



# Annual Report 2017 - 2018





FIVB

 **MIKASA**



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# 01 Report from the Chair







I'd like to take this opportunity to acknowledge the breadth and depth of the work done by Volleyball Canada in the 2017-18 year. As is evident by this Annual Report, we have made great strides in many areas, and there is still so much more work to be done.

Highlights for me, especially as a men's national team alumnus, include the men's bronze medal at the 2017 World League finals and that team's World Championship qualification. As well, it's great to see the women's indoor team progress at its home base in Richmond, and convincingly beating Cuba to qualify for the World Championships last fall.

Needless to say, we've seen world-class strides made on the beach side over the past several years – for the first time having a world number 1 ranked team on the beach tour on the women's side this past year, and both the men and women medaling at the first-ever Commonwealth Games beach tournament in Australia.

Our sitting athletes are a constant source of inspiration to so many, including myself, and it's great to see them working so hard toward Paralympic Games qualification.

I was also very impressed by the work done leading up to and including the major Nationals event in Edmonton. The planning and effort that went into an event of that scope and size involved so many in our volleyball community and I'd like to thank the staff, volunteers, referees and partners (both government and commercial) who made the event possible.

There is so much work behind the scenes in the area of athlete development, coaching education, technology in sport, medical support, international relations, promotion and so much more. I would also like to thank and recognize the grass-roots and frontline work of our Provincial and Territorial Associations – without their groundwork, we would not be where we are today.

This year, we are also embarking on an initiative to further keep our sport safe for all participants, and acknowledge that we must not let our guard down in any area, especially when it involves the protection of young, developing participants. Volleyball is a true team sport, and we must continue to uphold the highest of standards and values as we move forward to keep our sport fun and safe for all.

I'm looking forward to your support on the road to 2020 and with all our programs in future years.

Thank you for your work on behalf of our sport.

Kevin Boyles

**02**

# **Directors, Chairs, Committees & Staff**



# Directors, Chairs, Committees & Staff

## Board Of Directors

Kevin Boyles	Chair
Julie Young	National Team Athlete Director
Dan MacIntosh	Member-at-large
Guylaine Dumont	Member-at-large
Joanne Mortimore	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
Marc White	New Brunswick
Russell Jackson	Newfoundland & Labrador
Melanie Thompson	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
Lisa Vowk	Yukon

## Alumni And Awards Committee

Marlene Hoffman	Chair
Sylvie Bigras	Members
Wayne Hellquist	
Monica Hitchcock	
Greg Willisroft	
Lucie Leclerc	VC Staff

# Directors, Chairs, Committees & Staff

## National Indoor Committee (NIC)

Greg Ryan	Chair & Participant Experience
John Richard	Scheduling
Brad Moyer	VC Representative
Bruce Edwards	Seeding
Greg Solecki	Emergency Planning & Medical
David Caughran	Communications
Sandra de Graaff	VC Staff

## Beach Committee

David Caughran	Chair
Andrea Bailie	VC Staff

## Sitting Volleyball Committee

Kerry MacDonald	Chair
Jesse Ward	Athlete Rep
Katelyn Wright	
Ian Halliday	VC Staff

## Domestic Development Committee

Brian Newman	Chair
Monette Boudreau-Carroll	Members
Jonathan Chevrier	
Glenn Hoag	
Keith Hansen	
Ed Drakich	
Dawna Sales	
James Sneddon	VC Staff

## High Performance Beach Sub-Committee

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

## High Performance Management Committee

Julien Boucher	Chair
Mark Eckert	VC President & CEO
Ed Drakich	Members
Hugh Wong	



# Directors, Chairs, Committees & Staff

## High Performance Men's Indoor Sub-Committee

Julien Boucher	Chair
Glenn Hoag	Member
Steve Brinkman	Athlete Rep

## High Performance Women's Indoor Sub-Committee

Julien Boucher	Chair
Tammy Mahon	Athlete Rep

## National Referee Committee

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

## Standing Committee Chairs

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

## International Commissions

Ed Drakich (Member)	FIVB Beach Commission
André Trottier (Member)	FIVB Refereeing Commission
Guy Bradbury (Member)	FIVB Rules of the Game Commission
Ed Drakich (President)	NORCECA Beach Volleyball Commission
André Trottier (Member)	NORCECA Beach Volleyball Commission
Hugh Wong (Coordinator)	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 Coordinator)	NORCECA Refereeing Commission
Alan Ahac (Member)	NORCECA Sport Organizing Commission
Julien Boucher (Secretary)	NORCECA Technical and Coaches Commission

# Directors, Chairs, Committees & Staff

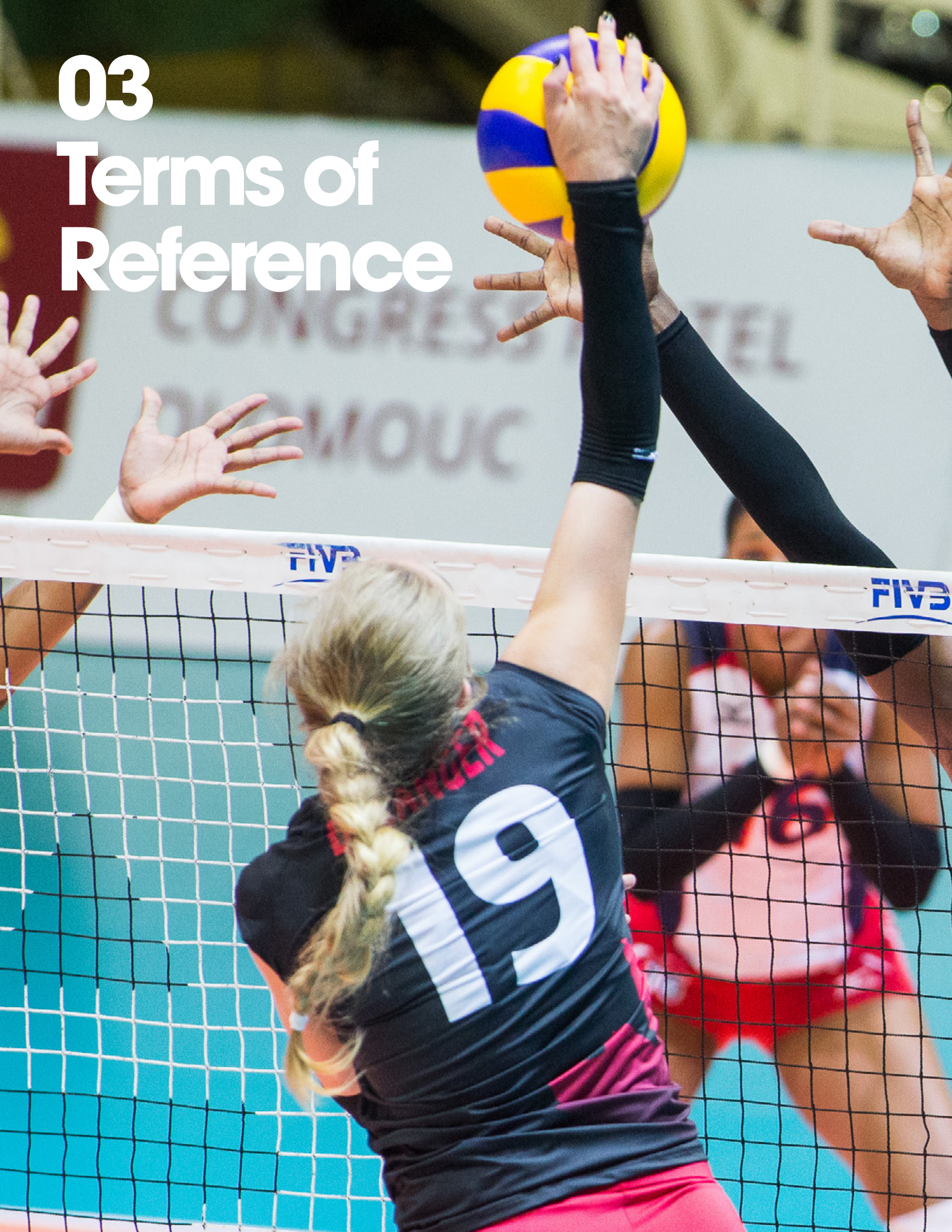
## STAFF

Mark Eckert	President & Chief Executive Officer
Linden Leung	Director, Finance & Operations
Jackie Skender	Director, Communications
Sandra de Graaff	Director, Domestic Competitions
James Sneddon	Director, Athlete and Coach Pathways
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
Kerry MacDonald	Director, Sport Science, Medicine, Innovation & Research
Lucie Leclerc	Manager, National Office
Frank Boyer	Manager, Men's National Team
Chrissy Benz	Manager, Women's National Team
Dawna Sales	Manager, Athlete and Coach Pathways
Ryan Aktari	Coordinator, Beach High Performance
Courtney Killion	Coordinator, Digital Content
Sasha P. Gardner	Coordinator, Domestic Development
Caitlin Devlin	Coordinator, Events
Graham Loyst	Coordinator, Events & Registration
Cassandra Nicol	Administrative Clerk
Mélanie Danna	Coordinator, Promotions and Communications Coordinator
Andrea Bailie	Referee & Events Coordinator
Steve Anderson	Head Coach, Beach National Team
Adriana Bento	Next Gen Coach, Beach National Team
Dana Cooke	Next Gen Assistant Coach, Beach National Team
Josh Nichol	Performance Analyst, Beach National Team
Ryan MacDonald	IST Lead and Strength & Conditioning Lead, Beach National Team
Stéphane Antiga	Head Coach, Men's National Team
Dan Lewis	Assistant Coach, Men's National Team
Melissa Healy	Head Therapist, Men's National Team
Lionel Bonnaure	Performance Analyst, Men's National Team
Marcello Abbondanza	Head Coach, Women's National Team
Vincenzo Mallia	Assistant Coach, Women's National Team
Richard Schick	Assistant Coach, Women's National Team
Giorgio Caiterzi	Head Therapist/Osteopathic Practitioner, Women's National Team
Thiago Menon	Therapist, Women's National Team
Jeff Smith	Head Coach, Men Sitting Team
Nicole Ban	Head Coach, Women's Sitting Team



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 Team will consist of the Head Coach, Assistant Coaches, administrative staff, Training Centre representatives, IST representatives and volunteer advisors, with each Leadership Team specifically structured 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 additional tasks as 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 President & Chief Executive Officer.

## **Composition**

**The Committee will be composed of staff, as follows:**

- The President & Chief Executive Officer 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 President & Chief Executive Officer.

## **Resources**

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

## **Reporting**

The Committee will report through the President & Chief Executive Officer 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 assigned to the Committee by the Board or by the President & Chief Executive Officer.

## 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 President & Chief Executive Officer.

## Composition

The composition of the Committee will include:

- 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 President & Chief Executive Officer 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 President & Chief Executive Officer.

## **Resources**

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

## **Reporting**

The Committee will report through the President & Chief Executive Officer 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 President & Chief Executive Officer.

## 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 President & Chief Executive Officer.

## 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 President & Chief Executive Officer 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 President & Chief Executive Officer.

## **Resources**

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

## **Reporting**

The Committee will report through the President & Chief Executive Officer 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 additional tasks as assigned to the Committee by the Board or by the President & Chief Executive Officer.

## 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 President & Chief Executive Officer.

## 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 President & Chief Executive Officer 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 President & Chief Executive Officer.

## **Resources**

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

## **Reporting**

The Committee will report through the President & Chief Executive Officer 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 Indoor Committee

## Name

National Indoor Committee

## Mandate

The National Indoor 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 President & Chief Executive Officer.
- 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 Championship and appoint Tournament Chairs for each National Championship.
- Review all budgets, significant contracts, significant sponsors and the proposed schedule of events for all National Championships and provide non-binding feedback to the President & Chief Executive Officer and to staff.
- Appoint a representative to serve as direct liaison between the Committee and each National Championship 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 Championship and provide this report to the current host, to future hosts, and to the President & Chief Executive Officer.
- Perform additional tasks as assigned to the Committee by the Board or by the President & Chief Executive Officer.

## 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 President & Chief Executive Officer.

## 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 President & Chief Executive Officer 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 President & Chief Executive Officer.

## **Resources**

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

## **Reporting**

The Committee will report through the President & Chief Executive Officer 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 Referee Committee

## Name

National Referee Committee

## Mandate

The National Referee Committee is a program committee of Volleyball Canada. Its role is to provide leadership and direction to Volleyball Canada's Referee 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 Referees 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 Referees 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 additional tasks as 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 Referee Committee will be composed of representatives of the Regional Officials Committees and Chairs of sub-committees and task teams as deemed necessary by the Chair of the Referee Committee. Other members will be added with expertise deemed required by the Chair and/or Board of Directors

The President & Chief Executive Officer 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 two years, and such terms may be renewed to a maximum of three 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 in June 2016.

### **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.



# 04 Committee Reports



# Beach High Performance

## High Performance Beach Committee

Hugh Wong – Kelowna (Former VC President)

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

Caroline Sharp – Ottawa (Former VC Executive Director)

Ed Drakich (VC Staff Liaison)

## Beach High Performance Director's Report

This past year was the fifth full year under the direction of Beach National Team Head Coach Steve Anderson and the fourth year with Adriana Bento as the full-time Volleyball Canada Assistant Beach National Team Coach. The overall FIVB performance of the Canadian Beach National Teams improved in 2017. Canadian beach teams had 18 Top 5 Finishes on the 2017 FIVB World Tour and 2017 World Championships. Sarah Pavan and Melissa Humana-Paredes won four World Tour medals (1 gold, 2 silver and 1 bronze medal), including Canada's first ever gold medal at an FIVB World Tour Major event. Julie Gordon and Camille Saxton won gold medals at two FIVB events (1 star and 2-star events). In 2017, Canada achieved its best ever World Championship result by qualifying seven teams and achieving one 4th place finish (Pavan / Humana-Paredes), two 5th place finishes (Heather Bansley / Brandie Wilkerson and Chaim Schalk / Ben Saxton), and one 9th place finish (Sam Schachter / Sam Pedlow).

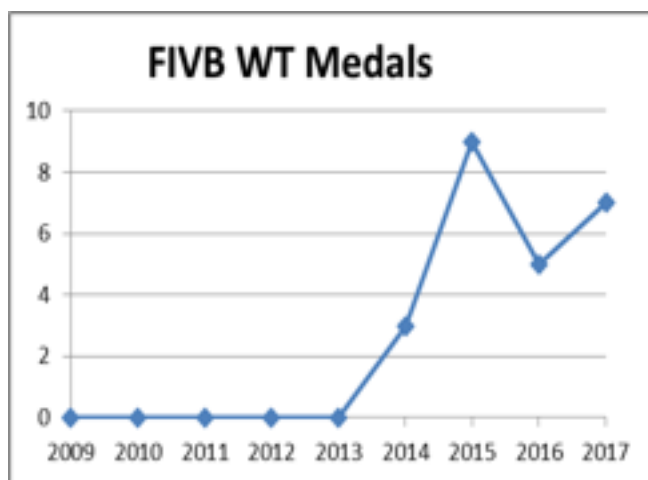
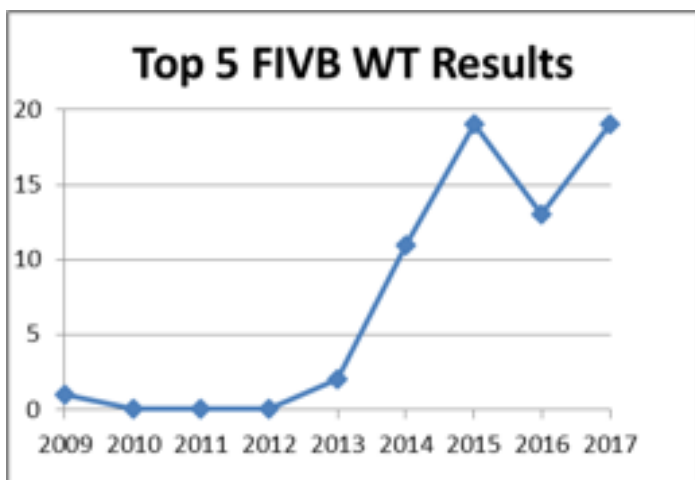
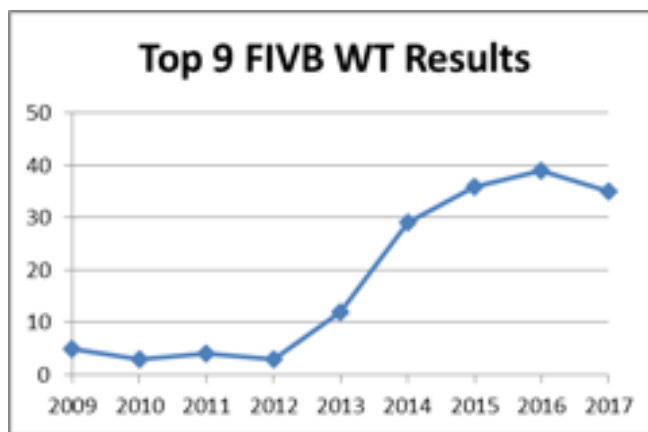
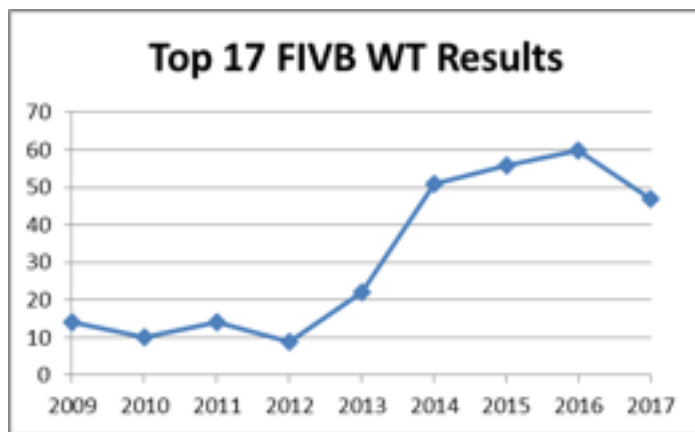
## 2017 FIVB World Tour Results

Below is a summary of Top 17 Canadian Results on the 2017 FIVB World Tour:

2017 FIVB BVB World Tour Top 17 Results								
Women's Canadian Beach Volleyball Results – FIVB World Tour/World Champs/ WTFs 2017								
Team	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	9 <sup>th</sup>	17 <sup>th</sup>	Total Top 17 Results
Sarah Pavan / Melissa Humana-Paredes	1	2	1	3	0	1	0	8
Heather Bansley/ Brandie Wilkerson	0	0	0	0	1	6	0	7
Kristina May / Taylor Pischke	0	0	0	0	1	1	2	4
Julie Gordon / Camille Saxton	2	0	0	0	0	0	4	6
Megan Nagy / Marie Christine Lapointe	0	0	0	0	2	1	1	4
Amandra Harnett / Kelsey Veltman	0	0	0	0	1	0	0	1
<b>Total</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>9</b>	<b>7</b>	<b>30</b>
Men's Canadian Beach Volleyball Results – FIVB World Tour/World Champs/ WTFs 2017								
Team	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	9 <sup>th</sup>	17 <sup>th</sup>	Total Top 17 Results
Sam Schachter / Sam Pedlow	0	0	0	0	2	5	0	7
Ben Saxton / Chaim Schalk	0	0	0	0	2	0	2	4
Grant O'Gorman / Mike Plantinga	0	0	0	0	0	2	2	4
Aaron Nusbaum / Mike Plantinga	0	0	0	0	0	0	1	1
Grant O'Gorman / Ben Saxton	1	0	0	0	0	0	0	1
<b>Total</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>9</b>	<b>7</b>	<b>17</b>



## 2009-2017 FIVB World Tour Result Trends



The top 17 and top 9 Canadian FIVB World Tour results have decreased in comparison to 2016, due to the low number of events in 2017. The result from the 2017 FIVB Beach Volleyball World Championships in Vienna and the 2017 FIVB World Tour Finals in Berlin are below:

Vienna, AUT World Championships July 28-Aug 6, 2017	Berlin GER World Tour Finals August 22-27, 2017
4th Sarah Pavan / Melissa Humana-Paredes 5th Heather Bansley / Brandie Wilkerson 5th Ben Saxton / Chaim Schalk 9th Sam Schachter / Sam Pedlow 17th Julie Gordon / Camille Saxton 33rd Taylor Pischke / Jamie Broder 33rd Ryan Vandenburg / Aaron Nusbaum	4th Sarah Pavan / Melissa Humana-Paredes 5th Ben Saxton / Chaim Schalk 9th Heather Bansley / Brandie Wilkerson

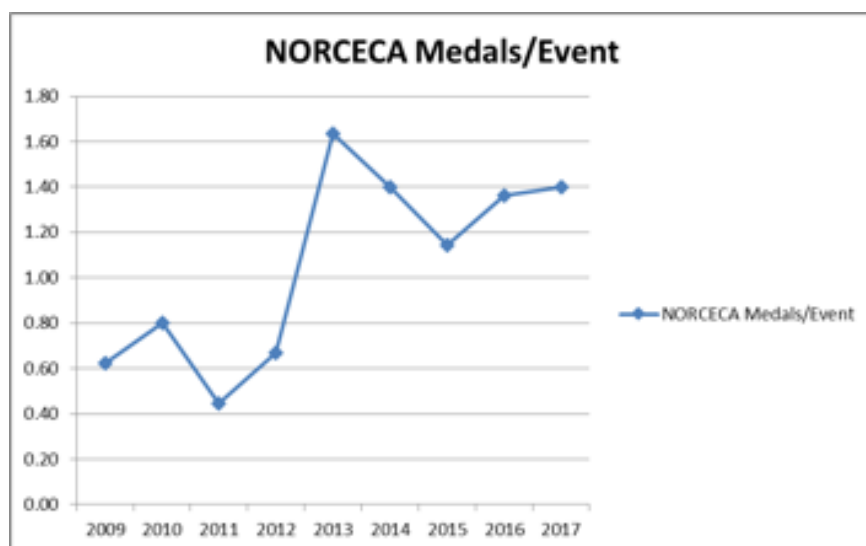


## 2009-2017 NORCECA Beach Tour Result Trends

Below is a summary of the Canadian Medals won on the 2017 NORCECA Beach Tour:

Women's Canadian Beach Volleyball Top 4 Results - 2017 NORCECA Events					
Team	Gold	Silver	Bronze	4th	Total Top 4 Results
Heather Bansley / Brandie Wilkerson	0	1	0	0	1
Taylor Pischke / Kristina May	0	0	0	1	1
Jamie Broder / Caleigh Whitaker	0	0	1	0	1
Jamie Broder / Sophie Bukovec	1	0	0	0	1
Helene Rancourt / Sarah-Jeanne Meunier-Bedard	0	0	0	1	1
Julie Gordon / Sophie Bukovec	1	0	0	0	1
Megan Nagy / Marie Christine Lapointe	0	0	0	1	1
<b>Total</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>7</b>
Men's Canadian Beach Volleyball Top 4 Results - 2017 NORCECA Events					
Team	Gold	Silver	Bronze	4th	Total Top 4 Results
Maverick Hatch / Garrett May	0	1	0	0	1
Aaron Nusbaum / Josh Binstock	0	0	1	0	1
Fiodar Kazhamiaka / Sergey Grabovskyy	0	1	0	1	2
Aaron Nusbaum / Ryan Vandenburg	0	0	0	1	1
<b>Total</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>5</b>

The Canadian NORCECA Beach Tour medal results per event improved slightly in 2017:



Starting in 2013, NORCECA Beach Tour Events awarded FIVB points. As a result, the quality of Canadian teams that participated in NORCECA Beach Tour Events increased dramatically in 2013. In 2014 and 2015 the number of NORCECA medals per event declined as teams graduated from the NORCECA Beach Tour to the FIVB World Tour in order to attempt to qualify for the Rio 2016 Olympics.

## Beach National Teams (A, B and C) for 2018:

**National “A” Team** athletes earned this designation through their performance on the 2017 FIVB World Tour. The National “A” Team is composed of the senior carded athletes (Either SR1, T2W or L2W carded). These athletes are “camps based”, meaning they are free to train anywhere, but their training must be approved by Steve Anderson and the VC Beach Integrated Support Team (IST).

Note: Chaim Schalk changed his National Federation of Origin from Canada to USA on October 12, 2017. This means that starting October 12, 2019 Chaim Schalk will be able to represent USA at international beach volleyball events.

**National “B” Team** athletes are centralized athletes that receive T2C carding. All National B Team athletes will be selected by National Team Coaches and must live and train year-round in Toronto at the VC Beach High Performance Centre (HPC) between October and April, and at Ashbridges Bay between May to September (when not representing Canada). National “B” Team athletes train with Steve Anderson, Adriana Bento and Dana Cooke (full-time National Team coaches), but their personal coaches are often incorporated into training.

**National “C” Team** athletes are centralized and usually non-carded athletes selected by National Team Coaches and must live and train year-round in Toronto at the VC Beach High Performance Centre (HPC) between October and April and at Ashbridges Bay between May to September (When not representing Canada). National “C” Summer Team athletes train with the National Team coaches from May to August.

2018 Beach National Teams		
2018 Status	Women	Men
<b>National A Team Camps Based</b>	Sarah Pavan Melissa Humana-Paredes Heather Bansley Brandie Wilkerson	Ben Saxton Sam Schachter Sam Pedlow
<b>National B Team Full-time Training Carded</b>	Julie Gordon Jamie Broder Sophie Bukovec Taylor Pischke Kristina May (nee Valjas) Megan Nagy Sarah-Jeanne Meunier-Bedard Caleigh Cruickshank	Grant O’Gorman Mike Plantinga Liam Kopp Aaron Nusbaum Fiodar Kazhamiaka Sergey Grabovskyy Jake MacNeil Cam Wheelan
<b>National C Team Full-Time Training Carded</b>	N/A	Simon Fecteau-Boutin
<b>National C Team Full-Time Training Non-Carded</b>	Amanda Harnett Marie Christine Lapointe Helene Rancourt Charlotte Sider Anna Dunn-Suen	Dallas Keith Felipe Humana-Paredes William Hoey Ivan Reka Gabriel Burlacu Adam Thompson
<b>National C Team Summer Training Non-carded</b>	Molly McBain Tiadora Miric Maud Chapleau Laura Condotta Kersti Sorra Rian Lenarduzzi Myriam Adam	Hugo Rossi Logan Mend Zeid Hamadeh

## VC Beach National Team Staff

Starting April 1, 2018, OTP is funding two additional Beach National Team staff positions at Volleyball Canada. Josh Nichol will become a full-time Performance Analyst, and a new Next Gen Strength and Conditioning Trainer (50% Full-time equivalent) will be hired. This means there are seven full-time Volleyball Canada staff working with the Beach program.

### National Teams:

- Ed Drakich (High Performance Director)
- Steve Anderson (National Team Head Coach)
- Adriana Bento (Next Gen Coach)
- Dana Cooke (Next Gen Assistant Coach)
- Josh Nichol (Performance Analyst)
- Ryan MacDonald (IST Lead and Strength & Conditioning Lead)
- Ryan Aktari (High Performance Coordinator)

### Plus 11 part-time staff working with the Beach National Teams:

- Chris Galbraith (Performance Analysis Lead)
- Hilary Parson (Performance Analysis Intern)
- Ish Joseph (Development Coach)
- Nicole Springle (Nutrition)
- Nicole Sullivan (Therapy Lead – Physiotherapy)
- Cam Borody (Therapy – Chiropractor)
- Louise Chan (Therapy – Massage and Athletic Therapy)
- Dr. Julia Hamilton (Medical)
- Dr. Judy Goss (Mental Performance Lead)
- Dr. Jamie Collins (Mental Performance Consultant)
- TBC (Next Gen Strength and Conditioning Trainer)

## 2018 FIVB World Tour Results – Top 17 Canadian Results or highest per gender 4/5 Star (podium results are in bold)

FIVB 4 Star The Hague, Netherlands (January 3-7, 2018)

### Women

17<sup>th</sup> – Julie Gordon / Sophie Bukovec

### Men

5<sup>th</sup> – Ben Saxton / Grant O’Gorman

FIVB 1 Star Shepparton, Australia (February 1-4, 2018)

### Men

5<sup>th</sup> – Sergey Grabovskyy / Fiodar Kazhamiaka

FIVB 5 Star Fort Lauderdale, USA (February 26-March 4, 2018)

### Women

5<sup>th</sup> – Sarah Pavan / Melissa Humana-Paredes

9<sup>th</sup> – Heather Bansley / Brandie Wilkerson

9<sup>th</sup> – Taylor Pischke / Jamie Broder

### Men

9<sup>th</sup> – Sam Pedlow / Sam Schachter

17<sup>th</sup> – Grant O’Gorman / Ben Saxton

FIVB Men's 4 Star Doha, Qatar (March 6-10, 2018)

### Men

17<sup>th</sup> – Sam Pedlow / Sam Schachter

17<sup>th</sup> – Grant O’Gorman / Ben Saxton

2018 Commonwealth Games, Coolangatta, Australia (April 6-12, 2018)

### Women

1<sup>st</sup> – Sarah Pavan / Melissa Humana-Paredes

### Men

2<sup>nd</sup> – Sam Pedlow / Sam Schachter

FIVB 4 Star Xiamen, China (April 18-22, 2018)

### Women

1<sup>st</sup> – Sarah Pavan / Melissa Humana-Paredes

### Men

9<sup>th</sup> – Sam Pedlow / Sam Schachter

17<sup>th</sup> – Grant O’Gorman / Ben Saxton



FIVB 1 Star Langkawi, Malaysia (April 26-29, 2018)

**Men**

5<sup>th</sup> – Cam Wheelan / Felipe Humana-Paredes

FIVB 4 Star Huntington Beach, USA (May 1-6, 2017)

**Women**

4<sup>th</sup> – Sarah Pavan / Melissa Humana-Paredes

5<sup>th</sup> – Heather Bansley / Brandie Wilkerson

**Men**

25<sup>th</sup> – Sam Pedlow / Sam Schachter

25<sup>th</sup> – Grant O’Gorman / Ben Saxton

FIVB 3 Star Mersin, Turkey (May 2-6, 2018) Heather Bansley / Sarah Pavan

**Women**

17<sup>th</sup> – Julie Gordon / Sophie Bukovec

FIVB 1 Star Manila, Philippines (May 3-6, 2018)

**Women**

9<sup>th</sup> – Megan Nagy / Caleigh Cruickshank

FIVB Women’s 2 Star Phnom Phen, Cambodia (May 4-6, 2018)

**Women**

9<sup>th</sup> – Helene Rancourt / Sarah-Jeanne Meunier-Bedard

FIVB Women’s 1 Star Tuan Chau Island, Vietnam (May 9-12, 2018)

**Women**

13<sup>th</sup> – Megan Nagy / Caleigh Cruickshank

FIVB 3 Star Lucerne, Switzerland (May 9-13, 2018)

**Women**

17<sup>th</sup> – Taylor Pischke / Jamie Broder

FIVB 4 Star Itapema, Brazil (May 16-20, 2018)

**Women**

3<sup>rd</sup> – Heather Bansley / Brandie Wilkerson

9<sup>th</sup> – Sarah Pavan / Melissa Humana-Paredes

**Men**

5<sup>th</sup> – Sam Pedlow / Sam Schachter

17<sup>th</sup> – Grant O’Gorman / Ben Saxton

**2018 NORCECA Beach Tour Results – Top 4 Canadian Results or highest per gender**

NORCECA Aguascalientes, Mexico (April 13-15, 2018)

**Women**

5<sup>th</sup> – Charlotte Sider / Marie-Christine Lapointe

**Men**

1<sup>st</sup> – Mike Plantinga / Aaron Nusbaum

NORCECA La Paz, Mexico (April 20-22, 2018)

**Women**

5<sup>th</sup> – Charlotte Sider / Marie-Christine Lapointe

**Men**

4<sup>th</sup> – Mike Plantinga / Aaron Nusbaum

NORCECA Varadero, Cuba (April 27-29, 2018)

**Women**

6<sup>th</sup> – Charlotte Sider / Marie-Christine Lapointe

**Men**

4<sup>th</sup> – Mike Plantinga / Aaron Nusbaum

# Men's Indoor High Performance

## 2017 Highlights

See complete season results in Table 1

## Key Achievements in 2017

- Bronze medal in World League (1st ever).
  - Surpassed projected performance benchmark (top 8)
- Beat the USA twice in World League (once in preliminary round, once in Bronze final)
- Qualified for 2018 World Championship (finished 3rd at Norceca Championship)
  - Lost to USA 3-0 in ½ final
- B Team finished 4th at Pan Am Cup
  - Top 3 teams were all "A" teams (ARG-PUR-CUB)
- Junior Team finished 8th at U21 World Championship
  - Top 7 teams were all made up of players who are already playing in Pro clubs
  - Jakub Kochanowski (POL) was named MVP and is already a starter with Indykpol AZS Olsztyn in the PlusLiga (currently ranked in 2nd place)

## Other Key Happenings in 2017

A few changes to our HP staff (see table below)

Submission to Own The Podium – November – Successful once again

SENIOR TEAM STAFF		
	2017	2018
Head coach	Stéphane Antiga	Stéphane Antiga
Assistant coach	Dan Lewis	Dan Lewis
Assistant coach	Georges Laplante	---
Athletic therapist	Jean Sébastien Hartell	Melissa Healy
Statistician	Lionel Bonnaure	Lionel Bonnaure (now FTE)
Director Sport Science	---	Kerry MacDonald
Medical team coordinator	Mathieu Séguin	Mathieu Séguin
Mental performance coach	Kyle Paquette	Kyle Paquette
Strength coach	Louis-Jean Tremblay	Louis-Jean Tremblay
Manager - National team	Francis Boyer	Francis Boyer

## Upcoming Competitions in 2018

EVENT	DATE	LOCATION
Pre-Nations League Tour	May 17-22	Katowice, POL
Nations League	May 23-June 24	Various (POL-ARG-CAN-BUL-CHN)
Nations League Final 6 (if qualified)	July 2-8	Lille, FRA
U21 Norceca Championships	July 8-16	Managua, NCA
Pan American Cup (B team)	August 12-20	Cordoba/Veracruz, MEX
Hubert Wagner Memorial	August 21-26	Krakow, POL
Pre-World Championship Tour	August 27-31	Maribor, SLO
Slovenia Invitational	September 1-8	Ljubljana, SLO
World Championships	September 9-29	Bulgaria/Italy

**Table 1 - 2017 Results**

No	EVENT	LOCATION	OPP	DATE	RESULT		Final Rk.
1	Exhibition	Jastrzębie, POL	AUS	May 31	4	1	N/A
2	World League Continental Round	Novi Sad, SRB	BEL	June 2	3	2	3rd
3			USA	June 3	3	2	
4			SRB	June 4	1	3	
5			Varna, BUL	BRA	June 9	1	
6		BUL		June 10	3	1	
7		POL		June 11	1	3	
8		Antwerp, BEL	BEL	June 16	3	2	
9			FRA	June 17	0	3	
10			ITA	June 18	3	1	
11		World League Final 6	Curitiba, BRA	BRA	July 4	1	
12	RUS			July 5	3	0	
13	FRA			July 7	1	3	
14	USA			July 9	3	1	
15	Hubert Wagner Memorial	Krakow, POL	RUS	August 11	1	3	4th
16			POL	August 12	0	3	
17			FRA	August 13	3	0	
18	Czech Tour	Jablonec nad Nisou, CZE	CZE	August 15	5	0	N/A
19				August 17	3	1	
20				August 17	0	4	
21	Norceca Championships	Colorado Springs, USA	LCA	September 27	3	0	3rd
22			TTO	September 28	3	0	
23			USA	September 30	0	3	
24			MEX	October 1	3	1	
SENIOR TEAM OVERALL RECORD: 14-10					51	43	

# Women's Indoor High Performance

Moving the location of a centralized training centre and hiring a new head coach are challenging projects for any national sport organization (NSO), but it is clear that Volleyball Canada (VC) has done well in both areas. The team performed above expectations in 2017 and there is a strong belief among the players that the program is positioned to become more competitive in the coming years. With a focused plan to improve items related to the Richmond Centre the NT program is well placed to take full advantage of athlete and coaching talent.

Survey feedback and debrief conversations clearly supported the idea that the head coach is having a significant impact on performance, and that the move to Richmond was the right one for VC. A key next step for this program is clarifying the working relationship with the Richmond Oval and how the partnership will support the NT program by creating a high-performance training environment.

The table below indicates the staff transition from 2017 to 2018.

SENIOR TEAM STAFF		
	2017	2018
Head coach	Marcello Abbondanza	Marcello Abbondanza
Assistant Coach	---	Richard Schick
Assistant coach	Vincenzo Mallia	Vincenzo Mallia
Assistant coach	Gina Schmidt/Dan Huzar	Haiqi Liu
Athletic therapist	Morgan Sangster	Giorgio Catterzi
Statistician	Darrin Moreira	Tommaso Barbato
Strength coach	Daniele Alpi	Matt Fisher (Oval HP)
Manager - national team	Chrissy Benz	Chrissy Benz
Medical team coordinator	TBD	Giorgio Catterzi
Mental performance coach	TBD	TBD

## 2017 Highlights

See complete season results in Table 1

- 3 matches won in GP
  - Most since the team re-entered in 2014
- Season record of 11-10.
  - 1st winning season since at least 2008
- 61 athletes at May selection Camp
  - Most ever for an open camp (included the 2016 Senior team athletes)
- 28 athletes in our Senior A extended roster



## Upcoming Competitions in 2018

EVENT	DATE	LOCATION
Norceca Challenge Cup (for 2019 NVL)	May 15-20	Edmonton, CAN
FIVB Challenge Cup Final 6 (if qualified)	June 17-24	TBD, PER
Pan American Cup	July 6-15	Santo Domingo, DOM
Europe Tour	August 17-Sept. 3	Turkey/Italy
FIVB World Championships	Sept. 27-Oct. 20	Sapporo, JPN (1st pool)

**Table 1 - 2017 Results**

No	EVENT	LOCATION	OPP	DATE	RESULT		Final Rk.
1	Exhibition	San Juan Capistrano, USA	USA	June 13	0	4	N/A
2	Pan Am Cup	Lima, PER	CUB	June 17	1	3	6th
3			TRI	June 18	3	0	
4			DOM	June 19	0	3	
5			PER	June 20	3	2	
6			CHI	June 21	3	0	
7			VEN	June 23	3	2	
8			ARG	June 24	3	1	
9			CUB	June 25	1	3	
10			World Grand Prix	Neuquén, ARG	ARG	July 7	
11	POL	July 8			0	3	
12	CRO	July 9			3	1	
13	San Juan, PUR	PUR		July 14	2	3	
14		BUL		July 15	1	3	
15		CZE		July 16	2	3	
16	Vancouver, CAN	GER		July 21	0	3	
17		PER		July 23	3	1	
18		CZE		July 24	1	3	
19	Norceca	Langley, CAN	LCA	Sept. 28	3	0	1st
20			NCA	Sept. 29	3	0	
21			CUB	Sept. 30	3	0	
OVERALL MATCH RECORD: 11-10							

# Sitting Volleyball

## International – National Teams

### 2017 Pan Am Championships (Zonal)

2017-18 season focused on the 2017 Pan Am Zonal Championships in Montreal, QC. This was a 2018 World Championship qualification event with 2 WC berths available for the men and 2 berths for the women. The event was hosted by Defi Sportif AlterGo with support from Volleyball Canada. The capacity to host this major event was a very beneficial experience for Defi Sportif, and they put on a great event.

Although Defi Sportif and World ParaVolley projected 6 men's teams and 4 women's teams to attend this event, there was actually only 4 men's teams and 3 women's teams. The final results were:

#### Men

Brazil – qualified for WC  
USA – qualified for WC  
Canada  
Costa Rica

#### WOMEN

USA – already qualified for WC through Paralympic Games  
Brazil – qualified for WC  
Canada – qualified for WC

Volleyball Canada would like to thank Defi Sportif for hosting a well-organized event and Sport Canada for their support of the 2017 Zonal Championships.

### 2018 WC Last Chance Qualifier

Volleyball Canada was informed at the Zonal Championships that our men's program would still qualify for WC through world rankings; however, after the results of the European Championships, we missed out on the last berth by just 100 world ranking points.

As a result, we were invited to the last chance qualification event to be held in March 2018 in South Korea. This event had just recently been added to the competition calendar. The information originally provided was that there would be 6 teams competing for 1 berth to WC and projections showed Canada being one of the top 2 nations at this event. However, in January 2018, the competition regulations were changed to accommodate 11 nations in the men's event, competing for 1 berth. After consideration of these changes, and the higher than projected cost of this event, we decided not to attend.

### 2018 World ParaVolley Super 6 (Women)

Canada – W were invited to submit an expression of interest to attend the WPV Super 6 competition in China in May. This event is a cash tournament (no world ranking points), and it is invitation only for the top 6 teams in the world. Although currently ranked 9th, we submitted an EOI in case one of the top 6 teams could not attend.

After doing some investigating into the teams attending this event, we discovered that USA (1), Brazil (3), Netherlands (6) would not be attending, and that only 3 teams had expressed interest. Again, with the rising costs of WPV events, we decided to withdraw our EOI and instead scheduled some friendly exhibition matches with USA in Dallas.

In April 2018 – WPV approached us and said the LOC was willing to pay for 7 athletes and one coach to come to the event because they were still short teams. With less than 1 month notice and our schedule already set, we declined this invitation. We discussed in depth with our coaches and staff and ultimately, it didn't make any sense to take such a small group over with limited support during our WC preparations.

### 2018-2019

- TCMSV played in exhibition series against UBC and SAIT – this model of using USport and CCAA programs to enhance training and competition simulation is very positive.
- TCMSV hosted USA for a 5 match friendly series at the Edmonton 2018 Volleyball Canada Nationals – thanks to the VC events team for the support of this event.

- TCMSV & TCWSV travelled to Dallas to each play in a 5 match exhibition series against USA at the US Open.
- TCWSV will be hosting the 2018 Invictus Games Team at the VNL event in Ottawa. This is a really great opportunity to support the Invictus program and provide some technical leadership while also building a relationship for future partnerships.
- TCWSV have 8 of the 10 athletes selected to the WC team centralizing for 6 weeks prior to heading to WC on July 11. The other two athletes will be centralizing for the last two weeks of preparation. This is a huge step in the development of more effective DTE (daily training environment) for our athletes and the intention is to continue to develop this model for preparation periods prior to Pan Am Games and Paralympic Games. Thanks to Sport Canada and OTP for their support and guidance in building this model.
- 2018 World Championships – TCWSV will stage in Toronto July 7-10 before departing for Netherlands on July 11. The team will return to Canada on July 22. The goal is top 8 (out of 16 teams).
- World ParaVolley has added a Parapan Am Games qualification tournament for 2018-19, and it is expected to be held between January 2019 and March 2019. Host is TBD. This event was added to the calendar in late April 2018, and many nations (CAN & USA) included are frustrated that these events are added so late. Financially, this event was not planned for originally in the 2018-19 fiscal.

**NOTE:** It is becoming increasingly more financially challenging to attend World ParaVolley events. A very large percentage of the costs for these events are falling on the participating nations and WPV is now in the process of increasing the costs per event. In my opinion, it is not sustainable. As an example, for World Championships, the fee structure is:

- World ParaVolley Event Fee = €1010.00
- Team Entry Fee (payable to LOC) = €2500.00
- Participant Fee (payable to LOC) = €125.00/ person/ day

Note that these fees do not include flight costs and each nation is responsible for these expenses.

Current World Rankings going into WC:

CANADA - Women: 9th

CANADA – Men: 14th

## Domestic Development

Ontario Volleyball and Ontario Parasport conducted a feasibility study on sitting volleyball participation at the grassroots/ community levels. Very informative on populations interested in sitting volleyball programming and how to engage them. Preliminary results only at time of this report.

- Looking at engaging more children's rehabilitation centers and community organizations.
- Ontario Parasport Games in 2019 – schools, hospitals, etc. to enter “club” teams
  - Working with OVA and VC on rules and competition formats
- Invictus Games type model for First Responders in Ontario
- Community programming where NT athletes could coach “club” teams but then also have opportunity to train themselves.
- Results and pilot projects from this study would be shared with other PSO's across the country for best practices.
  - Junior Varsity Centre and Dinos Women's Volleyball Club in Calgary received CPC Development Grant for 2018-19 to run community programs, coaching education courses and sport awareness sessions. Ian to work closely with them on the development and implementation of these programs.

## Fundraising

- 50/50 at Edmonton 2018 raised around \$9000.00 for TCMSV & TCWSV
- TCWSV hosted a pub night and auction during Edmonton2018
- TCMSV will be hosting a pub night and fundraiser in Fort McMurray and Grande Prairie in August and September 2018
- VolleyballStuff has been very supportive of our program with the #SittingCanucks campaign. Mini gold ducks were sold during Edmonton 2018 with all proceeds going to sitting volleyball.
- Peace Hills Insurance supported our men's program (\$1500/ year) in return for staff/ team building initiatives when we are in Edmonton.

# Domestic Development Committee

2017-2018 saw the 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. The committee is monitoring several initiatives including:

## Coach Pathways

### National Coach Certification Program (NCCP) & Coach Development

- Level 1/Development Coach course revisions
- Aligned with new coaching methodology with the Advanced Development workshop and course.
- Integrated the Plan-a-Practice requirements within the workshop: multi-sport module is no longer required.
- Added Athlete Development Framework (LTAD) when planning a practice
- Revised course format to include much more experiential learning

### New Level 4/5

Pierre Trudel, James Sneddon and Julien Boucher are developing 2 options for certification:

- Experiential Learning Model (Dan Lewis - pilot)
- Linkage to Canadian Sport Institutes (Competition Development Advanced Gradation) and/or UBC and Laval program (Masters in Coaching and Technical Leadership)
- Coach Developer Training
  - Updated the Learning Facilitator and Coach Evaluator materials for the Development Coach context.
- The VC Coaching Centre website continued to operate well in its third year. 1798 coaches took the Volleyball e-modules in 2017-18 (1980 in 2016-17).
- Coaching Requirements Policy
  - In March 2018, 9 out of 10 provinces applied the policy.
  - The policy was administered only at the Provincial level.
- The Elementary Volleyball Leader e-module course was revised with a grant from INAC. The revisions include a more professional look/feel, more activity-based problems and the ability to save all progress within the system. Official launch will be June 2018.

## Athlete Pathways

### Alignment and LTAD

A Technical Summit was held in December 2017. Attendees were technical and executive directors, national team coaches, high performance directors and committee members. The focal point of the summit was to define what it takes to develop Olympic Champions. The facilitated sessions lead to the development of an Athlete Development Framework. The framework lists all the elements needed within the 4 pillars of Technical/Tactical, Physical, Psychological, and Life Skills.



ATHLETE DEVELOPMENT FRAMEWORK			
Technical/Tactical	Physical	Psychological	Life Skills
Basic and Intermediate Skills for Indoor, Beach, or Sitting: see skill lists	Physical Literacy	Self-awareness	Injury Prevention & Recovery
Systems for each stage: see systems list	Structural Tolerance	Motivation	Sleep
	Physical Measurements	Task Engagement	Nutrition/hydration
	Strength	Mindfulness	Disordered Eating Education
	Speed	Self-reflection	Social Media Use
	Suppleness	Planning and goal setting	Schooling Plan
	Stamina	Listening and asking questions	Alcohol and Cannabis Use
		Critical Thinking	Socio-Cultural Education
		Learner vs. Performer Mode	Ethical Choices
		Focus	Time Management
		Cue-reading & decision-making	Budgeting
		Managing Energy	Travel Strategies
		Resilience	Positive Personal Relationships
		Leadership Skills	Commitment
		Communication	Sitting Specific Items: Resources or Support Networks Maintenance of Prosthetics/equipment Managing a lack of accessibility Pain or Condition Management
		Connecting with Teammates	
		Support and Feedback	
		Confidence/Courage	

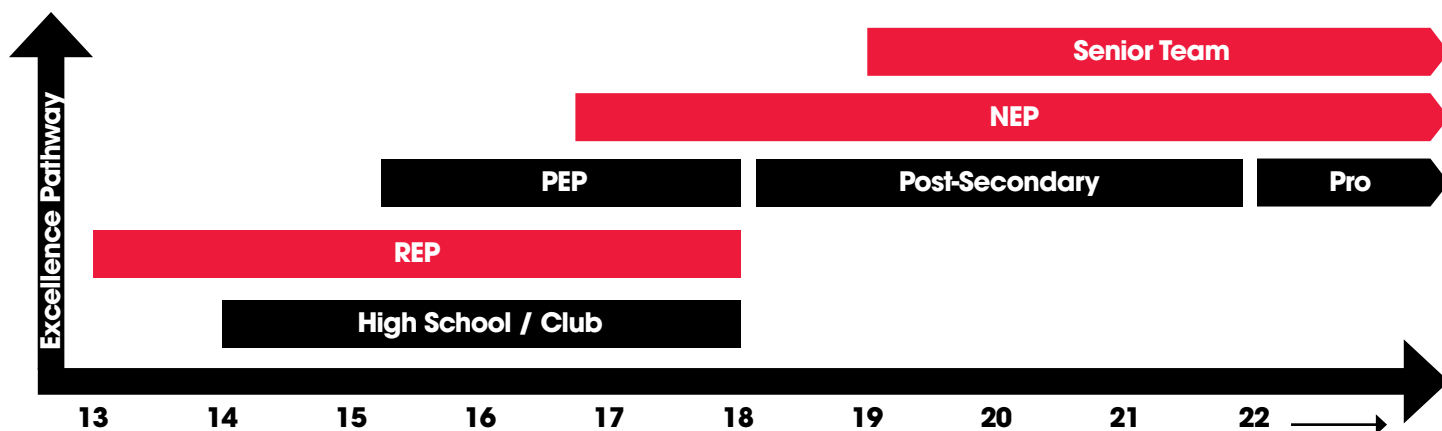
The summit also generated a list of challenges and solutions, which will be addressed through 4 committees:

- Coaching and Pathways Committee
- Targeted Projects Committee
- Lobby Committee
- Competition

A second summit is planned for December 2018 after OTP meetings.

### Pathways Vision

Building from work done in 2015-16 with the CS4L Expert group and PTA representatives, VC developed a long-term vision for domestic high-performance pathways.



The above diagram demonstrates Volleyball Canada's NEXTGEN long term vision. Our vision is to build a systematic and sustainable high-performance pathway that produces podium performances at the Olympic Games and World Championships.

VC's objective is to take continuous incremental steps toward filling the athlete development gaps between Canada and other top volleyball nations. Several of the above programs are currently in place. One program is entirely new, and some programs will undergo some modifications, enhancements or re-branding.

### National Excellence Program (NEP)

What it is: The National Excellence Program is a year-round training program for several age groups. 1) 16-18U nationally identified athletes; 2) 19U to graduated University/College athletes; 3) Senior Team athletes recovering from injury or those who are in between contracts. This year's group of athletes hosted more 19/20U athletes than in years' past. The 2018-19 group may hold six 17-19U players.

### Provincial Excellence Program (PEP)

What it is: The Provincial Excellence Program is an undeveloped concept designed to train 17/18U athletes not identified for the NEP. The athletes in this program will train for 10 months in a sport school environment. Volleyball Canada is targeting 4 teams across the country to train in this year-round environment. The delivery method will vary by province, with some Provincial Associations choosing to deliver the team directly, while others choosing to deliver through a Club Accreditation program. The program will provide opportunities to train under the Senior Team coaching staff, as well as the opportunity to be selected to the Youth National Team summer program (8 athletes).

### Regional Excellence Program (REP)

The direction of the REP 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.

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
# of Centres	16	24	21	18	18	17
# of Athletes	630	760	877	856	700	725
# of Coaches	42	67	75	66	50	50

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 2017-18.

A review of how the program links with or transforms into provincial team programming is under review as per the Athlete Pathways above.

As part of the ongoing training and development of both the athletes and coaching staff, VC had contracted a part time Lead Coach, to provide feedback, curriculum development, and professional development of the coaching staff, and all coaches received online professional development opportunities.

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 REP team is still looking to further develop the curriculum and engaging school districts in the adoption and development of a Skills Academy. The REP North Vancouver programs are based on an integrated school-based curriculum as well as REP Richmond and REP 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 developed in all regions.

## **Youth High Performance Programs**

### **For 2017:**

One team for Select Men (16U) and Youth Women (16U) were selected through ID at National Championships as well as 2 selection camps held in the East and West. Both teams competed at the USA High Performance Championships in Ft. Lauderdale.

The National Team Challenge Cup (NTCC) included 16U teams representing each province. The men's event was held in Gatineau while the women's event was combined with the Women's Grand Prix event.

As 2017 included the Canada Games, a significant number of athletes were exposed to high performance program options.

Upon completion of the summer HP programs, athletes were provided subsidies (range: 25%-100%) with REP services throughout the year.

In January, the lead NEP coach was able to visit Edmonton REP to work with 24 Volleyball Canada identified athletes further creating pathway linkages for both coaches and athletes.

## **Canada Games**

### **Indoor Results**

Men: Gold (ON), Silver (AB), Bronze (BC)

Women: Gold (MB), Silver (AB), Bronze (NB)

### **Beach Results**

Men: Gold (BC), Silver (NS), Bronze (ON)

Women: Gold (AB), Silver (ON), Bronze (BC)

### **Highlight**

The Manitoba women's team winning a 2 minute 7 second long rally over Team BC and also winning the gold in 5 sets in front of a sold out crowd of 4500 fans.

## **Indigenous Communities**

Volleyball Canada was approached by the Alexander First Nations, located outside of Morinville, AB, with a school population of approx. 150 students, grades K-12, as a partner to apply for a grant referred to as New Paths for Education Program Proposal through Indigenous and Northern Affairs Canada.

## **Proposal Description: Innovation and Physical Activity**

- create solutions and assist in the delivery of programs to ensure a positive impact by improving well-being, mental health, and academic success of children in school
- deliver physical activity and sport programming that is reflective of the Aboriginal Long-Term Participant Development Pathway

## **Activities**

- target grade 9 students with a specific focus to offer an academy-like volleyball program
- engage grade 11 students to offer more sport and physical activity infused in their curriculum with a strong focus on leadership, mentoring, and program support
- provide clinics for elementary aged youth to engage the community to assist in the delivery of effective sport and recreation programming
- coach and leader development through mentorship, certification, and curriculum development

## **Program Development**

Volleyball Canada, through the following areas addressed programming for the Alexander First Nation community specifically focused on mentorship and training of teachers and community leaders:

1. Elementary School PE Curriculum
  - a. Updating and completion of elementary school online platform
  - b. Mini & Atomic Community based programming
2. High School/Academy PE Curriculum
  - a. Updating and completion of volleyball curriculum for academy structure
  - b. Coach development and NCCP certification
3. Resource Development
  - a. Ensuring appropriate resources are available, current and applicable
  - b. Equipment & Technology upgrades

## **Program Status**

Over the course of the grant term, coaches/mentors worked with the student population to develop their skills and engagement in both sport and their education. Equipment was provided to support their development as well as school leaders were exposed to professional development opportunities through online education, in person workshop, as well as volleyball specific coaching symposiums.

The grant application has been submitted for the 2018-2019 school year to work with 4 nations in Alberta.



# Alumni and Awards

Each year, Volleyball Canada conducts an induction into the Volleyball Canada (VC) Hall of Fame under four categories — Athlete, Builder, Coach, Referee or Team. These awards have been established to recognize individuals or teams who have attained prominence in the sport of volleyball, or those whom have made major contributions to the development and advancement of the sport of volleyball in Canada or Internationally.

In 2017, Lawrence Flynn, Terry Danyluk, and Glenn Hoag were inducted into the Volleyball Canada Hall of fame for their respective contributions to the sport as a builder, an athlete, and as a coach. The induction was held in Edmonton, during Volleyball Canada's Annual General Meeting (AGM).

This year, the Hall of Fame Induction Ceremony will take place in Ottawa, at the Volleyball Canada AGM, on Thursday June 7th, 2018. This year's inductees are: former National Team athletes Brigitte Soucy and Paul Duerden, builder Hugh Wong, and posthumously Dennis Pomeroy in the officials' category.

Facebook continues to be our main source of communication with former Volleyball Canada athletes. The Facebook page currently has 250 alumni who are actively contributing to the page.

We will continue to engage more VC Alumni through our Facebook page and other means of communication. Having a presence and visibility at major events such as the World League, the VC Championships, and on the Volleyball Canada Website will allow us to continue to grow and reach former athletes.

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

As always, the committee welcomes submissions for future Hall of Fame Inductions. For more information, please visit the Volleyball Canada Hall of Fame on our website at [www.volleyball.ca](http://www.volleyball.ca).

Committee: Marlene Hoffman, Wayne Hellquist, Sylvie Bigras, Greg Williscroft and Monica Hitchcock.

Special thank you to staff member Lucie Leclerc for all the work and preparation for the Annual Awards Ceremony.

Marlene Hoffman  
Committee Chair

# National Championships Report

## Indoor Nationals

2018 Indoor Nationals was VC's largest festival event to date, with 864 teams participating over 6 days at the Edmonton Expo Centre. 2018 proved to be a huge success and all participants enjoyed the experience. Nationals were held in two back to back tournaments:

### Tournament #1

15U boys & girls – 208 teams: 160 girls & 48 boys

16U boys & girls – 223 teams: 160 girls & 64 boys

### Tournament #2

14U boys & girls – 144 teams: 104 girls & 40 boys

17U boys & girls – 136 teams: 88 girls & 44 boys

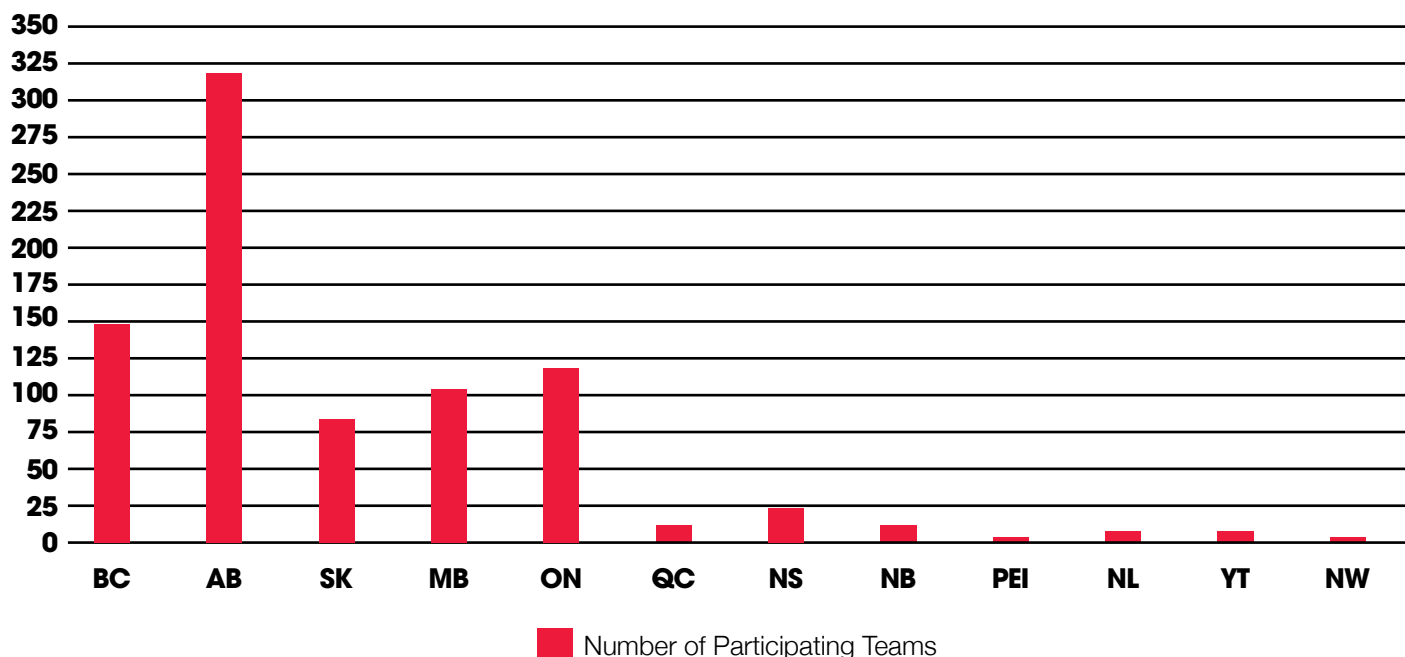
18U boys & girls – 152 teams: 104 girls & 48 boys

In addition to the Nationals competition, there were matches held in the same facility for the Men's sitting volleyball team, a Women's National Team 5 team NORCECA event, as well as two friendly matches between the Men's National team (extended roster) and team Mexico.

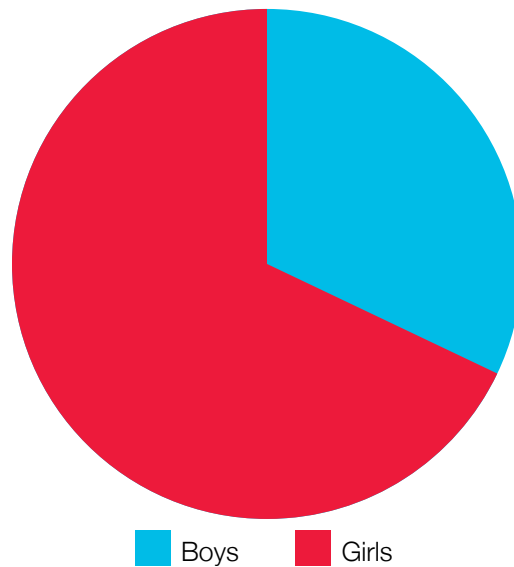
The following are some more event statistics:

- We had teams from all provinces and territories except Nunavut
- Over 10,000 participants
- 54 Courts
- Over 3000 matches played
- 350+ local and travelling officials, 100 Staff

### Number of Participating Teams per Province



## Team Breakdown



## Staffing

Senior staff were brought in from 5 different provinces and provided a strong team to oversee the management of nationals. An event crew consisting of approximately 70 individuals from Calgary and Edmonton were hired to manage the supporting roles throughout the event. All staff went above and beyond in their roles to help ensure the event was successful.

## New for 2018

**Parent Lounge:** This year VC offered a parent lounge where parents could get away from the noise of the whistles and the children and enjoy access to food and alcohol (at a cost to parents). This room was very well received, and this is something we would like to consider again for future events.

**Coaches Lounge:** Mizuno sponsored the Blue Room where coaches could come find a quiet spot to plan for their next match, discuss clothing sponsorship options with Mizuno staff, or get a massage. Additional activities in this room included speaker presentations and beer tastings.

## Nationals matches on International court

A full day of matches were held on the International court on Tuesday, May 22nd. 18U boys had preliminary matches, while the 17U girls Div 3 gold medal match was played here as well as the 18U girls and boys Div1 Tier 1 Gold medal matches.

Once again, this opportunity was very well received by the players and spectating teams.

## Social Media

VC hired Sideout Media to manage all social media, videography and webcasting for the 2018 Nationals. A staff of 10 individuals from Sideout Media as well as 2 VC staff managed all of these aspects of the tournament.

A Social Media zone was set up which had 2 projector screens displaying webcast content or Nationals specific social media posts. A photo booth area was set up where the public could use props to take photos and use the VC platforms and hashtags in order to further promote their experience.

An interview zone was also set up where Sideout Media would interview coaches and players from both the National and International teams.

From Saturday through Tuesday there was a DJ on site, and this was very well received with the 15 & 16 year olds.

## **Sitting Volleyball**

The Sitting Volleyball men's team was included in Hall A where they played exhibition matches against the USA over three days. In addition, the team offered open court participation with the public, and also assisted with the awards presentations.

The weekend offered great exposure to the team and to the sport of sitting volleyball. The matches were very well received by the team and we look forward to hosting them at future nationals.

## **Vendor Hall**

The Nationals Expo Hall was set up in the ballroom area of the Expo. The Nationals Expo Hall included the Parent Lounge, Blue Room, Lululemon store, merchandise sales, awards stage, photography services, as well as all additional vendors.

Merchandise sales were provided via Volleyball Stuff. This year VC encouraged more of a shopping experience and Volleyball Stuff came through with a beautiful set up which was very well received by the public. Each morning there was a line waiting for the doors to open at 9am.

There were a total of 20 vendors on site throughout the event.

## **Webcasting**

Webcasting was offered via Sideout Media on 6 courts throughout Nationals, including all para matches. Webcasting was available via the VC YouTube page and will remain available following Nationals. Efforts were made to ensure that as many age groups were rotated over the 6 courts for maximum distribution.

On Tuesday, May 22nd, the 18U boys and 18U girls D1T1 finals were played on the International court and were live streamed via CBC.

## **Awards**

Award ceremonies were held in the Nationals Expo Hall on Saturday, May 19th and Tuesday, May 22nd. In addition to the standard medal presentations, VC awarded a male and female all-star team and MVP for all age categories except for the 14U. A fair play award was distributed to a male and female team and was identified by the VC reps.

The Player of the Wave award was continued in 2018. This was well received once again however there were still many teams that did not participate.

Mizuno sponsored the Outstanding Coach award, which was distributed to 8 coaches in total over Nationals. The VC reps identified the coaches to be honoured with this award.

## **Youth Beach Nationals**

**August 18th-20th, 2017**

**Shefford Park – Ottawa, ON**

**Overview:** Youth Beach Nationals was run by Volleyball Canada staff in collaboration with Max Volleyball. With two solid days of rain, the playing conditions were tough, but teams showed their resilience by playing into the sunny final day, where 6 teams were crowned 2017 Champions. All 31 courts at Shefford Park were in use throughout the weekend, which created an intimate beach volleyball space and a true Nationals event feel.

**Participation:** 123 teams from 7 provinces competed in 7 Divisions

14U Boys – 12 Teams

14U Girls – 14 Teams

16U Boys – 19 Teams

16U Girls – 48 Teams (2 divisions)

18U Boys – 12 Teams

18U Girls – 18 Teams

National Beach Team Opportunity: Assistant Coach of the Beach National Team, Adriana Bento, was on site to chat with athletes and parents interested in learning more about the National Beach Team program. She offered one on one Q&A



sessions with interested teams, and she helped run skills competitions throughout the weekend. While the Q&A might not have had enough promotion, parents and athletes were excited by the opportunity to meet Adriana and chat with her about the National Team Program.

**Social Media #BeachNats:** For the first time, Snapchat and a new Beach Nationals Instagram account were used. All accounts were actively used throughout the weekend as sponsor prize packs were up for grabs through social media contests.

**Results:** There were 36 medals handed out at the Youth Beach National Championship with the following breakdown:

- Ontario: 6 Gold, 10 Silver, 6 Bronze
- Manitoba: 1 Gold, 1 Bronze
- Quebec: 4 Gold, 2 Bronze
- Alberta: 1 Gold, 2 Silver, 2 Bronze
- British Columbia: 1 Bronze

## Senior Beach Nationals

August 18th-20th, 2017  
Canor Sand Centre - North Bay, ON

**Overview:** Senior Beach Nationals ran smoothly in collaboration with our hardworking and knowledgeable event partner Vision Sports and Entertainment (VSE). Despite the rainy and windy conditions for the majority of the weekend, the tournament ran well and on schedule across four competition courts.

**Participation:** 32 Teams participated (19 Men's teams, 13 Women's teams) - 10 more teams than last year. 20 National Team athletes took part this year.

**Identification Opportunity:** Steve Anderson was on site offering an identification opportunity for up and coming beach athletes. Throughout the weekend he offered a skills workshop, one on one Q&A sessions and ran a well-received skills competition with athletes and spectators on Saturday afternoon.

**Social Media #BeachNats:** For the first time, Snapchat and a new Beach Nationals Instagram account were used. All accounts were actively used throughout the weekend which heightened participant experience. Facebook Live was also used to livestream both gold medal matches, reaching an astonishing 27,065 people via Facebook Live, and 7.7k views of the men's gold medal match and 5.4k views of the women's gold medal match.

**Results:**  
**Men**  
Gold Medalists - May/Hatch  
Silver Medalists - Wheelan/Humana Paredes  
Bronze Medalists - Nusbaum/Vandenburg

**Women**  
Gold Medalists - Broder/Bukovec  
Silver Medalists - Gordon/Pischke  
Bronze Medalists - Lapointe/Nagy

# National Referee Committee

The National Referee Committee has had another busy and successful year in the 2017-2018 season. Our registration numbers continue to exceed the past years with ~2,800 Indoor Referees in Canada, along with approximately 80 Beach Referees, and the slow beginnings of a program for Sitting Volleyball Referees.

The Committee prioritized the development of this new direction, including 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 2018 Volleyball Canada National Championships were held in Edmonton in May as the festival style event again. In total, the Referee Committee provided referee services which included ~450 referees and 45 Referee Development Team Members (supervisors, mentors and assignors) over the two, three-day events.

In 2018, as part of the National 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 first and second referees with a plaque from the championship. We look to continue the celebration of successes for referees at future National Championships.

We modified the Referee Development Team training programs for both mentors and supervisors for the 2018 National Championships to better reflect the expectations for these roles. We held our first Referee Supervisor clinic in many years and will be looking to host Referee Mentor sessions in 2019 to bring on more members to the team. This will help service the ever-growing championships.

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

The 2017-2018-volleyball season was a strong and successful year for Canadian International Referees and the domestic international referee program. In keeping with the National Referee Committee's strategy, all International Referees participated in at least one International event, and four referees, Scott McLean (AB), Andrew Robb (ON), Andrew Cameron (ON) and Scott Dziewirz (QC), participated in either an FIVB World League or FIVB World Grand Prix Competition; all others participated in NORCECA events. For other FIVB events Andrew Cameron – Second Referee for the U-19 Men's World Championship Gold Medal match, Scott Dziewirz - First Referee for U 23- Men's World Championship Bronze Medal match and was nominated to the 2018 Group 3 World League Finals, Scott McLean – First Referee World League Group 2 Finals and nominated for 2018 Men's World Club Championship. The domestic international development program had its first three graduates as Stephen Hewitson (BC), Jason Dodd (ON), and Samara Sevor (ON) attended the 2017 NORCECA Continental International course.

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

In 2018, all our International Referees received international nominations. Canada has two new Continental International BVB Referees: Simon Ouellette (QC) and Dimitri Magirias (ON). Both Simon and Dimitri have successfully completed the first joint Volleyball and Beach Volleyball Continental Referee Course, held in November 2017 in Tijuana Mexico. They were both the best candidates of the group. Brian Hiebert will be officially approved by the FIVB Board of Directors in May, and he will be eligible to FIVB nominations in 2019.

For 2018, there are no international beach volleyball events in Canada. For 2019, it is rumored that FIVB WT events could be back for a 4-year period. We are looking to add a few more international nominations later this year for our Beach Referees.

## **Sitting Referee Development Sub-Committee**

The Sitting Referee Program is still developing, but we are looking to expand its presence in the coming years.

## **Women's Referee Development**

The mandate of this portfolio is to improve the number of female officials we recruit, and to retain those who are currently in the program. Ultimately, the goal is to move more women to the high-performance referee program.

In 2018, we saw the first Canadian female referee attend an international clinic in many years, as a result of the advancement of our membership. Thanks to the work of Guy Bradbury in his promotion of our candidate.

Despite positive advancements, there still is a large disparity between genders at the higher levels of officiating in volleyball. For assignments this past year for post-secondary, we saw of 28 referees assigned and only 5 were female. We have a long way to go before we reach equality. At the lower levels, our membership numbers compare very well to men and in many cases are higher, but we have found that the pressures of family, work and general environment often cause our numbers to dwindle at the higher levels.

With the circulation of the Sexual Harassment Policy last year, I've found myself personally listening to females who shared some very tragic situations, including one circumstance that lead a promising young girl to leave refereeing. Often, females may feel that it is easier to quit than to come forward with their story. I encourage Volleyball Canada to develop a more visible process to address such situations and create a place where a referee could report a problem where they feel safe in sharing. That may be as simple as a dedicated email address to report incidents. This would not necessarily be referee specific, but for use by all participants.

I have found that in many cases, this position of Chair of the Female Referees is somewhat like a fish swimming upstream. Although I'm pleased to report that there are steps forward, our steps forward are very slow. We look at our position as being; "not female referees, but referees that happen to be female." We do not want special treatment, we simply want a level playing field so that we can achieve what our male counterparts have been doing.

## **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. 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, as well as to support PTA initiatives for referee development.

In the fall of 2017, we ordered uniforms with the new Volleyball Canada logo, and sourced a new referee jacket that was added to the store. The transition period to the new logo uniforms has been communicated to the ROCs, and it provides a reasonable time frame for referees to purchase the new uniform. Effective September 1st, 2022 the new uniform will be required for all events.

Funds from this program are overseen by Volleyball Canada in partnership with the National Referee Committee (NRC), as the NRC submits a development plan to Volleyball Canada for feedback. The development plan will focus on the development of a referee mentor and 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.

To date, we have provided a subsidy for two initiatives presented by the ROCs for referee development projects.

## **Long Term Referee Development (LTRD)**

The Long Term Referee Development program, (LTRD) is to improve the development and delivery of referee educational services to the membership of the participating organizations and aligning educational programs with the already successful and recognized long term athlete development model through the enhancement of referee recruitment, development and retention programs while establishing a culture of inclusiveness amongst all participants. We are making very good progress on this initiative and we have started the planning for a summit in December 2018 to review the program, and what has been accomplished so far.

We are excited with the progress to date, and would like to thank the many referees that have participated in the various working sessions and conference calls to help move this project forward and the benefits that will come to the referees across Canada.

The E Learning concept for referee development was again used as a trial during the 2018 Volleyball Canada National Championships in Edmonton in May. We recruited referees at the event to operate a booth in the vendor hall, for "You Think You Know the Rules." We had players, coaches, and parents sign on and take a 10-question quiz. Overall it was well

received with players competing against each other and coaches finding out they don't know all the rules. In total we had over 530 attempts of the quiz over the 8 waves we had the booth running. We had nightly prize draws for anyone that was able to get at least 5 out of 10 correct.

## **Communications and Awards**

In 2017, we created the Dennis Pomeroy leadership Award to honor Dennis' contributions to the sport in his 45 years in volleyball. This award is geared towards a referee who has made a high level of commitment and contribution to referee development in their respective PTA over a long period of time. This individual would be one of your "work horses" if you will, the one that keeps on getting the job done and always goes above and beyond the call of duty. The inaugural winner of the award was Eric Lawlor (ON). Eric is a worthy recipient of the award for the countless hours he spends on behalf of referees across the country.

In early 2018, we resurrected the "On The Stand" referee newsletter, and the first issue was produced in February. The newsletter will help provide increased communication to all referees across the country and keep them up-to-date on what is happening in the volleyball community. This will help to address one of the challenges we identified in prior years on ensuring communication with all referees is happening.

## **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, we aim 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 for the development of referees (LTRD program)
- The need to address the behavioural issues facing referees in Canada by participants and spectators.
- Ensure succession planning is being done across the PTAs and Volleyball Canada to ensure seamless transition occurs as people take a step back. Although we do know it is often like Hotel California, you can check out but you can never leave!

**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.
- Year 2 of the Long Term Referee Development (LTRD) model
- Create a Sitting Volleyball development program

Thank You!

As I close out my 6th 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 would like to thank Volleyball Canada for granting a 2 year extension to my term as NOC (now ends June 2020), to allow us to focus on the LTRD model and completing this important project and rolling it out for referees across Canada. In my final two years we will also ensure we have a successor in place as the next NOC.

Respectfully submitted,

Scott Borys  
Chair, National Referee Committee



# 05 Provincial & Territorial Reports







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#### 2017 / 2018

	Indoor	Beach
Number of Male registered players	93	2
Number of Female registered players	133	0
Number of Male registered coaches	8	1
Number of Female registered coaches	7	0
Number of Male registered referees	1	0
Number of Female registered referees	0	0
Number of Male recreational/Associate Level Members	4	0
Number of Female recreational/Associate Level Members	6	0
Number of Registered Clubs (Youth)	2	0
Number of Registered Clubs (Adult)	1	0
Number of Registered Teams (Youth)	11	0
Number of Registered Teams (Adult)	0	0
Number of 14U Male players	15	0
Number of 9-12 Male players (participated in a PTA program or club)	6	0
Number of 9-12 Female players (participated in a PTA program or club)	4	0
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	0	0
Number of fines given for Coaches without proper certification	0	0
Number of Coaches with criminal record check	15	1

#### Major Events Hosted

Yukon Championships 2018  
- April 6-7, 2018

#### Major Corporate Sponsors

Pepsi

#### New Initiatives for the Upcoming Year

More beach development

#### Current Challenges

N/A

#### Strategic Plan

Yes

# Nunavut

## President

Shylah Elliott  
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## Executive Director

Scott Schutz (Acting)  
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## Board of Directors

Jeannie Arreak-Kullualik  
Jill Billingham  
Matthew Wyatt  
Holly Mercer  
Bev Netusil  
John Legate

## Staff and Email Contacts

N/A

## 2017 / 2018

	Indoor	Beach
Number of Male registered players	67	N/A
Number of Female registered players	82	N/A
Number of Male registered coaches	9	N/A
Number of Female registered coaches	12	N/A
Number of Male registered referees	3	N/A
Number of Female registered referees	0	N/A
Number of Male recreational/Associate Level Members	399	N/A
Number of Female recreational/Associate Level Members	513	N/A
Number of Registered Clubs (Youth)	N/A	N/A
Number of Registered Clubs (Adult)	N/A	N/A
Number of Registered Teams (Youth)	19	N/A
Number of Registered Teams (Adult)	21	N/A
Number of 14U Male players	6	N/A
Number of 9-12 Male players (participated in a PTA program or club)	N/A	N/A
Number of 9-12 Female players (participated in a PTA program or club)	N/A	N/A
Number of Members in Bad Standing	3	N/A
Number of Coaches not meeting certification requirements	N/A	N/A
Number of fines given for Coaches without proper certification	N/A	N/A
Number of Coaches with criminal record check	5	N/A

## Major Events Hosted

- 2017 18U Territorials,
- 2017 LGM (Open Tournament),
- 2018 NOVT (Open Tournament)
- 2017 Coaching Symposium
- 2018 AWG High Performance Camp Kelowna, BC

## Major Corporate Sponsors

- First Air,
- Calm Air,
- Canuck Stuff

## New Initiatives for the Upcoming Year

- 2018/2019 Open Tour / Territorials

## Current Challenges

- Costs (flights) to attend National Tournaments and /or tournaments outside of the territory
- # of athletes participating in the sport (Due to low population numbers in territory)
- Coaching knowledge and skill
- Referee numbers and knowledge
- Ability to keep referees certified due to limited number of games to officiate
- Volunteer numbers for tournaments and events

## Strategic Plan

Yes, it is being revisited this year and there will be a new strategic plan in January 2019, for 2019 - 2022

<http://www.volleyballnunavut.ca/files/8014/3261/3890/Strategic-Plan-2014-2018.pdf>

# Volleyball Northwest Territories

## President

Abe Theil  
abe.theil@averycooper.com

## Board of Directors

Paul Shearme	Mike Thompson
Ron Chiasson	George Daliva
Brandon Coates	Shad McLeod
Jeannie Mathison	Stacey Christie
Chrissie Carrigan	Terrel Hobbs

## Staff and Email Contacts

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## Executive Director

Melanie Thompson  
867 446 0000  
mel@movethenorth.ca

## 2017 / 2018

	Indoor	Beach
Number of Male registered players	146	46
Number of Female registered players	167	22
Number of Male registered coaches	11	2
Number of Female registered coaches	17	2
Number of Male registered referees	7	0
Number of Female registered referees	6	0
Number of Male recreational/Associate Level Members	68	N/A
Number of Female recreational/Associate Level Members	100	N/A
Number of Registered Clubs (Youth)	2	0
Number of Registered Clubs (Adult)	1	1
Number of Registered Teams (Youth)	106	1
Number of Registered Teams (Adult)	26	45
Number of 14U Male players	360	0
Number of 9-12 Male players (participated in a PTA program or club)	0	0
Number of 9-12 Female players (participated in a PTA program or club)	10	N/A
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	0	N/A
Number of fines given for Coaches without proper certification	0	0
Number of Coaches with criminal record check	6	2

## Major Events Hosted

2

## Major Corporate Sponsors

- Western Canada Lottery Funding Program - MACA
- Government of Northwest Territories

## New Initiatives for the Upcoming Year

N/A

## Current Challenges

N/A

## Strategic Plan

[http://nwtvolleyball.ca/page.php?page\\_id=109552](http://nwtvolleyball.ca/page.php?page_id=109552)

# Volleyball British Columbia

## President

Boris Tyzuk QC  
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## Executive Director

Chris Densmore  
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cdensmore@volleyballbc.org

## Board of Directors

Boris Tyzuk QC	Lies Reimer Ryan	Rayel Bausenhaus
Doramy Ehling	Gandy	Brian McAskill
Rob Hill		

## Staff and Email Contacts

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Jackie Toews – okanagan@volleyballbc.org  
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Rosallynn Campbell – rcampbell@volleyballbc.org

## 2017 / 2018

	Indoor	Beach
Number of Male registered players	1906	N/A
Number of Female registered players	4289	N/A
Number of Male registered coaches	405	N/A
Number of Female registered coaches	311	N/A
Number of Male registered referees	218	N/A
Number of Female registered referees	133	N/A
Number of Male recreational/Associate Level Members	829	N/A
Number of Female recreational/Associate Level Members	785	N/A
Number of Registered Clubs (Youth)	68	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	420	N/A
Number of Registered Teams (Adult)	0	N/A
Number of 14U Male players	275	N/A
Number of 9-12 Male players (participated in a PTA program or club)	471	N/A
Number of 9-12 Female players (participated in a PTA program or club)	685	N/A
Number of Members in Bad Standing	1	N/A
Number of Coaches not meeting certification requirements	111	N/A
Number of fines given for Coaches without proper certification	\$24,930	N/A
Number of Coaches with criminal record check	768	N/A

## Major Events Hosted

- 14U Western Canadian Champions
- Vancouver Open
- Grand Prix
- NORCECA Women's
- Club Provincials

## Major Corporate Sponsors

- Baden Canada
- Canuck Volleyball
- Sandman Hotels
- Vancouver Island Brewery
- Belair Direct
- GLC Solutions

## New Initiatives for the Upcoming Year

- Membership Project implementation agreements in place with Adult Rec Organizations, Post-Secondary Institutions, and BC School Sports
- Wilson Gold Beach Ball included in all 12U membership for athletes that attend Regional Championships
- Referee Review

## Current Challenges

Facility Costs

## Strategic Plan

<http://www.volleyballbc.org/wp-content/uploads/2014/09/2016-2019-Volleyball-BC-Strategic-Plan-1.pdf>



# Volleyball Alberta

## President

Leigh Goldie  
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## Executive Director

Terry Gagnon  
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## Board of Directors

Leigh Goldie     Christine Smyth  
Ken Briggs       Jeff Anderson  
Dave Johnson     Terry Gagnon

## Staff and Email Contacts

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## 2017 / 2018

	Indoor	Beach
Number of Male registered players	1525	750
Number of Female registered players	4503	329
Number of Male registered coaches	795	0
Number of Female registered coaches	436	0
Number of Male registered referees	242	8
Number of Female registered referees	183	3
Number of Male recreational/Associate Level Members	1222	N/A
Number of Female recreational/Associate Level Members	3769	N/A
Number of Registered Clubs (Youth)	100	N/A
Number of Registered Clubs (Adult)	11	N/A
Number of Registered Teams (Youth)	469	N/A
Number of Registered Teams (Adult)	N/A	N/A
Number of 14U Male players	256	N/A
Number of 9-12 Male players (participated in a PTA program or club)	96	N/A
Number of 9-12 Female players (participated in a PTA program or club)	189	N/A
Number of Members in Bad Standing	0	N/A
Number of Coaches not meeting certification requirements	N/A	N/A
Number of fines given for Coaches without proper certification	N/A	N/A
Number of Coaches with criminal record check	189	N/A

## Major Events Hosted

- Canadian Open - 16U and 17/18U Women

## Major Corporate Sponsors

- Elite Sportswear
- Mikasa Canada

## New Initiatives for the Upcoming Year

- Hosting a big venue Provincial Championships

## Current Challenges

- Facility shortages, growth challenges – more coaches and officials

## Strategic Plan

N/A

# Volleyball Saskatchewan

## President

Leo van Dam  
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## Executive Director

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## Board of Directors

Leo van Dam	Lori Hammel
Darren Cannell	Greg Hatch
Pauline Creggs	Meredith McCormick
Lori Banga	Sherry Saxton-Richards
Cory Gratton	

## Staff and Email Contacts

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## 2017 / 2018

	Indoor	Beach
Number of Male registered players	2211	49
Number of Female registered players	6482	243
Number of Male registered coaches	304	1
Number of Female registered coaches	342	1
Number of Male registered referees	298	1
Number of Female registered referees	256	0
Number of Male recreational/Associate Level Members	490	566
Number of Female recreational/Associate Level Members	1318	800
Number of Registered Clubs (Youth)	82	4
Number of Registered Leagues (Adult)	12	4
Number of Registered Teams (Youth)	252	N/A
Number of Registered Teams (Adult)	N/A	382
Number of 14U Male players	220	10
Number of 9-12 Male players (participated in a PTA program or club)	220	N/A
Number of 9-12 Female players (participated in a PTA program or club)	898	N/A
Number of Members in Bad Standing	4	0
Number of Coaches not meeting certification requirements	99	0
Number of fines given for Coaches without proper certification	16	0
Number of Coaches with criminal record check	0	0

## Major Events Hosted

- 2017 Conexus Provincial Championships
- 2017 15U Volleyball Canada Championships
- 2017 17-18U Volleyball Canada Championships

## Major Corporate Sponsors

- Conexus
- Booster Juice
- Just Volleyball
- Sask Tel
- Sask Sport
- Tourism Saskatoon
- Regina Hotel Association
- Tourism Saskatchewan
- Mikasa

## New Initiatives for the Upcoming Year

- Sitting Volleyball
- Club Accreditation

## Current Challenges

- Access to Facilities
- Club Accreditation
- Development of Referees

## Strategic Plan

<http://www.saskvolleyball.ca/sites/default/files/2017-21%20Strategic%20Plan%20dec14.17.pdf>

# Manitoba

## President

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## Executive Director

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## Board of Directors

John Olfert  
Tom Neufeld  
Rachelle Needham  
Andrei Halkewycz  
Roger Labossiere  
Tim Au  
Andrei Halkewycz  
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Glen Cook  
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Kevin Neufeld  
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## Staff and Email Contacts

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## 2017 / 2018

	Indoor	Beach
Number of Male registered players	615	94
Number of Female registered players	983	108
Number of Male registered coaches	210	3
Number of Female registered coaches	156	2
Number of Male registered referees	106	8
Number of Female registered referees	33	3
Number of Male recreational/Associate Level Members	940	340
Number of Female recreational/Associate Level Members	688	451
Number of Registered Clubs (Youth)	56	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	194	65
Number of Registered Teams (Adult)	72	197
Number of 14U Male players	106	36
Number of 9-12 Male players (participated in a PTA program or club)	85	N/A
Number of 9-12 Female players (participated in a PTA program or club)	223	N/A
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	11*	N/A
Number of fines given for Coaches without proper certification	0*	0
Number of Coaches with criminal record check	353/366	5

## Major Events Hosted

2017 Canada Games

## Major Corporate Sponsors

- Mikasa
- Canad Inns
- Home Run Sports
- Adidas

## New Initiatives for the Upcoming Year

- Winter Youth League
- 'The Beach' Indoor Beach Volleyball Centre

## Current Challenges

- 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

## Strategic Plan

<http://volleyballmanitoba.ca/wp-content/uploads/2018/01/2015-2019-VM-Strategic-Plan-Aug-31.pdf>

\*In lieu of fines 7 coaches pre-registered for Adv Dev Workshop in June  
4 coaches attended but did not fully complete the Dev Workshop in April – have to complete by start of next season

# Volleyball Ontario

## President

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## Executive Director

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## Board of Directors

David Woods Parrish Offer Danny Gosselin  
Orest Stanko Daphne Choi Amedeo Bernardi  
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## 2017 / 2018

	Indoor	Beach
Number of Male registered players	2187	223
Number of Female registered players	6176	293
Number of Male registered coaches	1027	19
Number of Female registered coaches	592	9
Number of Male registered referees	503	44
Number of Female registered referees	211	16
Number of Male recreational/Associate Level Members	746	671
Number of Female recreational/Associate Level Members	974	1745
Number of Registered Clubs (Youth)	92	0
Number of Registered Clubs (Adult)	0	0
Number of Registered Teams (Youth)	791	0
Number of Registered Teams (Adult)	0	0
Number of 14U Male players	449	79
Number of 9-12 Male players (participated in a PTA program or club)	177	N/A
Number of 9-12 Female players (participated in a PTA program or club)	531	N/A
Number of Members in Bad Standing	3	0
Number of Coaches not meeting certification requirements	297	0
Number of fines given for Coaches without proper certification	297	0
Number of Coaches with criminal record check	1619	28

## Major Events Hosted

- Indoor Youth Grand Prix
- Ontario Championships Indoor (839 teams)
- Beach (511 teams)
- OVA Beach Tour and Grand Slams
- North American Indigenous Games
- Invictus Games

## Major Corporate Sponsors

- Waterloo Regional Tourism Marketing Corp
- City of Waterloo and RIM Park
- Canuck Stuff
- Regional Tourism 04
- Mikasa Sports
- City of Kitchener
- Breckles Insurance Brokers
- Nothers Signs & Recognition
- Mettle Sports Training

## New Initiatives for the Upcoming Year

- Establish terms of reference for Club Advisory Council and build club relationships
- Implement a tool to promote ethical behavior for parents
- Secure facility for festival-style 2020 Indoor Ontario Championships
- Organize a female leadership conference
- Support the development of a mental performance resource
- Develop Parent and Player curriculum
- Add 12U boys to competition stream
- Support deliverables of the Officials Development Ontario Trillium Fund grant

## Current Challenges

- Growing beach volleyball and beach club system
- Recruiting sitting athletes
- Developing a grassroots delivery model
- Concussion Policy and Protocols

## Strategic Plan

<http://www.ontariovolleyball.org/strategicplan2016>

# Volleyball Quebec

## President

Félix Dion  
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## Executive Director

Martin Gérin-Lajoie  
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mgl@volleyball.qc.ca

## Board of Directors

Félix Dion  
Vincent Dumas  
Pierre Chamberland  
Yves Archambault  
Marie-Andrée Lessard  
Olivier Faucher  
Benoit Raymond  
Nicolas Bédard

## Staff and Email Contacts

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Caroline Daoust - cdaoust@volleyball.qc.ca  
Annabelle Dufour - communication@volleyball.qc.ca  
Ginette Grégoire - info@volleyball.qc.ca

## 2017 / 2018

	Indoor	Beach
Number of Male registered players	738	179
Number of Female registered players	1850	352
Number of Male registered coaches	263	incl. with Indoor
Number of Female registered coaches	149	incl. with Indoor
Number of Male registered referees	231	8
Number of Female registered referees	220	3
Number of Male recreational/Associate Level Members	224	114
Number of Female recreational/Associate Level Members	537	327
Number of Registered Clubs (Youth)	32	incl. with Indoor
Number of Registered Clubs (Adult)	15	incl. with Indoor
Number of Registered Teams (Youth)	281	106
Number of Registered Teams (Adult)	32	143
Number of 14U Male players	192	36
Number of 9-12 Male players (participated in a PTA program or club)	50	N/A
Number of 9-12 Female players (participated in a PTA program or club)	0	N/A
Number of Members in Bad Standing	2	1
Number of Coaches not meeting certification requirements	N/A	incl. with Indoor
Number of fines given for Coaches without proper certification	N/A	incl. with Indoor
Number of Coaches with criminal record check	543	N/A

## Major Events Hosted

- Omnium Volleyball Québec, novembre 2017
- Coupe du Québec, mars et avril 2017
- Championnats de Volleyball Québec, plusieurs villes, mars et avril 2017
- Coupe Pan Am senior, Gatineau, juillet 2017
- Championnat de zone panaméricain de volleyball assis 2017
- Men's FTTC Gatineau 2017-18
- Circuit Québec excellence, plusieurs villes, été 2017
- Championnats de volleyball de plage, plusieurs villes, été 2017
- Camps estivaux volleyball et volleyball de plage, Sherbrooke, été 2017

## Major Corporate Sponsors

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

## New Initiatives for the Upcoming Year

- Améliorer notre offre de services aux adultes
- Améliorer notre offre de services en volleyball de plage
- Projet de centre affilié à l'équipe nationale en volleyball de plage
- Croître nos initiatives de levées de fonds pour poursuivre l'expansion de Volleyball Québec
- Compléter le matériel de situations d'apprentissage et d'évaluation en minivolley pour les éducateurs physiques du milieu scolaire primaire
- Poursuivre le nouveau camp École d'Excellence

## 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.

## Strategic Plan

<http://www.volleyball.qc.ca/plan-quinquennal-de-2013-14-a-2017-18>



# Volleyball New Brunswick

## President

Marc White  
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## Executive Director

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## Board of Directors

James Cress  
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Melanie Desjardins-Mallet  
John Richard  
Jason Parker  
Amber Gamblin  
Joy Porter  
Pat Thorne  
Nic Boucher  
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Rachelle Duguay - rachelleduguay@volleyballnb.org  
Paige Paulsen - paigepaulsen@volleyballnb.org

## 2016 / 2017

	Indoor	Beach
Number of Male registered players	385	16
Number of Female registered players	1426	48
Number of Male registered coaches	106	1
Number of Female registered coaches	102	2
Number of Male registered referees	136	1
Number of Female registered referees	120	2
Number of Male recreational/Associate Level Members	55	0
Number of Female recreational/Associate Level Members	158	0
Number of Registered Clubs (Youth)	36	1
Number of Registered Clubs (Adult)	23	0
Number of Registered Teams (Youth)	108	22
Number of Registered Teams (Adult)	26	10
Number of 14U Male players	84	0
Number of 9-12 Male players (participated in a PTA program or club)	33	N/A
Number of 9-12 Female players (participated in a PTA program or club)	79	N/A
Number of Members in Bad Standing	2	N/A
Number of Coaches not meeting certification requirements	3	N/A
Number of fines given for Coaches without proper certification	3	0
Number of Coaches with criminal record check	208	3

## Major Events Hosted

- VNB Provincials
- Jack Lawson Middle School Cup
- VNB Senior Open
- Maritime Senior Championships

## Major Corporate Sponsors

- Subway
- Papa Johns
- Sideout Sports

## New Initiatives for the Upcoming Year

- Coed Classic, Provincial Excellence Program

## Current Challenges

- Need a TD to lead our PEP, lead coach development in our Province.
- Continue to grow male volleyball

## Strategic Plan

<http://volleyballnb.org/strategic-plan-2016-2021/>

# Volleyball Prince Edward Island

## President

Brenda Millar  
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## Executive Director

Cheryl Crozier  
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cgcrozier@sportpei.pe.ca

## Board of Directors

Brenda Millar  
Peter Bolo  
Harvey Mazerolle  
Joe Ryan  
Max Arsenault  
Chelsey Gorveatt  
Kate Dawson

## Staff and Email Contacts

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## 2017 / 2018

	Indoor	Beach
Number of Male registered players	14	8
Number of Female registered players	14	6
Number of Male registered coaches	4	0
Number of Female registered coaches	3	2
Number of Male registered referees	14	0
Number of Female registered referees	7	0
Number of Male recreational/Associate Level Members	129	20
Number of Female recreational/Associate Level Members	427	40
Number of Registered Clubs (Youth)	14	0
Number of Registered Clubs (Adult)	9	0
Number of Registered Teams (Youth)	46	3
Number of Registered Teams (Adult)	9	3
Number of 14U Male players	45	0
Number of 9-12 Male players (participated in a PTA program or club)	10	N/A
Number of 9-12 Female players (participated in a PTA program or club)	30	N/A
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	majority of age group	N/A
Number of fines given for Coaches without proper certification	0	0
Number of Coaches with criminal record check	4	2

## Major Events Hosted

- New & Returning Officials Clinic
- Official Mentoring Program
- Development Coach Courses
- Atlantic Beach Tour event
- Indoor Provincial Championships

## Major Corporate Sponsors

- Mikasa
- Provincial Government

## New Initiatives for the Upcoming Year

- High Performance Beach Program
- No provincial summer team program
- Mandatory Coach Certification
- 3 teams attending Indoor Nationals in May in Edmonton

## Current Challenges

- Lack of indoor facilities
- Low number of male players
- Conflict between beach season and provincial indoor team season

## Strategic Plan

In progress

# Volleyball Nova Scotia

## President

Paul Worden  
pdwordenvns@gmail.com

## Executive Director

Jason Trepanier  
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vns@sportnovascotia.ca

## Board of Directors

Paul Worden  
Jennifer Campbell  
Christian Trucot  
Paul Richer  
Carrie Peck  
Ashley Smith  
Morgan Snow

## Staff and Email Contacts

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Megan Conroy - vnsmegan@sportnovascotia.ca

## 2017 / 2018

	Indoor	Beach
Number of Male registered players	560	6
Number of Female registered players	1598	28
Number of Male registered coaches	130	1
Number of Female registered coaches	192	1
Number of Male registered referees	52	3
Number of Female registered referees	58	1
Number of Male recreational/Associate Level Members	35	20
Number of Female recreational/Associate Level Members	142	24
Number of Registered Clubs (Youth)	35	2
Number of Registered Clubs (Adult)	14	0
Number of Registered Teams (Youth)	153	61
Number of Registered Teams (Adult)	14	41
Number of 14U Male players	70	6
Number of 9-12 Male players (participated in a PTA program or club)	N/A	N/A
Number of 9-12 Female players (participated in a PTA program or club)	N/A	N/A
Number of Members in Bad Standing	7	N/A
Number of Coaches not meeting certification requirements	50	0
Number of fines given for Coaches without proper certification	50	0
Number of Coaches with criminal record check	322	2

## Major Events Hosted

- Provincial Championships
- Sr Men's Maritime Open
- Atlantic Beach Tour

## Major Corporate Sponsors

- SportWheels Sports Excellence
- Mikasa
- Mizuno

## New Initiatives for the Upcoming Year

- Develop a strategic plan
- Team Atlantic 18U Boys Canada Cup Team
- Regional Athlete Development Program
- Year-round Provincial Team program

## Current Challenges

- Growing boys' volleyball
- Fielding consistently competitive provincial teams
- Introducing volleyball to areas of the province currently not taking part in our programs
- Servicing adult recreation members
- Recruiting referees in some parts of the province
- Growing the Atlantic Beach Tour

## Strategic Plan

In progress

# Volleyball Newfoundland

## President

Eric Hiscock  
ehiscock50@gmail.com

## Executive Director

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nlvaruss@sportnl.ca

## Board of Directors

Eric Hiscock  
Finton Gaudette  
Catherine Strickland  
Nathan Wareham  
Randy Manning  
Mark Rice  
Cindy Hiscock

## Staff and Email Contacts

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Luke Harris - nlvaluke@sportnl.ca  
Stewart MacPherson - nlvastewart@sportnl.ca

## 2017 / 2018

	Indoor	Beach
Number of Male registered players	66	N/A
Number of Female registered players	85	N/A
Number of Male registered coaches	164	N/A
Number of Female registered coaches	118	N/A
Number of Male registered referees	126	N/A
Number of Female registered referees	68	N/A
Number of Male recreational/Associate Level Members	1268	N/A
Number of Female recreational/Associate Level Members	3064	N/A
Number of Registered Clubs (Youth)	5	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	212	N/A
Number of Registered Teams (Adult)	165	N/A
Number of 14U Male players	216	N/A
Number of 9-12 Male players (participated in a PTA program or club)	N/A	N/A
Number of 9-12 Female players (participated in a PTA program or club)	N/A	N/A
Number of Members in Bad Standing	0	N/A
Number of Coaches not meeting certification requirements	58	N/A
Number of fines given for Coaches without proper certification	58	N/A
Number of Coaches with criminal record check	All	N/A

## Major Events Hosted

- VolleyFest
- VolleyCentral
- Molson Senior Provincials

## Major Corporate Sponsors

- Molson Breweries
- Beresford Ltd.
- Steele Hotels
- Mikasa

## New Initiatives for the Upcoming Year

- New Coaching Certification Policy
- Continue to Pilot New Development Coach Course
- Provincial Team Excellence Program
- New Elementary Volleyball Leader Program in 20 schools
- Using ISET for all Events
- Team Atlantic for Canada Cup

## Current Challenges

- Court Space due to increasing size of events
- Officials Development and Retention
- Development of Male Volleyball
- Loss of USport Men's Program at Memorial University
- Hosting a National or Eastern Canadian VC Championship

## Strategic Plan

[http://nlva.net/page.php?page\\_id=69449](http://nlva.net/page.php?page_id=69449)

# 06 External Representation Reports





# International Relations Report

2017-2018 was a memorable year for Volleyball Canada on the international stage both on and off the court.

In 2017-2018 Canada hosted the following:

- U21 Pan American Cup – Fort McMurray, AB, in May
- Women's Grand Prix – Richmond, BC, in July
- Men's Pan American Cup – Gatineau, QC, in July
- Sitting Volleyball Zonal Qualifier – Montreal in October
- Women's NORCECA World Championship Qualifier - Langley, BC, in September

Canada did not host a World League leg in 2017 due to new rules restricting teams in year 1 of the top division from hosting. Canada did have its best ever finish in World League, downing the USA for the bronze medal in Curitiba, Brazil.

Canada participated in the 2018 Commonwealth Games in Australia, which had beach volleyball included for the first time. Canada had an excellent showing winning the women's event and earning the silver medal in the men's event.

The start of the new quadrennial has seen remarkable changes in how the FIVB and NORCECA are doing business. The FIVB has stopped funding confederations for development programming, citing, no return on investment. They are no longer funding travel for World League, Grand Prix, World Championships etc. FIVB is investing money in growing the fan base and re-creating World League and Grand Prix. The new league, Volleyball Nations League, will feature both the men and women playing at the same time. The goal of the new league is to "present volleyball" in a fan friendly, engaging manner. FIVB has taken control of all broadcast production and selection of broadcasters, Canada no longer owns the rights to the domestic market. The intent is to provide consistency in the presentation and delivery across the world.

Presently, Mark Eckert is a member of the VNL Commission and Project Nucleus, which is comprised of the top 16 GDP Nations. Ed Drakich, Guy Bradbury and Andre Trottier are on FIVB rules of the game and beach commissions.

On the confederation side, NORCECA has increased hosting fees and cancelled all commission meetings to make up for the development money they are not getting from the FIVB. Canada will most likely be hosting more, however, as we are able to negotiate terms and dates quite effectively.

The 2017 FIVB Congress was held in Buenos Aires, Argentina in October. Canada was represented by Jackie Skender of the NORCECA Press Commission, and Mark Eckert, President and CEO and NORCECA Board Member. Current NORCECA President, Cristobal Marte was elected by acclamation. His term is four years.

Volleyball Canada will continue to seek leadership and roles of influence in both NORCECA and the FIVB as they recreate themselves in the next quad.

# NORCECA & FIVB Beach Commission

Ed Drakich (CAN) was appointed president of the NORCECA Beach Commission and an FIVB Beach Commission Member for 2016-2020.

Due to funding cuts from the FIVB, there was no NORCECA Beach Commission Meeting held in 2018. The 2018 NORCECA Beach Tour continued with the reduced conditions for NORCECA Beach Tour Events (\$3,500 USD prize money total for each gender as established in 2017). For 2018, there are five confirmed NORCECA Beach Tour events (Mexico (2), Cuba, Dominican Republic and Jamaica) with two more tentative events (Martinique and Cayman Islands).

The 2018 FIVB Beach Commission Meeting was held at the FIVB Offices January 31, 2018. The meeting notes are below:

## FIVB Beach Commission Meeting Notes

**Attendance:** Ary Graca (FIVB President), Vicente Araujo (FIVB Beach Commission President), Michel Everaert (FIVB Beach Commission Secretary), Ed Drakich (Member - CAN), Marcelo Wangler (BRA), Angelo Squeo (FIVB), Yu Cao (FIVB), Lori Okimura (Member – USA), Tomoki Kimishima (Member – JPN), Luis Pointes Rodrigues (FIVB Manager of AVC), Emanuel Rego (Athletes Member – BRA), Julius Brink (Athletes Member – GER), Giba (Athlete Member – BRA), Liu Bing (Member – CHN), Lara Marich (FIVB), Maria Garcia Munoz (FIVB), Raheleh Ahadpour, (FIVB), Leo Morales (FIVB)

**Absent:** Kerri Walsh (Athlete Member – USA), Xue Chen (Athlete Member – CHN), Craig Carracher (Member – AUS)

## Wednesday January 31st

1. Ary Graca gave opening remarks. FIVB needs idols. The FIVB plan is working to develop the sport. Beach Volleyball was the most charming competition in the 2016 Rio Olympic Games, but afterwards the sport is not the same. In 2017, there were only 19 FIVB World Tour events but in 2018 there will be 43 FIVB World Tour events. China (2016 Women's Olympic Indoor Volleyball Champion) is not developing beach volleyball. China will host the new Nations League Final for the next 3 years. The IOC indicates that the FIVB is an example for other sports – both a clean sport (no doping) and clean finances. Qatar, France, Germany, England are now more involved in volleyball and beach volleyball. Germany (Hamburg) will now host the 2018 FIVB World Tour Finals and the 2019 FIVB Beach Volleyball World Championships. The FIVB established a new department of business development (beach and snow volleyball). Prize money on the World Tour has increased from \$4,000,000 (2017) to \$6,500,000 (2018). Good governance is very important – many International federations have corruption issues. The FIVB finances are completely transparent. In the past all the FIVB money went to the Continental Confederations. There was not one National Federation that increased their FIVB status over the past 8 years. This has now changed. The Tokyo 2020 Olympics will take place in 12,000 seat temporary stadium. The FIVB is now being modernized – everything is being computerized (electronic documents) to eliminate paper documents. There are too many successful challenges both in indoor volleyball and beach volleyball. In indoor volleyball there is a 41% success rate when referee calls are challenged. In 2017 World Championships there were 83 challenges with 23 successful (28% successful challenges). The FIVB Beach Commission has no politicians but only professional people. Moving forward, the FIVB decisions will not be made by one person but by professional committees. More prize money must go to the athletes and less to the conditions of the event. The FIVB wants to increase the quantity of the World Tour Events.

2. Vicente Araujo welcomed the Beach Commission members to the meeting and thanked Dr. Ary Graca for his opening.

3. Yu Cao presented on the 2018 Beach Volleyball Sport Regulations changes:

- Competition Format:
  - Modified Pool Play 1-5 Star Events
  - 3-5 star = 32 teams MD and qualification (8 to qualify)
  - 2 star = 24 teams MD and qualification (6 to qualify)
  - 1 star = 16 teams MD and qualification (4 to qualify)
  - World Tour Finals – Top 8 teams plus 10 wild cards

- Entry Points:

- Best 4 of 6 to determine Entry Points (Previously best 6 of 8)
- 10% drop between ranking positions throughout

- FIVB Rankings

- There will be only one ranking – The World Ranking: the best 8 results in the past 365 days. The other rankings are obtained through VIS only

4. Michel Everaert presented about the differences between 4-5-star events and 1-2 star events and asked athlete representatives to consider the opinions of the players at 1-2 Star events. Michel asked for the number of host country teams in 1 Star events, Yu Cao answered that the minimum guaranteed is 3 host country MD teams plus wild cards (2) plus one qualification team. Host countries upon request can get up to 8 host country teams for 1-star events. Michel reported on The Hague 4-star event in early January 2018. The event in The Hague was an indoor beach volleyball tournament, this was done because there were no other sports happening (Soccer, Indoor Volleyball, Basketball, Handball...etc.) in early January. The TV ratings were very high. Overall, the event was a success.

5. 2018 FIVB Beach Volleyball Calendar was presented by Yu Cao. There are World Tour events in all 12 months of 2017-18. There are 43 WT events in 2017-18. Since many CEV events will become WT events there will be up to 60 WT events in 2017-18. Edmonton will start in 2019 as well as Paris, Rome, and Sydney.

6. 2017 World Championships was presented by Yu Cao. 192 athletes from 40 different countries participated. There were 180,000 spectators (57,358 unique visitors). Televised TV audience = 160 Million viewers from 55 countries. There were massive lounges for business partners, sponsors and VIP guests. The spectator engagement and sponsor village was massive. This was a kind of Disneyland. Many new technologies were implemented including player motion tracking, team video system, team stats...etc. This event was the #1 topic on twitter in Austria. There were +10 countries which distributed the WCs in 2017 vs 2015. An increase of 18% in total broadcast time and an increase of 25% in total viewers (2017 vs 2015). Total Economic impact was EUR 50,000,000 (50M EUR).

7. 2019 World Championships to be held in Hamburg at indoor tennis stadium (13,000 spectators) with a closable roof. To be held in June 28-July 7, 2019.

8. 2020 Tokyo Olympic Games:

- Venue: Shiokaze Park (12,000 seats)
- July 25-August 8, 2020
- 15-20 minutes to village
- The women's final will be last (proposed to IOC)
- Lucky Loser matches all on centre court
- 2019 Test Event

9. FIVB Beach Volleyball Qualification System:

- 24 Berths per Gender (Granted to the NF not the teams)
  - 1 Host
  - 2 World Olympic Qualification Tournament (By June 2019 before WCs)
  - 1 World Championships (End of June/Early July 2019)
  - 15 Olympic Ranking (September 1, 2018 to June 14, 2020)
  - 5 Continental Cup Finals
- Max 2 teams per gender
- Athletes can only each earn one berth
- Entry Deadline July 6, 2020

10. FIVB World Olympic Qualification Tournament:

- 16 teams per gender (1 team per NF) – 1 host country + 15 by World Ranking
- Stadium minimum 2,000 seats
- Sanction fee
- Prize money not required
- NFs earn 2 berths in each gender

11. Ary Graca asked what will be done if the African Confederation (CAVB) does not do the minimum required for the Olympic Qualification Continental Cup.

12. 2018-2020 Continental Cup Qualification System:

- Confederations must have a minimum of 12 NFs involved (except CSV, which minimum is 50% or 6 NFs)
- Competition format is country vs country (2 teams per NF per gender)
- Either best of 3 matches (Golden Match) or best of 5 (Golden Set)
- All Continental Cup Finals to be the same week: June 22-28, 2020

13. Buenos Aires 2018 Youth Olympic Games (October 6-18):

- Beach volleyball October 7-17
- 2 competition courts and 2 warm-up courts
- 32 teams per gender (8 pools of 4 teams)
- Gold medalist 2018 U19 World Championships to qualify 1 berth per gender
- NORCECA Central Zone Event = July 6-9, 2018 to qualify 2 berths

14. Jose Casanova discussed referee issues:

- Beach Challenge Referees (8 total)
- Improvements to the Beach Challenge System
- Mental Fitness Program
- Referee Resource Centre (Referee Education)
- Block Touch Rule Test will be over this week – too early to suggest an outcome
- 2017-28 FIVB World Tour:
  - 1638 total matches (3-5 Star events),
  - 111 referees / 167 line judges / 149 scorers were involved
  - Referee sanctions leading to fines: 4
  - Total medical time-outs: 36 (29 regular, 4 blood and 3 traumatic)
- 179 total international beach referees
- 11 total beach referee delegates

15. Emanuel Rego and Julius Brink discussed the Athlete Commission projects:

- Create a system for the election of athletes to the Athletes Commission
- Snow volleyball exhibition in 2018 Pyeongchang Olympic Games

16. King of the Court Program:

- Presented by Wilco Nijland from SportworX
- Start with 5 teams
- A winners side and an challenge side
- Each rally starts with a serve from the team on the challenge side

- Winners side earn points only
- If challenge side wins then they become the winners side
- Event based on time
- After 20 minutes 1 team of 5 is eliminated
- After 16 minutes 1 team of 4 is eliminated
- 3 final teams = first team to 15 points wins the event
- Could be teams with different nationalities
- 4 events scheduled for 2018:
  - Utrecht, NED, Antwerp, BEL, Hawaii, USA, and Huntington, USA

17. Ed Drakich presented the Olympic Qualification Proposal

- Proposal was not accepted

18. Michel Everaert proposed listing match-ups at -21 days

- Proposal was not accepted. To be discussed with the athletes

19. Ary Graca gave closing remarks.

20. Meeting adjourned 4:00PM.



# International Beach Volleyball Referee Committee

I am very pleased to inform the National Referee CMT that in 2018, all of our International Referees have received International nominations. As well, Canada has 2 new Continental International BVB Referees: Simon Ouellette (QC) and Dimitri Magirias (ON). Both Simon and Dimitri have successfully completed the first Volleyball and Beach Volleyball Continental Referee Course last November in Tijuana, Mexico. They were the best candidates of the group. Brian Hiebert will officially be approved by the FIVB Board of Director in May, and will be eligible to FIVB nominations in 2019.

There is no International Beach event in Canada this year. Rumour has that FIVB WT events could be back as of next year for a 4-year period.

A few more international nominations could be added later in the year for our officials. Please find below the current nominations for all our Canadian Officials:

## **Omid Mojtahedi**

- FIVB World Tour in Fort Lauderdale, USA
- FIVB World Tour in Huntington Beach, USA
- FIVB 4 Stars World Tour in Itapema, BRA
- Youth Olympic Games, Buenos Aires, ARG

## **Jasen Boyko**

- Norceca Central American Games, Barranquilla, COL
- University Games, Hamburg, GER

## **Brian Heibert**

- XXI Commonwealth Games, Brisbane, AUS

## **Lucie Guillemette**

- FIVB Challenge Referee WT in Fort Lauderdale, USA
- Commonwealth Games, Challenge Referee, Brisbane, AUS

## **André Trottier**

FIVB Referee Delegate:

- FIVB World Tour in Huntington Beach, USA
- FIVB World Tour in Itapema, BRA
- XXI Commonwealth Games, Brisbane, AUS
- Youth Olympic Games, Buenos Aires, ARG

FIVB Referee Commission:

- Meeting in Lausanne at the FIVB Headquarters – January
- Referee Delegate Seminar in Lausanne in February
- Referee Commission meeting in Santo Domingo

## **André Trottier**

- International Beach Volleyball Referee Committee Chair.

# FIVB Rules of the Game and Refereeing Commission

## **FIVB: The Transition Continues (remarks of President Dr. Ary Graca)**

- A new era for volleyball
- Goal: to be the number one family sport
- How: greater investment in infrastructure and innovation (technology)
- Referees are instrumental in this transition
- Take Away: respect the game and the role of referees
- Federations are investing more in more resources (human/financial)
- Athletes are investing more personal commitment to training and excellence
- Coaches are investing more in preparation
- Referees must take more responsibility for personal development
- Spectators must remember the performance of the athletes not the Referees (a referee's decision)

## **2018 Competition Year Overview**

- Volleyball Nations League and Challenger Cup Series
- FIVB has partnered with IMG (a sports marketing company) to build create a series for volleyball properties
- Partnering with a major software company to increase communication and spectator engagement (live and at home)
- FIVB will focus on showing the great moments of the play and recognizing the ability of the athletes
- World Championships
- Women: Japan
- Men: Bulgaria and Italy

## **Comment about Referee Development and Performance**

- Referees must understand and appreciate the continued application of technology
- Referees must limit discussion with players as it reduces playing time in a match
- FIVB must find a way to manage referees who do not fit within the FIVB image (Health Management Program)
- Referees must prepare themselves for all competitions
- Referees must be professional
- Physically fit referees are able to focus and manage a match while maintaining an increased focus
- Only the best referees should be nominated
- Observing that referees are being respected as a result of the Referee Mental Fitness Project
- The performance of line judges is a cause for concern, referee delegates must address this concern
- Referees are human, they make mistakes, use the tools and resources to correct a situation

## **Thoughts about the Rules of the Game (Big Picture)**

- There will be no immediate change to the rules. There is the potential for review after season 1 of Volleyball Nations League.
- Challenge Pancake: yes/no? – Hawk-eye capability

- Challenge Service Foot Fault – imaginary line (potential)
- What can we take out of the rules? What can be transferred to Sport Regulations?
- Consideration of a complete review of the rules of the game

### **FIVB Refereeing and Rules of the Game Commission Overview**

- 2017 FIVB Commissions re-structured: rules of the game and refereeing integrated into one commission.
- 14 members: 3 from NORCECA, Andre Trottier (CAN), Pat Powers (USA) and Guy Bradbury (CAN).
- 4 Working Groups (members from volleyball and beach volleyball)
- Group 1 – Referee Categorization and Statistics
- Group 2 – Referee Education and Teaching Material
- Group 3 – Rules of the Game and Regulations
- Group 4 – Beach Volleyball

### **Working Group Initiatives**

#### **Group 1: Referee Categorization and Statistics**

- Impact of policy to suspend International Referee Courses
- Need to improve capacity of Referee Delegates
- Oversees the categorization of referees (A, B1, B2, C)
- Updating R4 Form – moving from numerical evaluation to general comments
- Referee Performance and Challenge statistics

#### **Group 2: Referee Education and Teaching Material**

- Oversee the development of a new and improved Referee Continuing Education Program
- Review criteria for Continental International Referee Courses
- Review criteria for pre-event seminars and clinics
- Review criteria for Referee Coach programs

#### **Group 3: Rules of the Game and Regulations**

- Publishing 2018 Referee Guidelines and Instructions
- Publishing 2018 Casebook
- Review potential modifications to the rules of the game and regulations
- Update of 2017 Rules Modification Test Programs

#### **Group 4: Beach Volleyball**

- Beach Referee Challenge Nominations
- Review of Challenge System Regulations
- Adjustments at the event Regulations
- Review of Rules text and current Rules testing







# 07 Sponsorship Report





## Overview 2017-18

In 2017-18, Volleyball Canada continued to work with each sponsor on an activation plan, an evolving document that highlighted key opportunities for partners. Activation proposals will serve as a starting point for annual reports that will be sent to each sponsor later this year to help ensure partners understand the impact of their funding.

Volleyball Canada continues to work with its apparel and merchandise sponsors to include Volleyball Canada's new logo on merchandise hang tags. To date, the Volleyball Canada logo will appear on certain packaging with Mizuno and Active Ankle. Volleyball Canada has worked with Lululemon to include co-branded merchandise for sale at Edmonton 2018.

At Nationals in 2017, Volleyball Canada signed contracts with several retail providers in an effort to promote its new brand. Volleyball Canada had a merchandiser provided at each of its Nationals. While largely successful, minor issues including brand consistency took place. Sales varied by event but having retail available contributed to the event experience for registered participants. This was the first event that provided data on merchandise sales back to Volleyball Canada.

In late 2017, Volleyball Canada signed a contract with Volleyball Stuff to fulfill the role of Official Merchandise Provider for Edmonton 2018. The contract aims to create a store atmosphere for the National Championships. The partnership will work to include sales of Volleyball Canada merchandise in addition to a channel to retail sponsors' product, including Mizuno, Tachikara, Performance Health and Wilson.

The Tachikara Six.VC, the Official Game Ball for Nationals, has been updated with VC's new emblem and will be ready for retail later in 2018. As well, the Wilson Gold beach volleyball, the Official Game of Beach Nationals, has been updated with the new Volleyball Canada emblem will be used at Beach Nationals in 2018. It will be available for retail starting in 2018.

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 national partners of higher dollar amounts that include rights and benefits throughout Volleyball Canada's programs, events and teams and spending less time on signing smaller event or program specific sponsors.

We have made substantial progress in all areas of increasing the value of VC's sponsorship platform (brand, social media, events, international success) and remain optimistic about continued partnership development despite the landscape for securing new sponsors very competitive and sophisticated.

Volleyball Canada's sponsors include: Inter Pipeline Ltd., Lululemon, Mizuno, Tachikara, Wilson, Performance Health (which includes brands such as Active Ankle and Cramer), and Spieth America.



# 08 Communications Report



Volleyball  
Canada





# Media and Communications

In the post-Olympic year of 2017, Volleyball Canada invested time and resources into its re-branding and new online presence. This was made possible with the assistance of the Canadian Olympic Committee's NSF fund, and helped VC give the brand a new, clean look and feel, to represent the sport with a fresh image.

Although the rebranding was successfully phased in over the past year, the result of the rebranding exercise was fully on display at the 2018 Nationals.

In addition to the new look, the year's successes, including that of the men's team, beach teams, the fresh start for the women's team, and continued progress of the sitting teams, provide positive messaging for all our communications efforts.

## Events

The following major events were the focus of the first part of 2018. This is also a World Championships year for both the men's and women's indoor programs.

- Edmonton 2018 – also known as the mega Nationals!
- Challenge Cup in Edmonton (Women's National Team) and men's exhibition event.
- Beach World Tour and Commonwealth Games (top beach athletes)
- Volleyball Nations League – ticketing and promotions are generally on target. Good partnership forming with Ottawa Sports and Entertainment Group (OSEG) and Region Six of the OVA. Not having a broadcast partner is a challenge.

## Key Messages

- Teams (indoor, beach and Para) are making significant progress on the world stage. This is the first year that beach was included in the Commonwealth Games, and the first year for the new men's indoor tournament, Volleyball Nations League.
- There was greater public access to Team Canada volleyball online and on TV than ever before (via CBC online, FIVB and NORCECA TV). The goal is to grow the audience this year as well. (Note: the FIVB has taken over TV broadcasting control for Nations League, so the Canadian broadcaster is still unknown).
- Edmonton 2018: bigger and more exciting than ever, this showcase of volleyball was impressive. Great cooperation between partners helped made the event a success. For the first time, the 18U Youth finals were shown on CBC online.
- Volleyball Nations League is a new and exciting sport/entertainment product, and Canada is hosting a full weekend in Ottawa, June 8-10. This promises to be a huge opportunity to expose volleyball and our men's national team to a broader audience.
- With success comes a need for more funding for all our teams to stay cutting edge. Partnership, sponsorship and fundraising activities (such as Vision 2020) are crucial.

## Social media

Social media continues to be a communications growth area, with all channels steadily increasing.

VC social media platform	Audience (May 2018)	Notes
Facebook	164,500	Exploring more of paid "boosted" posts to help advertise events
Instagram	42,000	Biggest growth area on social media, the reach of the "stories" is very high
Twitter	41,000	Steady growth – still important for breaking news and engagement with partners.
YouTube	2000 subscribers	Traffic boosted Nationals web cast

## **Web site**

The traffic has increased with the improved look of the web site. The average is 16,000 unique users per month. Mobile traffic has increased, as the new site is mobile friendly (iPhone, iPad, android, etc.) and mobile users account for 30 to 50 percent of the traffic on average.

We will continue to evaluate the effectiveness of the site and make changes as required.

## **Auction**

This year, the week-long online auction ([www.volleyballauction.ca](http://www.volleyballauction.ca)) featured more than 200 items up for bid, which was an increase in comparison to 2017. The initial goal to raise \$35,000 was succeeded, and approximately \$45,000 was raised!

To coincide with the launch of the new branding, VC invested in a new auction platform, as the previous website was outdated, not mobile friendly, and lacked the ability to share to social media platforms. The new platform is hosted by Givergy.

With the new user-friendly site, increased number of auction items, organization of prizes and effective promotion, the auction proved to be a huge success this year. We hope to continue building on this next year.

## **Moving Forward**

- Content (news, images, video) is continuously needed to feed the web site and social media channels, as well as to promote our events, programs and athletes.
- To maximize exposure, fostering solid partnerships is of utmost importance. Association with strategic partners helps support VC's efforts on many levels.
- The new brand has proven to be effective in creating a consistent and modern look for VC, but there are still many areas for improvement and growth, such as content development and merchandising. The recent Nationals did show the power of effective and well-planned branding by our merchandizing partners and showed in the amount of sales and positive feedback.
- With the scope and diversity of our programs, resources are needed to help promote and highlight all our activities.



09

# Financial Report





Financial Statements of

# **CANADIAN VOLLEYBALL ASSOCIATION**

Year ended March 31, 2018

# 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, 2018, 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.

KPMG LLP is a Canadian limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. KPMG Canada provides services to KPMG LLP.

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, 2018, 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.

A handwritten signature in black ink that reads "KPMG LLP". The signature is written in a cursive, stylized font. Below the text, there is a long, horizontal, slightly wavy line that serves as a flourish or underline.

Chartered Professional Accountants, Licensed Public Accountants

Ottawa, Canada

May 24, 2018

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Financial Position

March 31, 2018, with comparative information for 2017

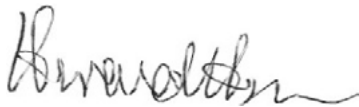
	2018	2017
<b>Assets</b>		
Current assets:		
Cash	\$ 2,102,423	\$ 1,371,843
Accounts receivable	222,427	505,191
Inventory	140,224	56,937
Prepaid expenses	540,873	429,309
	<u>3,005,947</u>	<u>2,363,280</u>
Tangible capital assets (note 2)	110,416	53,042
	<u>\$ 3,116,363</u>	<u>\$ 2,416,322</u>

## Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 3)	\$ 386,950	\$ 765,836
Deferred revenue (note 4)	2,425,416	1,301,110
	<u>2,812,366</u>	<u>2,066,946</u>
Net assets (note 5):		
Investment in tangible capital assets	110,416	53,042
Unrestricted	193,581	296,334
	<u>303,997</u>	<u>349,376</u>
Commitments (note 6)		
Contingencies (note 7)		
	<u>\$ 3,116,363</u>	<u>\$ 2,416,322</u>

See accompanying notes to financial statements.

On behalf of the Board:



Howard Hum - Director



Joanne Mortimore - Director



# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Operations

Year ended March 31, 2018, with comparative information for 2017

	2018	2017
Revenue:		
Sport Canada contributions - cash	\$ 2,456,000	\$ 2,187,000
Sport Canada contributions - in-kind	79,000	10,000
National competitions	1,611,959	1,630,931
Membership fees	1,042,641	948,867
Team Canada indoor volleyball	857,846	1,675,075
World league	812,158	863,261
Team Canada beach volleyball	672,138	573,817
Domestic development	736,007	973,774
Grand Prix	415,579	109,417
Pan American Championships	535,556	206,088
National office operations	373,658	164,450
Referees	300,384	204,058
Merchandising	129,033	131,170
Team Canada sitting volleyball	207,591	133,658
Amortization of deferred capital contributions	-	17,040
	10,229,550	9,828,606
Expenses:		
Team Canada indoor volleyball	2,543,216	2,684,800
Team Canada beach volleyball	1,330,349	1,479,179
National competitions	1,215,020	1,238,126
National office operations	1,197,804	1,302,582
World league	979,412	1,121,159
Grand Prix	792,660	132,556
Pan American Championships	782,477	252,583
Domestic development	641,424	950,796
Team Canada sitting volleyball	386,709	242,351
Referees	301,981	208,874
Merchandising	121,969	94,940
	10,293,021	9,707,946
	(63,471)	120,660
Unrealized gains on foreign exchange	18,092	-
Excess (deficiency) of revenue over expenses before extraordinary item	(45,379)	120,660
Extraordinary item	-	103,546
Excess (deficiency) of revenue over expenses	\$ (45,379)	\$ 17,114

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Changes in Net Assets

Year ended March 31, 2018, with comparative information for 2017

	Unrestricted	Investment in tangible capital assets	Total 2018	Total 2017
Net assets, beginning of year	\$ 296,334	\$ 53,042	\$ 349,376	\$ 332,262
Excess (deficiency) of revenue over expenses	(45,379)	-	(45,379)	17,114
Loss on disposal of tangible capital assets	1,358	(1,358)	-	-
Tangible capital asset additions	(95,121)	95,121	-	-
Amortization of tangible capital assets	36,389	(36,389)	-	-
Net assets, end of year	\$ 193,581	\$ 110,416	\$ 303,997	\$ 349,376

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Cash Flows

Year ended March 31, 2018, with comparative information for 2017

	2018	2017
Cash provided by (used in):		
Operating activities:		
Excess (deficiency) of revenue over expenses	\$ (45,379)	\$ 17,114
Items not involving cash:		
Amortization of tangible capital assets	36,389	30,600
Amortization of deferred capital contributions	-	(17,040)
Loss on disposal of tangible capital assets	1,358	35,834
National Registration System joint venture	-	122,745
Changes in non-cash operating working capital:		
Accounts receivable	282,764	540,587
Inventory	(83,287)	12,926
Prepaid expenses	(111,564)	270,313
Accounts payable and accrued liabilities	(378,886)	(28,128)
Deferred revenue	1,124,306	(11,787)
	825,701	973,164
Investing activities:		
Tangible capital asset additions	(95,121)	(16,361)
Increase in cash	730,580	956,803
Cash, beginning of year	1,371,843	415,040
Cash, end of year	\$ 2,102,423	\$ 1,371,843

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Notes to Financial Statements

Year ended March 31, 2018

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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) Donated supplies and services:

Companies and individuals donate supplies and services throughout the year to assist the Association in carrying out its activities. The value of these supplies and services is not readily determinable, therefore, no amount has been reflected in these financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2018

## 1. Significant accounting policies (continued):

### (e) 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.

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.

### (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, 2018

## 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. Tangible capital assets:

				2018	2017
	Cost	Accumulated amortization		Net book value	Net book value
Leasehold improvements	\$ 231,308	\$ 174,359	\$	56,949	\$ 46,550
Computer equipment	67,512	14,045	\$	53,467	6,492
	\$ 298,820	\$ 188,404	\$	110,416	\$ 53,042

Cost and accumulated amortization at March 31, 2017 amounted to \$250,693 and \$197,651, respectively. During the year, the Association disposed of tangible capital assets with a cost of \$46,994 and amortization of \$45,636 resulting in a loss on disposal of \$1,358.

## 3. Accounts payable and accrued liabilities:

As at March 31, 2018 and 2017, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2018

## 4. Deferred revenue:

	2018	2017
National championship registrations	\$ 2,055,303	\$ 939,550
National team funding	264,500	291,250
Trillium grant	78,921	49,353
Other	26,692	11,515
Officials' uniforms	-	9,442
	<b>\$ 2,425,416</b>	<b>\$ 1,301,110</b>

## 5. 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, 2017.

## 6. 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:

2019	\$	3,696
2020		2,159
2021		720
	<b>\$</b>	<b>6,575</b>

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2018

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## 7. 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 where amounts charged to projects are not in accordance with the agreed terms and conditions these amounts would be refundable to Sport Canada.

For the current year Management believes that the Association has not incurred ineligible expenditures and therefore no liability has been recorded for reimbursement.

## 8. 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, \$24,232 was allowed for in accounts receivable.

### (c) Interest rate risk:

The Association is subject to interest rate risk arising from its holdings of US cash of \$62,743 (2017 - \$45).

There has been no change to the risk exposures from 2017.

## 9. Comparative information:

Certain 2017 comparative information has been reclassified to conform with the financial statement presentation adopted for the current year.

# CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2018

	Sports Development	Enhanced Excellence	Next Generation Request	Total
<b>Mainstream Core Revenue:</b>				
General administration	\$ 45,000	\$ -	\$ -	\$ 45,000
Governance	5,000	-	-	5,000
Salaries, fees and benefits	95,000	-	-	95,000
Coaching salaries and professional development	115,000	-	40,000	155,000
National Team program	300,000	1,125,000	168,000	1,593,000
Official languages	11,500	-	-	11,500
Operations and programming	38,000	-	-	38,000
	<b>\$ 609,500</b>	<b>\$ 1,125,000</b>	<b>\$ 208,000</b>	<b>\$ 1,942,500</b>
<b>Mainstream Core Expenses:</b>				
General administration	\$ 397,999	\$ -	\$ -	\$ 397,999
Governance	53,381	-	-	53,381
Salaries, fees and benefits	1,350,673	-	-	1,350,673
Coaching salaries and professional development	515,609	-	40,000	555,609
National Team program	3,485,077	1,125,000	168,000	4,778,077
Official languages	18,732	-	-	18,732
Operations and programming	2,576,056	-	-	2,576,056
	<b>\$ 8,397,527</b>	<b>\$ 1,125,000</b>	<b>\$ 208,000</b>	<b>\$ 9,730,527</b>
<b>Mainstream Above Core Expenses:</b>				
Long-term athlete development	\$ 4,366	\$ -	\$ -	\$ 4,366
<b>Athletes With A Disability Core Revenue:</b>				
General administration	\$ 7,500	\$ -	\$ -	\$ 7,500
Salaries, fees and benefits	5,000	-	-	5,000
Coaching salaries and professional development	15,000	-	2,000	17,000
National Team program	53,000	-	28,000	81,000
Official languages	3,000	-	-	3,000
	<b>\$ 83,500</b>	<b>\$ -</b>	<b>\$ 30,000</b>	<b>\$ 113,500</b>
<b>Athletes With a Disability Core Expenses:</b>				
General administration	\$ 70,378	\$ -	\$ -	\$ 70,378
Salaries, fees and benefits	74,531	-	-	74,531
Coaching salaries and professional development	17,392	-	2,000	19,392
National Team program	108,051	-	28,000	136,051
Official languages	3,561	-	-	3,561
Operations and programming	87,297	-	-	87,297
	<b>\$ 361,210</b>	<b>\$ -</b>	<b>\$ 30,000</b>	<b>\$ 391,210</b>



# 10 Partners





# Thank You!

Volleyball Canada would like to sincerely thank all of our sponsors, suppliers and funding partners for their generous and continued support.

PLATINUM PARTNER



NATIONAL PARTNERS

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# Thank You!

**Volleyball Canada would like to sincerely thank all of our sponsors, suppliers and funding partners for their generous and continued support.**

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