



Volleyball
Canada

Annual Report 2019 - 2020





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01 Report from the Chair





For the volleyball community in Canada, 2019 and early 2020 held many memorable moments. The pride of having one of our beach volleyball teams reach the pinnacle of success in 2019, locking up a spot in the Olympic Games, was historic. We all shared in the excitement of seeing Canadians on top of the World Championship podium and continuing their journey toward Tokyo in that magical moment.

Our Indoor National Teams were equally impressive on the road to Tokyo. After falling short at the international qualifier, our men's national team qualified for the Olympics early this year on home soil in Vancouver, keeping us all on the edge of our seats in a win for the ages over Cuba. In Nova Scotia in February, our women's sitting volleyball team put on an impressive display winning their qualifier to secure their place in the Paralympic Games.

Now that the Games will be held in 2021, we are looking forward to what next year will bring. This includes more beach teams looking for qualification, and next year's Volleyball Nations League, which will see our women's team compete for the first time having won their qualifier last year.

There were so many other bright spots in the works domestically in Canada, with a full Nationals planned for Edmonton, and development programs advancing our sport across the country. The disappointment of a season lost to the global pandemic was felt from coast to coast and at every level of play. Yet, there remains much to look forward to, now with a cautious optimism. We will need to come together as a community to work towards both a short-term recovery, as well as our long term goals and ambitions.

Financially, the past year has been better than budgeted, with a slight deficit. We have some previous years of accumulated surpluses that will help Volleyball Canada to face the uncertainty that is sure to continue. The deferral of international events has a positive effect on cash flow, but the deferral of domestic events has a negative effect of an even greater magnitude. Our reality is that financially, there are no easy forecasts or solutions. Careful management has meant that we ended our last fiscal year in a better than anticipated position, but the main impact of COVID is sure to be felt in the current fiscal year of April 1, 2020 to March 31, 2021.

Our funding partners, such as Sport Canada and Own the Podium, have given assurances that continuity is important, and they are understanding the challenges facing all NSOs.

I would like to commend our provincial and territorial partners for their work during the pandemic. The strategic and operational planning and projects undertaken during the pandemic will help us get back to playing and will improve the sport in the long run. We have learned a lot about the importance of working together and improving our communication moving forward.

Thank you to the volleyball community for working together, making the sacrifices necessary to keep our participants safe, and adhering to the pandemic restrictions. Sport will play an important role in getting back to full strength for all Canadians, and Volleyball Canada and its partners will be there to lead the way.

Please take the time to read the annual reports from staff and volunteers to understand more fully our accomplishments and to learn more about the work currently in progress to improve our sport in the years ahead.

Yours in Volleyball,
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
Marie-Christine Rousseau	Member-at-large
Joanne Mortimore	Member-at-large
Monica Hitchcock	Member-at-large
Howard Hum	Member-at-large

Executive Directors / Provincial & Territorial Associations

TBC	Alberta
Emma Gibbons	British Columbia
John Blacher	Manitoba
Michaela Allaby	New Brunswick
Russell Jackson	Newfoundland & Labrador
Rami Ayache	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

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

Directors, Chairs, Committees & Staff

Beach Committee

David Caughran	Chair
Sandra de Graaff	VC Staff
Lia Diffin	
Vincent Larivée	Member at Large
Steve Anderson	
Cherie Campbell	
Jay Nuttall	

Sitting Volleyball Committee

Jason Trepanier	Chair
Jesse Ward	Athlete Rep
Katelyn Wright	
Nicole Ban	VC Staff

Domestic Development Committee

Brian Newman	Chair
Monette Boudreau-Carroll	Members
Julien Boucher	
Kerry MacDonald	
Keith Hansen	
Jim Plakas	
Ed Drakich	
Dawna Sales	VC Staff

High Performance Beach Sub-Committee

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

High Performance Management Committee

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

High Performance Men's Indoor Sub-Committee

Julien Boucher	Chair
Glenn Hoag	Member
Steve Brinkman	Athlete Rep

Directors, Chairs, Committees & Staff

High Performance Women's Indoor Sub-Committee

Julien Boucher	Chair
Tom Black	Member
Julie Young	Athlete Rep

National Referee Committee

Scott Borys	Chair
Debbie Jackson	Officiating for Women
Bohdan Ilkiw	Domestic Development (Indoor)
Pat Thorne	Communications
Bob Rocque	Domestic Development (Beach)
Guy Bradbury	International / High Performance Program Development (Indoor)
André Trottier	International / High Performance Development (Beach)
Ryan Bunyan	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
Dawna Sales (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	Chief Operating Officer
Jackie Skender	Director, Communications
Sandra de Graaff	Director, Domestic Competitions
Ed Drakich	Director, High Performance (Beach)
Julien Boucher	Director, High Performance (Indoor)
Alan Ahac	Director, International Events
Robin Guy	Director, Partnerships & Governance
Dawna Sales	Director, Athlete and Coach Pathways
Kerry MacDonald	Director, Sport Science, Medicine, Innovation & Research
Ryan MacDonald	Manager, Beach High Performance, IST Lead and Strength & Conditioning Lead, Beach National Team
Lucie Leclerc	Manager, National Office
Ian Halliday	Manager, Coach Pathways
Frank Boyer	Manager, Men's National Team
Nicole Ban	Manager, Para High Performance
Ryan Aktari	Manager, Beach Operations
Nicole Ban	Manager, Para High Performance
Lynne Leblanc	Coach Development Coordinator
Lia Diffin	Coordinator, Beach Programs & Events
Bree Fraser	Coordinator, Women's National Team
Courtney Killion	Coordinator, Digital Content
Shelby Prilisauer	Coordinator, Domestic Events (14U)
Josh Toltesi	Events Assistant, Domestic Competitions
Josh Bell	Events Assistant, Domestic Competitions
Cassandra Nicol	Coordinator, Administration & Partnerships
Philippe Yeldon	Administrative Clerk
Ryan Bunyan	Manager, Referee Development
Steve Anderson	Men's Next Gen Coach, Beach National Team

Directors, Chairs, Committees & Staff

STAFF

Adriana Bento	Women's Next Gen Coach, Beach National Team
Josh Nichol	Performance Analyst, Beach National Team
Glenn Hoag	Head Coach, Men's National Team
Dan Lewis	Assistant Coach, Men's National Team
Gino Brousseau	Assistant Coach, Men's National Team
Melissa Healy	Head Therapist, Men's National Team / Medical Team Coordinator
Kyle Paquette	Mental Performance Coach, Men's National Team
Lionel Bonnaure	Performance Analyst, Men's National Team
Dr. Tracy Blake	Physiotherapist, Men's National Team
Michael Cook	Strength Coach, Men's National Team
Louis-Jean Tremblay	Strength Coach, Men's National Team
Erik Sesbreno	Sport Dietician, Men's National Team
Dr. Andrew Marshall	Chief Medical Officer, Men's National Team
Tom Black	Head Coach, Women's National Team
Jeff Baxter	Assistant Coach, Women's National Team
Ben Josephson	Assistant Coach, Women's National Team
Shannon Winzer	Assistant Coach, Women's National Team
Ryan Hofer	Consultant, Women's National Team
Joe Trinsey	Consultant, Women's National Team
Mischa Partridge	Athletic Therapist, Women's National Team
Dr. Anne Muskat	Mental Performance, Women's National Team
Ian Perry	Mental Performance, Women's National Team
Fraser Perry	Physiotherapist, Women's National Team
Joanna Irvine	Sport Dietician, Women's National Team
Matt Fisher	Strength Coach, Women's National Team
Tavis Bruce	Strength Coach, Women's National Team
Dr. Robert McCormack	Chief Medical Officer, Women's National Team
Jeff Smith	Head Coach, Men's 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 Teams will consist of the Head Coach, Assistant Coaches, administrative staff, Training Centre representatives, IST representatives and volunteer advisors, with each Leadership Team specifically structured so as to best serve the needs and circumstances of the respective program.
- Communicate regularly to ensure consistency, uniformity and effectiveness in the administration of High Performance Programs.
- Liaise with other program committees on matters pertaining to High Performance, Training Centres and National Teams.
- Perform such additional tasks as may be assigned to the Committee by the Board.

Authority

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

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

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

Sitting Volleyball Committee

Name

Sitting Volleyball Committee

Mandate

The Sitting Volleyball Committee is a program committee of Volleyball Canada. Its role is to oversee the delivery of high performance programs for volleyball players with a disability.

Key Duties

The Committee will perform the following key duties:

- Oversee all aspects of the men's and women's National Team programs, including training and competition schedules, Training Centre facilities and IST support.
- Provide training, technical resources and development opportunities for coaches in disabled volleyball.
- Prepare and monitor budgets for the administration of National Team programs, and seek alternative funding sources to enhance opportunities.
- Raise awareness of the opportunities available for volleyball players with a disability, in both the volleyball and disabled communities.
- Offer expertise and resources to support the development of grass-roots programs in disabled volleyball.
- Serve as the Volleyball Canada liaison to various international and national organizations, including WOVD (World Organization for Volleyball for the Disabled), IPC (International Paralympic Committee), CPC (Canadian Paralympic Committee) and CASA (Canadian Amputee Sports Association).
- Perform such additional tasks as may be assigned to the Committee by the Board or by the 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
- 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 such additional tasks as may be 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 Championships and appoint Tournament Chairs for each National Championships.
- Review all budgets, significant contracts, significant sponsors and the proposed schedule of events for all National Championships and provide non-binding feedback to the President & Chief Executive Officer and to staff.
- Appoint a representative to serve as direct liaison between the Committee and each National Championships host/ Tournament Chair, to facilitate effective communications.
- Ensure that all policies, rules and guidelines pertaining to the delivery of all National Championships are adhered to by the hosts.
- Carry out an evaluation of each National Championships and provide this report to the current host, to future hosts, and to the President & Chief Executive Officer.
- Perform such additional tasks as may be 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 Referee at the local, provincial and regional levels.
- To work with the regions (or other volleyball stakeholders), to assist in the development and recruitment of referees.
- To work with the regions (or other volleyball partners) in delivering the Referee Development Plan to the volleyball community.
- To promote effective communication amongst the Volleyball Canada registered Referee and the volleyball community.
- To promote the development of a Beach Referee program, both Domestic and International.
- To ensure that documentation for referees is available.
- To ensure that the Volleyball rules and Referee Guidelines for Canada are consistent with those developed by the FIVB.
- Perform such additional tasks as may be assigned to the Committee by the Executive Director or the Board of Directors.

Authority

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

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

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

Composition

The 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 year, 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

Dave Carey – Toronto (Former VC President)

Hugh Wong – Kelowna (Former VC President)

Caroline Sharp – Ottawa (Former VC Executive Director)

Ed Drakich (VC Staff)

Beach High Performance Director's Report

2019 was a remarkable season for Sarah Pavan and Melissa Humana-Paredes. First, Sarah and Melissa won the gold medal at the 2019 FIVB Beach Volleyball World Championships in Hamburg, Germany and therefore directly qualified for the Tokyo 2020 Olympics. This was Canada's first ever FIVB World Championship volleyball or beach volleyball medal. In addition to becoming World Champions, Sarah and Melissa won two other gold medals (Edmonton, Canada and Vienna, Austria), a silver medal (Itapema, Brazil) and four FIVB Awards on the 2019 FIVB World Tour:

1. Most Outstanding Team (Sarah Pavan / Melissa Humana-Paredes)
2. Best Blocker (Sarah Pavan)
3. Best Defender (Melissa Humana-Paredes)
4. Best Setter (Melissa Humana-Paredes)

Heather Bansley and Brandie Wilkerson won two bronze medals in 2019 at the Tokyo 2020 Olympic Test event (Tokyo, Japan) and the Brazil 4-Star event (Itapema, Brazil). In fact, the Itapema World Tour event was the **3rd time in less than 12 months that Sarah Pavan / Melissa Humana-Paredes and Heather Bansley / Brandie Wilkerson stood on an FIVB World Tour 4-star/5-star podium together.**

Ben Saxton and Grant O'Gorman won a silver medal at the 2019 Edmonton FIVB World Tour. Sam Schachter and Sam Pedlow had 12 top 17 finishes on the 2019 FIVB World Tour including 1 x 5th and 7 x 9th place finishes.

The overall FIVB World Tour performance of the Canadian Beach National Teams remained strong with 23 top 5 finishes in 2019. Canadian beach teams had 26 Top 5 Finishes on the 2018 FIVB World Tour.

2019 FIVB World Tour Results

Below is a summary of Top 17 Canadian Results on the 2019 FIVB World Tour:

2019 Women's Canadian Beach Volleyball Results - FIVB World Tour Events								
Team	1 st	2 nd	3 rd	4 th	5 th	9 th	17 th	Total Top 17
Sarah Pavan / Melissa Humana-Paredes	3	1	0	0	5	0	1	10
Heather Bansley / Brandie Wilkerson	0	0	2	0	2	3	3	10
Nicole McNamara / Megan McNamara	0	0	0	0	0	2	0	2
Julie Gordon / Shanice Marcelle	0	0	0	0	0	2	4	6
Taylor Pischke / Sophie Bukovec	0	0	0	1	1	1	1	4
Amanda Harnett / Marie Christine Lapointe	0	0	0	0	1	1	1	3
Anna Dunn-Suen / Laura Condotta	0	0	0	0	0	1	0	1
Anna Dunn-Suen / Caleigh Cruickshank	0	0	0	0	0	0	1	1
Molley McBain / Darby Dunn	0	0	0	0	1	0	0	1
Total	3	1	2	1	10	10	11	38

2019 Men's Canadian Beach Volleyball Results - FIVB World Tour Events								
Team	1 st	2 nd	3 rd	4 th	5 th	9 th	17 th	Total Top 17
Sam Schachter / Sam Pedlow	0	0	0	0	1	7	4	12
Ben Saxton / Grant O'Gorman	0	1	0	0	0	2	3	6
Aaron Nusbaum / Mike Plantinga	0	0	0	0	0	0	2	2
Will Hoey / Jake MacNeil	0	0	0	0	1	0	0	1
Sergiy Grabovskyy / Cam Wheelan	0	0	1	0	1	0	0	2
Ivan Reka / Simon Fecteau-Boutin	0	0	0	0	1	0	0	1
Total	0	1	1	0	4	9	9	24

2009-2019 FIVB World Tour Results by Quad

Canadian results on the FIVB World Tour by quad show an improvement in the number of Top 5 and medal results since 2009:

Canadian Top 5 FIVB World Tour Results:

Canadian	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2009-2012	2013-2016	2017-2019
Top 5 FIVB WT Results	1	0	0	0	2	11	19	13	19	26	23	1	45	68
Number of Teams	1	0	0	0	2	6	6	5	9	8	10	0.25	4.75	9

Canadian FIVB World Tour Medals:

Canadian	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2009-2012	2013-2016	2017-2019
FIVB WT Medals	0	0	0	0	0	3	9	5	7	9	8	0	17	24
Number of Teams	0	0	0	0	0	2	4	3	3	2	4	0	2.25	3

2019 NORCECA Beach Tour Results

2019 Women's Canadian Beach Volleyball Medals - NORCECA Events

Team	Gold	Silver	Bronze	Total NORCECA Medals
Darby Dunn / Devon May	1	0	0	1
Molley McBain / Becky Tresham	0	1	0	1
Alex Poletto / Megan Nash	0	0	0	1
Total	1	1	1	3

2019 Men's Canadian Beach Volleyball Medals - NORCECA Events

Team	Gold	Silver	Bronze	Total NORCECA Medals
Jake MacNeil / Liam Kopp	0	0	1	1
Sam Pedlow / Sam Schachter	0	1	0	1
Jake MacNeil / Simon Fecteau-Boutin	0	1	0	1
Total	0	2	1	3

Beach National Teams (A, B and Summer Development Program) for 2020:

National “A” Team athletes are Senior carded and this designation was earned through performances on FIVB World Tour. The National “A” Team athletes are “camps based” meaning they are free to train anywhere

National “B” Team athletes are centralized athletes that receive Developmental carding. All National B Team athletes are selected at the Beach Next Gen Selection Camp and must live and train year-round in Toronto.

Summer Development Program athletes are University/College indoor volleyball athletes that receive developmental carding for 4 months of the year. All Summer Development Program athletes must never have previously been National “A” or “B” Team members and are selected at the Beach Next Gen Selection Camp. Summer Development Program athletes and must live and train in Toronto from May to August each year.

2020 Beach National Teams

2020 Status	Women	Men
National A Senior National Team Camps Based	Sarah Pavan Melissa Humana-Paredes Heather Bansley Brandie Wilkerson	
National B Next Gen National Team Full-Time Training Carded	Nicole McNamara Megan McNamara Shanice Marcelle Julie Gordon Amanda Harnett Alina Dormann Marie-Christine Lapointe Molly McBain	Sam Schachter Sam Pedlow Ben Saxton Grant O’Gorman Aaron Nusbaum Mike Plantinga Liam Kopp Jake MacNeil Sergiy Grabovsky Chris Towe Ivan Reka Alex Russell Will Hoey
Summer Development Program 4 Months Carding	Lea Monkhouse Anna Licht Laura Condotta Devon May Rian Lenarduzzi Becky Tresham	Yoan David Mitchell Neuert Guillaume Rivest Evan Falardeau Hugo Rosso Jérémy Doyon
# of Athletes	18	19

Beach High Performance Staff (Full-time)

- Ed Drakich (High Performance Director)
- Ryan MacDonald (High Performance Manager and Integrated Support Team Lead)
- Steve Anderson (Men’s Next Gen Coach)
- Adriana Bento (Women’s Next Gen Coach)
- Josh Nichol (Performance Analyst)
- Ryan Aktari (Beach Operations Manager)
- Lia Diffin (Beach Programs and Events Coordinator 50% FTE Beach HP, 50% FTE Domestic Competitions)

Beach National Teams Staff (Part-time)

- Kerry MacDonald (Performance Analysis Lead)
- Nicole Springle (Nutrition)
- Nicole Sullivan (Therapy Lead – Physiotherapy)
- Cam Borody (Therapy – Chiropractor)
- Dr. Julia Hamilton (Medical)
- Dr. Judy Goss (Mental Performance Lead)
- Dr. Jamie Collins (Mental Performance Consultant)
- Andrew Cochrane (Next Gen Strength and Conditioning Trainer)
- Krista McHardy (Next Gen Therapist)

Men's Indoor High Performance

2019 Overview

January

- Glenn Hoag agrees to return as Senior Head Coach

May/June

- Senior Team finishes 9th in VNL – 1st of 4 Challengers
- **Confirmed spot for 2020**

July

- Junior (U21) Team finishes 12th at the FIVB U21 World Championships

August

- Senior A Team finishes 2nd at the FIVB WOQT (3-1 loss to Argentina)
- **Fails to qualify for Tokyo 2020**

October

- Senior A team finishes 9th at World Cup (Dan Lewis acting Head coach)

January 12, 2020

- Senior A Team finishes 1st at COQT in Vancouver
- **Qualified for Tokyo 2020**

January 15

- OTP funding renewed for 2020-2021
- (See complete competition results on page 31)

2020 So Far

February

- Paris 2024 (B Team) and Los Angeles 2028 (U21) program coaches secured

March

- VNL postponed
- Tokyo 2020 postponed until 2021 – New dates announced (see next page)
 - Senior A Team staff all committed towards Tokyo 2021
- U21 Selection camp postponed

April

- List of 16 athletes submitted to Sport Canada for 2020-2021 carding (see page 32)
 - 2nd wave of nominations to take place mid-August
- Pro athletes slowly finding contracts for 2020-2021 season (see page 32)

May

- VNL cancelled – 2021 dates and schedule announced (see next page)

The table on the next page shows the on-going projects taken on by our different staff members.

2020-2021 List Of On-Going Projects

Project/Area	Lead (Support)	Timeline
Technical/Tactical review of 2019 competition season	Dan (Glenn/Gino/Lionel)	Apr 30
Head Coaches' contract negotiations	Julien (Mark/Linden)	Completed
Carding applications M&W	Julien (Glenn/Tom)	Completed
2020/2021 seasonal planning (Fall FTC)	Glenn (Assistants/Julien)	On-going
2021/2022 seasonal planning	Glenn (Assistants/Julien)	On-going
Video database (Pro season 2019 - Men and Women)	Lionel	May 31
Video database (International season 2019)	Lionel	May 31
Gatineau Center renewal	Julien (Frank)	Jun 30
NextGen athletes scouting	Dan (Lionel/Usports coaches)	Jun 30
NextGen M athletes support (communication)	Dan (IST staff)	Jun 30
Policy documents update (athlete agreements, carding, transfer fees, etc)	Julien (Frank)	Jul 1
Scouting methodology eBook	Lionel	Oct 31
Communication with Senior athletes	Glenn/Dan	On-going
Scientific/Physical/Technical Support to male athletes	Glenn/Kerry (IST staff)	On-going

COVID-19 Pandemic Implications

- **VNL new dates:** May 14-June 13, 2021 – Finals June 23-27
- **Tokyo 2020 new dates:** July 23-August 8, 2021
- Because of the fragile economic situation around the world, Pro teams and Leagues have taken a financial hit. We are seeing a number of clubs folding, some others reducing salaries and/or the number of foreigners signing contracts. We are foreseeing that a number of our athletes may not be able to find a contract in the fall. We are preparing to have Senior athletes training in Canada (most likely in Gatineau) in the fall/winter. See the table on next page to view the athletes who have signed a contract as of May 23.

2020 Pro Contracts Signed - As of May 23

Name	Country	Club
Gord Perrin	RUS	Ural Ufa
Jay Blankenau	TUR	Arkas Spor
Sharone Vernon Evans	ITA	Sir Safety Perugia
Ryan Sclater	FRA	Montpellier
Danny Demyanenko	FRA	Montpellier
Pearson Eshenko	GER	Helios Grizzlies Giessen
Casey Schouten	CZE	Jihostroj Ceské Budejovice

Names in bold are athletes on the Senior A team

2020-2021 Carded Athletes - As of May 1

#	Name	Card Level	# Mths	Value	Total	Profile
1	Nicholas Hoag	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
2	Graham Vigrass	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
3	Jay Blankenau	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
4	Stephen Maar	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
5	Daniel Jansen Vandoorn	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
6	Gord Perrin	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
7	Blair Bann	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
8	Sharone Vernon-Evans	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
9	Ryan Sclater	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
10	Arthur Szwarc	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
11	TJ Sanders	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
12	Lucas Van Berkel	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
13	Ryley Barnes	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
14	Steve Marshall	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
15	Brett Walsh	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
16	Jason DeRocco	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)

Team Canada Men's Volleyball - Competition Results - 2019

No	Event	Location	Opp	Date	W/L		Result		Rk
1	Exhibition	Sao Paulo, BRA	BRA	May 22	0	1	2	3	N/A
2				May 24	0	1	0	3	
3	FIVB Nations League	Mendoza, ARG	BUL	May 31	0	1	1	3	9th
4			POR	Jun 1	1	0	3	0	
5			ARG	Jun 2	1	0	3	1	
6		Ottawa, CAN	AUS	Jun 7	1	0	3	0	
7			GER	Jun 8	1	0	3	2	
8			SRB	Jun 9	0	1	2	3	
9		Urmia, IRI	IRI	Jun 14	0	1	0	3	
10			RUS	Jun 15	0	1	1	3	
11			POL	Jun 16	0	1	1	3	
12		Chicago, USA	CHN	Jun 21	1	0	3	1	
13			USA	Jun 22	1	0	3	1	
14			JPN	Jun 23	1	0	3	2	
15		Brasilia, BRA	ITA	Jun 28	1	0	3	1	
16			BRA	Jun 29	0	1	0	3	
17			FRA	Jun 30	0	1	0	3	
18	Japan Exhibition	Tokyo, JPN	JPN	Aug 3	0	1	0	3	N/A
19				Aug 4	1	0	3	2	
20	WOQT	Ningbo, CHN	ARG	Aug 9	0	1	1	3	2nd
21			CHN	Aug 10	1	0	3	2	
22			FIN	Aug 11	1	0	3	0	
23	Norceca Championships	Winnipeg, CAN	SUR	Sep 2	1	0	3	0	3rd
24			MEX	Sep 3	1	0	3	0	
25			PUR	Sep 4	1	0	3	0	
26			CUB	Sep 6	0	1	1	3	
27			MEX	Sep 7	1	0	3	0	
28	Panasonic Exhibition	Osaka, JPN	PANTHERS	Sep 27	0	1	1	3	N/A
29				Sep 28	0	1	1	3	
30	World Cup	Nagano, JPN	BRA	Oct 1	0	1	0	3	9th
31			RUS	Oct 2	0	1	2	3	
32			IRI	Oct 4	0	1	1	3	
33			EGY	Oct 5	1	0	3	2	
34			AUS	Oct 6	1	0	3	1	
35		Hiroshima, JPN	TUN	Oct 9	1	0	3	2	
36			ARG	Oct 10	0	1	0	3	
37			USA	Oct11	0	1	2	3	
38			ITA	Oct 13	1	0	3	2	
39			POL	Oct 14	0	1	0	3	
40			JPN	Oct 15	0	1	2	3	
41	NORCECA OGQT	Vancouver, CAN	MEX	Jan 10	1	0	3	0	1st
42			CUB	Jan 11	1	0	3	2	
43			PUR	Jan 12	1	0	3	0	
Senior Team Totals					22	21	84	84	

Women's Indoor High Performance

2019 Overview

January

- Tom Black hired as Senior Head Coach

February

- Shannon Winzer hired as NextGen Coach

May

- Senior Team finishes 1st in VNL Continental Challenger Cup
- **Moves on to 2nd round**

June

- Senior Team finishes 1st in VNL FIVB Challenger Cup
- **Qualified for 2020 VNL**

August

- Senior A Team finishes 3rd at FIVB WOQT in Kaliningrad, RUS

October

- Senior A team finishes 3rd at Norceca Championships (Ben Josephson acting H. Coach)

January 12, 2020

- Senior A Team finishes 3rd at COQT in Santo Domingo
- **Failed to qualify for Tokyo 2020**

(See complete competition results on page 37)

2020 So Far

March

- VNL postponed
- Tokyo 2020 postponed until 2021 – New dates announced
- NextGen Selection camp postponed

April

- List of 18 athletes submitted to Sport Canada for 2020-2021 carding (see page 36)
 - 2nd wave of nominations to take place mid-August
- Pro athletes slowly finding contracts for 2020-2021 season (see page 36)

May

- VNL cancelled – 2021 dates and schedule announced (see next page)

The table on the next page shows the on-going projects taken on by our different staff members.

2020-2021 List Of On-Going Projects

Project/Area	Lead (Support)	Timeline
Head Coaches' contract negotiations	Julien (Mark/Linden)	Completed
Carding applications M&W	Julien (Tom)	Completed
Video database (Pro season 2019 - Men and Women)	Lionel	May 31
Video database (International season 2019)	Lionel	May 31
Richmond Center renewal	Julien/Kerry (Bree/RHG)	Jun 30
Support to F NextGen athletes (pro/school season)	Shannon (IST staff)	Jun 30
Policy documents update (athlete agreements, carding, transfer fees, etc.)	Julien (Bree)	Jul 1
Fall NEP planning	Shannon (Bree/IST staff)	Aug 31
Study on TCWW gap analysis (video analysis of Teams qualified for Tokyo 2020)	Shannon	Aug 31
Scouting methodology eBook	Lionel	Oct 31
Communication with Senior athletes	Tom	On-going
Scientific/Physical/Technical Support to female athletes	Tom/Kerry (IST staff)	On-going
NextGen F athletes support (communication)	Shannon (IST staff)	On-going
Liaison with Usports/NCAA coaches	Shannon	On-going

COVID-19 Pandemic Implications

- **VNL new dates:** May 11-June 10, 2021 – Finals June 23-27
- Because of the fragile economic situation around the world, Pro teams and Leagues have taken a financial hit. We are seeing a number of clubs folding, some others reducing salaries and/or the number of foreigners signing contracts. We are foreseeing that a number of our athletes may not be able to find a contract in the fall. We are preparing to have some Senior A athletes training in Canada (most likely in Richmond) in the fall/winter. See the table on next page to view the athletes who have signed a contract as of May 23.
- As of May 23, our **National Excellence Program (NEP)** is still a reality. Shannon and Bree are in direct communication with athletes, parents and homestay families in preparation for September 8th start. The Program is supposed to run until December 18

2020 Pro Contracts Signed - As of May 23

Name	Country	Club
Kyla Richey	FRA	Paris Saint Cloud
Kim Robitaille	FRA	Quimper Volley 29
Jazmine White	GER	Rote Raben Vilsbiburg
Shainah Joseph	JPN	Ageo Medics
Layne Van Buskirk	FRA	Chamalieres
Danielle Smith	NED	VCN
Alexa Gray	ITA	UYBA Volley
Kiera Van Ryk	POL	Developres SkyRes Rzeszów
Aidan Lea	FRA	CSM Clamart Volleyball
Sara Kovac	GER	Schwarz-Weiss Erfurt

Names in bold are athletes on the Senior A team

2020-2021 Carded Athletes - As of May 1

Name	Card Level	# Mths	Value	Total
Alexa Gray	SR	4	\$1,765	\$7,060
Alicia Ogoms	SR	4	\$1,765	\$7,060
Alicia Perrin	SR	4	\$1,765	\$7,060
Autumn Bailey	SR	4	\$1,765	\$7,060
Brie King	SR	4	\$1,060	\$4,240
Danielle Smith	SR	4	\$1,765	\$7,060
Emily Maglio	SR	4	\$1,765	\$7,060
Jazmine White	SR	4	\$1,765	\$7,060
Jennifer Cross	SR	4	\$1,765	\$7,060
Jessie Niles	SR	4	\$1,765	\$7,060
Kiera Van Ryk	SR	4	\$1,765	\$7,060
Kim Robitaille	SR	4	\$1,765	\$7,060
Kristen Moncks	SR	4	\$1,765	\$7,060
Kyla Richey	SR	4	\$1,765	\$7,060
Layne Van Buskirk	SR	4	\$1,765	\$7,060
Marie-Alex Bélanger	SR	4	\$1,765	\$7,060
Megan Cyr	SR	4	\$1,765	\$7,060
Shainah Joseph	SR	4	\$1,765	\$7,060

Team Canada Women's Volleyball - Competition Results - 2019

No	Event	Location	Opp	Date	Result		Rk
1	Norceca Challenge Cup	Châteauguay, CAN	MEX	Jun 1	3	0	1st
2			PUR	Jun 2	3	0	
3	USA Exhibition	Anaheim, USA	USA	Jun 14	4	0	N/A
4				Jun 15	2	3	
5	FIVB Challenge Cup	Lima, PER	TPE	Jun 27	3	0	1st
6			ARG	Jun 28	3	0	
7			CRO	Jun 29	3	0	
8			CZE	Jun 30	3	2	
9	Pan Am Cup	Trujillo, PER	ARG	Jul 6	2	3	6th
10			CUB	Jul 7	3	0	
11			PER	Jul 8	3	0	
12			DOM	Jul 9	2	3	
13			GUA	Jul 10	3	0	
14			PUR	Jul 12	1	3	
15			ARG	Jul 13	1	3	
16	FIVB WOQT	Kaliningrad, RUS	KOR	Aug 2	1	3	3rd
17			RUS	Aug 3	0	3	
18			MEX	Aug 4	3	0	
19	Norceca Championships	San Juan, PUR	CUB	Oct 8	3	1	3rd
20			CRC	Oct 9	3	0	
21			PUR	Oct 10	0	3	
22			MEX	Oct 11	3	1	
23			USA	Oct 12	0	3	
24			PUR	Oct 13	3	0	
1	Norceca Olympic Qualifier	Santo Domingo, DOM	PUR	Jan 10	2	3	3rd
2			DOM	Jan 11	1	3	
3			MEX	Jan 12	3	1	
1	Pan Am Games	Lima, PER	PER	Aug 7	1	3	8th
2			DOM	Aug 8	0	3	
3			COL	Aug 9	1	3	
4			USA	Aug 10	0	3	
5	Norceca Champions Cup	Colorado Springs, USA	USA	Aug 22	1	3	3rd
6			DOM	Aug 23	1	3	
7			PUR	Aug 24	3	1	

B Team results in pink cells

Sitting Volleyball

International – National Teams

Men's Team

See full results in table below

- Parapan American Games Bronze Medalists
 - Lost to USA in semi-final match
 - Needed to win event to qualify for Tokyo 2020
- Men's Training camp in preparation for Tokyo Qualifier was hosted by Lakeland College in Lloydminster
 - Provided opportunity for competition against college team as well as training
- Men's Tokyo 2020 Qualification Tournament was cancelled 1 day before departure due to COVID-19 and closing of borders
 - Men were in a pool with USA and Kazakhstan
 - Event to be rescheduled in 2021, location and details TBC

Men's Team Results

Event	Location	Opp	Date	Result		Final Rank
Parapan Am Games	Lima, Peru	Colombia	August 24	3	2	3rd
		Peru	August 24	3	0	
		Costa Rica	August 25	3	0	
		Brazil	August 25	1	3	
		USA	August 26	0	3	
		USA	August 27	0	3	
		Colombia	August 28	3	0	

Women's Team

See full season results in table below

- Improved World Ranking to 5th and Qualified for Tokyo 2020 Paralympic Games
- Played 5 matches against USA in Denver, Colorado
- Attended Japan Challenge Match Tournament
- Played against Italy for the first time – World Championships 4th place finisher
- Took first ever set off of China but lost 3-1
- Parapan American Games Bronze Medalists
- Implemented strategies incorporated in Winning Style of Play
- Qualified for Tokyo 2020 at Qualification Tournament in Halifax, Nova Scotia
 - Undefeated throughout tournament, beating higher ranked Ukraine 3-0 in both matches against them
 - First Sitting Volleyball event to be streamed by CBC in Canada, great exposure and support through Volleyball Canada media as well
- Improved on all team Key Performance Indicators from 2018 season to 2019 season

Women's Team Results

Event	Location	Opp	Date	Result		Final Rank
Sitting Volleyball Challenge Match	Chiba, Japan	Japan	May 23	3	0	3rd
		Italy	May 24	1	3	
		China	May 25	1	3	
		Japan	May 26	3	1	
Parapan Am Games	Lima, Peru	Brazil	August 24	1	3	3rd
		Peru	August 25	3	0	
		USA	August 26	0	3	
		Brazil	August 27	0	3	
		Peru	August 28	3	0	
Tokyo 2020 Final Qualification Tournament	Halifax, Nova Scotia	Slovenia	February 26	3	0	1st
		Germany	February 26	3	1	
		Ukraine	February 27	3	0	
		Finland	February 28	3	0	
		Slovenia	February 28	3	0	
		Ukraine	February 29	3	0	

Postponed 2020 Events

Event	Location	Previous Date	Rescheduled Date
Men's Tokyo 2020 Qualification Event	Edmond, Oklahoma	March 16 - 21, 2020	TBC
2020 National Sitting Championship & Team Selection Camp	Edmonton, Alberta	May 20 - 25, 2020	TBC
2020 Sitting Volleyball World Cup	Cairo, Egypt	April 21 - May 1, 2020	TBC
2020 Paralympic Games	Tokyo, Japan	Aug 25 - Sept 6, 2020	Aug 24 - Sept 5, 2021

Domestic Development

- Continued development of Sitting Volleyball Board and Alumni Engagement – focus on supporting current teams and growing the game
- Exposure of Sitting Volleyball in Canada is key – 2020 Nationals would have been first National Sitting Volleyball Championships to include able-bodied and para athletes, will be postponed until 2021
- Men's team has continued to train and compete with college teams for increased awareness and exposure, also have increased social media exposure and content
- Education on sport and athletes with impairments is a current focus of programs
- Interested in working with PTA's to develop sitting volleyball sessions/programs where they currently do not exist or extra support is needed

Domestic Development Committee

The Domestic Development Committee is responsible for providing recommendations to the Board of Directors based on the principles of Volleyball Canada's Long Term Development (LTD) Model for the promotion and growth of volleyball at the domestic level. The decisions are based on consistent communication with our provincial and territory partners as well as research through pilot projects and data collection. For 2019-2020, the DDC work included the following program areas and initiatives:

Coach Pathways

National Coach Certification Program (NCCP) & Coach Development

Total # of Participants	Elementary Module	Foundations of Volleyball Module	Development Coach Workshop	INDOOR Adv Development Coach Workshop	BEACH Adv Development Coach Workshop	INDOOR Performance Coach Workshop	BEACH Performance Coach Workshop
2019-2020	161	1050	575	98	38	7	0
2018-2019	76	1445	504	147	29	35	7

Total # of Workshops	Development Coach Workshop	INDOOR Adv Development Coach Workshop	BEACH Adv Development Coach Workshop	INDOOR Performance Coach Workshop	BEACH Performance Coach Workshop
2019-2020	56	13	5	1	0
2018-2019	48	17	5	3	1

- International Coaches Symposium – In conjunction with OVA and Region 6
 - 180 participants
 - Symposium Presentations – available through the Volleyball Canada Coaching Centre
- Coaching Association of Canada Funded Projects:
 - Revisions to Performance Coach Workshop
 - Beach Skill Analysis
 - Finalize NCCP Manual for PTA and VC
 - Update to the Locker (CAC) of Learning Facilitators
- The **VC Coaching Centre** website continued to operate well in its 5th year.
 - Over 12000 coach profiles – many duplicates.
 - Plans underway to improve accessibility and user functionality
- Coaching Certification Policy
 - Updated to include Persons in Authority, Rule of Two, and adherence to Code of Conduct and Abuse Policy
 - Challenges in the ability of PTA's to manage the tracking of coach certification due to factors including but not limited to staff resources, cancelled courses, trained evaluators.
 - Policy will be reviewed for 2021

Athlete Pathways

Alignment

A Technical Summit was held in December 2019. Attendees included technical and executive directors, national team coaches, high performance directors and committee members. The intent of the summit was to review Athlete Development/ High Performance plans and progress since the 2017 Technical Summit with key stakeholders in order to ensure and enhance system alignment and integrity.

The outcomes of the sessions were:

- Updating the National Excellence Program (Indoor Women) for September 2020, along with an update on the Men's NEP including Women's gap analysis derived from NextGen program and U18 Girls
- PTA's provided an overview of their HP pathways
- National Team Updates from Indoor, Beach, and Sitting, including enhancements to athlete tracking and data collection – i.e. Kinduct, Head Health Check, Perfbook
- Coach Association of Canada presentation on Safe Sport
- Athlete Evaluation Tools – Overview - achieved through the coaching and athlete pathways sub-committee, along with a shared HP HUB containing resources for selection criteria, testing protocols and report cards for athlete feedback.
- Athlete Pathways overview including international hosting/attending requirements, domestic competitions – including National Championships, Canada Cup, and Canada Games

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 pathway is critical to move towards the strategic pillar of sustained high performance programs.

Volleyball Canada's NEXTGEN long term 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 programs are currently in place. The Women's NEP continues to be a focus, while some programs will undergo some modifications, enhancements or re-branding.

National Excellence Program (NEP)

The National Excellence Program is designed to accelerate the training environment of Canada's top athletes. Our vision is to prepare athletes to perform at the highest level of our sport and to continue their development towards the National Senior Team Program and/or playing professional volleyball.

The objectives of the program are to:

- 1) create a high-performance daily training environment with provincially and nationally identified 17 & 18-year-old (grade 11 & 12) athletes
- 2) monitor and support the WHOLE athlete through national team staff leadership
- 3) enhance volleyball skills to match and exceed those of other top nations
- 4) provide high quality education options

Beginning in December 2019, 10 Identification camps were held across Canada with over 255 athletes participating. In February 2020, 16 athletes were invited to be part of the first NEP program. Of the top 16, 15 accepted with one additional athlete not able to participate due to postsecondary commitments. The athletes represent 5 provinces, and 13 different club programs.

The NEP program is supported by the provincial associations direct to the program as well as subsidizes to the selected 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.

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
# of Centres	24	21	18	18	17	14	14
# of Athletes	760	877	856	700	725	675	600
# of Coaches	67	75	66	50	50	50	40

VC plans to maintain these Centres, and expand partnership involvement.

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 and Burnaby are programs based on an integrated school based curriculum 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

2019 Overview

Youth Men

15 athletes

Coaching Staff: Matt Harris, Mike Hawkins, Ian Eibbitt, Jared Brown, Alex Han

Training: Toronto PanAm Sports Centre

Competition: HP Championships, Fort Lauderdale, FL

Division: International Youth Men: Top 8

Roster: 10 – 2001 born, 5 – 2002 born

Youth Women

17 athletes

Final selection camp: 36 athletes

Coaching Staff: Scott Koskie, Dale Melnick, Jimmy El-Turk, Nathan Janzen, Jennifer Neilson, Geoff Mabey

Training: Niagara & Dras – Slovenia

Competition: U18 World Championships, Ismalia City and Cairo, Egypt

Division: 14th Place

Roster: 12– 2002 born, 5 – 2003 born

Canada Cup Indoor

In 2019, the Canada Cup combined both men and women with 2 divisions at the Dalplex at Dalhousie University, Halifax, NS. There were 44 teams in attendance, over 550 athletes and 130 coaches. While the level of competition was excellent, the event was impacted by unforeseen weather conditions.

Women		Men	
Division 1	Division 2	Division 1	Division 2
SK Yth Green	AB Blue	BC Select	AB Blue
ON Red	ON Red 2	Quebec	Manitoba 17U
BC Selects	Quebec 2	AB 17U	AB Black

Canada Cup Beach

In 2019, the Canada Cup Beach was held in Edmonton alongside the FIVB 3 Star event. The event included education, training and competition with 22 teams competing.

- W: Ontario (Gold), BC (Silver), Alberta (Bronze)
- M: Ontario (Gold), Ontario (Silver), Ontario (Bronze)

Grassroots Development

With the support of the Sport Canada Innovation grant in 2018-2019, the Smashball App has been developed and is now available* for android and ISO operating systems. The application provides teachers, community coaches and clubs with a clean, easy to use resource for drills, game overviews, and adaptations

*The French translation is currently with the developers and will be released by mid-June 2020.

The Elearning module for Elementary based programs is continuing to be a valuable resource for teachers and any coach working with new participants.

Club Approval and Recognition Program

A major focus for 2019-2020 continues to be Safe Sport initiatives. One project that will continue to be further developed to address Safe Sport and Quality Sport Environment will be the club approval program.

Long Term Development

Working with the Sport for Life consultant, Volleyball Canada is undergoing a revision to the Sport for Life, Long Term Development for Volleyball. The update from 2006 will include an overlay of the coaching pathway, gold medal profile and athlete development matrix. A working group has initiated the project and it continues to move forward.

Domestic Development Committee Update

The DDC has two active sub-committees that are continuing to be active including:

- Coaching and Pathways Committee
 - A working group has been assigned to evaluate the NCCP Development Coach Module, including online delivery.
- Grassroots Committee
 - A group of grassroots program managers has been established to review current resources, stakeholders, marketing opportunities and advancement of new markets

2019-2020 Outcomes of the DDC were as follows:

- Greater clarity regarding Volleyball Canada Domestic Development operational plan
- Online application for over-age exemption requests
- Data-mining initiatives to continue to base rule modifications/decisions on data collection
- Ensuring the DDC is providing direction in regards to the athlete pathways and competitions including Canada Cup and National Championships – rules of play, free zone space, warm-up protocols, as well as minimum requirements for new facilities.

Alumni and Awards

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

This past year the induction was held in Ottawa, during Volleyball Canada's AGM. Our inductees were: Janis Kelly, Don Pfeifer, Beach Team Jody Holden and Conrad Leinemann and the 1984 Canadian Men's Olympic Team.

This year the Awards Committee selected 4 individuals to be inducted, however the ceremony has been cancelled for this year and we will hold the ceremony next year.

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

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

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

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

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

Special thank you to staff member Lucie Leclerc-Rose for her communication and administration that continues to keep our committee productive.

Marlene Hoffman
Committee Chair

National Championships Report

2019 Beach National Championships

Ashbridges Bay, Toronto, ON - August 16th-18th, 2019

Overview: Youth & Senior Beach Nationals were run by Volleyball Canada staff in collaboration with the Ontario Volleyball Association. With such a large space at Ashbridges Bay, matches ran across 58 courts, up from 52 in 2018. These courts included 1 Youth feature court and 1 Senior feature court, set up with seating and signage to showcase top matches. Additionally, VC rented out 20 courts to Toronto Sport and Social Club to run a recreational beach volleyball and spike ball tournament alongside Beach Nationals. This event had a great festival feel and staff received positive feedback from participants.

On Saturday, the lightning protocol was implemented prior to the start of the first matches and midway through the day's competition. Fortunately, the storms dissipated as they reached the beaches and each hold only lasted 30 minutes without causing any major concern for player & spectator safety.

Participation: 203 teams from 10 provinces competed in 9 Divisions:

14U Boys – 20 Teams

14U Girls – 30 Teams

15U Girls – 16 Teams

16U Boys – 28 Teams

16U Girls – 24 Teams

18U Boys – 18 Teams

18U Girls – 26 Teams

Senior Women – 21 Teams

Senior Men – 20 Teams

National Beach Program: Both Steve Anderson and Adriana Bento were on-site to promote the national team and engage with athletes. Activations were fewer than in 2018 as more focus was put on the planning of the Alumni event, however there was still a strong presence on site throughout the weekend.

On Thursday afternoon, Steve Anderson along with a player from the WNT hosted the Provincial Champions clinic. There was a clinic for 14U & 15U participants as well as another for 16 – 18U. This is the 2nd time that this clinic has been offered and it is very well received by the athletes.

On Saturday, Steve hosted a serving competition on the youth feature court. Participants were welcome to show their serving skills in order to win Wilson prizes (balls & hats). This activation had a great turnout of 30+ athletes taking part.

On Sunday, Steve acted as the medal presenter for both the men's and women's senior awards ceremonies. The Senior Nationals trophy was reactivated after having a hiatus after several years. VC will work with the Balmy Beach Restaurant where the trophy has been housed to ensure it is updated and used each year.

Alumni Engagement: The 2019 Beach Alumni Event took place on Saturday, August 17, 2019 at the Balmy Beach Club. This evening included a silent auction, Future Star raffle, and an opportunity for Alumni and participants from Beach Nationals to socialize. The Alumni Event began with a welcome from Steve Anderson expressing the importance of celebrating Canada's alumni. The event also celebrated the re-emergence of the Nationals Trophy which has been in the basement of Balmy Beach Club since 2011. Mark Heese spoke about the Nationals trophy and why it was important to bring it back to Beach Nationals. The event was able to connect the Alumni, NextGen team members, and Alumni Supporters and also Nationals participants.

Through the work of both the HP Centre and VC staff, we hope to make this an annual celebration that everyone looks forward to.

Social Media #BeachNats: Beach Nationals used Twitter and Volleyball Canada's Instagram platforms. Throughout the weekend Twitter provided updates with important information regarding on site activations as well as important competition updates (suspended play). Beach Nationals was promoted on Volleyball Canada's Instagram stories throughout the three days of competition. We were able to get great videos, boomerangs and photos. Sharone Vernon-Evans was on site and participated in social media activations to promote Beach Nationals. The hashtag that was used for the three days of competition was #BeachNats.

Results: There were 42 medals handed out at the Youth Beach National Championships with the following breakdown:

Ontario: 13 Gold, 10 Silver, 10 Bronze

Nova Scotia: 1 Silver

Quebec: 1 Gold, 1 Silver, 1 Bronze

Saskatchewan: 1 Silver

Alberta: 1 Silver, 1 Bronze

British Columbia: 2 Bronze

Senior Results:

Men

Women

1st – Fecteau-Boutin/ Reka

1st – Gordon/ Marcelle

2nd –Thompson/ Russell

2nd – Feore/ Teehan

3rd – Grabovskyy/Towe

3rd – Condotta/Dormann

Text Messaging Service: VC worked with SMSnet to provide text messaging services to teams, staff and head referees. This was the 2nd year that the service was used and it was very useful when communicating important tournament updates such as weather delays. As the tournament grows it would be beneficial to identify a sponsor for this service to reduce cost however at this point in time it is affordable. Texts were scripted in advance and sent out based on each day's promotions – this aspect helped to remove all onsite maintenance of the service. Weather delays were pre-scripted and made for efficient communications with teams.

Sponsor Activations: Sponsor activations were limited this year due to lack of time in planning and also Boardwalk fees.

Sponsors who were activated on-site:

- Wilson (signage and prizing)
- lululemon (clothing, yoga sessions and signage)
- Performance Health (signage)
- Government of Canada (signage)
- Interpipeline (signage)

Learning Moments:

1. ISET – earlier review of services to ensure that they will work properly for the event & ensuring that schedules were uploaded properly.
2. Ensure staff have a better understanding of how schedules work prior to the event and develop more templates for easier scheduling prior to the event.
3. Clarify the seeding procedures for both youth and senior.
4. Include more money in the budget to properly staff the event, additional staff needed for Sunday competition operations as well as general results management.
5. Ensure that participants from non-VRS provinces (BC, ON) are able to register without issue. Clarify issues prior to registration opening and ensure that all membership uploads are done properly.

2020 Indoor National Championships

The 2020 Volleyball Canada National Championships were to be hosted via 4 events held over 3 weekends starting May 1st and wrapping up May 19th.

May 1-3 – Ottawa – 14U Girls & Boys

May 8-10 – Abbotsford – 14U Girls & Boys

May 13-19 – Edmonton – 15U-18U Girls & Boys

- Tournament 1 – 15U & 17U
- Tournament 2 – 16U & 18U

May 16-18 – Halifax – 14U Girls & Boys

2020 would have been the largest year to date for registrations with a total of 1082 teams registered representing 12 PTAs and one US state.

COVID-19 Response

As of March 24th 2020, 2020 Nationals were cancelled due to the COVID-19 pandemic. Notification was sent via email distribution to all registered teams, individuals signed up for the Nationals mailing list, and via social media.

Regular communications were kept with all PTAs and notification was provided to all PTAs prior to going public. Although it was a very difficult time for VC and PTAs, the volleyball community came together and shared information so that no organization was left making difficult decisions on their own. The public response to the cancellation was very supportive with very few negative comments.

Significant drawbacks of cancellation

- Loss of revenue
- Loss of opportunity for new VC staff to experience nationals
- Loss of opportunity to train additional staff needed to run 2021 nationals
- Loss of opportunity to test upgraded ISET and e-scoring system
- Loss of opportunity to test new warm up protocol

Refunds

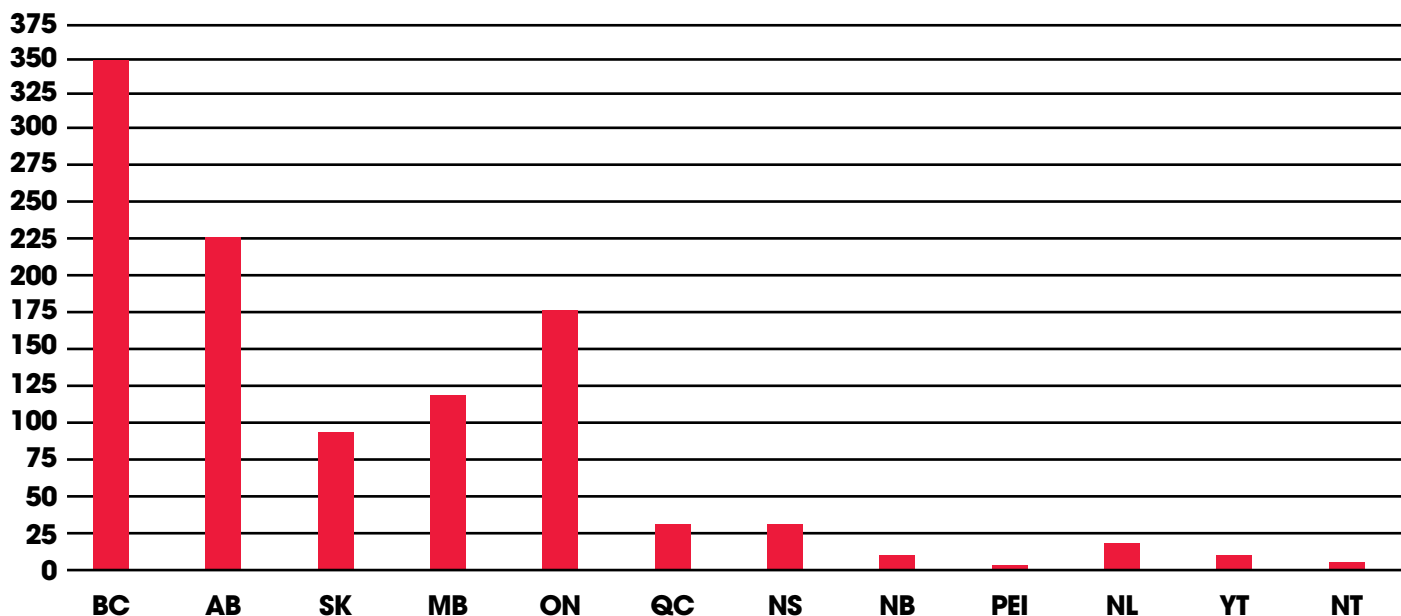
On March 24th the preliminary refund process was released notifying teams of the process for cancelling hotel rooms and flights. On April 1st, teams received formal notification of the registration and event pass refund process. All refunds were completed by May 20th 2020 as per the following schedule.

1. Week of April 13th: 17U Boys & Girls
2. Week of April 20th: 15U Boys & Girls
3. Week of April 27th: 18U Boys & Girls
4. Week of May 4th: 16U Boys & Girls
5. Week of May 11th: 14U Abbotsford
6. Week of May 18th: 14U Halifax and 14U Ottawa

Merchandise

On March 27th, VC and Volleyball Stuff launched the 'Together Apart' merchandise offer. Three items were offered to teams promoting the term 'together apart'. The campaign proved to be a success with over \$25,000 being donated to Food Banks of Canada.

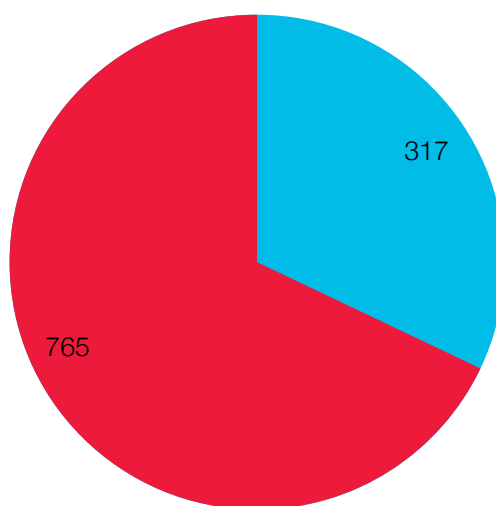
Number of Participating Teams per Province



■ Number of Participating Teams

Consistent trend with host provinces having higher participation numbers

Team Gender Distribution



■ Boys ■ Girls 71% of teams were girls, 29% were boys (71% & 29% in 2019) (72% & 28% in 2018)

Edmonton Festival Event planning - pre COVID-19

The Edmonton Expo Centre was to hold a total of 56 courts for the Festival Event: 52 national's courts (including a feature court), 2 para courts and 2 NORCECA courts. This was to be the 2nd iteration of the Festival event in Edmonton and was being met with great excitement by staff, teams and partners.

Special Events

NORCECA U20 Women and U21 Men's competitions

From March 11th to 20th, Canada was to play host to 8 teams in two concurrent tournaments. Matches were to be played in Hall D and on a feature court built in Hall H along with the other national's courts.

Specialty Rooms

VC was looking forward to bringing back the Parents Lounge, Mizuno Coaches Lounge and the Social Media Lounge.

Sitting Volleyball

Edmonton nationals would have hosted 2 sitting courts which would have offered a local sitting competition including current national team players as well as opportunities for the public to try the sport.

One Volleyball

Preliminary discussions were opened to host a showcase for One Volleyball on Saturday, May 16th.

Adult Event

VC was looking into hosting an adult competition alongside Nationals. Details had not yet gone public as there were some problems in determining the best method for hosting the event. Also, due to the high demand for nationals, there was limited space to host the adult event in the Expo Centre.

Edmonton Sport & Social Club tournament

12 courts were rented to the ESSC to host a tournament on Saturday, May 9th

Media & City of Edmonton tournament

As in 2018, a media and city staff tournament was planned to be held on Tuesday, May 12th.

Vendor Hall/Merchandise Sales

The Expo Hall was planning to have an even larger merchandise sales area taking up nearly twice the amount of space as in 2020. At the time of cancellation, 5 of vendors were confirmed with approximately 10 vendors and partners still in discussions.

Feature Court & Awards

Edmonton nationals were to launch a new experience in regards to feature court and awards for some Div 1 Tier 1 teams. 2020 would have acted as a testing ground for launching this for future nationals.

The Feature Court Experience was to include an announcer to introduce teams and referees for the gold medal match for the 17U and 18U girl's teams. The court set up would have ample bleacher space and would back onto the awards stage creating a more unique experience.

Immediately following the gold medal match, an awards ceremony would be held for the gold, silver, and bronze medalists along with the Allstar & MVP presentations. Following the girl's presentations, the 17U & 18U boys would have their ceremony on the main stage as well.

The reason for the change are twofold. One, to increase the promotion for our sponsors by having a large awards backdrop promoting all major sponsors & partners. Two, providing a more enjoyable awards experience for those teams earning the Div 1 Tier 1 titles.

2021 & 2022 Indoor National Championships

The 2021 Indoor nationals calendar is as follows:

City	Age	Dates	Facility	# Courts
Ottawa	14U B & G	April 29 - May 2	Carleton University	12
Winnipeg	14U B & G	May 13 - 16	RBC Convention Center	11
Halifax	14U B & G	May 13 - 16	Canada Games Centre	5
Waterloo	15UB & 17UB	May 6 - 9	RIM Park	15
Regina	16UB & 17UG	May 14 - 17 (Fri - Mon)	Evrax Place	27
Edmonton	16UG	May 13 - 16	Saville Centre	23
Montreal	18U B & G	May 22 - 25 (Sat - Tues)	Palais de Congres	25
Regina	15UG	May 20 - 23 (Thurs - Sun)	Evrax Place	27

Based on non-covid predictions, 2021 could be another record breaking year with potential for over 1200 participating teams. We are once again finding ourselves in a difficult predicament with too many teams and too few facilities that can host large events. The increase to 8 planned events in 2021 will definitely put a strain on the various resources need for hosting a successful season of Nationals. VC is currently planning as if all events can/will fill however adjustments will be made based on federal/provincial/municipal health regulations due to the covid-19 pandemic.

2022 will see VC going back to Edmonton for another festival event. Anticipated numbers for 2022 have been based off of 2020 interest and not based off of potential growth following 2020 and anticipated 2021 participation rates. If VC were to follow those numbers, there would not be sufficient room to host 15U - 18U in Expo. Should registration numbers exceed the allotted space there is consideration to bring in satellite locations for additional courts as well as removing international events from Expo to offer more space to Nationals.

In addition, 14U events will be hosted in Richmond/Burnaby, Ottawa, and Halifax.

VC will also be looking into the opportunity to host 13U and combining them with 14U events. This may begin as a pilot in 2022 in Ottawa.

National Referee Committee

The National Referee Committee like many others saw their volleyball season come to an abrupt stop with the Covid-19 pandemic. Our group was getting ready to participate at the various PTA championships in April and May, before attending the Edmonton 2020 event. It has certainly been a very strange spring with zero volleyball being played in April and May, and for me personally not having any volleyball has been adjustment that I hope ends very soon. It has been a few decades since I was home for both Mother's Day and the May long weekend in the same year! Our registration numbers continue to increase with ~2,900 indoor referees in Canada along with approximately 120 beach referees and the slow beginnings of a program for sitting volleyball referees.

Domestic Development Sub-Committee

The 2020 Volleyball Canada National Championships were cancelled much to the disappointment of those participants looking forward to the events across Canada. In total, the Referee Committee were prepared to have ~250 referees and 45 Referee Development Team members (Supervisors, Mentors and Assignors) in Edmonton for the big event as well as additional referees and RDT members at the regional events.

High Performance and International Referee Development Sub-Committee

Despite the ongoing change within the FIVB referee categorization and nomination process Canada maintains its position at the world stage. During 2019 Andrew Robb (ON), Andrew Cameron (ON), Scott Dziewirz (QC) received nominations for FIVB nominated events which included Volleyball Nations League, Olympic qualifications, youth age group championships and World University Games. All three whistled in semi-final and final round matches as Andrew Cameron worked the World University Games women's final as Second Referee, Scott Dziewirz was nominated as First Referee for men's semi-final and Andrew Robb worked as First Referee for the Men's U-19 FIVB Finals. Samara Sevor was nominated to attend the World Military Games and was nominated as Second Referee for the women's final and semi-final for the men's competition. Continuing with past practice, all Canadian international referees again have received at least one nomination for either a NORCECA or FIVB 2019 event. Currently we have 11 referees identified as international referees, NB – 1, QC – 3, ON- 4, AB – 2 and BC -1.

Beach Referee Development Sub-Committee

The 2020 season, will be a historic one for our international and continental international beach referees. As I am writing this report, all activities are on standby. A very disappointing and frustrating thing for all of us around the world. One concern for me is the status of the continental referee that I was seeking to send to the FIVB IRCC course in 2021. It could be difficult to complete their second event were they should be evaluated in order to complete their candidacy. Also, on the Norceca side the President Mr Marte gave me the responsibility to assign all referees and referee supervisors for the Norceca international beach events. A responsibility that I had completed and submitted for this year's nominations. Of course, all is under hold for now.

Sitting Referee Development Sub-Committee

The Sitting Referee program is still in its infancy but we are looking to expand its presence in the coming years.

Women's Referee Development

Our female referees in Canada continue to make progress within the parameters of our association and excel when presented with the opportunity.

At this year's major national championships (CCAA & USport), female referees were well represented, to the point that 1/2 of the referees assigned to the CCAA Women's National Championship were female. We also are happy to share that this past year, we had 3 female Canadian referees attend an international clinic. (1 beach, 2 indoor) Our association was able to financially assist one of these referees who is a new mom with child care for her trip. This past January, with the partnership of Ontario Trillium Foundation, a gender equity workshop was held. This was well attended and very informative, giving our national association direction for the future. These 2 days of presentation and discussion brought forward that even though females approach challenges differently than their male counterparts, the ultimate outcome is similar.

We heard from this workshop that a priority moving forward should be communication. This process has begun with updating our Facebook regulations, moderation, limiting members to Canadian referees and pre-approving any posts. This method of communication is a temporary solution while we await the finalization of the Referee Engagement Center.

It was also found that a priority must be an increase in females as mentors. Younger and less experienced female referees will respond much more positively to female mentors. Even with the positive statistic of increased female referees, we still see that of the 70 RDT we have nationally, only 20 of those are females. Even though our numbers are improving, we have much work to do in this area.

Unfortunately, with the cancellation of the 2020 age class Nationals, this also meant the cancellation of any planned presentations.

Long Term Referee Development (LTRD)

Long Term Referee Development program (LTRD), aims 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.

The focus of the referee engagement centre is to improve the volleyball experience for all participants. The overall project was completed in early 2020 and we are looking forward to creating a national site for all PTAs to access so that we have consistency in content across the country. We have created a small working group with PTA representation to work out the details of what users would want to see in the national site. Overall launch is expected in the fall of 2020.

Challenges and Opportunities

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

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

- The roll out across the country on the new Referee Engagement Centre (from the LTRD program) that will provide all provinces/territories the information needed for the development of their referees.
- The continued focus on the behavioural issues facing referees in Canada by participants and spectators, both on and off the court.
- And in these turbulent times, ensure succession planning is being done across the PTAs and Volleyball Canada to ensure seamless transition occurs as people take a step back.

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

- Transition of the Chair for the National Referee Committee
- Succession Planning for the Sub-Committee Chairs of the National Referee Committee.
- Roll out of the Referee Engagement Centre with a plan for sustainability.
- Communication plan for all referees in Canada
- Recognizing and celebrating the successes of our referees, at the PTA and at Volleyball Canada
- Create a Sitting Volleyball development program

MANY THANKS

As I close out my 8th year and final year as the Chair of the National Referee Committee, I look back at what we as a group have been able to accomplish and I am happy with where we are. I feel that we have made some excellent progress in the delivery of referee services across the country, have the foundations of the new Referee Engagement Centre that ultimately will provide all referees with access to training and development materials as they continue their journey as a volleyball referee.

My heartfelt thanks goes out to the Provincial/Territorial Regional Referee Chairs for their continued support of volleyball referee development in Canada, the current and past 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.

Next weekend, we will be holding the 2020 ROC meeting with the PTA Regional Chairs via zoom conference and welcoming the new Chair of National Referee Committee, Mr. Scott McLean from Calgary. The transition between the two Scotts will continue over the next few months and I will be available to provide whatever support is needed going forward. We all know that you can check out but you never get to leave the volleyball family, but then again why would you want to!

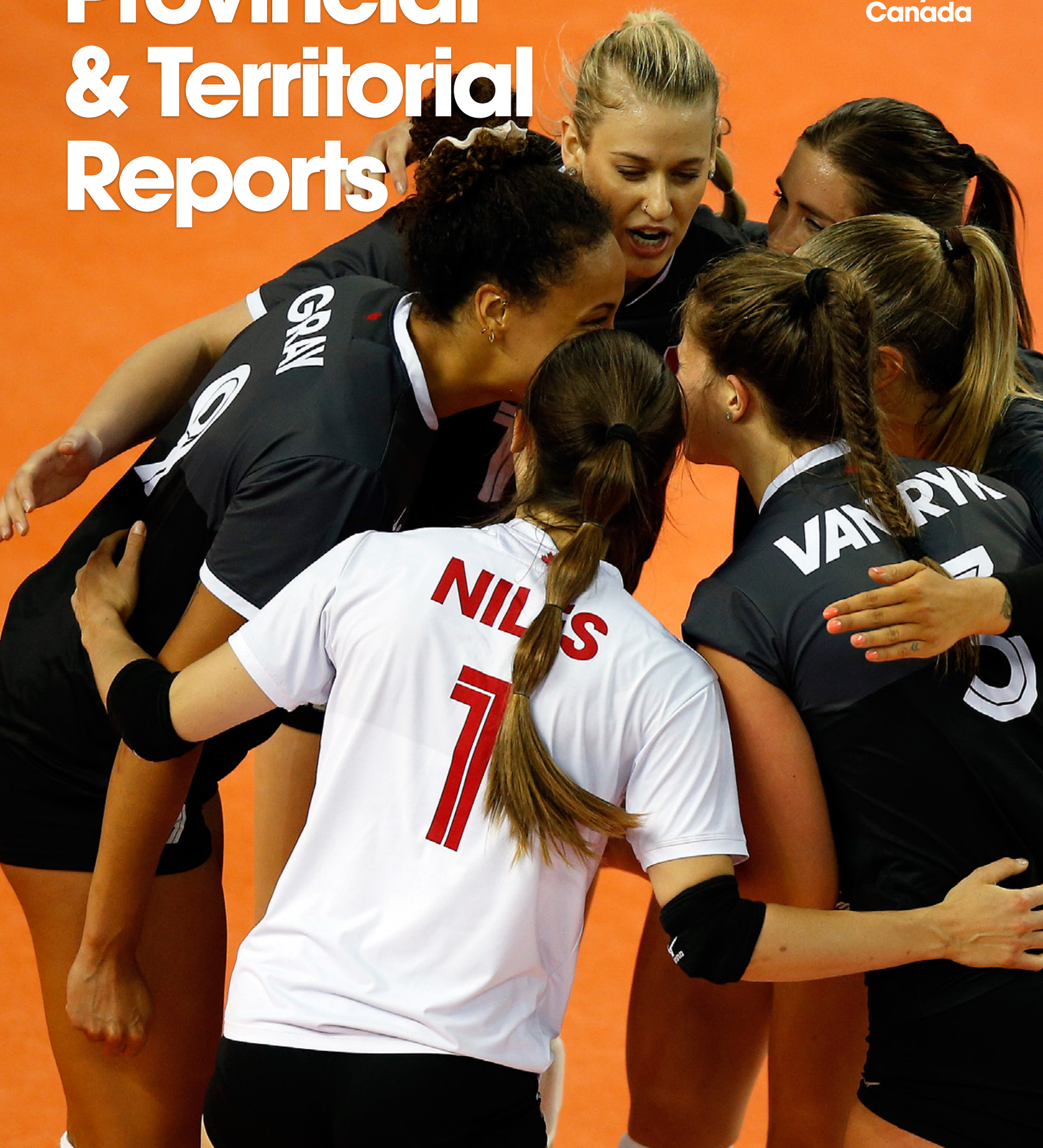
Thanks again for an incredible 8 years as Chair, I truly have appreciated the opportunity.

Yours in volleyball,

Scott Borys
Chair, National Referee Committee

05

Provincial & Territorial Reports



Volleyball Yukon

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2019 / 2020

	Indoor	Beach
Number of Male registered players	53	0
Number of Female registered players	104	0
Number of Male registered coaches	8	0
Number of Female registered coaches	5	0
Number of Male registered referees	4	0
Number of Female registered referees	1	0
Number of Male recreational/Associate Level Members	9	0
Number of Female recreational/Associate Level Members	10	0
Number of Registered Clubs (Youth)	2	2
Number of Registered Clubs (Adult)	1	1
Number of Registered Teams (Youth)	13	0
Number of Registered Teams (Adult)	2	0
Number of 9-12 Male players (participated in a PTA program or club)	6	N/A
Number of 9-12 Female players (participated in a PTA program or club)	18	N/A
Number of Members in Bad Standing	0	1

Major Events Hosted

- none

Major Corporate Sponsors

- Northland Beverages
- North Star Storage

New Initiatives for the Upcoming Year

- none

Current Challenges

- COVID 19 challenges; unable to host AGM, bylaws do not allow for electronic meetings and voting

Strategic Plan

https://www.volleyballyukon.com/uploads/1/3/9/8/13985189/final_vy_strat_plan_2016-2021.pdf

Volleyball Nunavut

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2019 / 2020

	Indoor	Beach
Number of Male registered players	49	N/A
Number of Female registered players	49	N/A
Number of Male registered coaches	N/A	N/A
Number of Female registered coaches	1	N/A
Number of Male registered referees	1	N/A
Number of Female registered referees	N/A	N/A
Number of Male recreational/Associate Level Members	N/A	N/A
Number of Female recreational/Associate Level Members	N/A	N/A
Number of Registered Clubs (Youth)	N/A	N/A
Number of Registered Clubs (Adult)	N/A	N/A
Number of Registered Teams (Youth)	N/A	N/A
Number of Registered Teams (Adult)	N/A	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	N/A	N/A

Major Events Hosted

- Territorial Championship
- LGM and IOVC Coaching Symposium

Major Corporate Sponsors

- Canadian North AIR
- Calm Air

New Initiatives for the Upcoming Year

- N/A

Current Challenges

- Distance of communities and ability to train
- Provide appropriate coaching symposiums and consistent competitions.

Strategic Plan

In progress. The current one will be used until new one is finalized.

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

Volleyball Northwest Territories

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2019 / 2020

	Indoor	Beach
Number of Male registered players	652	0
Number of Female registered players	623	0
Number of Male registered coaches	5	0
Number of Female registered coaches	4	0
Number of Male registered referees	5	0
Number of Female registered referees	2	0
Number of Male recreational/Associate Level Members	0	0
Number of Female recreational/Associate Level Members	0	0
Number of Registered Clubs (Youth)	4	0
Number of Registered Clubs (Adult)	1	0
Number of Registered Teams (Youth)	99	8
Number of Registered Teams (Adult)	26	15
Number of 9-12 Male players (participated in a PTA program or club)	36	N/A
Number of 9-12 Female players (participated in a PTA program or club)	36	N/A
Number of Members in Bad Standing	0	0

Major Events Hosted

- Territorials
- Behchoko Tournament

Major Corporate Sponsors

- Mikasa

New Initiatives for the Upcoming Year

- New policies (dispute resolution, appeals, conflict of interest, selections etc.)

Current Challenges

- COVID-19, keep members engaged
- Return to play

Strategic Plan

http://nwtvolleyball.ca/page.php?page_id=110756

Volleyball BC

President

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2019 / 2020

	Indoor	Beach
Number of Male registered players	1836	N/A
Number of Female registered players	4348	N/A
Number of Male registered coaches	503	N/A
Number of Female registered coaches	413	N/A
Number of Male registered referees	115	17
Number of Female registered referees	47	7
Number of Male recreational/Associate Level Members	732	410 youth / 1357 adult
Number of Female recreational/Associate Level Members	653	822 youth / 1044 adult
Number of Registered Clubs (Youth)	67	14
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	468	N/A
Number of Registered Teams (Adult)	0	N/A
Number of 9-12 Male players (participated in a PTA program or club)	217	N/A
Number of 9-12 Female players (participated in a PTA program or club)	612	N/A
Number of Members in Bad Standing	3	N/A

Major Events Hosted

- Club Provincial Championships
- Vancouver Open
- BC Sport Leadership Conference
- Hall of Fame

Major Corporate Sponsors

- Natura Solutions
- Victory Creative Group Inc.
- Stanley Park Brewing
- Mikasa
- Canuck Volleyball
- GLC Solutions
- Belair Direct

New Initiatives for the Upcoming Year

- Modifications, member support & return to play recovery from COVID-19
- New Strategic Plan
- Implementation of safe sport requirements

Current Challenges

- COVID-19 recovery and return to play
- Access to facilities
- Female coaches and referees
- Sponsorship

Strategic Plan

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

Volleyball Alberta

President

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Executive Director

N/A

Board of Directors, Staff and Email Contacts

<https://www.volleyballalberta.ca/who-we-are-contact-us>

2019 / 2020

	Indoor	Beach
Number of Male registered players	1498	164
Number of Female registered players	4664	417
Number of Male registered coaches	669	3
Number of Female registered coaches	593	4
Number of Male registered referees	242	6
Number of Female registered referees	197	4
Number of Male recreational/Associate Level Members	688	150
Number of Female recreational/Associate Level Members	1861	159
Number of Registered Clubs (Youth)	119	10
Number of Registered Clubs (Adult)	6	N/A
Number of Registered Teams (Youth)	549	205
Number of Registered Teams (Adult)	137	38
Number of 9-12 Male players (participated in a PTA program or club)	200	N/A
Number of 9-12 Female players (participated in a PTA program or club)	665	N/A
Number of Members in Bad Standing	1	0

Major Events Hosted

- Volleyball Canada Nationals
- FIVB Beach Event

Major Corporate Sponsors

- <https://www.volleyballalberta.ca/media-sponsors-and-supporters>

New Initiatives for the Upcoming Year

- TBD - Due to current economic situation, all initiatives are paused.

Current Challenges

- Current economic situation

Strategic Plan

https://www.volleyballalberta.ca/sites/default/files/sites/About/Who_We_Are/Strategic_Plan_Bylaws/13%20-%20VA%20Strategic%20Plan%20-%20August%2023_2018%20Updates.pdf

Sask Volleyball

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2019 / 2020

	Indoor	Beach
Number of Male registered players	1,616	543
Number of Female registered players	3,764	1,132
Number of Male registered coaches	330	5
Number of Female registered coaches	308	5
Number of Male registered referees	224	2
Number of Female registered referees	198	0
Number of Male recreational/Associate Level Members	749	400
Number of Female recreational/Associate Level Members	925	615
Number of Registered Clubs (Youth)	84	5
Number of Registered Clubs (Adult)	8 Leagues	5 Leagues
Number of Registered Teams (Youth)	282	not tracked
Number of Registered Teams (Adult)	not tracked	not tracked
Number of 9-12 Male players (participated in a PTA program or club)	236	N/A
Number of 9-12 Female players (participated in a PTA program or club)	840	N/A
Number of Members in Bad Standing	0	0

Major Events Hosted

- 2019 Beach Provincials
- 2020 Sask Cups

Major Corporate Sponsors

- Sask Lotteries
- Booster Juice
- Tourism Saskatoon
- Regina Hotel Association
- Mikasa

New Initiatives for the Upcoming Year

- High Performance Plan (Premier League)
- Club Accreditation

Current Challenges

- Access to Facilities

Strategic Plan

<http://www.saskvolleyball.ca/2018-21-strategic-plan-nov18-18/>

Volleyball Manitoba

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2019 / 2020

	Indoor	Beach
Number of Male registered players	1242	391
Number of Female registered players	1589	530
Number of Male registered coaches	268	0
Number of Female registered coaches	178	0
Number of Male registered referees	108	9
Number of Female registered referees	35	3
Number of Male recreational/Associate Level Members	78	391
Number of Female recreational/Associate Level Members	530	530
Number of Registered Clubs (Youth)	58	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	208	94
Number of Registered Teams (Adult)	65	154
Number of 9-12 Male players (participated in a PTA program or club)	11	N/A
Number of 9-12 Female players (participated in a PTA program or club)	105	N/A
Number of Members in Bad Standing	0	0

Major Events Hosted

- NORCECA Men's Continental Championships, Sep 2-7 2019, Winnipeg

Major Corporate Sponsors

- Mikasa
- Canad Inns
- Adidas

New Initiatives for the Upcoming Year

- N/A

Current Challenges

- Age Class policies, guidelines and structure: recruiting, club activity during fall school season
- Facility access and options for larger events
- Implementation and transition to new NCCP (LF's, Evaluators)
- Staffing to support growth of programs

Strategic Plan

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

Ontario Volleyball Association

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2019 / 2020

	Indoor	Beach
Number of Male registered players	2499	262
Number of Female registered players	7024	415
Number of Male registered coaches	1174	18
Number of Female registered coaches	751	9
Number of Male registered referees	461	42
Number of Female registered referees	218	16
Number of Male recreational/Associate Level Members	743	674
Number of Female recreational/Associate Level Members	925	1643
Number of Registered Clubs (Youth)	93	0
Number of Registered Clubs (Adult)	0	0
Number of Registered Teams (Youth)	888	0
Number of Registered Teams (Adult)	0	0
Number of 9-12 Male players (participated in a PTA program or club)	476	N/A
Number of 9-12 Female players (participated in a PTA program or club)	1698	N/A
Number of Members in Bad Standing	5	0

Major Events Hosted

- OVA Indoor Youth Competitions (457 events) and Grand Prixs
- Ontario Championships Indoor, Beach (579 teams)
- OVA Beach Tour and Grand Slams

Major Corporate Sponsors

- Waterloo Regional Tourism Marketing Corp
- City of Waterloo and RIM Park
- City of Mississauga
- Tourism Toronto
- Canuck Stuff
- Mikasa Sports
- City of Kitchener
- Breckles Insurance Brokers
- Nothers Signs & Recognition
- HTG Sports Services

New Initiatives for the Upcoming Year

- Address club alignment and support development
- Progress safe sport initiatives (education/awareness and further policy development)
- Registration system upgrade
- Deliver Parent and Player curriculum
- Continue with a 11U girls and 12U boys to competition stream
- Launching new competition stream addressing Volleyball 4 Life gaps
- Support deliverables of the Referees Development Ontario Trillium Fund grant, including launch of Referee Engagement Centre

Current Challenges

- Safe sport policy and protocols
- Developing communications plan
- Supporting club development
- Growing beach volleyball and beach club system
- Recruiting sitting athletes
- Developing a grassroots delivery model

Strategic Plan

<https://www.ontariovolleyball.org/strategic-plan-2016>

Volleyball Quebec

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2019 / 2020

	Indoor	Beach
Number of Male registered players	618	285
Number of Female registered players	1607	457
Number of Male registered coaches	241	included with indoor
Number of Female registered coaches	161	included with indoor
Number of Male registered referees	220	0
Number of Female registered referees	237	0
Number of Male recreational/Associate Level Members	162	71
Number of Female recreational/Associate Level Members	459	210
Number of Registered Clubs (Youth)	33	included with indoor
Number of Registered Clubs (Adult)	22	included with indoor
Number of Registered Teams (Youth)	212	119
Number of Registered Teams (Adult)	25	210
Number of 9-12 Male players (participated in a PTA program or club)	36	N/A
Number of 9-12 Female players (participated in a PTA program or club)	64	N/A
Number of Members in Bad Standing	0	0

Major Events Hosted

- Omnium Volleyball Québec, novembre 2019
- Coupe du Québec, mars et avril 2019
- Championnats Volleyball Québec, plusieurs villes, mars et avril 2019
- Coupe Challenge féminine 2019 (NORCECA)
- Men's FTTC Gatineau 2019-20
- Circuit Québec excellence, plusieurs villes, été 2019.
- Championnats de volleyball de plage, plusieurs villes, été 2019
- Camps estivaux volleyball et volleyball de plage, Sherbrooke, été 2019

Major Corporate Sponsors

- Gouvernement du Québec (MEES)
- Mizuno Canada
- Mikasa Canada
- InnVest Hotels
- Université de Sherbrooke
- Institut National du Sport
- Volvox Sport
- Impact Canopies

New Initiatives for the Upcoming Year

- Faire vivre l'Académie Volleyball Québec
- Revoir notre structure d'excellence
- Améliorer notre offre de services en volleyball de plage
- Poursuivre le Centre d'excellence régional affilié à l'équipe nationale en volleyball de plage
- Poursuivre le nouveau camp École d'Excellence
- Augmenter la capacité d'accueil de nos camps estivaux

Current Challenges

- Repartir de l'autre côté de la pandémie de Covid-19 avec un Volleyball Québec digne du titre de la fédération de l'année au Québec.
- 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.
- Augmenter le nombre de québécois au sein des programmes des équipes nationales.
- 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/wp-content/uploads/2019/05/PRO_PlanStrategique_VolleyballQuebec_19-21.pdf

Volleyball New Brunswick

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2019 / 2020

	Indoor	Beach
Number of Male registered players	215	6
Number of Female registered players	889	14
Number of Male registered coaches	125	1
Number of Female registered coaches	179	N/A
Number of Male registered referees	219	N/A
Number of Female registered referees	263	2
Number of Male recreational/Associate Level Members	N/A	N/A
Number of Female recreational/Associate Level Members	N/A	N/A
Number of Registered Clubs (Youth)	38	1
Number of Registered Clubs (Adult)	N/A	N/A
Number of Registered Teams (Youth)	117	N/A
Number of Registered Teams (Adult)	27	N/A
Number of 9-12 Male players (participated in a PTA program or club)	38	N/A
Number of 9-12 Female players (participated in a PTA program or club)	40	N/A
Number of Members in Bad Standing	1	N/A

Major Events Hosted

- N/A

Major Corporate Sponsors

- N/A

New Initiatives for the Upcoming Year

- Update Policies
- Club Affiliation/Accreditation
- Athlete Development Pathway

Current Challenges

- COVID-19: not able to run programs and events, lack of revenue
- Coach certification: getting coaches to take training and become certified

Strategic Plan

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

Volleyball PEI

President

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2019 / 2020

	Indoor	Beach
Number of Male registered players	10	4
Number of Female registered players	37	34
Number of Male registered coaches	10	1
Number of Female registered coaches	24	2
Number of Male registered referees	12	0
Number of Female registered referees	8	0
Number of Male recreational/Associate Level Members	167	0
Number of Female recreational/Associate Level Members	571	51
Number of Registered Clubs (Youth)	3	1
Number of Registered Clubs (Adult)	2	1
Number of Registered Teams (Youth)	17	19
Number of Registered Teams (Adult)	22	0
Number of 9-12 Male players (participated in a PTA program or club)	11	N/A
Number of 9-12 Female players (participated in a PTA program or club)	101	N/A
Number of Members in Bad Standing	0	0

Major Events Hosted

- Atlantic Beach Tour tournament, Provincials for Indoor & Beach
- Development & Advanced Development Coach Courses
- New & Returning Officials Clinics

Major Corporate Sponsors

- none
- Mikasa (in-kind and discounts only)

New Initiatives for the Upcoming Year

- host more beach tournaments

Current Challenges

- COVID-19
- lack of indoor facilities
- lack of access to schools
- coaches that are trained and need to get evaluated

Strategic Plan

Not an updated one. We have a 3-year plan that we submit and/or update for our funding to provincial government on an annual basis.

Volleyball Nova Scotia

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2019 / 2020

	Indoor	Beach
Number of Male registered players	299	26
Number of Female registered players	1551	40
Number of Male registered coaches	208	1
Number of Female registered coaches	260	1
Number of Male registered referees	67	3
Number of Female registered referees	88	2
Number of Male recreational/Associate Level Members	179	64
Number of Female recreational/Associate Level Members	412	149
Number of Registered Clubs (Youth)	35	1
Number of Registered Clubs (Adult)	17	0
Number of Registered Teams (Youth)	171	71
Number of Registered Teams (Adult)	30	51
Number of 9-12 Male players (participated in a PTA program or club)	43	N/A
Number of 9-12 Female players (participated in a PTA program or club)	139	N/A
Number of Members in Bad Standing	0	0

Major Events Hosted

- Canada Cup
- Eastern Elite Championships
- Nova Scotia Championships
- Tokyo 2020 Paralympic Qualifier

Major Corporate Sponsors

- Mikasa
- Mizuno
- Sportwheels
- LifeMark

New Initiatives for the Upcoming Year

- Club Badge Program
- Referee Instructor Training

Current Challenges

- Growing boys' volleyball
- Servicing adult recreation players
- Developing referees and referee availability
- Growing beach volleyball

Strategic Plan

Yes, hard copy available.

Newfoundland and Labrador Volleyball Association

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2019 / 2020

	Indoor	Beach
Number of Male registered players	33	N/A
Number of Female registered players	105	N/A
Number of Male registered coaches	166	N/A
Number of Female registered coaches	110	N/A
Number of Male registered referees	122	N/A
Number of Female registered referees	61	N/A
Number of Male recreational/Associate Level Members	1120	N/A
Number of Female recreational/Associate Level Members	3161	N/A
Number of Registered Clubs (Youth)	9	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	242	N/A
Number of Registered Teams (Adult)	161	N/A
Number of 9-12 Male players (participated in a PTA program or club)	~ 400	N/A
Number of 9-12 Female players (participated in a PTA program or club)	~ 800	N/A
Number of Members in Bad Standing	0	N/A

Major Events Hosted

- VolleyFest
- VolleyCentral
- Molson Senior Provincials
- Adult League

Major Corporate Sponsors

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

New Initiatives for the Upcoming Year

- Coaching Certification Policy and Online Learning
- Elementary Volleyball Leader Program in 20 schools
- Using ISET for all Events
- Fall-Winter-Spring Skills Sessions
- Next Generation Canada Games Program (Hosting 2025)

Current Challenges

- Court Space due to increasing size of events
- Officials Development and Retention
- Development of Male Volleyball
- Hosting a National or Eastern Canadian VC Championship

Strategic Plan

http://nlva.net/page.php?page_id=69449

06 External Representation Reports



International Relations Report

2019-2020 was a memorable year for Volleyball Canada on the international stage both on and off the court. Canada hosted the following:

- Women's Continental Challenge Cup Qualification Tournament – Chateauguay, QC
- FIVB Men's Nations League – Ottawa
- NORCECA Men's Continental Championships – Winnipeg
- Continental Olympic Qualification Tournament – Vancouver

The coronavirus pandemic has affected our international volleyball scene considerably. The Tokyo Olympics have been postponed and VNL was cancelled in 2020. Our other U19/U20 NORCECA hosting obligation in May in Edmonton was postponed. It remains unclear if we will be able to host this event. The constraints on international travel, 14-day quarantines, mass gathering sizes and athlete safety will impose limitations on international events for many months to come.

The NORCECA office laid off most of its employees and cut funding to many programs due to COVID-19. FIVB operations also have been reduced though they are now commencing to reopen their office.

The dates and times for VNL in 2021 have been set:

- Men June 11-13 in Calgary
- Women May 25-27 in Ottawa

We also are slated to host the NORCECA Men's Championships as well as the U18 Women's NORCECA Championships in 2021.

The NORCECA Congress schedule for June of 2020 has been cancelled and virtual alternatives are being explored.

FIVB Congress was scheduled to occur in October of 2020 held in Thailand. The Congress has been rescheduled to January of 2021.

Mark Eckert has represented Canada at the VNL Council Meetings held in December and April in Lausanne. Alan Ahac has also served as a VNL Technical Supervisor for the Women's VNL in Brazil in May.

NORCECA continues to pose challenges as they struggle with financial constraints which have resulted in increasing Rights Fees and costs for NORCECA events. Further, there is increasing demands on Canada to both host and participate in NORCECA youth events.

The FIVB has stopped funding confederations for development programming, citing, no return on investment. They are no longer funding travel for International events. FIVB is investing money in growing the fan base and creating content through Volleyball Nations League. The new 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 manor. 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.

CBC has purchased the rights to VNL from the FIVB.

Presently, Mark Eckert is the President of the Central zone with NORCECA, a member of the VNL Commission, Snow Volleyball 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 other hand, 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, we are able to negotiate terms and dates quite effectively.

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 2020. The 2020 NORCECA Beach Tour has been delayed until mid-August due to COVID-19 considerations. For 2020, there are seven (7) confirmed NORCECA Beach Tour events (Dominican Republic (3), Mexico (2), Nicaragua and Cuba).

The 2020 FIVB Beach Commission Meeting was held at the FIVB Offices in Lausanne, Switzerland on February 7, 2020. The meeting notes are below:

FIVB Beach Commission Meeting Notes

Attendance: Ary Graca (FIVB President), Fabio Azevedo (FIVB General Director), Vicente Araujo (FIVB Beach Commission President), Michel Everaert (FIVB Beach Commission Secretary), Ed Drakich (Member - CAN), Marcelo Wangler (BRA), Yu Cao (FIVB), Lori Okimura (Member – USA), Tomoki Kimishima (Member – JPN), Madelein Meppelink (Athlete Member – NED), Wilco Nijlind (Promoter King of the Court NED), Jose Casanova (FIVB Beach Referee Commissioner), Angelo Squeo (FIVB), Lara Marich (FIVB), Steve Tutton (FIVB), Raheleh Ahadpour (FIVB), Leonardo Moraes (FIVB), Yohsuke Hatano (FIVB), Carole Ghosn (FIVB), Roberto Pitta (FIVB), Julia Holinger (FIVB), Katya Gay (FIVB)

Absent: Craig Carracher (Member – AUS), Julius Brink (Athlete Member – GER), Liu Bing (Member – CHN), Chen Xue (Athlete Member – CHN), Yu Cao (FIVB)

Friday February 7, 2020 (Meeting begins at 10:00AM)

1. Ary Graca gave opening remarks.

- The FIVB has a problem that most FIVB Board Members (31 of 33) come from Volleyball. It is difficult to have the FIVB Board talk about Beach Volleyball. The issue is that Beach Volleyball is a very charming and popular sport especially at the Olympics. The FIVB got Beach included in the Olympic Games in 1993. The same will happen in Snow Volleyball. The 2015 World Championships in The Netherlands were excellent and the 2017 WC in Vienna and the 2019 WC in Hamburg. The issue is that the Olympics and the WCs are very popular but why is Beach not as popular on the FIVB World Tour. The FIVB had to invest \$4,000,000 USD in the FIVB Beach Tour from Volleyball. Sponsorship only provides 15% of the funding needed to support Volleyball or Beach Volleyball. TV is a major funding source in Volleyball but this will change dramatically in 5 years because of new media. The Continental Cup has been a big success in Beach Volleyball. More countries are now succeeding in Beach Volleyball. Beach Volleyball is the solution for small countries and poor countries. Beach Volleyball needs to be developed within the FIVB. The Beach Commission needs to work for this.
- In Hamburg the 2019 WCs had 10 competition days and had 130,000 spectators with 77 broadcasters in 112 countries with 180 million viewers.
- 79 countries participated in the 2018-19 World Tour a 20% increase than the previous season. 42 countries reached the podium. 70 countries broadcasted live footage. 36+ million social media contacts. Total prize money for 2019 was \$7,500,000 USD including the World Championships. Indoor Volleyball prize money was \$17,000,000 in the VNL.
- A new business model of joint venture will be used where the FIVB, NF and Promoter/NOC were each be 33% owners in the 2019 Rome World Tour Finals.
- The FIVB has paid for beach coaches to go all over the world – Africa, Caribbean, Asia...etc.
- The FIVB has 222 countries (163 countries and Level I and II; 59 countries are Level III, IV and V). 131 participate in Volleyball and 112 participate in Beach Volleyball.
- Initially, when Dr. Graca (2012) came to the FIVB 90% of the FIVB revenue came from 4 countries (Japan, Brazil, Poland and Italy). The FIVB budget in 2012 was \$47,000,000. Now the FIVB budget will be \$109,000,000 (2019).

2. Vicente Araujo welcomed the Beach Commission members to the meeting and thanked Dr. Ary Graca for his opening and indicated with his approval of the new concept.

3. Lara Marich informed the commission that she no longer works in the beach department. Lara presented and update on the New Beach Volleyball Tour Update for 2021-2024:
 - Joint Venture (33% each for FIVB, NF and Promoter/NOC)
 - 8-12 Events each year
 - An update in 1-2 months regarding media strategy, commercial, branding and sustainability.
 - There will either be a 4-year commitment or an 8-year commitments for these major events
 - The major cities for 2021 are set for 8 events and most are existing successful events
 - The 2021 season calendar is being created with all agreements finalized for a formal announcement in Tokyo.
4. Julia Holinger presented the FIVB Marketing and Branding Plan
 - Positioning: World Tour -> radiating positive energy of beach lifestyle
 - Four Values: 1) Shaped by Natural elements, 2) Open and equal tribe, 3) Connecting people together and 4) Radiating Positive energy
 - Logo and visual identity: July 2020
 - Branding Kit: September 2020
 - Promotional Campaign: January 2021
5. Fabio Azevedo indicated that in his history with the FIVB this is the first time that Beach Volleyball is a priority. This was the same for Indoor Volleyball in 2017 where World League and Grand Prix were not as good as the Olympics. Now the VNL is on track so now it is beach volleyball's time to get on track. Beach must become a brand not just an event.
6. Raheleh Ahadpour presented Technical Matters
 - NBVT (New Beach Volleyball Tour to be named soon) only Main Draw (no Qualification)
 - 2 Host Country plus 2 Wild cards plus 28 teams (4 from Qualification events and 24 from FIVB World Tour Ranking). 4 Teams max per country. 2 FIVB funded reserve teams per event in case of injury.
 - Core teams – Perhaps 8 teams will have a separate agreement with the FIVB with additional benefits.
7. Angelo Squeo presented on the World Tour Calendar:
 - Summary of 2019-20: World Tour (1-5 Star), World Tour Finals, WCs, World Olympic Qualifier, U19/U21 WCs
 - World Tour 1-5 Star Events: 2016-17 = 25, 2017-18 = 35-40, 2018-19 = 40-45, 2019-20 = 45-50
 - Minimum 12 events of 4-Star/3-Star events. Minimum 25 events of 2-Star/1-Star events.
8. Yohsuke Hatano presented the new calendar
 - The concept is that the FIVB will consider the travel times between continents
9. Raheleh Ahadpour presented the 2021 Rome World Championships (*The FIVB Beach World Championships have been moved to 2022)
 - Current 48 teams with full Pool Play + Single Elimination = 108 matches over 10 days
 - Idea 1: 48 teams Modified Pool Play + Single Elimination = 84 matches over 10 days
 - Idea 2: 32 teams Pool Play + Single Elimination = 72 matches 9/10 days
 - Qualification System: Entry Ranking vs World Ranking
 - Continental Teams either 1 or 2 but not 4 as now
10. Tokyo 2020 Qualification by Yohsuke Hatano:
 - Tokyo Test Event – The event was a success for sport competition, results (Omega) an Hawkeye/Referee communications, Sport Presentation (Selection of MC/DJ..etc.) and Heat Measurement & Prevention
 - Tokyo 2020 – 4 training Courts, 2 warm-up courts and 1 stadium court (By April all will be built)
 - Continental Cup Updates – Finished by June 2020

11. Paris 2024 by Raheleh Ahadpour
 - Discussed the World Olympic Qualification tournament
12. 2022 Youth Olympic Games Dakar, Senegal (October 22-November 9, 2022) by Raheleh Ahadpour
 - IOC will be more involved
 - Beach Volleyball likely in Saly (Village in Diamniadio) will be a 7-day competition
 - IOC wants elite performance as a goal for Youth Olympic Games
13. New World Ranking Concept Proposal by Steve Tutton
 - Hypercube a statistics company from NED is working on a new World Tour Ranking
14. Madelein Meppelink on Athlete Related Proposals
 - NF's endorsement of teams
 - Non-sanctioned events
 - Minimum number of events and prize money guaranteed in a season
 - Granting of the rights to use and promote the athlete's identification
 - Late Event Cancellation Protection
 - Liability
 - Protection of the player
 - Mental Health/Mental Wellness of the player issues
 - Athlete Sharing Portal – WhatsApp Groups
15. Leo Moraes discussed:
 - Athlete Sharing Portal – WhatsApp Groups
 - Women's Sponsors' Display – Allow 4 armbands/4 Tattoos total
 - Cold weather uniform – Women's pants
 - Referee and Rules of the Game Proposals: Ball Mark Protocol the same as the Video Challenge
 - Wiping the glasses serving team only – Not Approved
 - Player Prize Money – Proposal to try to pay 3 times then give to NFs to distribute
 - Minimum Requirements for International Events – Study More
16. ANOC (Association of National Olympic Committees) World Beach Games by Leo Morales
 - Doha October 10-16, 2019
 - 4 vs 4 matches
 - A successful event – Qatar's only medal at the games
 - Proposal to officially recognize the 4 x 4 discipline
17. Raheleh Ahadpour on New Beach Volleyball Tour
 - Core selection - Currently 6 teams on ranking and 2 additional teams for promotional merit
18. Meeting adjourned 4:20PM.

International Beach Volleyball Referees Committee

2020 ROC meeting

The 2020 season, will be a historic one as we all know for our International and Continental International Beach Referee. As I am writing this report, all activities are on standby. A very disappointing and frustrating thing for all of us around the world. One concern for me is the status of the Continental Referee that I was seeking to send to the FIVB IRCC Course in 2021. It could be difficult to complete their second event were they should be evaluated in order to complete their candidacy. Also, on the NORCECA side the President Mr Marte gave me the responsibility to assign all referee and referee supervisors for the NORCECA international beach events. A responsibility that I had completed and submitted for this year's nominations. Of course, all is on hold for now.

We all hope that the situation will improve later in the summer and that we can resume our beach activities. If this is the case, I will submit an updated report for the ROC meeting.

Please find below the current nominations for all our Canadian officials:

Omid Mojtahedi:

University Games, Spain

Brian Hiebert:

FIVB World Tour in Cancun, MEX

FIVB World Tour in Hamburg, GER

FIVB World Tour in Vienna, AUT

Jasen Boyko:

FIVB World Tour in Cancun, MEX

Lucie Guillemette:

FIVB Challenge Referee World Tour in Hamburg, GER

Simon Ouellet (Norceca International Candidate):

Norceca Tour in Mexico

Dimitri Magirias (Norceca International Candidate):

Norceca Tour in Mexico

André Trottier:

FIVB Referee Delegate:

FIVB World in Coolangatta, AUS

FIVB World Tour in Singapore, SIN

FIVB WT in Cancun, MEX

FIVB World Tour in Vienna, AUT

FIVB World Tour in Hamburg, GER

Norceca Tour in Cayman Islands

Norceca Tour in Mexico

Norceca Tour in St-Kitts

Olympic Games in Tokyo

FIVB and Norceca Referee Commission:

Meeting in Lausanne at the FIVB Headquarters – January

André Trottier:

International Beach Volleyball Referee Committee Chair

FIVB Rules of the Game and Refereeing Commission

FIVB: Opening Remarks of President Dr. Ary Graca

- Expressed pleasure and confidence of the 2019 volleyball calendar with the strong vision for 2020
- Expressed satisfaction with the standard of refereeing throughout 2019
- Discussed preparation and requirement for continuing high standards for the 2020 Tokyo Olympics
- Discussed the need to reduce argumentative discussions between coaches and the second referee

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)
- Structure – 4 Working Groups (members from indoor 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

- Objective: The oversee the FIVB Referee categorization system and maintenance of referee performance statistics
- Overview:
 - In 2016 FIVB established a referee categorization system which identified 188 volleyball and 106 beach volleyball FIVB Referees
 - Canada has 3 indoor volleyball referees and 2 beach volleyball referees identified as FIVB referees
- Challenge:
 - For the future it will be necessary to ensure that Volleyball Canada is providing developmental opportunities for high-performance referees with the skillset to be international referees with the goal to achieve FIVB categorization standards

Group 2 – Referee Education and Teaching Material

- Objectives:
 - 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
- Activities:
 - Maintain FIVB Referee Resource Centre
 - Offer seminars (on-line) for Challenge Referees and Referee Coaches. Others to follow.
 - Provide support for national federations via the Referee Resource Centre

Group 3 – Rules of the Game and Regulations

- Objectives:
 - Publishing 2020 Referee Guidelines and Instructions
 - Publishing 2020 Casebook
 - Review potential modifications to the rules of the game and regulations
 - Oversee Rules Modification test programs
- Activities
 - Updated Casebook to include additional situational videos
 - Rule modification test initiatives:
 - Penalty Rule - Concept: Have a rally to determine if a point is awarded as a result of a Red Card vs. an automatic point for a Red Card
 - Two editions of the rules: One for professional/entertainment based volleyball and secondly another for traditional/national volleyball
 - Screening: To study the impact of removing the rule

Group 4 – Beach Volleyball

- Objectives
 - Oversee the development of beach volleyball referees
 - Oversee beach volleyball referee nominations
 - Review regulations and recommendation updates pertaining to the impact upon beach volleyball
 - Review of Rules text and current Rules testing
- Activities
 - Develop material for the Referee Resource Centre
 - Oversee Rules Modification Test Programs
 - Harmonize Ball Mark Protocol with Challenge System
 - Delay of Game: Only in exceptional circumstances will the permitting of cleaning glasses be permitted when the player's team is not serving
 - New Beach Format: It was proposed to recommend to the next FIVB Congress to approve and propose official beach volleyball rules for 4v4 beach volleyball competitions
 - Introduction of updated regulations concerning medical interruptions

Other projects:

- **Talented Referees Project:** Pending discussions with the FIVB General Director, to identify and support the development of indoor and beach volleyball referees, in cooperation with confederations, who were deemed to have the skill set become FIVB categorized referees. This project is to be launched in 2021
- **World Refresher Plan:** Pending discussions with the FIVB General Director, to develop a continuing education program to support indoor volleyball and beach volleyball referees. Proposed to begin in 2020 however this project has been delayed.

07 Partnership Report



Overview 2019-20

In 2019-20, Volleyball Canada continued to work with sponsors on an activation plan, a document that highlighted key opportunities for partners for the year. Activation plans will serve as a starting point for annual sponsor reports and will help ensure partners understand the impact of their partnership.

Nationals 2019 continued as the focal point for its sponsor activation for the year. Volleyball Canada continued to make a large investment in new signage, both permanent (could be used in future years such as banners) and single use (non-reusable such as sponsor court stickers).

At Nationals 2019, Volleyball Canada again partnered with Volleyball Stuff to establish an event store that contained co-branded Mizuno merchandise, Volleyball Canada branded merchandise, event merchandise and volleyball goods such as Mikasa indoor volleyballs, and Performance Health products. Nationals 2020 continued to offer a lululemon pop-up store at the Toronto and Regina events that allowed registered participants to purchase co-branded merchandise.

Volleyball Canada hosted 4 international events, including the Women's NORCECA Challenge Cup, Men's Volleyball Nations League, Men's NORCECA Tokyo 2020 Qualifier, and the Women's World ParaVolley Paralympic Qualifier. Volleyball Canada provided recognition to all sponsors when possible, including court signage and public announcements. Volleyball Canada stores were set up at each event to sell branded merchandise.

Volleyball Canada and Mizuno Canada launched a new Team Canada uniform that will be worn by the men's and women's indoor and sitting national teams, including Volleyball Nations League and all Olympic and Paralympic qualifying events. The uniform was available for purchase at all sanctioned events and on the Volleyball Canada online store.

Along with Mikasa Canada, a new co-branded Volleyball Canada V200-CAN ball was launched in January 2020 that will act as the Official Ball for 14U indoor events.

SportBrand Canada continues to search for long-term sponsors for Volleyball Canada. The focus involves securing new national partners that receive marketing rights, benefits and exposure throughout all of Volleyball Canada's programs, events and teams -- and we will spend less time working on smaller event or program specific sponsors.

The sport sponsorship landscape in Canada remains challenging and sophisticated but we remain confident in what Volleyball Canada has to offer to potential consumer brands and corporations.

Volleyball Canada continues to evolve as a valuable sponsorship platform (brand, social media, events, international success) in combination with the escalation of our beach program and the men's Olympic potential will help us stay relevant in a cluttered market over the next year.

Volleyball Canada's sponsors include: Inter Pipeline Ltd., lululemon, Mizuno, Volleyball Stuff, Mikasa, Wilson, Performance Health (which includes brands such as Active Ankle, BioFreeze and Cramer), and Speith America.

08

Communications Report



Volleyball
Canada



Media and Communications

Key Messages

- 2019 is considered a historic year for Canadian volleyball on the world stage with the first World Championship gold in beach volleyball.
- Olympic and Paralympic qualification goals were reached for several teams, and more could be added.
- Despite current challenges, sport will play an important role in post-pandemic recovery and volleyball should be a leader in safe return to play.

2019-20 Recap

Events covered by VC comms:

- 2019 Nationals
- 2019 NORCECA women's event in Chateauguay QC (in person, Jackie Skender)
- 2019 VNL (Ottawa in person – Courtney & Jackie, other matches remotely)
- Beach World Tour / World Champs (remotely)
- Pan Am Games (remote), Parapan Am Games (in person, Courtney Killion)
- Age-class events (NORCECA and FIVB) remotely
- Men's Olympic Qualifier (Jackie Skender) and women's Olympic Qualifier (remotely)
- Winnipeg Men's NORCECA tournament (in person, press delegate Jackie Skender)
- 2020 Men's Tokyo Qualifier Jackie Skender/Courtney Killion)
- 2020 Women's Paralympic Qualifier (in person, Jackie Skender)

Summary

Communication vehicles include:

- Direct e-mail (stakeholders and media)
- Social media (public, stakeholders, media, international audience, depending on channel – subscribers/followers)
- Web site (stakeholders, public)
- VC app – in production (subscribers) – will allow VC to push notifications of events, etc. directly to subscribers of the app.

Social media

Social media continues to be an important tool to reach all audiences, with channels steadily increasing in reach.

Social media platform	May 2020 (followers)
Facebook	164,500 (Followers remain steady. Growth area in promoting events via paid promotions)
Instagram	55,400 (most growth over previous year compared with other channels)
Twitter	47,400 (steady growth)
YouTube	4,200 subscribers (growing, but room for more growth via more original content)

Samples of posts with high engagement:

July 13, 2019

volleyballcanada

Hamburg, Germany

View Insights

Promote

Liked by justwduff and others

volleyballcanada World Champions!
#TeamCanada #BeachVolleyball #Tokyo2020
#ownthepodium

View all 45 comments

bass.osuna Congratulations 🎉 Such an amazing accomplishment 🇨🇦❤️👏

July 6, 2019

Post Insights

3,978

45

91

39

355

Profile Visits

30,021

Reach

Interactions ⓘ

355

Actions taken from this post

Profile Visits

355

Website Clicks

1

Discovery ⓘ

30,021

Accounts reached

24% weren't following volleyballcanada

Follows

18

Reach

30,021

Great performances = social media gold

Tweet activity

Volleyball Canada @VBallCanada

YES! We've done it. #Canada has qualified for #RoadtoTokyo2020 with a 3-0 set victory over Puerto Rico @NORCECA in #Vancouver (25-21, 25-15, 25-15). The #MapleVolleys are off to Tokyo! pic.twitter.com/CEs7yYxyW0

Promote your Tweet

Your Tweet has 102,255 total impressions so far. Get more impressions on this Tweet!

Promote your Tweet

Impressions

102,255

Total engagements

3,426

Likes

1,267

Media engagements

1,182

Detail expands

280

Profile clicks

269

Retweets

256

Hashtag clicks

115

Replies

38

Link clicks

18

Follows

1

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Web cast/TV

A more formal partnership with CBC in 2019 (Canada's Olympic Broadcaster) has allowed for more consistent showing of volleyball online and (when applicable) on the main TV network's "Road to the Olympic Games" including VNL and the Beach Volleyball World Championships (viewer numbers are not available for some FIVB events).

Sample audiences include:

- Men's World Cup (total live audience online, CAN matches only) – 6,215 TV audience (Road to Olympic Games) – 40,300
- Men's Olympic Qualifier - Vancouver (total live audience online, all matches) – 78,675
- Women's Paralympic Qualifier (total live audience online,) – 15,058

For events hosted within Canada (other than VNL), Volleyball Canada covers the cost of web cast production, which varies greatly depending on quality.

Note: this was the first-ever online national broadcast of sitting volleyball on cbcsports.ca

Auction

The week-long online event (www.volleyballauction.ca) featured more than 200 items up for bid. Held in February (Feb. 13 to 20), the auction raised approximately \$37,000 (about the same as the 2019 total.) We were encouraged by some new donors, including local small businesses. The pandemic has affected the bottom line, as several prizes were related to travel and/or cancelled events. A review of the auction is currently being undertaken as part of the staff projects while events and programs are on hold.

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. This will be a challenge under the current pandemic situation, but we are engaging athletes and sharing relevant information in a timely manner.
- Communications will support a safe, cautious and positive "return to play."
- To maximize exposure, fostering solid partnerships is of utmost importance. Association with strategic partners helps support VC's efforts on many levels.
- With the scope and diversity of our programs, resources are needed to help promote and highlight all our activities.... The ongoing challenge is financial resources, as the demand for quality content, including web casting, is growing year after year.

09

Financial Report



Financial Statements of

CANADIAN VOLLEYBALL ASSOCIATION

And Independent Auditors' Report thereon

Year ended March 31, 2020



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INDEPENDENT AUDITORS' REPORT

To the Members of the Canadian Volleyball Association

Opinion

We have audited the financial statements of the Canadian Volleyball Association (the "Entity"), which comprise:

- the statement of financial position as at March 31, 2020
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements, present fairly, in all material respects, the financial position of the Entity as at March 31, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian Accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditors' Responsibilities for the Audit of the Financial Statements***" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other responsibilities in accordance with these requirements.

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



Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit 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.



- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chartered Professional Accountants, Licensed Public Accountants

Ottawa, Canada

date

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Financial Position

March 31, 2020, with comparative information for 2019

	2020	2019
Assets		
Current assets:		
Cash	\$ 2,085,089	\$ 1,824,534
Accounts receivable	651,597	202,819
Inventory	105,293	147,202
Prepaid expenses	682,481	606,517
	3,524,460	2,781,072
Tangible capital assets (note 3)	60,338	98,266
	\$ 3,584,798	\$ 2,879,338

Liabilities and Net Assets

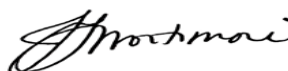
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 2,125,778	\$ 704,763
Deferred revenue (note 5)	896,156	1,560,388
	3,021,934	2,265,151
Net assets (note 6):		
Investment in tangible capital assets	60,338	98,266
Unrestricted	502,526	515,921
	562,864	614,187
Commitments (note 7)		
Contingencies (note 8)		
Subsequent event (note 11)		
	\$ 3,584,798	\$ 2,879,338

See accompanying notes to financial statements.

On behalf of the Board:



Director



Director

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Operations

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Revenue:		
Sport Canada contributions	\$ 2,840,000	\$ 2,377,415
National competitions	2,749,218	3,446,274
Membership fees	1,189,277	1,082,527
Team Canada indoor volleyball	1,150,851	1,009,463
Team Canada beach volleyball	997,562	747,853
Domestic development	713,818	789,626
NORCECA/Pan American championships	576,067	229,188
Nations league	484,949	463,254
Referees	361,696	433,614
National office operations	277,273	276,629
Team Canada sitting volleyball	193,167	121,765
Sport Canada contributions - in-kind	170,000	133,960
Merchandising	113,628	120,685
Nations League Challenger	80,497	-
Other	-	37,500
	11,898,003	11,269,753
Expenses:		
Team Canada indoor volleyball	2,842,448	2,689,559
National competitions	2,209,222	2,434,645
Team Canada beach volleyball	1,838,165	1,541,047
National office operations	1,539,124	1,415,592
NORCECA/Pan American championships	1,107,476	412,230
Nations league	674,310	659,898
Domestic development	635,762	956,620
Referees	402,917	404,347
Team Canada sitting volleyball	393,745	338,256
Nations League Challenger	203,275	-
Merchandising	102,882	107,369
	11,949,326	10,959,563
Excess (deficiency) of revenue over expenses	\$ (51,323)	\$ 310,190

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Changes in Net Assets

Year ended March 31, 2020, with comparative information for 2019

	Unrestricted	Investment in tangible capital assets	Total 2020	Total 2019
Net assets, beginning of year	\$ 515,921	\$ 98,266	\$ 614,187	\$ 303,997
Excess (deficiency) of revenue over expenses	(51,323)	-	(51,323)	310,190
Loss on disposal of tangible capital assets	-	-	-	-
Tangible capital asset additions	-	-	-	-
Amortization of tangible capital assets	37,928	(37,928)	-	-
Net assets, end of year	\$ 502,526	\$ 60,338	\$ 562,864	\$ 614,187

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Cash Flows

Year ended March 31, 2020, with comparative information for 2019

	2020	2019
Cash provided by (used in):		
Operating activities:		
Excess (deficiency) of revenue over expenses	\$ (51,323)	\$ 310,190
Item not involving cash:		
Amortization of tangible capital assets	37,928	41,097
Changes in non-cash operating working capital:		
Accounts receivable	(448,778)	19,608
Inventory	41,909	(6,978)
Prepaid expenses	(75,964)	(65,644)
Accounts payable and accrued liabilities	1,421,015	317,813
Deferred revenue	(664,232)	(865,028)
	260,555	(248,942)
Investing activities:		
Tangible capital asset additions	-	(28,947)
Increase (decrease) in cash	260,555	(277,889)
Cash, beginning of year	1,824,534	2,102,423
Cash, end of year	\$ 2,085,089	\$ 1,824,534

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements

Year ended March 31, 2020

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, 2020

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, 2020

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. Accounts receivable:

	2020	2019
Trade receivables	\$ 521,693	\$ 171,677
Commodity taxes receivable	-	-
Accrued receivables	154,136	54,967
	-	-
	675,829	226,644
Provision for doubtful accounts	(24,232)	(23,825)
	\$ 651,597	\$ 202,819

3. Tangible capital assets:

		2020	2019
	Cost	Accumulated amortization	Net book value
Leasehold improvements	\$ 234,218	\$ 204,131	\$ 30,087
Computer equipment	85,625	55,374	30,251
	\$ 319,843	\$ 259,505	\$ 60,338

Cost and accumulated amortization at March 31, 2019 amounted to \$327,766 and \$229,500, respectively. During the year, the Association wrote off fully amortized leasehold improvements with a cost of \$7,923.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2020

4. Accounts payable and accrued liabilities:

As at March 31, 2020 and 2019, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.

5. Deferred revenue:

	2020	2019
National championship	\$ 882,287	\$ 1,026,800
National team funding	-	369,000
Trillium grant	-	80,161
Other	13,869	84,427
	<u>\$ 896,156</u>	<u>\$ 1,560,388</u>

6. 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, 2019.

7. 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:

2021	\$ 280,749
2022	123,208
	<u>\$ 403,957</u>

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2020

8. 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.

9. 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) Foreign currency risk:

Foreign currency risk refers to the extent to which instruments denominated in a currency other than Canadian dollars will be affected by changes in the value of the Canadian dollar in relation to other currencies. The Association is not subject to significant interest rate risk from its holdings of US cash.

The Association is not exposed to other price or interest rate risks.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2020

10. Adoption of new accounting standards:

The Association has adopted the following new Canadian accounting standards for not-for-profit organizations effective on January 1, 2019:

- Section 4433, to replace Section 4431, Tangible Capital Assets Held by Not-for-profit Organizations
- Section 4434, to replace Section 4432, Intangible Assets Held by Not-for-profit Organizations
- Section 4441, to replace Section 4440, Collections Held by Not-for-profit Organizations

The Association has adopted these standards on a prospective basis.

The Association will apply the componentization approach for capitalization and amortization to significant tangible capital assets acquired in future years, as required under Section 4433.

The Association does not have any assets that meet the definition of an intangible asset or a collection under Sections 4434 and 4441.

The adoption of these new accounting standards did not result in any adjustments to the amounts reported in the financial statements for the year ended March 31, 2020 and the comparative figures.

11. Subsequent event:

Subsequent to March 31, 2020 the COVID-19 pandemic has resulted in governments worldwide, including the Canadian federal and provincial governments, enacting emergency measures to combat the spread of the virus. The situation is dynamic and the ultimate duration and magnitude of the impact on the economy and the financial effect on our business is not known at this time. These impacts could include future declines in revenue, inability to spend funding on travel related activities to participate in competitions and events, and the use of accumulated net assets to sustain operations.

CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2020

	Sports Development		Enhanced Excellence		Next Generation Request		Total
Mainstream Core Revenue:							
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		104,000		50,000	269,000
National Team program		300,000		1,051,000		67,500	1,418,500
Official languages		11,500		-		-	11,500
Operations and programming		38,000		-		-	38,000
	\$	609,500	\$	1,155,000	\$	117,500	\$ 1,882,000
Mainstream Core Expenses:							
General administration	\$	511,036	\$	-	\$	-	\$ 511,036
Governance		52,790		-		-	52,790
Salaries, fees and benefits		1,636,157		-		-	1,636,157
Coaching salaries and professional development		488,755		104,000		50,000	642,755
National Team program		3,555,015		1,125,000		168,000	4,848,015
Official languages		12,138		-		-	12,138
Operations and programming		3,570,413		-		-	3,570,413
	\$	9,826,304	\$	1,229,000	\$	218,000	\$ 11,273,304
Mainstream Above Core Revenue:							
Long-term athlete development	\$	98,100	\$	-	\$	-	\$ 98,100
Budget announcement and other priorities		122,650		-		-	122,650
	\$	220,750	\$	-	\$	-	\$ 220,750
Mainstream Above Core Expenses:							
Long-term athlete development	\$	121,926	\$	-	\$	-	\$ 121,926
Budget announcement and other priorities		137,351		-		-	137,351
	\$	259,277	\$	-	\$	-	\$ 259,277
Athletes With A Disability Core Revenue:							
General administration	\$	7,500	\$	-	\$	-	\$ 7,500
Salaries, fees and benefits		5,000		-		-	5,000
Coaching salaries and professional development		15,000		-		6,000	21,000
National Team program		53,000		-		22,750	75,750
Official languages		3,000		-		-	3,000
	\$	83,500	\$	-	\$	28,750	\$ 112,250
Athletes With a Disability Core Expenses:							
General administration	\$	4,602	\$	-	\$	-	\$ 4,602
Salaries, fees and benefits		70,733		-		-	70,733
Coaching salaries and professional development		21,686		-		-	21,686
National Team program		236,078		-		6,000	242,078
Official languages		3,201		-		22,750	25,951
Operations and programming		51,694		-		-	51,694
	\$	387,994	\$	-	\$	28,750	\$ 416,744

See management note on next page.

CANADIAN VOLLEYBALL ASSOCIATION

Schedule B - Revenue and Expenses - Volleyball Nations League

Year ended March 31, 2020

	2020
Revenue:	
General revenue:	
Ticket sales	\$ 243,949
Provincial	200,000
Government of Canada	200,000
Municipal	35,000
Sponsorship	6,000
Miscellaneous	25,952
	710,901
Expenses:	
General expenses:	
Advertising and promotion	58,051
FIVB TV rights fee	133,700
Floor set-up and shipping	12,703
Hosting - accommodation	80,524
Hosting - local transportation	24,245
Hosting - meals	92,081
Hosting - other	52,592
Hosting - venue	109,566
Meetings and VC staff travel	2,532
On-site promotion and talent	5,250
Other legacy and development	31,108
Photographer and press clipping	2,803
Printing and signage	6,221
Sport court and equipment legacy	39,436
Staffing and overhead expense	20,694
Volunteer support and development	2,803
	674,309
Net surplus	\$ 36,592

Schedules A and B are presented as supplementary unaudited information to a specific user of the financial statements, Sport Canada. The Schedules are based on a basis of accounting and terminology contained in funding agreements. Accordingly these Schedules may not be appropriate for all users of the financial statements. The Sport Canada contribution amount referred to in schedule A refers to the Sport Canada contribution agreement only, which does not include funds from the Sport Hosting program (Volleyball Canada received \$300,000 from this program), and special projects which Sport Canada funded outside of the contribution agreement (VC received \$125,000), both of which are included in Sport Canada contributions in the statement of operations.



10 Partners



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



Thank You!

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

GOVERNMENT PARTNERS

Canada 



SPORT PARTNERS



Volleyball Canada 2019 Recognition List

We would like to recognize the following donors whose contributions have helped Volleyball Canada reach over \$95,000 in 2019

Ace Volleyball Club

Arthur Willms

Brian Ward

Bruce Stafford

Carol Hofer

Dave Anderson

Deborah Paddock

Debra Janzen

Diana

Direct Coil Inc.

Gianni Agozzino

Glenn Hoag

Hugh Wong

Joan Snyder

Johanne Choiniere

Kathy Hamelin

Kent Greves

KVA Pack

Marc Albert

Markham Wildcats

Raincity Volleyball Club

Stephen Harper

Taranis Contracting

Terry Gagnon

Thomas Elser

Thunder Bay Community Tennis Centre

Vancouver Thunder Volleyball Club

Yaletown Mini Storage Ltd.

Thank you to the over 250 donors this year!

