding process (for hosting events by 2018)
- Make available TV/Internet to
- Increase number of licensed/amateur players by 2018
- Become #1 sport within humanitarian organisations by 2020

1.1 Department Structure. 2nd year of new Team (staff).

1.2 Projects

1.2.1 NF Survey.

1.2.2 Coaches Survey. Conducted last year. FIVB Course participants surveyed. 210 respondents worldwide.

1.2.3 Volleyball Your Way Festivals.

1.2.4 Website Metrics.

1.3 Key Performance Indicator (KPI)

2. New Technology

2.1 Digital Net. Has been well received. Has been improved: thinner mesh.

2.2 LED Boards. Not presented

2.3 Challenge system. Different systems exist (Poland, Italy, Hawkeye (FIVB)). Needs to be faster. Hawkeye can also produce other features for media purposes: movements heat charts, graphic ball placement on court, etc.

3. Workshops

3.1 Coaches Course Level I repurposing. Proposal to update and upgrade contents. Increase number of hours from 40 to 48. Mostly to allow for increased discussion time.

3.2 Coaches Course Level II repurposing. Final revision needed. Workgroup created to finalize. Main issue for eLearning is language. Furthermore, there can't be eLearning without tutors on line able to answer questions from participants.

3.3 Coaches Course Level III repurposing. Not a priority. Coaching Commission feels we could replace the Level III by advanced Seminars for top coaches. Move some of the contents to Level II.

3.4 Technical Seminar Teachers repurposing. Targets school teachers and focuses on initiation to volleyball. Contents and structure drafted. Includes wide variety of topics from basic movement skills to psychology and basic volleyball rules and skills.

3.5 2-hour match duration. Desire not to change the integrity and the nature of the sport (as with timed games). Play with duration of challenges, number of time-outs, time between end of rallies and next serve, process substitutions faster still, introduce 6 free substitutions. Change sides only once in a match. On-going.

3.6 Beach Volleyball Coaches Course Structure. E-Book developed 5 years ago. Need to go to the next level with the help of the 2 Commissions (Coaching and Technical).

NORCECA Beach Commission Report

Ed Drakich (CAN) was appointed president of the NORCECA Beach Commission for 2016-2020. The competition structure for the 2016 NORCECA Beach Tour has changed to follow FIVB principles of seeding. This includes seeding by FIVB seeding points for each team (Not by National Federation NORCECA Points) and the competition format is now consistent among all 2016 NORCECA Beach Tour events: 16-Team per gender event with pool play followed by single elimination with a consolation round. As a result, teams from 1 to 12 earn their position by playing matches (Teams 13-16 are placed using overall point ratings). The FIVB BVIS software is now used at every 2016 NORCECA Beach Tour event with match by match results now posted on the NORCECA website and FIVB points automatically added to each player's FIVB biography after each event.

The 2016 NORCECA Beach Commission Meeting was held at the NORCECA Offices January 15-16, 2016. The meeting notes are below:

2016 NORCECA BEACH COMMISSION

(Meeting Notes)

LIST OF ATTENDANCE

Cristobal Marte (NORCECA President - DOM), Ed Drakich (Beach Commission President - CAN) Mayra Huerta (Beach Commission Secretary - MEX), John Rugar (USA), Sean Scott (USA), Sinjin Smith (USA), Hugh Wong (CAN), Marte Centeno (AFECAVOL President - GUA), Mushtaque Mohammed (CAZOVA President), Glenn Quinlan (ECVA President - SKN), Daymian Stewart (TTO), Angel Rivas (DOM), Miguel Ramirez (MEX), Henry Matthew (ANT), , Laura Almaral (MEX), Arnaldo Sanchez (PUR), Mireya Luis (CUB), Cesar Osuna (MEX), Brian Louisy (LCA), Jesus Perales (MEX), Laura Amaral (MEX), Kennedy McGowan (CAY), Zuliy Saravia (GUA), Oscar Valdez (ESA), Eduardina Baez (DOM)

OTHER

Jose Jimenez Lao (President CRC), Indhira Ramirez (DOM) plus other NORCECA Staff

FRIDAY JANUARY 15TH, 2016

1. Cristobal Marte welcomed the Beach Commission members to the meeting

2. Ed Drakich welcomed the Beach Commission members to the meeting.

3. The meeting Agenda was approved.

4. The 2015 NORCECA Beach Commission Meeting minutes were approved with an amendment to the 2016 NORCECA Continental Cup that NFs that qualify only one berth to Rio 2016 via the WT (Olympic Ranking) can participate in the 2016 NORCECA Continental Cup with two competing teams (The players that earned a berth for Rio 2016 via the WT will not be eligible to compete).

5. Action: Ed Drakich to email Cristobal Marte with a NORCECA proposal that starting in 2020 only one team per country should be allowed to compete at the Olympics. The second proposal is to increase the number of teams at the Olympics to 32 teams from 24 teams.

6. NORCECA Beach Commission functions and regulations (Approved at the Beach Commission meeting):

- Duties and rights of Control Committee members: Operations manual for NORCECA Control Committee
- Ranking for entry the same as the past
- Seeding using FIVB Seeding Points
- Host top naturally seeded below 4 (5+) is moved to seed 4, host naturally seeded 1-4 is moved to seed 1
- Host country gets 2 teams in every event with a maximum of 4 teams
- Host country never in same pool (Moved down to be in different pool)
- -45 to -30 day registration window(-30 days is a hard deadline – Teams confirmed including countries informed of 2nd teams at -29 days)
- Minimum Host Zone Quota
 - Central: Central = 7, AFEVAVOL = 3, CASOVA = 3, ECVA = 3
 - AFECVOL: Central = 5, AFECVOL = 5, CASOVA = 3, ECVA = 3
 - CASOVA: Central = 5, AFECVOL = 4, CASOVA = 4, ECVA = 3
 - ECVA: Central = 5, AFECVOL = 4, CASOVA = 3, ECVA = 4
- Above 16 teams entry is by NORCECA Ranking
- First teams of each country enter up to 16 teams. If not full then host gets second team first and NORCECA Ranking determines 2nd, 3rd, and 4th...second team of a country
- NORCECA Tour Events – can be 16, 20 or 24, 28 or 32 teams
 - 16 = 3 courts, 20 = 4 courts or 3 courts with lights, 24 = 4 courts, 28 = 4 courts with lights, 5 courts...etc.
- Teams from the same country play in semi-finals
- 2-way tie in pool play broken by overall points ratio (points for in the pool)
- Must play all positions 1 to 16 in each event

7. Action: Ed Drakich to email Cristobal Marte to ensure Toronto 2015 Pan Am participants gets FIVB points.

8. 2015 NORCECA Beach Tour and 2015 NORCECA Continental Cup events were presented by Arnaldo Sanchez.

NORCECA Beach Commission Report

9. 2015 NORCECA Administrative Report presented by Indhira Ramirez and Cristobal Marte.

- 2015 NORCECA Beach Tour: Total NORCECA Expenditures \$338,503.94 USD
- Continental Cup: Total NORCECA Expenditures \$285,155.97
- 31 NFs participated in NORCECA Beach events (Only 10 NFs did not)
- TTO, USA and CAN had 100% participation in both genders on 2015 NORCECA Beach Tour

10. 2015 NORCECA Referee Report presented by Miguel Angel Ramirez.

11. Toronto 2015 Pan American Games Beach Volleyball presented by Ed Drakich.

12. 2015 NORCECA Continental Cup events presented by Indhira Ramirez and Cristobal Marte.

13. Top 16 teams get hotel paid for (1st or 2nd teams). Extra teams gave to pay the hotel.

14. 2016 NORCECA Beach Tour: Control Committee and referees arrive on Wednesday and Players arrive on Thursday by 4PM (New). Teams that have trouble arriving on Thursday can request to NORCECA to arrive on Wednesday. In this case the host organizers will pay for Wednesday night for these players. Each promoter will list the arrival and departure dates.

15. NORCECA will provide 3 neutral referees to each NORCECA Beach Tour event in exchange the team registration fee will be \$300 USD (Up from \$200 USD).

16. Jesus Perales (MEX) presented Mexico Beach events in 2015

- Guaymas, MEX March 30-April 3
- La Paz, MEX April 6-11
- Ensenada, MEX June 8-13
- Continental Cup – Acapulco June 20-26 (5 courts)

17. Equipment Distribution presented by Sucreily Reyes

- USA, CAN and CUB receives 100 molten balls (Any type) per year
- MEX, PUR, DOM receives 200 balls per year
- Other 425 molten balls per year
- Category I/II each receives \$19,959 worth of equipment
- Category III/IV each receive \$2,500 to \$5,850 worth of molten balls (100 total)
- Total NORCECA equipment distributed = \$710,607 USD

18. Meeting Adjourned

SATURDAY JANUARY 16, 2016

19. Cristobal Marte introduced the NORCECA Beach Tour promoters that are attending the second day of the 2016 NORCECA Beach Commission.

20. Cristobal Marte presented the current NORCECA Beach Tour Ranking for men and women.

21. Email addresses of the players will be added to BV-02 Registration Form for NORCECA Beach events. Indhira to blind copy (bcc) players when communicating to NFs regarding a specific NORCECA Beach event.

22. The seeding at the Pan American Games and the Central American and Caribbean Games will be the same as the NORCECA Beach Tour – by FIVB Seeding Points with the Host getting either Seed 4 if seeded 5th or less or Seed #1 if naturally seeded 1-4.

23. The women's Continental Cup semi-final will be in El Salvador (May 12-16). The men's Continental Cup semi-final will be in Saint Lucia (May 26-30).

24. Tentative 2016 NORCECA Beach Tour Calendar:

- 1) Guatemala City, Guatemala (GUA) March 10-14
- 2) Guaymas, Mexico (HMO) March 31-April 4
- 3) La Paz, Mexico (LPB) April 6-11
- 4) Guanacaste, Costa Rica (LIR) April 13-18
- 5) Grand Cayman, Cayman Islands (GCM) April 21-25
- 6) Punta Cana, Dominican Republic (PUJ) April 28-May 2
- 7) Zapopan Jalisco, Mexico (GDL) June 2-6
- 8) Ensenada, Mexico (TIJ or SAN) June 9-13
- 9) North Bay, Canada (YYB) June 30-July 4 (YYB)
- 10) Varadero, Cuba (HAV or VRA) July 13-17
- 11) San Juan Del Sur, Nicaragua (MGA) July 27-August 1
- 12) Boqueron, Puerto Rico (SJU and BQN) August 3-8
- 13) Long Beach, USA (LAX) August 25-29
- 14) St. Thomas, US Virgin Islands (STT) September 29-October 3
- 15) Chula Vista, USA (SAN) October 6-10
- 16) St. Lucia (SLU and UVF) October 13-17
- 17) San Salvador, El Salvador (SAL) November 17-21
- 18) Tobago (TOB) NORCECA Tour Finals November 24-28

25. 2016 Continental Cup Olympic Qualification Finals – Acapulco, Mexico (ACA) June 20-27

26. Cristobal Marte discussed the Financial Conditions of the 2016 NORCECA Beach Tour events.

NORCECA Beach Commission Report

NEW APPROVED FOR 2016

- Team Registration Fee = \$300 USD (\$200 USD to NORCECA and \$100 USD to Promoter)
- Late Registration Fee = \$400 USD (\$200 USD to NORCECA and \$200 USD to Promoter)
- Hotel paid for players from Thursday to Monday (One day less than in 2014)
- 3 neutral referees will go to each event

27. FIVB U17, U19 and U21 FIVB Beach Volleyball World Championships

- CRC, USA and CAN get a 2nd team in the men's qualification of U17/U19/U21 WCs
- USA and CAN get a 2nd team in the women's qualification of U17/U19/U21 WCs

28. Action: Ed Drakich to present 2017 FIVB BVB World Championships at 2017 NORCECA Beach Commission Meeting

29. Arnaldo Sanchez presented on the history of the 2016 NORCECA Beach Tour 2006-2016. There have been 75 women's and 74 men's NORCECA Beach Tour events since 2006.

30. NORCECA Development Centres and NORCECA Beach/Volleyball Activities were presented by Cristobal Marte.

31. Presentations were given by Mireya Luis (CUB), Damien Stewart (TTO), Laura Almaral (MEX), Zully Saravia (GUA), Arnaldo Sanchez (PUR) and Kennedy McGowan (CAY) regarding their respective events.

32. Meeting adjourned.



International Beach Volleyball Referees Committee Report

2016 ROC MEETING

The 2016 season is under way. Canada is hosting a Norceca Beach Pro Tour event in North Bay at end of June. It will be the third year in a row that they've hosted this event and all events were a great success.

On the FIVB side, 2016 is an Olympic year. On the Beach side of the Olympic Games, I am so proud to confirm the participation of three Canadians: Lucie Guillemette as Referee, Ed Drakich as Member of the Jury Committee and myself (André Trottier) as Referee Delegate. Needless to say that having three representatives from Canada is quite an accomplishment for our National Federation!

We have Mr. Brian Heibert who will start this year his first year as an official BVB International Candidate. Brian will be evaluated in Puerto Vallarta for his 1st of 2 evaluations. We will be able to help him progress at the Norceca event in North Bay.

These are the 2016 International nominations for our International and Candidate Referees as of April 2016. I am also very proud to confirm that this year ALL of our Referees have received International nominations:

LUCIE GUILLEMETTE:

Norceca Continental Cup in Antigua & Barbuda in January
FIVB World Tour Grand Slam in Rio, BRA
FIVB World Tour in Vitoria, BRA
FIVB World Tour in Fortaleza, BRA
FIVB World Tour in Cincinnati, USA
Norceca Tour, North Bay, CAN
Olympic Games in Rio, BRA

OMID MOJTAHEDI:

FIVB World Tour in Maceio, BRA
FIVB World Tour in Long Beach, USA
Norceca Tour in North Bay, CAN

JASEN BOYKO:

FISU Games Parnu, EST
Norceca Tour North Bay, CAN

BRIAN HEIBERT:

FIVB World Tour in Puerto Vallarta, MEX
Norceca Tour in North Bay, CAN

ANDRÉ TROTTIER:

FIVB Referee Delegate:
FIVB Gran Slam in Rio, BRA
FIVB World Tour in Vitoria, BRA
FIVB World Tour in Hamburg, GER
FIVB World Tour in Puerto Vallarta, MEX
Norceca Tour, North Bay, CAN
Norceca Tour in Tobago, TRI

FIVB Referee Delegate Seminar - Lausanne
VCP Instructor in St-Kitts

FIVB REFEREE COMMISSION:

Meeting in Lausanne at the FIVB Headquarters – January

NORCECA COMMISSIONS:

Beach Commission meeting in Santo Domingo – January
Referee Commission meeting - February

André Trottier

International Beach Volleyball Referee Committee Chair

NORCECA Sport Organizing Commission Report

The NORCECA Sports Organization Commission Meeting took place from January 13 – 14, 2016. 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.

LIST OF ATTENDANCE

Cristobal Marte (NORCECA President - DOM), Jose Jimenez Lao (NORCECA General Secretary - CRC), Saul Castro Verdugo (President – MEX), Marte Centeno (AFECVOL President), Mushtaque Mohammed (CAZOVA President - TTO), Glenn Quinlan (ECVA President – SKN), Tom Pingel (USA), Melissa Weymouth (USA), Ariel Sainz Rodriguez (Secretary - CUB), Elliot Sosa (PUR), Jorge Almada (MEX), Lucille Hobson (ISV), Alfredo Ramirez Flores (MEX), Nelson Cruz (PUR), Ramon Garcia (DOM), Edgar Alvarado Ardon (CRC)

OTHER

NORCECA Staff, Jesus Perales Navarro (MEX)

WEDNESDAY JANUARY 13, 2015

1. Cristobal welcomed the SOC members to the meeting
2. Cristobal informed the SOC that Nelson Ramirez no longer works for NORCECA as he now works with the Dominican Republic Olympic Committee.
3. Tom Pingel (USA) wanted to add to the SOC Meeting Agenda a proposal from Doug Beal that was emailed to Cristobal last night (January 12th) which proposes to change the rotating calendar for hosting events. Cristobal did not allow a decision to be made regarding this proposal at this SOC meeting. Cristobal explained that only one additional year (2020) can be added to the rotating calendar and that overall changes to the rotating calendar must be approved by the NORCECA Executive Committee and Board of Administration. This issue will be discussed at the SOC meeting with a potential recommendation for the Executive and Board of Administration.
4. The meeting Agenda was approved. A new cycle will be establish 2016-2020 (Ending at the 2020 Olympic Games).
5. The SOC discussed changes to the Control Committees including an Inspection Visit for inexperienced hosting nations at -60 days and having the President of the Control Committee or the Competition Director also arrive at -5 days to fix any outstanding issues with inexperienced hosting nations.
6. The 2016 event hosting schedule is being finalized (Firm dates are required). Canada is keeping the same schedule as posted online on the NORCECA website.
7. Jorge Almada presented the 2014-15 Volleyball Competitions held in NORCECA. 57% of NORCECA events are women's events while 43% are men's event.
8. Marta Centeno presented the AFECVOL Volleyball Tournaments held in 2015.
9. Cristobal updated the updated NORCECA rankings shown on the NORCECA website.
10. Cristobal presented the two recent NORCECA Olympic Qualification Events (Edmonton, Canada and Lincoln, Nebraska).

11. Cristobal presented the Rio 2016 Olympic Qualification Process for Volleyball (12 teams total):

- Host BRA
- Top 2 World Cup (2)
- Five Continental Champions (5)
- Three at World Olympic Qualification Tournament in Japan (3)
- One at Intercontinental Qualification Event (1)

12. Cristobal started the process to determine the U18, U19, U20, U21 and U23 FIVB World Underage Volleyball Championships. Puerto Rico will bid for the U23 FIVB Women's World Championships.

13. 2018 FIVB Volleyball World Championships Women (Japan), Men (Bulgaria and Italy)

14. Cristobal gave his opinion on the Hosting responsibility of the NORCECA NFs:

- 1st Level – USA, CAN and MEX
- 2nd Level – PUR, CUB
- 3rd Level – DOM, CRC, GUA, TTO
- 4th Level – All others

15. NORCECA Competition Calendar Rotating System 2016-2020

- USA Volleyball Proposal – Go to a 2-year Hosting Calendar with a confirmed host (In writing) or list TBD. Also, the bidding/awarding process is proposed to be amended. Discussed the merits of the USA Volleyball proposal. Overall, the SOC did not support this proposal. Cristobal was strongly against this proposal.

16. Meeting Adjourned 9:00PM

THURSDAY JANUARY 14, 2015

17. Presentation: U23 Women's Pan-American Cup (Peru 2016)
18. Equipment distribution: Category I/II = \$19,659.09 USD, Category III/IV (CAN = III, USA = IV) = 100 Molten Volleyballs total outside of events (\$2,400 - \$5,850 USD). Both CAN and USA have not requested any Molten Volleyballs in 2015. Equipment is also provided as part of hosting NORCECA events. In 2015, NORCECA spent \$710,610.07 in equipment. The cost of equipment to tournaments was \$20,150.
19. CAZOVA report presented by Mushtaque Mohammed.
20. NORCECA events in Mexico for 2016 presented by Jesus Perales Navarro (MEX).
 - 2016 Sr. Men's Pan Am Cup – Teams must arrive on May 19th depart May 27th
21. NORCECA Development Centres presentation by Cristobal Marte.
22. Regulations Review: No modifications are needed.
23. NORCECA President's Activity Report 2014-15 presented by Cristobal Marte. There are 11 NORCECA Commissions.
24. Other Business: Nelson Perez Cruz (PUR) presented the 2016 Women's Intercontinental Olympic Qualification.
25. Meeting adjourned.

NORCECA Referee Commission Report

The 2016 Referee Commission took place on February 12, 2016. Guy Bradbury sits on the NORCECA Referee's Commission, and attended the meeting on behalf of Volleyball Canada. The NORCECA President outlined that there will be changes within the FIVB Commission structure. However, it was indicated that members would be expected to contribute to the new quadrennial with a focus on respect and growth. The meeting notes are below:

1. NATIONAL REGISTRATION OF REFEREES

It was reiterated that all National Federations must insure that the referee profiles are up to date and current. If not, could impact any application to become a Volleyball or Beach Volleyball International Referee Candidate.

2. INTERNATIONAL REFEREE DEVELOPMENT

A new procedure for the identification of International Referee Candidates was accepted. National Federations from Canada, USA, Mexico, Cuba and Puerto Rico will continue with current federation process. For all others expression of interest of proposed candidates must be submitted to the NORCECA Referee Commission. Candidates will receive a program to follow and maintain. The goal of the program is to prepare referees for an International Referee Course. It was noted that it might take up to two years prior to a referee being nominated for a course.

3. ROLE OF REFEREE DELEGATE

There was a discussion regarding the role of the Referee Delegate within a match. It was indicated that Referee Delegates will have the authority to intervene in a match if they note a situation where the referee has incorrectly applied the application of a rule or the action of the scorer is incorrect. It should be noted that NORCECA still uses the Judge's Conference for reviewing the decision of the Referee or the actions of the Scorer. Previously the Referee Delegate did not have the authority to intervene in a match as only the Jury President did. However, due to the fact that the Jury President may not be familiar with the current Rules of the Game this procedure become effective for the 2016 NORCECA competitions.

4. NORCECA REFEREE DEVELOPMENT PLAN

The Chair of the NORCECA Referee Commission presented the following as objectives of the Commission:

- Implement the new development program of National Referees and Candidates International.
- Schedule for 2018 International Candidates courses in Beach and Indoor in NORCECA.
- Incorporate the Referees in overcoming NORCECA impact programs.
- Uniform application by NORCECA. Sale at a price.
- We propose that the Referee Delegate have NORCECA Polo that would identify him or her.
- Establish a NORCECA based program to support the development of Female Referees.

5. STREAMLINE REPORTING FORMAT

A new competition reporting format will be tested to 2016.

6. REFEREE HEALTH MANAGEMENT PROGRAM

The issue of the Referee Health Management Program was discussed, including:

- 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.
- FIVB Medical Commission is reviewing the potential of implementing a fitness testing program

7. E-LEARNING PROGRAM

It was reported that the use of the FIVB E-learning program was has not met expectations. The Commission will wait for direction from FIVB regarding this program. It was also reported that the use of the Rosetta Stone program has not met expectations.

8. CANADIAN REFEREES

The following Canadian Referees have been nominated:

- Mr. Scott McLean, (AB) Mr. Andrew Robb (ON), Mr. Andrew Cameron (ON) and Mr. Scott Dziewirz (QC) have been nominated to participate in 2016 FIVB events.
- Mr. Ryan Bunyan (AB) and Mr. Matthew Van Raalte (NB) have been nominated as International Referees
- Mr. Azad Hosein (MB), Mr. Andrew Cameron (ON), Mr. Ryan Bunyan (AB) and Mr. Matthew Van Raalte (NB) have been nominated have been nominated for 2016 NORCECA Volleyball events.

FIVB Rules of the Game Commission Report

The Rules of the Game Commission met from January 19-20, 2016. Guy Bradbury sits on the commission. The meeting Notes are below:

RULES OF THE GAME COMMISSION

(Meeting Notes)

The FIVB President continues to express his goal that the FIVB must change to meet the challenge for volleyball and beach volleyball to be accessible to the general public via technology. It is also evident that the FIVB Commission structure will be reviewed and changes to be effective after the 2016 FIVB Congress.

President Dr. Ary Graça again 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 anyway possible to improve the service quality to the players, coaches and spectators.

DISCUSSION POINTS:

- **Challenge System:** The Challenge System will continue to evolve and be used for Olympic Games and designate pools within the 2016 World League and Grand Prix

- **Use of Technology:** Use of technology will continue to evolve with the goal of reducing the overall time of a match. This includes use of tablets at the player's bench for substitutions, time outs and submission of line up.
- **E-Learning:** The FIVB has introduced an E-Learning Program for FIVB designated referees this project will continue and be evaluated.
- **Multi-Media Teaching Tool:** This development tool has been updated and provides an increased option for referees to enhance their understanding and application of the
- **Casebook:** The Volleyball and Beach Volleyball has been updated to be more reflective of recent situations that have arisen over the past year.
- **Coaching Age Group Athletes:** It was agreed that the test of permitting beach volleyball coaches to advise age group beach volleyball players during time outs and between sets was successful and the will continue.
- **Rule Test**
 - **Two Hour match time:** It is the goal to package a match so that it can be played within a 2-hour timeframe.
 - **Service Time:** While it has been tested that a service must be completed within 15 seconds of the previous completed rally. No official report has been prepared however the concept is still under review.
 - **Elimination of Double Touch:** To be reviewed in conjunction with the Coaches Commission

NORCECA Press Commission Report

Volleyball Canada has one representative on this commission (Jackie Skender) who attends the annual meeting in Dominican Republic. The following is a summary of the meeting posted on www.norceca.net:

SANTO DOMINGO, Dominican Republic, February 11, 2016 – Mandatory video streaming for all NORCECA major competitions was one of the proposals the Press and Media Commission of NORCECA will submit for approval to the Board of Administration of the institution.

Streaming video, which has been often requested by the followers of the website, would be mandatory for annual Pan American Cup in both genders, the two biennial NORCECA Continental Championships, the biennial U23 Pan Am Cups and the U21 Men's Pan Am Cup and U20 Women's Pan Am Cup.

Another proposal was to include the accompanying journalists in the major competitions when those professionals meet a certain

number of requirements that include the certification by both the National Olympic Committee and National Federation as well as from the media group they represent.

Also the Press and Media Commission proposed a change of the regulation regarding the all/star team to allow the opposite player to keep the award as the best player of his/her position when they are also elected as Most Valuable Player.

Arturo Cough, who was introduced as new president of the Press and Media Commission, made a report of the FIVB Press Commission Meeting held in Lausanne, Switzerland.

The working plan covering the period 2016-2019 includes the expansion of the social media platforms and the increase of the followers and interactive communication of fans around the region and throughout the world.

Roosevelt Comarazamy, NORCECA Press Officer, presented a full report of activities corresponding to 2015 and presented a working plan with an expanded team of collaborators.



07

Sponsorship Report



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

Qualifying multiple beach teams and our men's indoor team for the upcoming Rio Olympics and 2018 Nationals in Edmonton will be a great properties to generate new partner interest and enhance our value for current sponsors.

Another exciting development to highlight related to our sponsorship platform will be the launch the new Volleyball Canada identity, logo and website. The new look of Volleyball Canada happening in the fall of 2016 will be a great addition to our corporate offering.

UPDATES

1) INTER PIPELINE LTD. They are a major petroleum transportation, storage and natural gas liquids extraction business based in Calgary, Alberta. Inter Pipeline has signed a 3 year partnership which began on January 1, 2016 and ends on March 31, 2018. The agreement will support all of Volleyball Canada's teams which includes indoor, beach and sitting volleyball. The sponsorship will help to support teams training for the 2016 Olympics and Paralympics in Rio de Janeiro, Brazil, as well as development initiatives to help create future National Team athletes, fostering the growth of the sport in Canada.

2) LULULEMON Our beach teams have been enjoying the financial and product support of our apparel sponsor lululemon and the associated value for our organization has been very beneficial. We are in our 2nd year of the partnership and they have put in a tremendous amount of effort developing a line of beach apparel for Rio 2016 for our teams and for retail sale — the apparel will be sold in lululemon's top stores across Canada during the Olympics in August, of which Volleyball Canada will receive a royalty in addition to the sponsorship fee. We will be presenting a four-year renewal proposal to lululemon in July.

3) MIZUNO We are currently in renewal discussions with our long-term indoor footwear and competition-wear sponsor Mizuno. They continue to be a market leader in the Volleyball footwear and sportswear category and their partnership term with Volleyball Canada ends at the end of 2016. Both groups are working on new sponsorship terms that reflect the continued growth of our sport in Canada and hope to extend the partnership for another four years.

CURRENT SPONSORS Inter Pipeline Ltd., lululemon, Mizuno, Canuck Stuff, InterContinental Hotels Group, National Benefit Authority, Arm-2-Aim, RE7, Travel Roller, Wilson, Tachikara, Active Ankle, SA America.

08

Communications Report



Overview 2015/6

Since last year's annual convention, volleyball has experienced unprecedented highlights that have had an impact on its notoriety and image on the national stage. The plan is to build on this momentum through the Olympic and Paralympic Games, and beyond.

KEY EVENTS/HIGHLIGHTS

- Toronto 2015 (PanAm and Parapan Am) put the spotlight on all our national disciplines. Beach experienced positive attention through its televised matches and “electric” live atmosphere. The men's indoor bronze medal match was nationally televised. And the women's and men's Parapan sitting volleyball teams both medalled and brought attention to the sport, especially in the GTA.
- Unprecedented success on the FIVB Beach World Tour brought attention to the beach program. One example is that beach teams were featured on the top-rated Rick Mercer Report and have been gaining in media coverage throughout the year. Beach volleyball (specifically beach players Heather Bansley and Sarah Pavan) were chosen to participate in the Canadian Olympic Committee's “Ice in our veins” brand campaign for the Rio 2016 Games. This exposes the athletes to a wide audience and puts volleyball in a select group of sports chosen to participate.
- Working with our partners to publicly announce the new location of the women's centre in Richmond, and the renewal of the agreement with the Gatineau centre (still in progress).
- Announcing the partnership with Edmonton for the next “mega-Nationals” in 2018.
- Event hosting continues to bring live and tv/online audiences. The Olympic Qualification Tournament in Edmonton not only saw sold-out live audiences and online (approx. 40,000 for CAN v CUB), but also had a national TV audience (Jan. 09) and significant online audience through our partners at CBC Sports.

The following graphic shows viewership for the nationally televised men's match (CAN vs PUR) on Saturday, January 09:

TV Data										
AMA (000), SHARE (%), REACH (000)										
Program	Date	Weekday	Start time	End time	AMA(000)		Shr%		DlyRch(000)	
					Ind.2+	A25-54	Ind.2+	A25-54	Ind.2+	A25-54
VOLLEYBALL	09/01/2016	Saturday	15:30:00	18:00:00	116	37	1.6	1.4	974	335

Source: Audience data example. Source : Numeris TV Meter, Oct. 1-31, 2014, CITY, A2+, M-Su 2a-2a, Toronto EM, AMA, generated by InfoSys+TV

- The World Olympic Qualification Tournament again put the spotlight on the indoor men's team, and had the positive outcome of an Olympic berth. Media coverage was positive (example from cbc.ca):

How Canadian men's volleyball remade itself into an Olympic team

A 10-year plan of patience and development has paid off

By Jacqueline Dooney, CBC Sports | Posted: Jun 09, 2016 5:28 PM ET | Last Updated: Jun 09, 2016 5:33 PM ET



Canada's Gavin Schmitt, who is bouncing back from a leg operation, helped Canada place fourth in last week's Olympic qualification tournament in Tokyo and secure the country's first berth into the Games since 1992. (Koki Nagahama/Getty Images)



LATEST OLYMPICS STORIES



Canada come short of winning

The VC Brand

Volleyball Canada has gone through a re-branding process, and the outcome has been approved by the VC board. The brand will better reflect the organization's current activities and give it a more current "look and feel." Along with the implementation of the new brand will come an investment into a stronger online presence with a new web site launched in late 2016. This will be a major step forward as our web presence has been lagging behind the industry standard.

2016 Key Messages

Key message remain essentially the same, but with a major focus on the Olympics, and building on current success moving forward to the next quad.

WE ARE PART OF THE CANADIAN TEAM

Volleyball is part of a larger sport landscape and holds an important role in the sport community in Canada. For the first Olympics in this century, Canada will have a presence on the indoor court; and will have at least three beach volleyball teams in Brazil, where volleyball and beach volleyball is among the most popular sports in the country. As well, sitting volleyball women's team will be competing at the Paralympics in September.

PERFORMANCE MATTERS

Whether we get to the Olympics or not, we are serious about performance ...

It's not just qualifying that matters, it's living up to potential and using the available resources to reach the best possible result.

We belong in Rio... not just there as "tourists."

MOVING FORWARD TO BUILD ON THE EXPERIENCE

Shaping our post-Olympic identity... ie branding, development programs, post-2016 planning (new web site, keeping up to date with social media trends).

Building on the experience to boost participation domestically and identify the "next gen" of Olympic athletes. Ie. Post London 2012: Local Government Associations found athletics, cycling/BMX, beach volleyball, swimming and gymnastics recorded the biggest jumps in new interest. Participation in handball was also by 50 per cent.

Retaining and/or securing sponsorship for the next quad Making the most of the Olympic/Paralympic window. What are the opportunities/challenges?

Volleyball Canada and Social Media

Our goal is to use available social media channels to communicate, inform and engage with registered participants, fans, supporters and stakeholders in an authentic and entertaining way.

Our engagement with volleyball fans continues to grow on social media channels, with Instagram seeing the largest growth of the past year with almost triple the amount of followers compared with last year.

AND OVERVIEW OF VC'S SOCIAL MEDIA REACH IS AS FOLLOWS:



TWITTER followers total more than 21,000 (up from 15,900 in June 2015)



FACEBOOK reaches 143, 000+ “fans” (up from 88,000 in June 2015)



INSTAGRAM has 21,000 followers (up from 7,500 in June 2015)

Currently, the social media channels used most are Twitter, Facebook and Instagram, and more occasionally YouTube. Overall, the goal is to use these channels regularly, with an eye on changing trends and new opportunities. Next, VC will be venturing into the **SNAP CHAT** world!

Media Monitoring

VC has access to media monitoring data through a system called “Meltwater”... this gives us data for internal use and for current and potential sponsor/partner presentations.

Example in the graphic below – the impact that qualifying the men's team had on the media “mentions.”

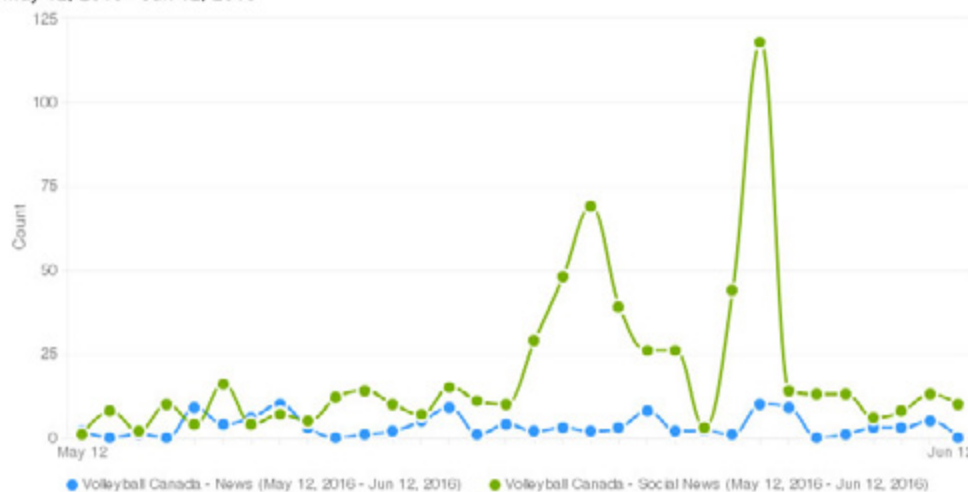


Monitor

May 12, 2016 - Jun 12, 2016

Media Exposure

May 12, 2016 - Jun 12, 2016



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09

**Financial
Report**



Financial Statements of

CANADIAN VOLLEYBALL ASSOCIATION

Year ended March 31, 2016

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, 2016, 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, 2016, and its results of operations, changes in net assets and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

KPMG LLP

Chartered Professional Accountants, Licensed Public Accountants

June 15, 2016

Ottawa, Canada

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Financial Position

March 31, 2016, with comparative information for 2015

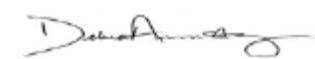
	2016	2015
Assets		
Current assets:		
Cash	\$ 415,040	\$ 284,035
Accounts receivable	1,045,778	501,550
Inventory	69,863	80,290
Prepaid expenses	699,622	457,234
	2,230,303	1,323,109
National Registration System Joint Venture (note 2)	122,745	93,630
Tangible capital assets (note 3)	103,115	241,629
	\$ 2,456,163	\$ 1,658,368

Liabilities and Net Assets

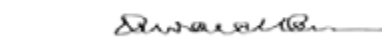
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 793,964	\$ 407,899
Deferred revenue (note 5)	1,312,897	982,236
	2,106,861	1,390,135
Deferred capital contributions (note 6)	17,040	67,980
Net assets (note 7):		
Investment in tangible capital assets	86,075	173,649
Unrestricted	246,187	26,604
	332,262	200,253
Commitments (note 8)		
Contingencies (note 9)		
	\$ 2,456,163	\$ 1,658,368

See accompanying notes to financial statements.

On behalf of the Board:



Director



Director

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Operations

Year ended March 31, 2016, with comparative information for 2015

	Budget (Unaudited)	2016	2015
Revenue:			
Sport Canada contributions	\$ 1,850,000	\$ 2,515,000	\$ 2,160,500
Team Canada indoor volleyball	-	1,929,052	1,327,186
National competitions	-	2,710,628	1,121,772
World league	-	1,141,836	947,349
Membership fees	-	919,120	837,435
Domestic development	-	844,850	656,614
Team Canada beach volleyball	-	421,930	374,126
National office operations	-	398,660	287,428
Referees	-	176,048	149,889
Merchandising	-	131,193	121,977
NORCECA championship	-	147,221	149,542
Team Canada sitting volleyball	-	119,986	114,457
Grand Prix	-	79,508	99,015
Amortization of deferred capital contributions	-	50,940	50,940
National Registration System joint venture (note 2)	-	29,115	48,925
	1,850,000	11,615,087	8,447,155
Expenses:			
Team Canada indoor volleyball	1,230,000	3,604,995	2,365,463
World league	-	1,609,109	1,417,368
Team Canada beach volleyball	180,000	1,095,624	1,018,187
National office operations	164,500	1,146,636	958,404
National competitions	-	1,940,853	961,747
Domestic development	118,000	960,678	711,230
Team Canada sitting volleyball	152,500	452,706	255,973
Referees	5,000	147,261	147,853
Merchandising	-	87,761	78,045
NORCECA championship	-	238,063	355,078
Grand Prix	-	199,392	315,822
	1,850,000	11,483,078	8,585,170
Excess (deficiency) of revenue over expenses	\$ -	\$ 132,009	\$ (138,015)

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Changes in Net Assets

Year ended March 31, 2016, with comparative information for 2015

	Unrestricted	Investment in tangible capital assets	Total 2016	Total 2015
Net assets, beginning of year	\$ 26,604	\$ 173,649	\$ 200,253	\$ 338,268
Excess (deficiency) of revenue over expenses	132,009	-	132,009	(138,015)
Loss on disposal of tangible capital assets	5,285	(5,285)	-	-
Tangible capital asset additions	(14,393)	14,393	-	-
Amortization of tangible capital assets	147,622	(147,622)	-	-
Amortization of deferred capital contributions	(50,940)	50,940	-	-
Net assets, end of year	\$ 246,187	\$ 86,075	\$ 332,262	\$ 200,253

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Cash Flows

Year ended March 31, 2016, with comparative information for 2015

	2016	2015
Cash provided by (used in):		
Operating activities:		
Excess (deficiency) of revenue over expenses	\$ 132,009	\$ (138,015)
Items not involving cash:		
Amortization of tangible capital assets	147,622	151,071
Amortization of deferred capital contributions	(50,940)	(50,940)
Loss on disposal of tangible capital assets	5,285	4,588
National Registration System joint venture	(29,115)	(16,426)
Changes in non-cash operating working capital:		
Accounts receivable	(544,228)	(255,564)
Inventory	10,427	1,296
Prepaid expenses	(242,388)	(62,247)
Accounts payable and accrued liabilities	386,065	(15,710)
Deferred revenue	330,661	(27,162)
	145,398	(409,109)
Investing activities:		
Tangible capital asset additions	(14,393)	(14,732)
Increase (decrease) in cash	131,005	(423,841)
Cash, beginning of year	284,035	707,876
Cash, end of year	\$ 415,040	\$ 284,035

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements

Year ended March 31, 2016

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

1. Significant accounting policies:

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

(a) Basis of presentation:

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

(b) Revenue recognition:

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

(c) Inventory:

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

(d) Financial instruments:

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

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2016

1. Significant accounting policies (continued):

(d) Financial instruments (continued):

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

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

(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 using the following methods and annual rates:

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

(g) Expenses:

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

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2016

1. Significant accounting policies (continued):

(h) Use of estimates:

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

2. National Registration System 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. At the beginning of the year, net revenues were shared as follows: The Association 61.9%; Ontario Volleyball Association 31.43% and Alberta Volleyball Association 6.67%. Effective May 20, 2014, the Association paid out the remaining investment in the system to the OVA and AVA and retains full control of, and liability for, the system.

3. Tangible capital assets:

				2016		2015		
		Cost	Accumulated amortization	Net book value		Net book value		
Leasehold improvements	\$	257,703	\$	195,519	\$	62,184	\$	82,357
Computer equipment		583,225		542,294		40,931		159,272
	\$	840,928	\$	737,813	\$	103,115	\$	241,629

Cost and accumulated amortization at March 31, 2015 amounted to \$840,722 and \$599,093, respectively. During the year, the Association disposed of tangible capital assets with a cost of \$14,186 (2015 - \$14,353) and accumulated amortization of \$8,901 (2015 - \$9,765).

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2016

4. Accounts payable and accrued liabilities:

As at March 31, 2016 and 2015, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.

5. Deferred revenue:

	2016	2015
National championship registrations	\$ 929,550	\$ 911,945
National team funding	335,713	11,250
Other	27,599	21,187
Officials' uniforms	20,035	37,854
	\$ 1,312,897	\$ 982,236

6. Deferred capital contributions:

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

7. Net assets:

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

The Association is not subject to externally imposed capital requirements and its overall strategy with respect to capital remains unchanged from the year ended March 31, 2015.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2016

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:

2017	\$	105,775
2018		3,696
2019		2,159
2020		720
	\$	112,350

9. Contingencies:

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

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

10. Financial risks and concentration of credit risk:

(a) Liquidity risk:

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

(b) Credit risk:

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

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2016

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

(c) Interest rate risk:

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

There has been no change to the risk exposures from 2015.

CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2016

	Sports Development	Enhanced Excellence	Total
Mainstream Core Revenue:			
General administration	\$ 62,000	\$ -	\$ 62,000
Salaries, fees and benefits	150,000	62,000	212,000
Coaching salaries and professional development	175,000	130,500	305,500
National Team program	195,000	882,500	1,077,500
Official languages	11,500	-	11,500
Operations and programming	16,000	-	16,000
	\$ 609,500	\$ 1,075,000	\$ 1,684,500
Mainstream Core Expenses:			
General administration	\$ 658,721	\$ -	\$ 658,721
Governance	50,412	-	50,412
Salaries, fees and benefits	1,178,683	79,396	1,258,079
Coaching salaries and professional development	391,773	138,380	530,153
National Team program	1,894,688	1,006,899	2,901,587
Official languages	22,631	-	22,631
Operations and programming	5,539,557	-	5,539,557
	\$ 9,736,465	\$ 1,224,675	\$ 10,961,140
Mainstream Above Core Revenue:			
Long-term athlete development	\$ 13,000	\$ -	\$ 13,000
Mainstream Above Core Expenses:			
General administration	\$ 65,141	\$ -	\$ 65,141
Athletes With A Disability Core Revenue:			
General administration	\$ 5,000	\$ -	\$ 5,000
Salaries, fees and benefits	15,000	-	15,000
Coaching salaries and professional development	7,500	-	7,500
National Team program	93,000	29,000	122,000
Official languages	3,000	-	3,000
	\$ 123,500	\$ 29,000	\$ 152,500
Athletes With a Disability Core Expenses:			
General administration	\$ 6,792	\$ -	\$ 6,792
Salaries, fees and benefits	52,219	-	52,219
Coaching salaries and professional development	32,876	-	32,876
National Team program	288,015	47,590	335,605
Official languages	4,091	-	4,091
Operations and programming	25,214	-	25,214
	\$ 409,207	\$ 47,590	\$ 456,797

CANADIAN VOLLEYBALL ASSOCIATION

Schedule B - World League Revenue and Expenses

Year ended March 31, 2016

	Cash	In-Kind	Total
Revenue:			
Government:			
Federal - Sport Canada	\$ 350,000	\$ -	\$ 350,000
Federal - Other	-	-	-
Provincial	136,099	-	136,099
Municipal	95,000	179,927	274,927
Total - Government	581,099	179,927	761,026
Other:			
Sponsors	-	12,500	12,500
Fundraising	-	-	-
Sales/Merchandise	-	-	-
Tickets	318,847	-	318,847
International Federation	174,463	-	174,463
National Sport Organization	117,273	-	117,273
Participant fee	-	-	-
Broadcasting	-	-	-
Public Institution (e.g. University)	-	-	-
Other (Own the Podium)	225,000	-	225,000
Total - Other	835,583	12,500	848,083
Total revenue	\$ 1,416,682	\$ 192,427	\$ 1,609,109
Expenditures:			
Operational costs	\$ 1,382,495	\$ 192,427	\$ 1,574,922
Ineligible expenditures	34,187	-	34,187
	\$ 1,416,682	\$ 192,427	\$ 1,609,109

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