

Annual Report 2020- 2021





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01 Report from the Chair





As we enter a new season, there is a new feeling of hope and progress. Certainly, not many could have predicted that the pandemic would have lasted more than a year and affected all sectors of society in such a dramatic fashion, but there are signs of recovery across the country.

While sport was clearly disrupted, it is also important to remember the role that sport and teamwork have in the recovery process. The power of sport to offer an outlet after so many months of uncertainty is very clear. However, safety and caution still need to be at the top of the list, as we gradually return to playing volleyball as we did in pre-pandemic conditions.

I am encouraged how our partners – PTAs, funding partners, sponsors and others – came together and shared ideas and creative ways forward this past year. I know this spirit of cooperation and sharing of ideas will continue as we return to play and competition.

It's great to see our National Teams getting back on the court competing under the Maple Leaf banner, including the Beach World Tour and Volleyball Nations League, and we're looking ahead to finally seeing the Olympic and Paralympic Games contested in Tokyo later this summer.

The growing partnership with the CBC, which now includes a majority of FIVB events, is allowing more exposure to the sport than ever before.

I would also like to thank everyone for their work on important issues such as fostering a safe sport environment and helping make the volleyball community more inclusive for all. Much work still needs to be done, which includes more education opportunities for all participants, but there has been very honest and open communication on issues that affect us all, and this will continue.

As you will see from the reports contained in the Annual Report package, this only touches the tip of the iceberg of the work that is being done across the country to grow and develop our sport in meaningful ways.

I look forward our AGM and Hall of Fame in September.

Thank you for your work on behalf of our sport.

Kevin Boyles

02

Directors, Chairs, Committees & Staff



Directors, Chairs, Committees & Staff

Board Of Directors

Kevin Boyles	Chair
Cam Wheelan	National Team Athlete Director
Dan MacIntosh	Member-at-large
Marie-Christine Rousseau	Member-at-large
Joanne Mortimore	Member-at-large
Sylvie Bigras	Member-at-large
Parrish Offer	Member-at-large

Executive Directors / Provincial & Territorial Associations

Diane Bugler	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
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
Ian Halliday	

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
Shannon Winzer	Member
Julie Young	Athlete Rep

National Referee Committee

Scott McLean	Chair
Debbie Jackson	Officiating for Women
Matt van Raalte	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 (Member 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
Caroline Sharp	Director, Sport Safety
Lucie Leclerc	Manager, National Office
Ian Halliday	Manager, Coach Pathways
Nicole Ban	Manager, Para High Performance
Ryan Aktari	Manager, Beach Operations
Ryan Bunyan	Manager, Referee Development
James Sneddon	Manager, Sport Development
Lynne Leblanc	Coach Development Coordinator
Lia Diffin	Coordinator, Beach Programs & Events
Cassandra Nicol	Coordinator, Men's National Team
Bree Fraser	Coordinator, Women's National Team
Courtney Killion	Coordinator, Digital Content
Shelby Prilisauer	Coordinator, Domestic Events (14U)
Josh Toltesi	Coordinator, Registration & Events
Julie Young	Coordinator, Safe Sport
Wes Chen	Coordinator, Athlete Pathways
Josh Bell	Administrative Clerk / Assistant - Communications
Josh Nichol	Men's Next Gen Head Coach (Interim), Beach Team
Adriana Bento	Women's Next Gen Coach, Beach Team
Felipe Humana-Paredes	Performance Analyst and Assistant Next Gen Coach (Interim) Beach Team
Ryan MacDonald	Manager, Beach High Performance, IST Lead and Strength & Conditioning Lead, Beach Team
Glenn Hoag	Head Coach, Men's Indoor Team
Dan Lewis	Assistant Coach, Men's Indoor Team
Gino Brousseau	Assistant Coach, Men's Indoor Team
Melissa Healy	Head Therapist, Men's Indoor Team

Directors, Chairs, Committees & Staff

STAFF

Kyle Paquette	Mental Performance Coach, Men's Indoor Team
Lionel Bonnaure	Performance Analyst, Men's Indoor Team
Dr. Tracy Blake	Physiotherapist, Men's Indoor Team
Jovana Smoljanic	Physiotherapist, Men's Indoor Team
Jacalyn Moore	Physiotherapist, Men's Indoor Team
Erik Sesbreno	Sport Dietician, Men's Indoor Team
Michael Cook	Strength & Conditioning Coach, Men's Indoor Team
Louis-Jean Tremblay	Strength Coach, Men's Indoor Team
Dr. Andrew Marshall	Chief Medical Officer, Men's Indoor Team
Shannon Winzer	Head Coach, Women's Indoor Team
Lauren Bertolacci	Assistant Coach, Women's Indoor Team
Vincenzo Mallia	Assistant Coach, Women's Indoor Team
Jeff Ross	Next Gen Assistant Coach, Women's Indoor Team
Gina Schmidt	Next Gen Head Coach, Women's Indoor Team
Mischa Partridge	Athletic Therapist, Women's Indoor Team
Dr. Anne Muskat	Mental Performance, Women's Indoor Team
Pablo Sanchez	Performance Analyst, Women's Indoor Team
Fraser Perry	Physiotherapist, Women's Indoor Team
Hilary Malingier	Physiotherapist, Women's Indoor Team
Ashlen Leonard	Sport Dietician, Women's Indoor Team & Women's Sitting Team
Cody Piwowar-Desilets	Strength Coach, Women's Indoor Team
Tavis Bruce	Strength Coach, Women's Indoor Team
Dr. Robert McCormack	Chief Medical Officer, Women's Indoor Team
Dr. Sara Forsyth	Chief Medical Officer, Women's Indoor Team
Jeff Smith	Head Coach, Men's Sitting Team
Taylor Dyer	Assistant Coach, Men's Sitting Team
Danica Blasius	Physiotherapist, Men's Sitting Team
Tristan Simmonds	Strength Coach, Men's Sitting Team
Nicole Ban	Head Coach, Women's Sitting Team
Christine Biggs	Assistant Coach, Women's Sitting Team
Kate Rozendaal	Assistant Coach, Women's Sitting Team
Chelsea Hobbs	Assistant Coach, Women's Sitting Team
Erin Brennan	Mental Performance, Women's Sitting Team
Yung Wong	Physiotherapist, Women's Sitting Team
Molly Henneberry	Strength 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



Volleyball
Canada



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

Volleyball Canada's (VC's) Beach National Team training and all FIVB and NORCECA beach volleyball competitions were suspended due to the COVID-19 pandemic beginning March 16, 2020. Due to COVID-19 restrictions, the strength and conditioning (S & C) equipment from the VC Beach High Performance Centre in Downsview Park, Toronto (BHPC) was signed out by beach national team athletes for personal use in their homes and this continues until at least June 2021.

On July 3rd, 2020 optional VC Beach National Team training began at the BHPC. Only 7 female Beach National Team athletes participated in this optional training at the BHPC with all eleven (11) of the full-time men's Beach National Team athletes and seven (7) of the full time women's Beach National Team athletes based in Toronto only training at outdoor public beach facilities.

On October 15, 2020 full-time indoor beach training began at the BHPC for all Toronto based male and female beach national team athletes. While the City of Toronto has been in a Lockdown/Stay-at-Home order continuously since November 23, 2020, the Beach National Team has been able to continue training at the BHPC under a High-Performance Exemption granted by the Province of Ontario and only available to National Teams and to professional sport teams (NHL, NBA, MLB, MLS...etc.). The 2020 Beach National Team continued training at the BHPC until December 18, 2020.

Due to the COVID-19 Pandemic, Sport Canada approved that all Beach National Team athletes carded in 2020 will be carded at the same level in 2021. The 2021 Beach National Team Induction Camp (Virtual) took place January 11-15, 2021. Beach National Team training resumed at the BHPC on January 18, 2021 and has continued since this date under the High-Performance Exemption granted by the Province of Ontario. The Province of Ontario has already extended the province wide stay-at-home order until at least June 2, 2021.

The FIVB World Tour restarted in March 2021 with the first major event occurring in Doha, Qatar March 8-12, 2021. The FIVB organized the Cancun Hub which consisted of 3 consecutive FIVB 4-Star events run in a COVID-19 bubble from April 16, 2021 to May 2, 2021 in Cancun, Mexico.

The Beach National Team Summer Development Program will begin training at the BHPC on May 31, 2021.

2021 FIVB World Tour Canadian Results for Qatar 4-Star and the Cancun Hub (3 consecutive 4-Star events)

Qatar 4-Star (March 8-12, 2021) – The first FIVB Word Tour major event since March 2020

- Sarah Pavan/Melissa Humana-Paredes – 2nd Place
- Heather Bansley/Brandie Wilkerson – 9th Place
- Ben Saxton/Grant O’Gorman – 25th Place

Cancun Hub 4-Star 1st Event (April 15-20, 2021)

- Sarah Pavan/Melissa Humana-Paredes – 2nd Place
- Heather Bansley/Brandie Wilkerson – 5th Place
- Ben Saxton/Grant O’Gorman – 25th Place
- Sam Pedlow/Sam Schachter – 33rd Place
- Mike Plantinga/Aaron Nusbaum – 41st Place
- Julie Gordon/Shanice Marcelle – 41st Place

Cancun Hub 4-Star 2nd Event (April 21-26, 2021)

- Sarah Pavan/Melissa Humana-Paredes – 9th Place
- Ben Saxton/Grant O’Gorman – 9th Place
- Heather Bansley/Brandie Wilkerson – 17th Place
- Sam Pedlow/Sam Schachter – 25th Place
- Mike Plantinga/Aaron Nusbaum – 41st Place
- Julie Gordon/Shanice Marcelle – 41st Place

Cancun Hub 4-Star 3rd Event (April 27-May 2, 2021)

- Sarah Pavan/Melissa Humana-Paredes – 4th Place
- Ben Saxton/Grant O’Gorman – 17th Place
- Heather Bansley/Brandie Wilkerson – 17th Place
- Sam Pedlow/Sam Schachter – 17th Place
- Mike Plantinga/Aaron Nusbaum – 33rd Place
- Julie Gordon/Shanice Marcelle – 33rd Place
- Jake MacNeil/Will Hoey – 41st Place

Beach National Teams (A, B and Summer Development Program) for 2021

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.

2021 Beach National Teams

2021 Status	Women	Men
National A Senior National Team Camps Based Carded	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 Anna Dunn-Suen Molly McBain	Sam Schachter Sam Pedlow Ben Saxton Grant O’Gorman Aaron Nusbaum Mike Plantinga Sergey Grabovsky Chris Towe Will Hoey Liam Kopp Jake MacNeil Ivan Reka Alex Russell
Summer Development Program 4 Months Carding	Lea Monkhouse Anna Licht Laura Condotta Devon May Rian Lenarduzzi Becky Tresham Anna Feore Jasmine Safar Marie-Alex Bélanger	Jeremie Doyon Yoan David Mitchell Neuert Guillaume Rivest Evan Falardeau Hugo Rosso
# of Athletes	21	19

Beach High Performance Staff (Full-time)

- Ed Drakich (High Performance Director)
- Ryan MacDonald (High Performance Manager and Integrated Support Team Lead)
- Josh Nichol (Men’s Next Gen Coach – Interim)
- Adriana Bento (Women’s Next Gen Coach)
- Felipe Humana-Paredes (Performance Analyst and Assistant Next Gen Coach – Interim)
- 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

2020 Overview

March

- VNL 2020 postponed
- Olympic Games postponed to 2021
- NextGen/U21 Selection camps postponed
- Olympic Games new dates announced (July 23 – August 8, 2021)
 - See Page 31 for TCMV Olympic match schedule

May

- VNL 2020 cancelled
- Senior Team summer training postponed
 - Virtual programming offered to Senior, NextGen, U21 and U19 teams

July

- 3-week Training Camp offered to Senior A-Team athletes in Gatineau
- Francis Boyer announces departure from Volleyball Canada after 8 years
 - Cassandra Nicol hired as new Men's Coordinator

September

- National Excellence Program (NEP) debuts in Gatineau
 - All athletes selected hail from previous TCMV programs
 - Training camp takes place until December 11

2021 So Far (see page 31 for 2021 Program Plans)

January

- 2nd National Excellence Program (NEP) debuts in Gatineau
 - All athletes selected hail from previous TCMV programs
 - Training Camp takes place until March 26

March

- FIVB announces bubble format for 2021 VNL and competition formula.
- Partnership with City of Gatineau renewed until December 31, 2024

April

- NextGen selections announced. See page 30 for Team roster

May

- Senior Team training starts in Gatineau. VNL preparation
- The team will depart for Italy on May 23 – See page 30 for VNL schedule
- U19 and U21 athlete selections finalized

Team Canada

2021 VNL ROSTER		2021 NEXT GEN ROSTER	
Players			
TJ Sanders	Setter	Byron Keturakis	Setter
Brett Walsh	Setter	Mathias Elser	Setter
Jay Blankenau	Setter	Max Elgert	Setter
Sharone Vernon-E	Opposite	Xander Ketrzynski	Opposite
Ryan Sclater	Opposite	Matthew Neaves	Opposite
Graham Vigrass	Middle	Fynn McCarthy	Middle
Daniel JVD	Middle	Pearce Eschenko	Middle
Lucas Van Berkel	Middle	Jackson Howe	Middle
Arthur Szwarc	Middle	Jackson Bere	Middle
Danny Demyanenko	Middle		
Nicholas Hoag	Left Side	Brandon Koppers	Left Side
Gord Perrin	Left Side	Braedon Friesen	Left Side
Stephen Maar	Left Side	Jesse Elser	Left Side
Eric Loeppky	Left Side	Brodie Hofer	Left Side
Steve Marshall	Left Side / Libero	Coltyn Liu	Left Side
Blair Bann	Libero	Justin Lui	Libero
Jordan Pereira	Libero	Rémi Cadoret	Libero
Staff			
Glenn Hoag	Head Coach	Joao Paulo Bravo	Head Coach
Dan Lewis	Assistant Coach	Matt Harris	Assistant Coach
Gino Brousseau	Assistant coach	Chris Voth	Assistant coach
Lionel Bonnaure	Performance Analyst	Lionel Bonnaure	Performance Analyst
Michael Cook	S&C Coach	Louis-Jean Tremblay	S&C Coach
Tracy Blake	Therapist	Jacalyn Moore	Therapist
Melissa Healy	Therapist		
Julien Boucher	Team Manager	Cassandra Nicol	Team Manager

2021 Program Plans

As of April 24, 2021 - Subject to change

Program		Tokyo 2020 Team (Senior A)	Paris 2024 Team (Senior B / NextGen)	Los Angeles 2028 Team (U21 / Junior)	Los Angeles 2028 Team (U19 / Youth)	
Dates		May 10 - August 30	May 24 - July 4 July 26 - August 21	July 5 - September 22 2 training blocks	May - June (Virtual) July 5 - 21 (In person)	
Coaching staff		Glenn Hoag (HC) Dan Lewis Gino Brousseau	Joao Paulo Bravo (HC) Matt Harris Chris Voth	Ryan Marsden (HC) Ian Eibbitt Gabriel DeGroot	Mike Hawkins (HC) Assistants TBD	
Age of athletes		N/A	N/A	Born in 2001 or later	Born in 2003 or later	
Selection process	Selection format	N/A	Invites only Athletes will be contacted directly	Online only	Online only	
	Date		April	April - May	March - April	
	Location		N/A	GMTM website (Info will be available March 31)	GMTM website (Info available now on VC website)	
	Number of athletes selected	18	14-16	14-18	28	
Competition #1	Event	Nations League (VNL)	Senior Pan Am Cup	U21 Pan Am Cup	N/A	
	Date	May 28 - June 27	TBD	TBD		
	Location	Rimini, ITA	TBD	TBD		
Competition #2	Event	Olympic Games	N/A	FIVB U21 World Championship		
	Date	July 23 - August 8		September 23 - October 3		
	Location	Tokyo, JPN		Italy / Bulgaria		
Competition #3	Event	Norceca Championship 2022 World Champ. Qualifier		N/A		
	Date	August 22-30				
	Location	Gatineau, CAN				

VNL Schedule

Week 1			
May 28	18:00	USA	CAN
May 29	19:30	ARG	CAN
May 30	18:00	CAN	BRA
Week 2			
June 3	12:00	IRI	CAN
June 4	21:00	CAN	BUL
June 5	21:00	CAN	ITA
Week 3			
June 9	15:00	SLO	CAN
June 10	12:00	RUS	CAN
June 11	19:30	CAN	FRA
Week 4			
June 15	18:00	CAN	POL
June 16	18:00	CAN	GER
June 17	13:00	JPN	CAN
Week 5			
June 21	15:00	CAN	NED
June 22	10:00	CAN	AUS
June 23	12:00	CAN	SRB

All times are local time in Italy

Olympic Schedule

DATE	OPPONENT	JAPAN TIME
July 24	Italy	09:00
July 26	Japan	19:40
July 28	Iran	09:00
July 30	Venezuela	09:00
August 1	Poland	09:00
August 3	1/4 finals	TBD
August 5	1/2 finals	TBD
August 7	Finals	TBD

All times are local time in Japan

Women's Indoor High Performance

2020 OVERVIEW

March

- VNL 2020 postponed
- NextGen Selection camp postponed

May

- VNL 2020 cancelled
- Senior Team summer training postponed
 - Virtual programming offered to Senior, NextGen Team and U18 teams

September

- NEP (National Excellence Program) debuts in Richmond
- 17 athletes (born in 2003-2004) make up the roster

November

- Tom Black steps down as Senior Head Coach

December

- Shannon Winzer hired as Senior Head Coach
- NEP concludes after 3 ½ months of training in Richmond

2021 SO FAR (see page 34 for 2021 Program Plans)

February

- Senior staff announced
 - Lauren Bertolacci/Vincenzo Mallia (Assistant coaches) – Pablo Sanchez (Perf. Analyst)
 - IST staff remains basically the same as 2020
- Partnership with City of Richmond and Richmond Oval renewed until December 31, 2022

March

- FIVB announces bubble format for 2021 VNL and competition formula. To be played in Rimini, ITA
- NextGen coaching staff announced
 - Gina Schmidt (Head Coach) – Jeff Ross (Assistant Coach)
- Bree Fraser announces departure from VC. Taking on new position at UBC

April

- Kevin Duquette hired as Women's Coordinator

May

- Senior Team departs on May 1 for pre-VNL training camp in Italy. Will enter the VNL Bubble on May 21
 - See page 35 for Women's VNL roster and schedule
- Matt Doherty hired to replace Kevin Duquette

2021 Program Plans

As of April 25, 2021 - Subject to change

Program		Senior Team	NextGen Team	U20 Team	U18 Team
Dates		May 2 - August 30	May 24 - July 30	TBD	We will most likely send our NEP group to the U18 World Championships
Coaching staff		Shannon Winzer (HC) Lauren Bertolacci Vincenzo Mallia	Gina Schmidt (HC) Jeff Ross	Pending Junior aged athletes registering to our NextGen program	
Age of athletes		N/A	N/A	Born in 2002 or later	
Selection process	Selection format	N/A	Online	TBD	
	Date		April 1-18		
	Location		GMTM website Info coming soon		
	Number of athletes selected	18	12-16		
Competition #1	Event	Nations League (VNL)	No Competition Training only in Richmond, BC	No Competition Training only in Vancouver	U18 FIVB World Championship
	Date	May 25 - June 20			September 20-29
	Location	Rimini, ITA			Durango, MEX
Competition #2	Event	Norceca Championship 2022 World Champ. Qualifier			N/A
	Date	August 22-30			
	Location	Puerto Rico			
Competition #3	Event	Pan Am Cup			
	Date	September 30 - October 10			
	Location	Dominican Republic			

Team Canada

2021 VNL ROSTER	
Players	
Danielle Smith	Setter
Brie King	Setter
Kim Robitaille	Setter
Jazmine White	Opposite
Shainah Joseph	Opposite
Kiera Van Ryk	Opposite
Alicia Ogoms	Middle
Layne Van Buskirk	Middle
Jennifer Cross	Middle
Emily Maglio	Middle
Parker Austin	LS / Def. Spec.
Alexa Gray	Left Side
Hillary Howe	Left Side
Andrea Mitrovic	Left Side
Caroline Livingston	Left Side
Cassandra Bujan	Libero
Kennedy Snape	Libero
Staff	
Shannon Winzer	Head Coach
Lauren Bertolacci	Assistant Coach
Vincenzo Mallia	Assistant coach
Pablo Sanchez	Performance Analyst
Tavis Bruce	S&C Coach
Fraser Perry	Therapist
Hilary Mallinger	Therapist
Tavis Bruce	Team Manager

VNL Schedule

Week 1			
May 25	21:00	CAN	BRA
May 26	19:30	USA	CAN
May 27	15:00	CAN	DOM
WEEK 2			
May 31	16:00	CAN	TUR
June 01	16:00	CHI	CAN
June 02	13:00	GER	CAN
WEEK 3			
June 06	18:00	CAN	POL
June 07	13:00	CAN	JAP
June 08	13:00	CAN	NED
WEEK 4			
June 12	19:30	CAN	SRB
June 13	16:00	RUS	CAN
June 14	18:00	KOR	CAN
WEEK 5			
June 18	19:30	CAN	ITA
June 19	15:00	THA	CAN
June 20	19:30	BEL	CAN

All times are local time in Italy

TCWV - 2021 NextGen Team

Players	
Arielle Palermo	Libero
Kat Georgadis	Libero
Julia Murmann	Libero/OH
Avery Heppell	Middle
Danielle Price	Middle
Dholi Thokbuom	Middle
Jenna Pollock	Middle
Kaylee Plouffe	Middle
Savannah Davison	Outside Hitter
Thana Fayad	Outside Hitter
Katarina Pantovic	Outside Hitter
Melissa Langegger	Outside Hitter
Hannah Duchesneau	Outside Hitter
Natasha Calkins	Opposite
Jasmine Rivest	Opposite
Courtney Hillier	Opposite
Courtney Baker	Setter
Anastasiia Muzyka	Setter
Laura Madiill	Setter
Staff	
Gina Schmidt	Head Coach
Jeff Ross	Assistant Coach
Mischa Partridge	Athletic Therapist
Cody Piwowar-Desilets	Strength & Conditioning Coach
Dr. Sara Forsyth	Team Physician
Dr. Anne Muscat	Mental Performance Consultant
Ashlen Leonard	Sport Dietitian

Sitting Volleyball

International – National Teams

Men's Team

- Had their last chance Paralympic Qualifier postponed in March 2020
- No other competitions occurred
- Last chance qualifier rescheduled originally rescheduled for February 2021, then re-scheduled to June 1-6, 2021 in Duisburg, Germany
 - 6 participating nations with only the winner qualifying
 - Ukraine (WR: 5)
 - U.S.A. (WR: 7)
 - Germany (WR: 8)
 - Kazakhstan (WR: 10)
 - Canada (WR: 16)
 - Croatia (WR: 17)
- The team held 4 training camps throughout the year:
 - October 7-11, 2020
 - November 10 -15, 2021
 - March 17-21, 2021
 - April 29 – May 2, 2021
- Onboarded new assistant coach (Taylor Dyer, Lakeland College Men's Head Coach), strength coach (Tristan Simmonds) and physiotherapist (Danica Blasius)

Women's Team

- Had no competitions throughout the year
- Planning an exhibition event with U.S.A. – June 16-21
- Training in Quarantine Bubble on Return to Canada – June 22 – July 4
- Attending the Tokyo 2020 Paralympics Games
 - Planning to stage in Shiwa Japan prior to games
- Held 5 training camps
 - October 23-31, 2020
 - November 17 – 22, 2020
 - March 9 – 14, 2021
 - April 6 – 11, 2021
 - May 25 – 30, 2021
- Remote training and meetings throughout months that sport was not allowed due to restrictions – athletes paired with coaches to receive technical and tactical feedback
- Increased S&C support and rolled out programming with PUSH
- Increased athlete monitoring via Kinduct

Domestic Development

- Working with coaching pathways sitting volleyball coaching certification
- Established regional training opportunities within Vancouver, Edmonton, Calgary, Brandon & Toronto
 - Need continued growth with aim of further support for national team athletes within their home cities
- Planning future Sitting National Championship as part of 2021 Nationals

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 territorial partners as well as research through pilot projects and data collection. For the time period between April 1, 2020 and March 31, 2021, Athlete and Coach Pathways 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
2020-2021	100	422	81	10	0	0	0
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
2020-2021	8	2	0	0	0
2019-2020	56	13	5	1	0
2018-2019	48	17	5	3	1

Coaching Association of Canada Funded Projects:

- Development Coach Workshop
 - Translation
 - Content Revision & Online Learning
 - Technical Resources
 - The Development Coach Workshop is divided into four different, but highly related modules and utilizes both asynchronous and synchronous learning strategies.
- Advanced Development and Performance Coach Workshop
 - Translation
 - Content Revision
- The **VC Coaching Centre** website upgrades:
 - Increased password security
 - Updated and Improved accessibility and user functionality

Coach Eligibility

- Overall 2019 and 2020 - Status of Certification

	14U		15U		16U		17U		18U	
	% Eligible	# of Coaches	% Eligible	# of Coaches	% Eligible	# of Coaches	% Eligible	# of Coaches	% Eligible	# of Coaches
2020-2021										
2019-2020*	54%	300	61%	281	64%	255	56%	173	60%	200
2018-2019	73%	267	79%	218	83%	226	55%	160	69%	158

*as of March 2020, is based on teams that had indicated a head coach prior to end of March.

Areas of Improvement Required:

- Coaches completing their certification – gap on evaluations
- Early season intervention and communication with coaches/clubs to ensure requirements are being completed
- Transitioning Development Coach to Advanced Development Coach
- Difficult communication to achieve certification and the coach pathway
- Increased checks in place to ensure requirements are being met

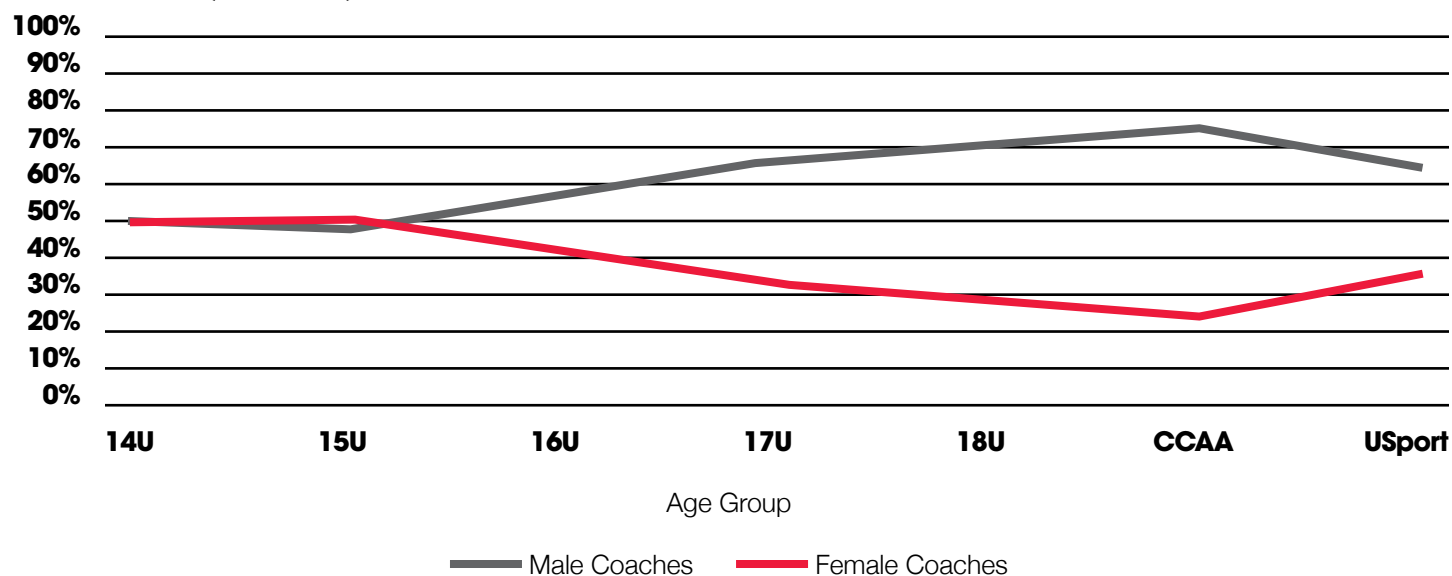
Moving Forward:

- Policy Updated to include 4 requirements for all coaches and Persons in Authority with the addition of certification after 2 appearances. Not utilized for 2021, will review for 2022
- Volleyball Canada Registration System integration with coach requirements

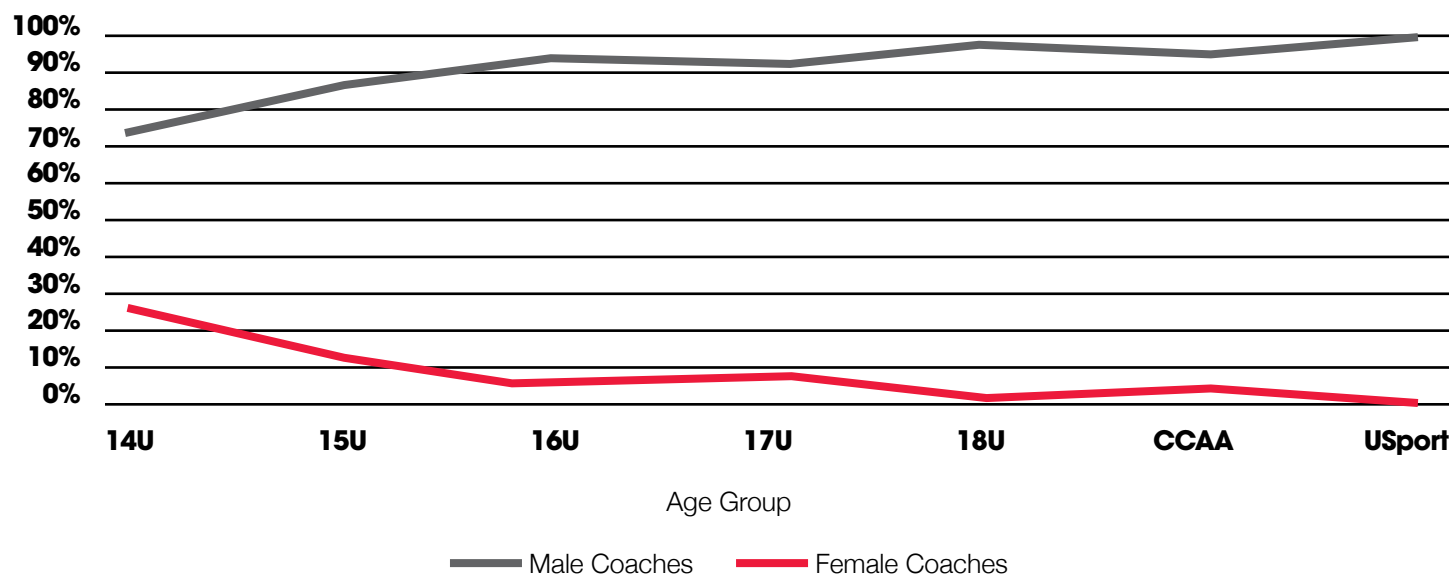
Coach Equity

- Data Collection indicates female coaches at the 14 & 15U age groups are approximately 50% male/female ratio but decreased significantly at 17U and 18U age groups to less than 30% female coaches. There are 26% female head coaches at U14 Boys but decreases to 3% at 18U Boys.

Girls Volleyball (2019-2020)



Boys Volleyball (2019-2020)



Areas of Improvement Required:

- Increased access to coach certification – i.e. online course delivery
- Marketing campaigns to promote awareness while showcasing female coaches and opportunities at the youth level

Athlete Pathways

Alignment

A Technical Summit was held virtually in June 2020. Attendees included VC Pathways and PTA Technical Directors. 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:

- Further alignment and development of the Pathways strategic plan for coaching, youth development, specific to LTD, and athlete competitions
- Athlete competitions and enhancements to ensure continued athlete development and alignment between National Championships, Canada Cup, and Canada Games

Pathway Programs

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.

2019-2020

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 program ran successfully from Sept through to December 2020 with 17 athletes (one injury, new athlete brought in). Competition was limited with COVID restrictions in mid-November but overall, feedback from athletes, homestay families, educational support was very positive.

2020-2021

In February 2021, a virtual identification process began through the GMTM platform. Over 170 athletes applied to be part of the NEP program for September-December 2021. Of the 18 athletes invited, all 18 athletes accepted the invitation. Athletes will start with virtual on boarding in early June.

Regional Excellence Program (REP)

The REP program was limited in 2020-2021 due to COVID uncertainty in the Fall of 2020, as well as into the Spring of 2021. Facility and participation restrictions greatly impacted the program. In BC, Burnaby and North Vancouver School District programs were able to be offered with the school learning group model. Regina, Kootenay and Kelowna did see an increase in registration due to lack of high school athletic programs.

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
# of Centres	24	21	18	18	17	14	14	5
# of Athletes	760	877	856	700	725	675	600	300
# of Coaches	67	75	66	50	50	50	40	35

VC plans to maintain these Centres

National Team Programs

2020 Overview

Due to COVID, U20 Women, U21/U19 were delivered virtually in 2020.

All programs included education on Safe Sport, Strength and Conditioning, Nutrition, Video Analysis, Team Systems, Mental Health, as well as Senior Team connections.

U20 Women

22 athletes

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

U19 Men

31 athletes

Coaching Staff: Mike Hawkins, Matt Krueger, Brock Davidiuk, and Jared Brown

U21 Men

28 athletes

Coaching Staff: Ryan Marsden, Ian Eibbitt, Gabe de Groot, Melissa Derochier

Canada Cup Indoor

The 2020 Canada Cup Indoor was scheduled to be held in Calgary at the 7Chiefs Sports Centre. The event was cancelled for 2020 as well as 2021.

Canada Cup Beach

In 2020, the Canada Cup Beach was cancelled.

Grassroots Development

Throughout 2020-2021, the importance of grassroots volleyball in the return to sport has been a focus for pathway development.

The Smashball App has been developed and is available for android and IOS operating systems. The application provides teachers, community coaches and clubs with a clean, easy to use resource for drills, game overviews, and adaptations. The eLearning module for Elementary based programs is continuing to be a valuable resource for teachers and any coach working with new participants.

The Grassroots Working Group has been established and continued to be active in the review of current resources, marketing opportunities and advancement of new markets.

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. The release of the LTD 3.0 is scheduled for September 2021.

Indigenous Education Implementation

Through a Sport for Life grant, Volleyball Canada was able to secure training modules – Stepping Stones and Canadian Indigenous Culture Training for staff and PTA Stakeholders. Working with Dorothy Paul, Sport for Life consultant, the awareness of the Indigenous Participant Pathway has been implemented in the Volleyball Long Term Development model.

Club Approval Program

For 2020-2021, the club approval process has been developed to ensure every club participating in Volleyball Canada programming has been approved by their PTA within Volleyball Canada established standards. Starting in September 2021, every club will need to be approved to participate, while ensuring the guiding principles:

1. The approval process must be automated through a registration system while minimizing the resources required to administer.
2. Regardless of size and structure, every club in Canada has the ability to achieve approval with their respective PTAs and Volleyball Canada.
3. The approval requirements are based on safe sport guidelines.
4. Additional policies, including but not limited to competitions, team rosters, and coaching certification are agreed to be managed within a time period that meets the needs of the season of play.
5. Any fees associated with the club approval program will be set by the PTA.

Domestic Development Committee Update

2020-2021 Outcomes of the DDC were as follows:

- Review and approval of the Coach Eligibility for National Championships
- Review and approval of the Age Exemption Policy
- Review and approval of Warm-up Protocol
- Data-mining initiatives to determine areas of focus – Gender Equity and Coach Certification

Domestic Competitions Report

2020 Beach National Championships

The 2020 Volleyball Canada Beach National Championships were to be hosted at Ashbridges Bay, Toronto, ON from August 13 – 16th.

On June 2, 2020, the event was officially cancelled due to the covid-19 pandemic. Notification was sent via email to all individuals signed up to the Nationals subscription list, via the Nationals newsletter, Nationals website, VC and Nationals social media, and general VC distribution.

Cancellation of the event was made prior to the registration period so refunds were not required.

Program Improvements

During the 2020-2021 season, the VC events staff have been working on several program improvements.

- Senior Points System Restructure
- Competition Manual Restructure
- New Beach Coaching Requirements
- Expansion of Age-Categories
- Expansion of on-site promotions and activations (VC Booth, Beach equipment rentals, “try” beach sessions, para-demos)
- Enhancing Senior Feature Court experience (athlete bios and intros, interviews)
- TSSC Partnership
- New Presenting Sponsor (Mikasa)

2021 Adult National Championships

On April 15-17 2021, VC planned to re-introduce an Adult Championship to the Nationals calendar. The event was to be hosted at the Centre Sportif de Gatineau. 2021 would have marked the first time since 2010 an adult national championship division was available.

In January 2021, the decision was made to postpone until the summer months due to the ongoing pandemic, however on May 3, 2021 VC officially cancelled the event. Notification was sent via email to all individuals signed up to the Nationals subscription list, via the Nationals newsletter, Nationals website, VC and Nationals social media, and general VC distribution. Registration never opened for this event so no refunds were needed.

The Adult Championship is directed at a competitive level and would host 6 divisions: Open Male/Female, 40+ Male/Female and 50+ Male/Female. VC's expectations were to host a total of 48 teams for the first year of this event. If space is available, a recreational division would be considered.

2021 Indoor National Championships

The 2021 Volleyball Canada National Championships were to be hosted in multiple cities across the country from April 29th to May 25th.

April 29-May 21 – Ottawa – 14U Girls & Boys
May 6-9 – Waterloo – 15U & 17U Boys
May 13-16 – Winnipeg – 14U Girls & Boys
May 13-16 – Halifax – 14U Girls & Boys
May 13-16 – Edmonton – 16U Girls
May 14-17 – Regina – 16U Boys & 17U Girls
May 20-23 – Regina – 15U Girls
May 22-25 – Montreal – 18U Boys and Girls

COVID-19 Response

November 2020: A participation survey was distributed to PTAs and clubs to determine the number of teams interested in participating in May 2021 based on the current pandemic situation. A strong response was received with 50% of teams indicating they would still participate in Nationals in 2021.

January 2021: Nationals events scheduled for May 2021 were officially postponed to be held later in the summer. Dates were not publicly confirmed at this time as there were far too many unknowns on hosting events. Nationals event staff had developed several hosting scenarios for each of the hosting cities taking into consideration limitations on spectators as well as participation cohorts of 50 or 100 individuals.

February 2021: Nationals Event staff begin reviewing opportunities for offering regionalized events with PTAs to allow for reduced travel requirements and smaller event sizes.

April 2021: Internal decision to cancel 2021 Indoor Nationals due to the 3rd wave causing province wide shutdowns as well as most PTAs cancelling their indoor seasons.

May 2021: Official public notification of the cancellation of 2021 Nationals.

Regular communications were maintained with all PTAs, hosting partners, and the public to ensure they were all aware of the status of events. The reason for the late cancellation was an effort to ensure that all possible opportunities were reviewed and to provide hope for a potential opportunity to compete.

Whereas registration never took place, no refunds were required for 2021.

New Event Concepts

In an effort to expand the opportunities offered to members and to increase revenue generation opportunities, the domestic events staff has been reviewing opportunities for new events to be piloted starting in 2022.

- University/College Championship (National Competitive Structure)
 - The Events Team is currently reviewing hosting models for a beach intercollegiate championship. The event would be used as a pathway identification opportunity for the Beach National Team with the long-term goal of having the event recognized as an official USport/CCAA Championship.
- High School Tournaments (Indoor + Beach)
 - The Events Team has been working on a pair of regional high school events which are tentatively scheduled to launch this fall. Targeted at local schools, the events will be hosted out of the Richmond Oval (Indoor) and the Beach National Training Centre (beach).
 - Each event will consider the following goals: fundraising & exposure to National Teams, referee training, promotion of the sport, and legacy.
- Snow Volleyball
 - A committee was formed late 2020 to brainstorm opportunities for providing our participants a chance to play with increased indoor participation limitations.
 - The committee included representatives from Alberta, Ontario, Quebec, BC, New Brunswick and Manitoba.
 - Due to so many restrictions being put in place across the province over the winter months, nothing moved forward for this past season on a large scale.
- Mixed 2's – ancillary event for Beach Nationals
 - In an effort to reach out to additional participants, the VC Events team is looking into adding a one-day rec tournament for mixed 2s. This event will be scheduled to run alongside Beach Nationals at Ashbridges Bay.
- Grass event
 - The Events Team have helped initiate PTA discussions surrounding grass formats and competitive opportunities. With many PTAs expanding their grass offerings this season, there may be opportunity for VC to integrate the format into current VC properties, such as Beach Nationals. Grass could enhance the overall atmosphere at our events, bring in a new demographic of players and fans, and provide an additional revenue stream.

Communications and Social Media

Through the 2020-2021 competition season, the Domestic Competitions team has put an emphasis on reviewing and redefining the communications plan for Nationals and other domestic events. This has led to the development of the Nationals Communications Plan, an overarching plan for the social media, photography, videography, webcasting, and general communication surrounding VC's national events. The addition of a staff member to oversee all aspects has led to a great improvement in overall event communications.

The objectives of this communication plan are:

- i. To increase event awareness and image amongst Canadian athletes and fans.
- ii. To increase event-related sponsorship dollars.
- iii. To increase online following and audience engagement.
- iv. To increase participation at Beach Nationals and its ancillary events.

The following is a breakdown of improvements to the communications plan:

- VC Nationals Newsletter - the development of the monthly VC Nationals Newsletter to replace email communications. The newsletter includes updates regarding National events, general VC news, National Team memories of Nationals, sponsorship promotions, and other information, determined on a month-to-month basis. It is distributed via MailChimp.
- Social Media Campaigns
 - The Days of Nationals campaign provided recognition and appreciation for the participants and sponsors of the cancelled VC events, taking place over the dates that Nationals should have occurred for both 2020 and 2021.
 - The Road to Nationals is a video series, interviewing clubs and key members of the volleyball community with the mission of promoting and supporting the efforts of Canadian volleyball clubs through interviews and storytelling.
- Promotional Videos - A promotional video plan, kicking off for the 2021-22 competition season. This will include videos for the official dates launch of Nationals, highlighting the locations of Nationals as "hype" videos, informational/infographic videos as needed, post-event recap videos, on top of the above and any additional campaign videos.
- Photography, Videography & Webcast Planning - Through the 2020-2021 season, VC has reviewed and updated all materials surrounding photography, videography, and webcasting.

Domestic Competitions General Planning

- Legacy & Sustainability Strategy
 - A department strategy for Legacies & Sustainability is being developed to help VC reduce the negative impacts of domestic events while actively targeting positive social legacies for hosting communities. The documents are in the early draft phase with finalized copies due late summer.
- Plan for Enhancing Alumni Integration
 - The Events Team is working with Julie Young to increase the integration of Alumni in the Nationals experience. Initiatives are being developed for alumni opportunities both onsite as well as throughout the year.
- VC Rep Plan
 - A full review of the VC rep program was put in place in early 2021. This allowed staff to determine what needed to be done to improve the program for the 2022 competition season and beyond. The following steps have been taken to date:
 - Job description and new rep identification plan
 - Identification of an additional 3 indoor and 3 beach VC Reps
 - Review and update of the VC Rep Guide
 - Creation of an online resource tool for use during competitions
- Staffing Plan
 - A full review of the staffing plan has been implemented. This plan will identify current gaps in both Nationals and PTA hosting staff capacities and will identify opportunities for growth in all events.

- Awards Plan
 - To ensure consistency at all Volleyball Canada Nationals events, and guarantee that minimum standards of protocol are adhered to, a document outlining management and hosting for VC Awards has been developed.
- Minimum Standards for domestic events
 - A document that outlines Nationals standards of practice. This document will provide minimum criteria that will be used for all major events hosted by the domestic competitions team.
- National Teams Support/Congratulations (Olympic Athletes, VNL)
 - A campaign focused on providing our National teams with support from the greater Canadian volleyball community going into their 2021 competitions (i.e. VNL, Olympics, Paralympics, etc.). The domestic events staff is supporting the communications and sponsor staff in the execution of this social media campaign.
 - This initiative will collect signatures and messages from the volleyball community and will provide each National Team training center with a banner including the signatures/well wishes. A digital banner will be distributed to teams this summer.
- COVID hosting scenarios + budgets
 - The domestic events team worked on various covid planning projects throughout the past year in an effort to identify opportunities to successfully host events in 2021. The following summarizes projects which were completed:
 - Return to volleyball guidelines for PTAs
 - Review (internal & with PTAs) on possible hosting opportunities/changes
 - Budget amendments for events of various size
 - Cohort breakdowns per event/facility
 - Schedules for each cohort opportunity
 - Full communication tracking plan regarding delays/cancellations
 - Participation estimations for alternate hosting scenarios
 - Participation survey to determine level of interest based on current covid climate (Nov 2020)

National Referee Committee

The 2020-21 season has been a year like no other, showcasing the optimism and resolve of the volleyball community coupled with recurring disappointment of programming and competitions not being able to take shape or recommence. Considering the unprecedented impact of the COVID-19 pandemic on both our domestic and international operations, the majority of referees across Canada are now into their 15th month without an opportunity to physically engage in their craft.

While challenging, this lapse in opportunities to be whistling a volleyball match has afforded a significant opportunity to step back, assess the many different facets of refereeing and drive programming forward. While program assessments occur periodically, it should be noted that all reviews in this instance have been conducted while prioritizing our commitment to Safe Sport, equity, diversity, bilingualism, and inclusion. In conjunction with the updated Strategic Plan, a vision for the National Referee Committee and future referee programming has been established and the groundwork for advancement has been laid.

Domestic Development

Traditionally, the focus of grassroots domestic development programming has been captured by the technical capacity to interpret and apply the Rules of the Game in live competition. Through a staggered introduction of competitive environments, the referee is gradually challenged to adjust, adapt, and grow their skill sets to the point of being able to manage matches at all levels of youth competition.

While this approach is successful in developing a foundation for on court performance, it is very one-dimensional and limiting in the overall development of referees. The linear structure of programming was equally identified regardless of consideration towards beach or indoor thus giving significant opportunity for a broad expansion of grassroots programming.

In trying to modernize the referee development program, the following areas have been identified as key factors for success:

- Incorporating Safe Sport requirements throughout the entirety of the developmental pathway
- Incorporating programming that recognizes the importance of gender equity, diversity, and inclusion
- Incorporation of programming associated with the development of other participant groups into referee development
- Redefining the developmental matrix
- Establishing developmental frameworks for new disciplines (para, snow, grass...)
- Establishing developmental congruency between all disciplines
- Establishing a transparent rubric for each stage of the developmental pathway
- Implementation of annual renewal testing requirements
- Utilization of technologies to modernize
- Introducing a complete library of bilingual documentation

Where comprehensive growth of programming is the end goal and will tie in significantly with long-term referee development initiatives, we must consider the realistic impact of the pandemic. Aside from forecasting, we have no current means of assessing the effects that will be had on member retention. This singular value first and foremost will provide the greatest impact on our referee programming and shaping into the future.

High-Performance and International Referee Development

Despite the pandemic, Canadian referees continue to lead at the world stage. At the recent NORCECA congress (October '20), the Referee Commission saw appointments to Guy Bradbury (President) and Andre Trottier (Member/Beach Coordinator). In addition to their NORCECA appointments, both Guy and Andre continue to represent Canada on the FIVB Rules of the Game and Refereeing Commission.

With respect to our international referees, despite ongoing changes to the developmental process at the FIVB and Confederation levels:

- Five of eleven indoor referees are recognized with an FIVB referee categorization
 - We received one nomination to the upcoming '21 Volleyball Nations League in Italy
- The six others have officially completed their Continental referee categorization requirements through NORCECA
- One of the six is being considered for promotion to an FIVB categorized referee through attendance and testing at the upcoming 18U Women's World Championship (Mexico, September '21)
- One of seven beach referees are recognized with an FIVB referee categorization
- Four of the six have completed their Continental referee categorization requirements with the other two waiting for match opportunities at which to be assessed
- Two of the six have been nominated for promotion to an FIVB categorized referee and are awaiting course opportunities
- Of our two international ParaVolley referees, we have received one nomination to the upcoming '21 Paralympic Games

Considering the limited scope of annual competitions for Canadian International Referees and ensuring that development of future referees that will excel at the most elite levels, we have identified the need to create a greater congruency between the domestic level 4 developmental program, the sustained development of our identified elite level 4 referees and those members recognized by international status.

Long-Term Referee Development

Long-term referee development aims to improve on existing educational services and opportunities for the membership and offers the greatest area of expansion for the referee program. One initial area of success has been the implementation of a referee webinar series. Introduced as a four-part program, we have completed two cycles with topics focused on Safe Sport, Mentorship, psychology of refereeing, and impacts of the pandemic (at the outset, how do we prepare to return to competition). Both cycles of the webinar series that have been well received and participated by the referee community across the country.

In striving to develop a true long-term referee development program that will support sustained recruitment and retention in a safe and equitable fashion, we have identified the following objectives as the initial points of focus:

- Updating and aligning referee policies and procedures
- Establishing a diversified communication strategy that serves all referees within Canada
- Implementation of a standardized referee mentorship program
- Creation of or integration into an established Lifelong Learning Program
- Modernization of programming through increased and effective usage of technology
- Establishing metrics of sustainability for all programming
- Enhancing the recognition of referee successes at both Volleyball Canada and the PTA level

Simultaneous to any programming improvements, we are looking to establish a culture of inclusivity and equality amongst all participants.

Challenges and Opportunities

As we move into the new quadrennial, there are exciting opportunities for referee development in Canada. We continue to look at redefining and strengthening our development models, reshaping programming through extensive additions towards long-term development and continuing to lead on the world stage.

Regarding challenges, focus on succession planning at both the provincial and national levels is required to ensure that we are creating seamless transitions amongst the leadership groups. In addition to succession planning, a newfound focus on equitability should also be considered.

Turning away from the internal structuring of the Provincial and National Referee Committees, as we anticipate a return to competition, behavioural issues facing referees in Canada (both on and off court) by participants, spectators and fellow referees will once again return. As noted from our recent environmental scan of the referee population:

- 57% of respondents indicated they have experienced some form of sexual, physical, or verbal maltreatment within the last five years
- 70% of respondents indicated they have been bullied, harassed, or shamed by a coach, athlete, or parent during or after a match
- 35% of respondents indicated they have been bullied, harassed, or shamed by a fellow referee at least once in their career

Considering the above data, we need to continue focusing on the development and training of mitigation strategies and enhancing existing support/disciplinary systems to ensure that the working environment is safe.

In closing, when I assumed the role of National Referee Chairperson, my personal vision was for the focus on four Rs – Respect in the Workplace (Safe Sport), Recruitment, Retention, and Recognition. While broad topics each with individual scopes, the value of interrelations is the true foundation for the focus.

This same approach can also be applied to the pillars of the strategic plan. While each is a broad topic, we are looking forward to continuing to build on the strength of the relationships within our own pillar, but also to continue bridging the gap with all other pillars.

As we come to the close of my first year, I am pleased with the efforts made by the National Referee Committee to foster the growth and development of volleyball referees in Canada and am excited for the potential of program growth as move towards the 2021 – 22 season.

Scott McLean
Chair, National Referee Committee

Safe Sport and Gender Equity/ Diversity/Inclusion

Volleyball Canada hired two part-time staff (Caroline Sharp and Julie Young) in October 2020 to work in the areas of Safe Sport and Gender Equity/Diversity/Inclusion using the Safe Sport Pan-Canadian policies as guidance. Following is a summary of tasks that have been completed as well as key objectives to be completed moving forward:

Safe Sport

Safe Sport Complaints

A Safe Sport Complaint Process Flow Chart was completed and implemented to provide clarity on how participants can safely file a Safe Sport complaint (maltreatment, misconduct, discrimination, violence, bullying or harassment). The chart is located on the VC website, has been adopted by several PTA's and is included in all National Team Orientation documents, athlete handbooks etc. The chart also outlines the process for complaints that do not fall under the area of Safe Sport but may be a Code of Conduct violation.

VC's Independent third party Safe Sport Officer has received several complaints through this process and several complaints have been directed to the Officer through PTA's and Clubs.

Background Screening

As required in the Screening Policy, a VC Screening Committee has been established. Members include Dan McIntosh, Boris Tyzuk, Mark Eckert and Caroline Sharp. The Committee reviews all issues that arise from criminal background and reference checks. The Committee also acts as a resource for PTAs to review screening issues and provide recommendations. A Screening Committee 101 Training PPT resource has been created and shared with PTAs to provide guidance on background screening.

Education

Safe Sport training requirements were implemented and enforced for all VC staff and volunteers. A temporary tracking system and database were developed to ensure compliance. The plan is to have training and screening requirements tracked through the new VRS system.

Safe Sport Information Sessions were staged virtually with every National Team Program (all disciplines, age classes and genders). A take-away resource document was provided to all participants in the sessions.

A Referee Safe Sport webinar was staged with over 75 referees taking part.

"Open and Observable Environments" (Rule of 2) resource document was finalized and developed into an info-graphic for promotional purposes. The Info-graphic was shared through various platforms, including through some PTA's.

Risk Management

A VC Risk Matrix was drafted for the Board to review and update quarterly.

Safe Sport is a key element of the VC Club Approval Program which will be launched for the new season. Safe sport training and screening requirements are key components of the program.

Several meetings and presentations have taken place with PTA staff and/or Boards regarding Safe Sport best practices. A Safe Sport Resource document was created and circulated to PTA Boards.

A Safe Sport Working Group has been established from among PTA Executive Directors to work on Safe Sport implementation alignment on screening, training, and complaints process.

A Referee Environment Scan survey was launched with 582 referees responding. 35% of respondents reported experiencing abuse, bullying, or hazing at the hands of other referees at least once. 57% experienced some form of maltreatment, abuse, harassment bullying in last five years. (This also includes from non-referees.) A summary of the report was discussed at the ROC meeting and strategies are being developed to address areas of concern. Recommendations will be developed by Safe Sport staff to address abuse directed towards Referees by athletes, coaches, and parents. Environment scan surveys will be launched with other groups within VC in the coming season.

Some key Safe Sport Objectives moving forward include

Increasing sport safety awareness at the participant/club level through the development of promotional material, info-graphics, and videos shared on a variety of social media platforms.

Enforcing requirements for training and screening using the VRS system for tracking and monitoring.

Establishing a section on VC's website on Injury prevention and how to report injuries, including concussion protocols.

Enhancing the Safe Sport section on the VC website and include a section listing Individuals in Bad Standing, Suspended or Expelled following proper privacy legislation.

Gender Equity/Diversity/Inclusion

Education

All VC staff and contract employees were required to complete training in Gender Equity through the Women and Sport Gender Equity Lens Module.

All VC Staff and contract employees were required to complete Indigenous training through Sport for Life's Canadian Indigenous Culture Training - Truth and Reconciliation Edition.

Data Gathering

Some data analysis on gender equity has taken place in coaching but VC lacks demographic data overall. Research and work were completed to ensure that data can be captured through the new VRS. The inputting of demographic information is voluntary.

Program Development

An agreement was finalized with Canadian Women in Sport for participation in the Playbook Program. Working with the Ryerson Institute on Diversity, the Playbook Program examines gender equity in our sport and develops strategies and plans to address shortfall areas. The Program has been launched and the goal will be to move into action plans by the fall of 2021.

VC met with representatives from the Canadian Congress on Inclusive Diversity and Workplace Equity. The organization is currently working with Basketball Canada who has developed their "Unified Program" with this group. The organization has provided VC with a proposal which is currently being reviewed and VC has sought input from Basketball on their experience. VC is assessing next steps with regards to the development of a framework to work towards a cultural shift, but other organizations may be needed for different phases of implementation. The goal is to start on this initiative in the fall after the Women in Sport Playbook program is near completion. The ultimate goal is to transform the culture to be more inclusive and increase diversity in volleyball.

Some Key Objectives Moving Forward

Implement the Gender Equity action plans developed through the Playbook process with Canadian Women and Sport.

Data analysis of the demographic data captured in the first registration season with VRS.

Working with experts in the field and PTAs, to develop a framework and multi-year plan for increasing Diversity and Inclusion in volleyball.

05 Provincial & Territorial Reports



Volleyball Yukon

President

Tarra Mikeli
tarramikeli@gmail.com

Executive Director

Lisa-Marie Vowk
volleyballyukon@gmail.com

Board of Directors

Tarra Mikeli
Ron Bramadat
Shannon Poelman
Lisa-Marie Vowk
Teagan Wilson
Ken Howard

Staff and Email Contacts

N/A

2020 / 2021

	Indoor	Beach
Number of Male registered players	33	0
Number of Female registered players	80	0
Number of Male registered coaches	10	2
Number of Female registered coaches	5	2
Number of Male registered referees	4	0
Number of Female registered referees	2	0
Number of Male recreational/Associate Level Members	N/A	0
Number of Female recreational/Associate Level Members	N/A	0
Number of Registered Clubs (Youth)	2	1
Number of Registered Clubs (Adult)	1	0
Number of Registered Teams (Youth)	6	0
Number of Registered Teams (Adult)	4	0
Number of 9-12 Male players (participated in a PTA program or club)	7	N/A
Number of 9-12 Female players (participated in a PTA program or club)	30	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	1	1

Major Events Hosted

- Yukon Championships
indoor April 10-11, 2021

Major Corporate Sponsors

- Northland Beverages (PEPSI)

New Initiatives for the Upcoming Year

- More beach and grass volleyball

Current Challenges

- COVID guidelines don't allow travel

Number of Individuals suspended from participation: 0

Strategic Plan

<https://www.volleyballyukon.com/documents.html>

Volleyball Nunavut

President

Jill Billingham
informationvbnu@gmail.com

Board of Directors

John Legate
Matt Wyatt
Brady Fischer
Bev Netusil

Staff and Email Contacts

N/A

Executive Director

Scott Schutz
867 222 9004
scott@volleyballnunavut.ca

2020 / 2021

	Indoor	Beach
Number of Male registered players	N/A	N/A
Number of Female registered players	N/A	N/A
Number of Male registered coaches	N/A	N/A
Number of Female registered coaches	N/A	N/A
Number of Male registered referees	N/A	N/A
Number of Female registered referees	N/A	N/A
Number of Male recreational/Associate Level Members	N/A	N/A
Number of Female recreational/Associate Level Members	N/A	N/A
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 registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	N/A

Major Events Hosted

- N/A

Major Corporate Sponsors

- N/A

New Initiatives for the Upcoming Year

- Spikes and Buckets (Grassroots)

Current Challenges

- Covid and the travelling into the Territory

Number of Individuals suspended from participation: N/A

Strategic Plan

Yes, but new one is being worked on.

Volleyball Northwest Territories

President

Christina Carrigan
christinaraecarrigan@gmail.com

Executive Director

Rami Ayache
867 445 6421
nwtvolleyball.nrs@gmail.com

Board of Directors

Christina Carrigan
Jeannie Mathison
Stacey Christie
Ron Chaisson
Gail Christie
Terrel Hobbs
Heather Coakwell
Yannis Labrakis
Steven Campbell

Staff and Email Contacts

Rami Ayache – nwtvolleyball.nrs@gmail.com

2020 / 2021

	Indoor	Beach
Number of Male registered players	25	0
Number of Female registered players	125	0
Number of Male registered coaches	6	0
Number of Female registered coaches	7	0
Number of Male registered referees	3	0
Number of Female registered referees	1	0
Number of Male recreational/Associate Level Members	24	0
Number of Female recreational/Associate Level Members	122	0
Number of Registered Clubs (Youth)	3	0
Number of Registered Clubs (Adult)	1	0
Number of Registered Teams (Youth)	6	0
Number of Registered Teams (Adult)	8	0
Number of 9-12 Male players (participated in a PTA program or club)	0	N/A
Number of 9-12 Female players (participated in a PTA program or club)	0	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	1	0

Major Events Hosted

- None

Major Corporate Sponsors

- Mikasa

New Initiatives for the Upcoming Year

- Recreational indoor league, recreational beach league or tournaments

Current Challenges

- Lack of coaches and volunteers, limited facility rentals

Number of Individuals suspended from participation: 0

Strategic Plan

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

Volleyball BC

President

Doramy Ehling
president@volleyballbc.org

Executive Director

Emma Gibbons
604 291 2007
egibbons@volleyballbc.org

Board of Directors

Doramy Ehling	Ryan Gandy	Rayel Bausenhaus
Rob Hill	Lies Reimer	Chantz Strong
Jamie Hatch	Jake Cabott	

Staff and Email Contacts

Emma Gibbons – egibbons@volleyballbc.org
Adrian Goodmurphy – agoodmurphy@volleyballbc.org
Derek Stevens – facility@volleyballbc.org
Alex Pappas – youth@volleyballbc.org
Jay Tremonti – td@volleyballbc.org
Rosallynn Campbell – rcampbell@volleyballbc.org

Kevin Berar – kberar@volleyballbc.org
Kiruthika Rathanaswami – adult@volleyballbc.org
Fraser McIntosh – fmcintosh@volleyballbc.org
Trevor Thors – tthors@volleyballbc.org
Glenn Wheatley – referee@volleyballbc.org
Lorraine Wong – officeadmin@volleyballbc.org

2020 / 2021

	Indoor	Beach
Number of Male registered players	772	We rolled indoor
Number of Female registered players	1792	registration/
Number of Male registered coaches	270	membership into the
Number of Female registered coaches	235	beach season last
Number of Male registered referees	0	year due to COVID.
Number of Female registered referees	0	Therefore, we do
Number of Male recreational/Associate Level Members	205	not have separate
Number of Female recreational/Associate Level Members	711	numbers for beach.
Number of Registered Clubs (Youth)	39	
Number of Registered Clubs (Adult)	0	
Number of Registered Teams (Youth)	40	
Number of Registered Teams (Adult)	89	
Number of 9-12 Male players (participated in a PTA program or club)	N/A	
Number of 9-12 Female players (participated in a PTA program or club)	N/A	
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	1188	players

Major Events Hosted

- BC Hall of Fame Virtual Awards

Major Corporate Sponsors

- Natura
- GLC Solutions
- Belairdirect
- Canuckstuff
- Victory Creative Group
- Mikasa

New Initiatives for the Upcoming Year

- Return to Play and Recovery Planning from COVID-19
- 2021-2024 Strategic Plan Phase One implementation
- Safe Sport initiatives
- Diversity and Inclusion including delivery of Newcomer to Canada programs
- New website launch
- Launch of new Team BC Ignite Camps

Current Challenges

- Return to play and recovery from COVID-19
- Access to facilities
- Recruitment and retention of coaches and referees
- Ensuring ongoing funding and support

Number of Individuals suspended from participation: 0

Strategic Plan

<http://www.volleyballbc.org/wp-content/uploads/2021/04/Strategic-Plan-2021-2024-Final.pdf>

Volleyball Alberta

President

Bruce Edwards
president@volleyballalberta.ca

Executive Director

Diane Bugler
780 415 1703 ext. 2
dbugler@volleyballalberta.ca

Board of Directors

Bruce Edwards
Ken Briggs
Dave Johnson
Jeff Anderson
Michelle Whyte
Jim Merrick
Will Anderson
Jonathan Goldie
Travis Rott
Sonja Johnston

Staff and Email Contacts

Jim Plakas – jplakas@volleyballalberta.ca
Julie Noel – info@volleyballalberta.ca
Derek Hemsley – dhemsley@volleyballalberta.ca
Ray Sewell – rsewell@volleyballalberta.ca
Mary Pless & Vinny Saporito – camps@volleyballalberta.ca
Alex Donaghy – teamab@volleyballalberta.ca
Noah Miller – beachleagues@volleyballalberta.ca

2020 / 2021

	Indoor	Beach
Number of Male registered players	955	0
Number of Female registered players	3158	0
Number of Male registered coaches	282	0
Number of Female registered coaches	205	0
Number of Male registered referees	114	0
Number of Female registered referees	85	0
Number of Male recreational/Associate Level Members	955	0
Number of Female recreational/Associate Level Members	3158	0
Number of Registered Clubs (Youth)	70	0
Number of Registered Clubs (Adult)	1	0
Number of Registered Teams (Youth)	180	0
Number of Registered Teams (Adult)	29	0
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)	134	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	N/A

Major Events Hosted

- None

Major Corporate Sponsors

- Mikasa

New Initiatives for the Upcoming Year

- Competition format currently under review
- HR policies
- Update Strategic Plan
- Bylaw review

Current Challenges

- COVID-19 Restrictions

Number of Individuals suspended from participation: 5

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

President

Cory Gratton
cory.gratton@lpsd.ca

Executive Director

Aaron Demyen
306 535 9231
aaron@saskvolleyball.ca

Board of Directors

Cory Gratton
Shelley Thomas-Prokop
Meredith McCormick
Scott Cory
Dale Regel
Marcus Richards
Nicole Sawchuk
Rob Tomy
Leo van Dam
Heather Zazula

Staff and Email Contacts

Eric Marchildon – eric@saskvolleyball.ca
Cara Orr – cara@saskvolleyball.ca
Joel Dyck – joel@saskvolleyball.ca
Tom Ash – tom@saskvolleyball.ca
Tom Foster – foster@saskvolleyball.ca
Lee Hamilton – lee@saskvolleyball.ca

2020 / 2021

	Indoor	Beach
Number of Male registered players	430	85
Number of Female registered players	2443	260
Number of Male registered coaches	55	6
Number of Female registered coaches	84	8
Number of Male registered referees	10	0
Number of Female registered referees	5	0
Number of Male recreational/Associate Level Members	19	0
Number of Female recreational/Associate Level Members	221	0
Number of Registered Clubs (Youth)	39	4
Number of Registered Clubs (Adult)	2	0
Number of Registered Teams (Youth)	87	0
Number of Registered Teams (Adult)	12	0
Number of 9-12 Male players (participated in a PTA program or club)	40	0
Number of 9-12 Female players (participated in a PTA program or club)	156	0
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	9	0

Major Events Hosted

- None due to covid

Major Corporate Sponsors

- Mikasa
- All other sponsorship deals on hold

New Initiatives for the Upcoming Year

- Digital Marketing initiative
- Revisiting Sponsorship Plan
- Prep for future HP Indoor League

Current Challenges

- COVID restrictions
- Access to facilities in Saskatoon

Number of Individuals suspended from participation: 1

Strategic Plan

Organizational

<http://www.saskvolleyball.ca/wp-content/uploads/2021/04/2020-23-Strategic-Plan-jan26.21.pdf>

High Performance

<http://www.saskvolleyball.ca/wp-content/uploads/2019/07/Sask-Volleyball-2019-21-High-Performance-Plan-jul6.19.pdf>

Volleyball Manitoba

President

Jayne Menzies
jayme.raai.menzies@gmail.com

Executive Director

John Blacher
204 925 5791
volleyball.ed@sportmanitoba.ca

Board of Directors

Jayne Menzies
Andrei Halkewycz
Tim Au
Roger Labossiere
Morgan Cheyne
Ryan Munt
Lorriann Ludwig
Chris Voth
Adam Dejonckheere
Michelle Sawatzky-Koop
Madison Minarik
Azad Hosein

Staff and Email Contacts

John Blacher – volleyball.ed@sportmanitoba.ca
Scott Koskie – volleyball.hp@sportmanitoba.ca
Anthony Roberts – volleyball.pd@sportmanitoba.ca
Adam DeJonckheere –
volleyball.events@sportmanitoba.ca

2020 / 2021

	Indoor	Beach
Number of Male registered players	472	221
Number of Female registered players	920	258
Number of Male registered coaches	124	0
Number of Female registered coaches	57	0
Number of Male registered referees	0	8
Number of Female registered referees	0	4
Number of Male recreational/Associate Level Members	596	221
Number of Female recreational/Associate Level Members	977	258
Number of Registered Clubs (Youth)	24	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	101	102
Number of Registered Teams (Adult)	0	60
Number of 9-12 Male players (participated in a PTA program or club)	4	N/A
Number of 9-12 Female players (participated in a PTA program or club)	8	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	N/A

Major Events Hosted

- N/A

Major Corporate Sponsors

- Mikasa
- Canad Inns

New Initiatives for the Upcoming Year

- N/A

Current Challenges

- COVID and it's ongoing impact at current time and uncertainty as we move ahead in coming years
- Facility access for club training and options for larger events

Number of Individuals suspended from participation: N/A

Strategic Plan

In the process of reviewing and updating our Strategic Plan for 2021-2025.

Ontario Volleyball Association

President

Blair Mackintosh
president@ontariovolleyball.org

Executive Director

Jo-Anne Ljubicic
416 426 7414
jljubicic@ontariovolleyball.org

Board of Directors

Orest Stanko	Chris Lawson	Danny Gosselin
Bridget Child	Daphne Choi	Michael Amoroso
Corinne Williams		

Staff and Email Contacts

Louis-Pierre Mainville – lpmainville@ontariovolleyball.org
Alishia Lidums – alidums@ontariovolleyball.org
Jennifer Harkness – jharkness@ontariovolleyball.org
Carrie Campbell – ccampbell@ontariovolleyball.org
Kaitlin Malyon – kmalyon@ontariovolleyball.org
Mark Wiersma – mwiersma@ontariovolleyball.org
Suzanne Wallace – swallace@ontariovolleyball.org

Angie Shen – ashen@ontariovolleyball.org
Lauren Breadner – lbreadner@ontariovolleyball.org
Kelvin Cheng – kcheng@ontariovolleyball.org
Lindsay Bax – lbax@ontariovolleyball.org
Kerish Maharaj – kmaharaj@ontariovolleyball.org
Dylan Brennand – dbrennand@ontariovolleyball.org
Oklend Llakaj – ollakaj@ontariovolleyball.org

2020 / 2021

	Indoor	Beach
Number of Male registered players	0*	12
Number of Female registered players	0*	28
Number of Male registered coaches	611	36
Number of Female registered coaches	329	7
Number of Male registered referees	3	8
Number of Female registered referees	1	4
Number of Male recreational/Associate Level Members	1770	105
Number of Female recreational/Associate Level Members	4819	568
Number of Registered Clubs (Youth)	71	0
Number of Registered Clubs (Adult)	0	0
Number of Registered Teams (Youth)	611	0
Number of Registered Teams (Adult)	0	0
Number of 9-12 Male players (participated in a PTA program or club)	109	N/A
Number of 9-12 Female players (participated in a PTA program or club)	445	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	N/A

Major Events Hosted

- Events cancelled due to COVID - OVA Indoor Youth Competitions and Grand Prix, Ontario Championships Indoor, Beach, 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

- Athlete Insights Program
- Growing Coach Academy and Referee Engagement Centre
- First Contact and V4L – Volleyball for Life launch

Current Challenges

- Planning safe return to sport
- Facility availability
- Delivering modified programming adapted to government regulations

Number of Individuals suspended from participation: N/A

Strategic Plan

<https://www.ontariovolleyball.org/strategy>

*All competitive memberships refunded.

Volleyball Québec

President

Jonathan Chevrier
j.r.chevrier.vbq@gmail.com

Executive Director

Martin Gérin-Lajoie
514 252 3065
mgl@volleyball.qc.ca

Board of Directors

Jonathan Chevrier
Vincent Dumas
Guillaume Savard
Nicolas Bédard
Félix Dion
Kelly Plamondon
Audrey Taillefer

Staff and Email Contacts

Vincent Larivée – vlarivee@volleyball.qc.ca
Jean-Louis Portelance – jlportelance@volleyball.qc.ca
Olivier Faucher – ofaucher@volleyball.qc.ca
Mathieu Poirier – mpoirier@volleyball.qc.ca
Caroline Daoust – cdaoust@volleyball.qc.ca
André Rochette – arochette@volleyball.qc.ca
Daniel Bonin – dbonin@volleyball.qc.ca
Annabelle Dufour – communication@volleyball.qc.ca
Ginette Grégoire – info@volleyball.qc.ca

2020 / 2021

	Indoor	Beach
Number of Male registered players	433*	226
Number of Female registered players	95*	542
Number of Male registered coaches	58*	included with indoor
Number of Female registered coaches	26*	included with indoor
Number of Male registered referees	35	0
Number of Female registered referees	21	0
Number of Male recreational/Associate Level Members	0	51
Number of Female recreational/Associate Level Members	0	258
Number of Registered Clubs (Youth)	22	included with indoor
Number of Registered Clubs (Adult)	2	included with indoor
Number of Registered Teams (Youth)	0	303
Number of Registered Teams (Adult)	0	140
Number of 9-12 Male players (participated in a PTA program or club)	1	N/A
Number of 9-12 Female players (participated in a PTA program or club)	17	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	2	1

Major Events Hosted

- Volleyball Québec Open, November 2020 (cancelled due to COVID)
- Quebec Cup, March and April 2020 (cancelled due to COVID)
- Volleyball Québec Championships, several cities, March and April 2020 (cancelled due to COVID)
- Men's FTTC Gatineau 2020-21
- Centre of Excellence linked to the Beach Volleyball National team, Summer 2020-21
- Senior Beach Volleyball Provincial Tour, several cities, Summer 2020
- Beach Volleyball Championships, several cities, Summer 2020
- Beach Volleyball Summer Camps, Drummondville, Summer 2020
- Volleyball Summer Camps, Sherbrooke, Summer 2020

Major Corporate Sponsors

- Government of Quebec (MEES)
- Mizuno Canada
- Mikasa Canada
- InnVest Hotels
- University of Sherbrooke
- National Sports Institute
- Volvo Sport

New Initiatives for the Upcoming Year

- Pursue activities at the Volleyball Québec Academy
- Review our structure of excellence
- Improve our service offer in beach volleyball
- Pursue activities at the Centre of Excellence linked to the Beach Volleyball National Team
- Pursue activities at the School of Excellence Camp
- Increase the hosting capacity at our summer camp

Current Challenges

- Relaunch post-COVID-19 as a OPTS worthy of our Quebec OPTS of the Year award in 2019
- Improve consistency in clubs, Sport-études programmes and Volleyball Québec actions to implement LTAD and better position Quebec on the Canadian scene
- Increase the number of Quebecers on the Canadian national teams
- Increase the number of participants and the quality of coaching at every level (especially with boys and minivolley)
- Promote volleyball to the largest number of Quebecers
- Educate club leaders in a healthy, modern and effective governance

Number of Individuals suspended from participation: 0

Strategic Plan

http://www.volleyball.qc.ca/wp-content/uploads/2020/07/PRO_PlanStrategique_VolleyballQuebec_19-23.pdf

*Due to the pandemic in 2020-21, we offered clubs to affiliate their players by paying only \$10 of their usual provincial membership fees so that at a minimum, training sessions allowed by the public health authorities depending on the region be covered by our insurance and that our rules and policies apply. Once the season started, club would only have to pay the balance for the competitive membership at \$71. However, the season never materialized and several clubs lost their motivation. At the end, only half of our clubs did register and the 24 member clubs did not necessarily register all of their players.

Volleyball New Brunswick

President

Randy Wilson
randywilson@nackawic.com

Executive Director

Michaela Allaby
506 451 1346
michaela.allaby@volleyballnb.org

Board of Directors

Ryley Boldon
Melanie Gallant
Melanie Desjardins-Mallet
James Cress
Cherie Campbell
Joy Porter
Pat Thorne
Nic Boucher
Monette Boudreau
Dan McMorran
Steve Lanteigne

Staff and Email Contacts

Abby Rivington – abbyrivington@volleyballnb.org

2020 / 2021

	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 registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	N/A

Major Events Hosted

- N/A

Major Corporate Sponsors

- Mikasa

New Initiatives for the Upcoming Year

- Update Safe Sport 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.
- Club Season: lack of facilities due to schools not allowing outside use of facilities.
- Membership: decrease in membership
- Staff: No longer have a TD.

Number of Individuals suspended from participation: N/A

Strategic Plan

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

Volleyball PEI

President

Brenda Millar
bjmillar35@gmail.com

Executive Director

Cheryl Crozier
902 569 0583
cgcrozier@sportpei.pe.ca

Board of Directors

Brenda Millar
Harvey Mazerolle
Jonathan Crawford
Kate Dawson
Peter Bolo
Joe Ryan
Margo Robertson
Patrick Davis
John Stavert

Staff and Email Contacts

Cheryl Crozier – cgcrozier@sportpei.pe.ca

2020 / 2021

	Indoor	Beach
Number of Male registered players	0	6
Number of Female registered players	5	24
Number of Male registered coaches	7	1
Number of Female registered coaches	18	5
Number of Male registered referees	14	0
Number of Female registered referees	5	0
Number of Male recreational/Associate Level Members	13	6
Number of Female recreational/Associate Level Members	200	40
Number of Registered Clubs (Youth)	4	2
Number of Registered Clubs (Adult)	1	0
Number of Registered Teams (Youth)	4	16
Number of Registered Teams (Adult)	15	6
Number of 9-12 Male players (participated in a PTA program or club)	10	N/A
Number of 9-12 Female players (participated in a PTA program or club)	40	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	1	1

Major Events Hosted

- Slammin' Saturdays Beach Event

Major Corporate Sponsors

- Province of Prince Edward Island
- Mikasa (in-kind)

New Initiatives for the Upcoming Year

- Blended Delivery for Development Coach Workshop
- Virtual Professional Development Series

Current Challenges

- Facility access
- Covid-19
- Travel limitations outside of our province (affects competition opportunities)

Number of Individuals suspended from participation: 1

Strategic Plan

We have a 3-year plan that we use to apply for our provincial funding.

Volleyball Nova Scotia

President

Paul Worden
pdwordenvns@gmail.com

Executive Director

Jason Trepanier
902 425 5450
vns@sportnovascotia.ca

Board of Directors

Paul Worden	Micaela Sabeau
Jennifer Campbell	Morgan Snow
Christian Trucot	Paul Richer
Krysta Cadden	Bernie Wallace
Lauren Sears	Denise Chiasson
Claude Daniel	Tim Kubas

Staff and Email Contacts

Megan Conroy – vnsmegan@sportnovascotia.ca
Jon Elliott – vnsjon@sportnovascotia.ca

2020 / 2021

	Indoor	Beach
Number of Male registered players	26	8
Number of Female registered players	28	12
Number of Male registered coaches	6	1
Number of Female registered coaches	8	1
Number of Male registered referees	39	3
Number of Female registered referees	36	1
Number of Male recreational/Associate Level Members	368	87
Number of Female recreational/Associate Level Members	1755	95
Number of Registered Clubs (Youth)	39	1
Number of Registered Clubs (Adult)	4	0
Number of Registered Teams (Youth)	171	40
Number of Registered Teams (Adult)	4	108
Number of 9-12 Male players (participated in a PTA program or club)	81	N/A
Number of 9-12 Female players (participated in a PTA program or club)	271	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	19	1

Major Events Hosted

- None

Major Corporate Sponsors

- Mikasa
- Mizuno
- Sportwheels

New Initiatives for the Upcoming Year

- Club Badge Program

Current Challenges

- Covid-19
- Boys Participation
- Grassroots

Number of Individuals suspended from participation: 0

Strategic Plan

http://volleyballnovascotia.ca/files/strategic_plan_2020-2024.pdf

Newfoundland and Labrador Volleyball Association

President

Eric Hiscock
ehiscock50@gmail.com

Executive Director

Russell Jackson
709 576 0817
nlvaruss@sportnl.ca

Board of Directors

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

Staff and Email Contacts

Russell Jackson – nlvaruss@sportnl.ca
Luke Harris – nlvaluke@sportnl.ca
Stewart MacPherson – nlvastewart@sportnl.ca

2020 / 2021

	Indoor	Beach
Number of Male registered players	12	N/A
Number of Female registered players	28	N/A
Number of Male registered coaches	0	N/A
Number of Female registered coaches	0	N/A
Number of Male registered referees	22	N/A
Number of Female registered referees	10	N/A
Number of Male recreational/Associate Level Members	275	N/A
Number of Female recreational/Associate Level Members	1437	N/A
Number of Registered Clubs (Youth)	12	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	28	N/A
Number of Registered Teams (Adult)	78	N/A
Number of 9-12 Male players (participated in a PTA program or club)	68	N/A
Number of 9-12 Female players (participated in a PTA program or club)	236	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	3	3

Major Events Hosted

- None

Major Corporate Sponsors

- Molson Breweries
- Beresford Ltd.

New Initiatives for the Upcoming Year

- Begin Small Tournaments
- Gain Access to School Gymnasiums
- 2025 Canada Games – Performance Initiative

Current Challenges

- No access to school gymnasiums until Jan 2022
- Financial Issues as a result of Covid

Number of Individuals suspended from participation: 0

Strategic Plan

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

06

External Representation Reports



Volleyball
Canada



International Relations Report

2020-2021 was a year marred by the coronavirus pandemic, which has affected our international volleyball scene considerably. We await the Tokyo Olympics and Paralympics this July/Aug, having been postponed from 2020 placing enormous strain on our athletes and staff. International volleyball restarted in 2021 with both beach volleyball and VNL.

The VNL 2021 was held in a secure bubble in Rimini, Italy from 25 May to 25 June for the women's edition and 28 May to 27 June for the men's edition. 32 of the world's strongest national teams battle it out to be crowned VNL champions as the flagship volleyball competition.

The 16 teams of each gender competed in a round-robin format. The teams played three matches each week and competed five weeks long, for a total of 120 matches. The top four teams after the preliminary round compete in the final round. Due to the pandemic, no teams will be relegated from this event. This works considerably in the favor of Canada, allowing both our men and women the assurance of competing again in 2022.

Three consecutive 4-star Beach World Tour events took place in Cancun. The first took place from April 16 to 20. The second event followed from April 22 to 26 and the third from April 28 to May 2. Within the bubble there were four competition courts, two warm-up courts as well as training courts and three gym locations.

All of VC's hosting obligations were cancelled since the Olympic Qualifier in Vancouver in early 2020, however we are hoping to be able to host the Sr Men's NORCECA Championships in Gatineau, QC, in August.

NORCECA held a Sport Organizing Committee (SOC) over zoom in January 2021 and is currently struggling to offer their slate of competitions in 2021. Alan Ahac remains a member of the NORCECA SOC and Mark Eckert attends as a member of the Executive Committee.

The NORCECA Congress occurred in a virtual format in October 2020. Ariel Sainz of Cuba and Sabinah Clement of British Virgin Islands were elected as First and Second Executive Vice Presidents, respectively, while Carlos Enrique Santis Rangel of Guatemala will be the new General Secretary. Wilbur Harrigan of Antigua and Barbuda will continue as Treasurer and Mirey Luis of Cuba as gender-in-minority Executive Vice President.

Mark Eckert (Central Zone), Felix Sabio (AFECAVOL), Glenn Quinlan (ECVA) and Mushtaque Mohammed (CAZOVA) will complete the Executive Committee as presidents of the NORCECA Zonal Associations. Elected as Board of Administration members were the following: Alan Sharp of Belize, Kennedy McGowan of Cayman Islands, Jacqueline Cowan of Jamaica, Bertha Cuadra of Nicaragua and Jamie Davis of United States. NORCECA will have an Athletes Commission presided over by Cuba's Mireya Luis Hernández, a three-time Olympic champion.

FIVB Congress was scheduled to occur in October of 2020 however was rescheduled to February 2021 and held virtually. The FIVB elected 24 members and two gender-in-minority members who will join the governing body's Board. Canada's Mark Eckert, Trinidad and Tobago's Mushtaque Mohammed, Honduras' Félix Ambrosio Sabio Gonzalez and St Kitts and Nevis' Glenn Quinlan on the FIVB Board from the NORCECA zone. Mireya Luis Hernández of NORCECA was elected as a gender-in-minority FIVB Board Member.

The FIVB Congress also saw the presentation of a new Volleyball Empowerment project, which aims to support National Federations to improve the level of their teams and athletes.

FIVB has undergone a significant change this spring, spawning off Volleyball World as its commercial, marketing arm of the international federation. Volleyball World's mission is "to grow the sport by embracing all volleyball stakeholders with a shared purpose to become the largest connected sports ecosystem in the world." FIVB will continue to focus on governance and the administration of the sport, while Volleyball World will focus on the public-facing side of volleyball events and promotion.

The commercial initiative is billed as being worth \$300 million US. The FIVB is working in partnership with CVC Capital Partners Fund VII, which has invested in and worked with numerous other sports including Formula 1, Moto GP and rugby union.

Mark Eckert's role in the FIVB continues to grow: Presently, Mark Eckert is the President of the Central zone with NORCECA, a member of the VNL Commission, Snow Volleyball Commission and Project Empowerment and the Board of Administration. Ed Drakich, Guy Bradbury and Andre Trottier are on FIVB rules of the game and beach commissions. Jackie Skender (VC director of communications) was named secretary of the NORCECA press commission.

Alan Ahac remains an FIVB Technical Supervisor and has been assigned to work at the U18 World Championships in September 2021.

Volleyball Canada will continue to gain leadership and roles of influence in both NORCECA and the FIVB as they adjust their business models and move forward over the coming years.

NORCECA & FIVB Beach Commission

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

A NORCECA Beach Commission Virtual Meeting was held on June 25, 2020 and the meeting notes are below:

NORCECA Beach Commission Virtual Meeting – June 25, 2020

1. Cristobal Marte welcomed the Beach Commission members to the meeting and stated that 2020 has been a very challenging year. The competition calendar has been modified three times during the year but Cristobal Marte is proud of how NORCECA has been able to face the challenges and obstacles this year.
2. Ed Drakich welcomed the Beach Commission members to the meeting and indicated that he was enthusiastic about the opportunity that has presented itself in the form of virtual meetings. The last time that the NORCECA Beach Commission held a meeting was in 2016 and virtual meetings offer the opportunity of meeting more frequently because of the reduced costs.
3. Ed Drakich proposed that the same Terms and Conditions applied for the 2020 NORCECA Beach Tour will again be applied in 2021. This proposal was **approved**.
4. Ed Drakich proposed that 2nd teams from a National Federation must have their participation confirmed no later than 15 days before a NORCECA Beach Tour Event. Since the registration deadline is 30 days before a NORCECA Beach Tour Event it was decided that 2nd teams will have their participation confirmed **21 days prior to an event**.
5. Indhira Ramirez proposed that teams that have been notified of any costs pertaining to their teams and/or National Federations and choose not to make the necessary payments will **incur fines** as an incentive to pay dues in a timely manner. This proposal was **approved**.
6. Mushtaque Mohammed proposed that Technical Delegates be copied on all communications sent to teams. Glenn Quinlan proposed creating a shared folder where all participating teams and National Federations can access all communications pertaining to an event in one place. Both proposals were **approved**.
7. After much discussion Mushtaque Mohammed proposed that all 2020 NORCECA Beach Tour Events are **cancelled**. The proposal was **approved**.
8. The dates for the NORCECA Continental Cup Finals in Colima, Mexico will be **June 23-28, 2021**.
9. Cristobal Marte proposed that one **youth NORCECA Event** will be organized each year starting in 2021 and these points will be used to determine the ranking for National Federations to participate in the U19 World Championships, the U21 World Championships and the Junior Pan American Games. This proposal was **approved**.
10. The 2022 Central American and Caribbean Games will take place in Panama and will involve 24 teams per gender and entry will be determined by adding the NORCECA points earned in 2018, 2019 and 2021.
11. Cristobal Marte indicated that he was grateful to the NORCECA Beach Commission members for their participation in this meeting. The meeting was **adjourned**.

FIVB Beach Commission Virtual Meetings

Several virtual FIVB Beach Commission meetings were held in 2020 to discuss contingencies given the COVID-19 Pandemic. Many of these contingencies never took place and eventually it was decided that the 2020 FIVB World Tour would be canceled and that announcements for any future FIVB World Tour events would take place at least 60 days before that event. The FIVB Beach Volleyball World Tour restarted in March 2021 with the first major event in Doha, Qatar taking place March 8-12, 2021 (4-Star event).

International Beach Volleyball Referees Committee

2021 ROC meeting

Due to the pandemic the 2020 International beach season was cancelled both for FIVB and Norceca events, so zero activity for our International and Candidates. As I am writing this report the FIVB Cancun event is running but no Canadian Referees were nominated for that event. As of May 2nd, Norceca is scheduling 2 events. The first one is in June (Continental Finals) and in September the Youth Pan Am Games in Colombia. If more events are confirmed I will inform you at the ROC meeting.

One important news is that Norceca has confirmed the Referee Commission recommendation to approve both Simon Ouellet (QC) and Dimitri Magirias (ON) as International Beach Volleyball Referee. So, both of them will be eligible for an upcoming FIVB Referee Course, probably in 2022.

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

Omid Mojtahedi:

Youth Pan Games, Colombia

André Trottier:

Olympic Games in Tokyo

André Trottier:

International Beach Volleyball Referee Committee Chair

FIVB Refereeing and Rules of the Game Commission and NORCECA Refereeing Commission

FIVB Refereeing and Rules of The Game Commission

The FIVB Refereeing and Rules of the Game Commission has not met since January 2020 and with the postponement of FIVB competitions. Due to the pandemic the work of the Commission has been very limited, except for the planning of an International Referee course to be held in September 2021. From a Canadian perspective no referees have travelled since the beginning of the pandemic. One referee, Scott Dziewirz (QC) been nominated to attend the 2021 Volleyball Nations League; one Canadian Volleyball Referee Samara Sevor (ON) has been accepted to attend the 2021 FIVB International Referee Course; no Canadian Beach Volleyball Referees were selected to attend any FIVB Beach Volleyball competitions. Two Canadian Referees have been nominated to attend the FIVB U-18 and U-20 Women's World Championship, Samara Sevor (ON) and Matt Van Raalte (NB), respectively. Andre Trottier and Guy Bradbury have been nominated to be members of the FIVB Refereeing and Rules of the Game Commission for the period of 2021-2024.

NORCECA Refereeing Commission

The NORCECA Referee Commission has not met since 2019 due to the pandemic. During the NORCECA Congress October 2020 Andre Trottier and Guy Bradbury were re-appointed to the NORCECA Refereeing Commission for the period of 2020-2024 with Guy Bradbury be designated as Commission President. From a Canadian perspective no referees have travelled since the beginning of the pandemic. A highlight from a beach volleyball/volleyball referee perspective is that Samara Sevor (ON), Jason Dodd (ON) and Steve Hewitson (BC) have been accepted as NORCECA Volleyball International Referees and Simon Ouellet (QC) and Dimitri Magirias (ON) have been accepted as NORCECA Beach Volleyball Referees. It is anticipated the Commission will be more active over the coming quadrennial.

NORCECA Sport Organizing Committee

Due to the COVID-19 pandemic, all NORCECA events in 2020 from May onwards were cancelled. NORCECA did not convene any SOC meetings other than an occasional zoom meeting. With the event cancellations, NORCECA has utilized rankings to determine positions in the various FIVB events for which NORCECA qualifies teams.

For 2021 to date, NORCECA has cancelled the U18, U19, U20 and U21 Continental Championships that were rescheduled to early 2021. As the FIVB has cancelled the FIVB Challenge Cup (qualifier to VNL in 2022), NORCECA has also cancelled the NORCECA Final Four Qualifier to the Challenge Cup.

As of May 17, NORCECA's remaining 2021 events remain on the schedule but recent discussions suggest it is doubtful that many of these will occur. Canada is still scheduled to host the Men's Senior Continental Championships on August 22-30.

07 Partnership Report



Overview 2020-21

Following the excitement of our Men's Indoor National Team qualifying for the Tokyo Olympic and Women's Sitting National Team qualifying for the Paralympics, the global pandemic turned the sporting world on its head. The year started with all events, including the Tokyo Olympic and Paralympic Games, and Volleyball Nations League postponed; and the cancellation of domestic schedule, including 2020 Nationals, Beach Nationals and Canada Cup.

Entering 2020-2021 year, Volleyball Canada had contracts with Mizuno, lululemon, and Performance Health expiring. In addition, it was negotiating a contract for a beach volleyball sponsor that had just expired. With the global pandemic continuing on, Volleyball Canada reached one-year extensions with each partner that would ensure we could fulfill commitments and obligations.

While partnerships could not directly reach participants at our events in person, Volleyball Canada worked with its partners to engage with their brands in a digital way. Moving forward, in addition to on-site activations and opportunities, Volleyball Canada will look to continue to provide opportunities to showcase authentic engagements.

Volleyball Canada and Volleyball Stuff continue to expand its merchandise offerings throughout the year. In May 2020, Volleyball Canada and Volleyball Stuff announced the "Rally Together Apart" campaign, which used the Volleyball Canada and Nationals brand to raise over \$25,000 for Food Banks Canada. Continuing with the Rally Together theme, in November 2020, Volleyball Canada and Volleyball Stuff announced the on-going campaign would raise money for Volleyball Canada's national team programs (\$10 from each hoodie; \$5 from each T-shirt).

Volleyball Canada and Mizuno Canada continued to focus on coaching digital content, including the launch of the "Coach Profiles, Presented by Mizuno," which aims to increase the recognition of coaches across the country.

In October 2020, Volleyball Canada and Mikasa Canada announced an expanded partnership, which would see Mikasa being named the Official Beach Volleyball of Volleyball Canada. The partnership includes serving as the presenting sponsor of Beach Nationals and supplying Canada's National Beach Volleyball Team. Volleyball Canada worked with Mikasa on social engagements, including a "backyard volleyball contest" which saw participants showing off their best backyard volleyball skills. The winner was awarded a Mikasa prize pack. We have also worked on the development of the "Mikasa Road to Nationals" series that aims to increase awareness on social media in the lead up to the event.

While gyms were closed in many parts of the country, Performance Health was able to step up and provide Therabands to many who had no access to strength and conditioning equipment. Volleyball Canada and individual athletes provided social media content on how they were using the product.

In February 2021, Volleyball Canada announced a new partnership with Bodylogix to be the Official Protein of Volleyball Canada. The partnership addresses a key need for Volleyball Canada's National Team Programs as they strive for excellence. The partnership will see Volleyball Canada participants receive a 20% discount on their product through a promotional code (VC20).

In March 2021, Volleyball Canada announced a partnership with PUSH Technology to be the official Strength and Conditioning Technology of Volleyball Canada. Volleyball Canada has worked with PUSH for three years and saw the opportunity to augment and formalize the partnership to all programs. The forward-thinking partnership will give Volleyball Canada's national teams access to best-in-class technology and provides athletes and coaches vital information for strength and conditioning, including in a remote setting.

In March 2021, Volleyball Canada also announced a partnership with Nothers The Award Store, to supply Volleyball Canada's major events in the category of awards and signage. Nothers will be an official supplier to Volleyball Canada's events including future Nationals and Beach Nationals tournaments, Canada Cup and select international events hosted in Canada. As well, Nothers will be the presenting sponsor of Volleyball Canada's Hall of Fame.

SportBrand Canada does not currently see much activity in corporate sponsors signing with National Sports Federations given COVID's impact on sport participation and uncertainty of the recovery. The more prominent brands that have rights to the Olympic and Paralympic Games have continued to execute their activation plans but on a scaled-back basis.

SportBrand believes the time before and after the upcoming Olympic and Paralympic Games are an ideal time to get active again selling sponsorship while the exposure and success of our National teams (Beach and Indoor) are at the highest levels, and we have some increased value. It will also hopefully coincide with the return to Volleyball for our youth teams and the 2022 National Championships festival event.

Volleyball Canada's sponsors include: Inter Pipeline Ltd., lululemon, Mizuno, Volleyball Stuff, Mikasa, Performance Health (which includes brands such as Active Ankle, Cramer and Theraband), Liv Rent (including Concord Pacific), Bodylogix, PUSH, Nothers, Volleyball Stuff and Speith America.

08

Communications Report



Volleyball
Canada



Media and Communications

This year, the focus has been on messaging and communications support through the stages of the pandemic. Overall, the phases were as follows:

Phase 1

- Work with partners to communicate cancellations and postponements.
- Work with staff to create messaging around pandemic and safety.
- Create social media graphics/video to support the messaging and continue to adapt to changing situation.

Examples: <https://volleyball.ca/en/news/volleyball-canada-update-covid-19>

Phase 2

- Announcement of virtual programs as well as messaging around gradual, safe return to volleyball, mental health and promotions such as #RallyTogether (which raised \$25K for Food Banks Canada via sales of Nationals gear in 2020, and supported National Team fundraising in 2021 – see partnership report).
- Continued with program/partner announcements as needed.
- Collaborated with staff on developing new content such as “Coach Profiles” and “Alumni Spotlight.”
- Began to create supporting graphics to promote safe sport and other programs, such as Smashball app (shown here) and coaching education.

Phase 3

- On the positive side, there were announcements of a return to some international events including Beach World Tour and VNL. Domestically, the situation was and remains challenging for events and their promotion (Communication wise, the Road to Nationals continues and includes video content and the Nationals Newsletter, which is managed by communications assistant Josh Bell).
- We continue to support the communication of team announcements including upcoming Olympic and Paralympic announcements in partnership with the COC/CPC respectively.
- Other projects include Olympic/Paralympic media relations support, post-Olympic planning and working on developing quality materials/content for the online Hall of Fame.



Social media

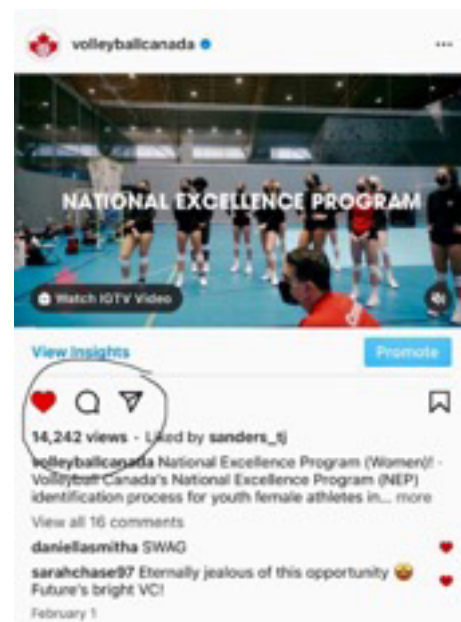
Social media channels continue to be a big part of external communications and fan engagement. Growth continued in 2021, although not as rapidly as during times of hosting international and national events.

The goal is to balance the fun side of social media while also using the platforms to share information about programs and subjects that enhance the quality and growth of the sport (ie. diversity, education, safe sport).

Partners such as FIVB, a leader in social media, will help boost video/photo content during their events moving forward (such as VNL).

May 2021

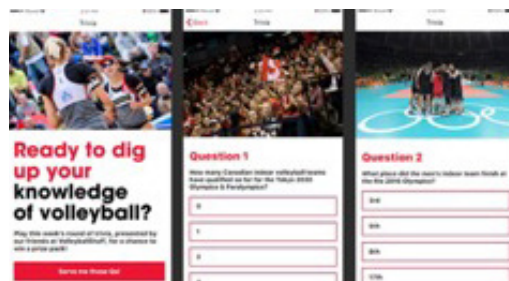
- Facebook – 168,000 followers
- Twitter – 50,700 followers (VC Nationals account: 2,700)
- Instagram – 55,400 followers (sample post shown here)
- YouTube – 5300 subscribers
- LinkedIn – 2600 followers



Application

Volleyball Canada launched its new mobile application, which is free to download on Android or iOS devices, in October 2020.

The app pulls content from the web site, as well as shares unique content and pushes notifications. However, the intent of the app was originally to use to promote events and engage fans and partners at events. Since events are on hold, this wider use of the app will be activated when events fully resume.



Fundraising: Online Auction

The 27th annual auction saw \$38,191 raised from 192 items. This was a record year with 300 registered bidders and our amount raised surpassed that of 2020. Although the auction was impacted by COVID-19 with less travel, sporting events, restaurants certificates and accommodations donated, we saw an increase in donations from national team athletes. We noticed strong support for the auction while it was live, with gift cards going for their value, or higher. In future years we aim to build on the success of this year's auction while securing the items we typically saw pre-pandemic.

The auction project is led by staff member Courtney Killion.

Registered Bidders

	2017	2018	2019	2020	2021
Day 1	45	89	133	120	163
Day 2	74	143	157	148	198
Day 3	83	159	165	165	208
Day 4	112	169	171	179	220
Day 5	167	192	179	190	240
Day 6		219	202	211	255
Day 7		242	---	245	271
Day 8		284	248	270	300

	2017	2018	2019	2020	2021
Day 1	\$10,563	\$15,400	\$20,229	\$19,316	\$21,412
Day 2	\$14,363	\$25,198	\$23,917	\$23,327	\$24,771
Day 3	\$15,318	\$26,632	\$25,136	\$25,342	\$26,630
Day 4	\$19,238	\$28,416	\$25,636	\$26,910	\$27,395
Day 5	\$28,583	\$30,984	\$27,264	\$27,610	\$28,770
Day 6		\$34,327	\$30,492	\$29,157	\$30,205
Day 7		\$36,264	---	\$32,800	\$31,025
Day 8		\$44,038	\$39,119	\$37,660	\$36,206

Fundraising: Fund Launches

Two new volleyball funds were launched in partnership with the Canadian Olympic Foundation.

- Hoag Team Canada Fund – <https://www.canadahelps.org/en/dn/59754>
- Wong Family Fund – <https://www.canadahelps.org/en/dn/59760>

Other activities continue including Give 5 (women's team fundraiser) and Aeroplan donation, among others. Moving forward, a communication/social plan needs to be developed to promote the funds in a clear, effective way in addition to relying on the great work of our alumni and fundraising champions.

09 Financial Report



Financial Statements of

CANADIAN VOLLEYBALL ASSOCIATION

And Independent Auditors' Report thereon

Year ended March 31, 2021



KPMG LLP
150 Elgin Street, Suite 1800
Ottawa ON K2P 2P8
Canada
Tel 613-212-5764
Fax 613-212-2896

INDEPENDENT AUDITORS' REPORT

To the Members of the Canadian Volleyball Association

Opinion

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

- the statement of financial position as at March 31, 2021
- 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 Association as at March 31, 2021, and its results of operations, its changes in net assets 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 Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical 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.

KPMG LLP, an Ontario limited liability partnership and member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. KPMG Canada provides services to KPMG LLP.

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 Association'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 Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association'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 Association'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 Association'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 Association 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

July 13, 2021

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Financial Position

March 31, 2021, with comparative information for 2020

	2021	2020
Assets		
Current assets:		
Cash	\$ 1,640,999	\$ 2,085,089
Accounts receivable	297,382	651,597
Inventory	113,952	105,293
Prepaid expenses	520,324	682,481
	<u>2,572,657</u>	<u>3,524,460</u>
Tangible capital assets (note 3)	20,604	60,338
Restricted investments	252,020	-
	<u>\$ 2,845,281</u>	<u>\$ 3,584,798</u>

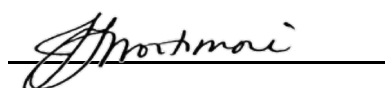
Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 663,487	\$ 2,125,778
Deferred revenue (note 5)	1,435,512	896,156
	<u>2,098,999</u>	<u>3,021,934</u>
Net assets (note 6):		
Investment in tangible capital assets	20,604	60,338
Unrestricted	473,658	502,526
Internally restricted (note 9)	252,020	-
	<u>746,282</u>	<u>562,864</u>
Contingencies (note 7)		
Impact of COVID-19 (note 10)		
	<u>\$ 2,845,281</u>	<u>\$ 3,584,798</u>

See accompanying notes to financial statements.

On behalf of the Board:

 Director

 Director

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Operations

Year ended March 31, 2021, with comparative information for 2020

	2021	2020
Revenue:		
Sport Canada contributions	\$ 2,471,242	\$ 2,840,000
Government grants	1,325,619	-
Team Canada beach volleyball	469,485	997,562
Team Canada indoor volleyball	430,977	1,150,851
Athlete and Coach Pathways	361,787	713,818
Sport Canada contributions - in-kind	208,900	170,000
Membership fees	158,941	1,189,277
Team Canada sitting volleyball	116,170	193,167
Merchandising	35,353	113,628
National competitions	33,060	2,664,218
National office operations	56,033	362,273
Referees	10,447	361,696
Nations League (w)	5,701	80,497
NORCECA/Pan American championships	-	576,067
Nations League (m)	-	484,949
	5,683,715	11,898,003
Expenses:		
National office operations	1,468,615	1,539,124
Team Canada beach volleyball	1,381,151	1,838,165
Team Canada indoor volleyball	1,239,906	2,842,448
Athlete and Coach Pathways	570,993	635,762
National competitions	373,725	2,209,222
Team Canada sitting volleyball	265,342	393,745
Referees	125,386	402,917
Merchandising	60,554	102,882
Nations League (m)	26,058	674,310
Nations League (w)	14,200	203,275
NORCECA/Pan American championships	(2,111)	1,107,476
	5,523,819	11,949,326
Excess (deficiency) of revenue over expenses before extraordinary item	159,896	(51,323)
Unrealized gain on foreign exchange	(23,522)	-
Excess (deficiency) of revenue over expenses	\$ 183,418	\$ (51,323)

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Changes in Net Assets

Year ended March 31, 2021, with comparative information for 2020

		Internally restricted	Unrestricted	Investment in tangible capital assets		Total 2021	Total 2020
Net assets, beginning of year	\$	-	\$ 502,526	\$ 60,338	\$	562,864	\$ 515,921
Excess (deficiency) of revenue over expenses		-	191,111	(7,693)		183,418	(51,323)
Appropriation of restricted funds		252,020	(252,020)	-		-	-
Amortization of tangible capital assets		-	32,041	(32,041)		-	-
Net assets, end of year	\$	252,020	\$ 473,658	\$ 20,604	\$	746,282	\$ 464,598

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Cash Flows

Year ended March 31, 2021, with comparative information for 2020

	2021	2020
Cash provided by (used in):		
Operating activities:		
Excess (deficiency) of revenue over expenses	\$ 183,418	\$ (51,323)
Items not involving cash:		
Amortization of tangible capital assets	32,041	37,928
Loss on disposal of tangible capital assets	7,693	-
Changes in non-cash operating working capital:		
Accounts receivable	354,215	(448,778)
Inventory	(8,659)	41,909
Prepaid expenses	162,157	(75,964)
Accounts payable and accrued liabilities	(1,462,291)	1,421,015
Deferred revenue	539,356	(664,232)
	(192,070)	260,555
Investing activities:		
Increase in restricted investments	(252,020)	-
Increase (decrease) in cash	(444,090)	260,555
Cash, beginning of year	2,085,089	1,824,534
Cash, end of year	\$ 1,640,999	\$ 2,085,089

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements

Year ended March 31, 2021

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, 2021

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, 2021

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:

	2021	2020
Trade receivables	\$ 143,112	\$ 429,717
Commodity taxes receivable	-	91,976
Accrued receivables	182,501	154,136
	325,613	675,829
Provision for doubtful accounts	(28,232)	(24,232)
	\$ 297,381	\$ 651,597

3. Tangible capital assets:

					2021		2020	
			Accumulated		Net book		Net book	
Cost			amortization		value		value	
Leasehold improvements	\$	116,798	\$	103,044	\$	13,754	\$	30,087
Computer equipment		85,625		78,775		6,850		30,251
	\$	202,423	\$	181,819	\$	20,604	\$	60,338

Cost and accumulated amortization at March 31, 2020 amounted to \$319,843 and \$259,505, respectively. During the year, the Association wrote off computer equipment with a cost of \$117,420 and accumulated amortization of \$109,727 resulting in a loss of \$7,693 that has been expensed in the year.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2021

4. Accounts payable and accrued liabilities:

As at March 31, 2021 and 2020, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.

5. Deferred revenue:

	2021	2020
Excellence funding	\$ 702,676	\$ -
Future events	375,000	882,287
Sponsorship	275,000	-
Other	82,836	13,869
	<u>\$ 1,435,512</u>	<u>\$ 896,156</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, 2020.

7. Contingencies:

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

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

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2021

8. Financial risks and concentration of credit risk:

(a) Liquidity risk:

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

(b) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Association is exposed to credit risk with respect to the accounts receivable. The Association assesses, on a continuous basis, accounts receivable and provides for any amounts that are not collectible in the allowance for doubtful accounts. At year-end, \$28,232 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.

9. Internally restricted funds:

The internally restricted net asset fund was created by approval of the Board of Directors. There are three funds that comprise the internally restricted fund balance as follows:

The Hoag Team Canada Fund was founded by Olympian and National Team head coach Glenn Hoag and his family to support the ongoing improvement of men's volleyball in Canada. During the year, \$25,000 was appropriated from unrestricted net assets for the Fund.

The Wong Family Fund was created by Hugh Wong, builder member of Volleyball Canada's Hall of Fame, and his family, providing support to promising Canadian female volleyball coaches who have the potential to coach internationally and/or for the National Team program. In the year, \$27,020 has been appropriated for this Fund.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2021

9. Internally restricted funds (continued):

The General Fund was created by the Board of Directors to safeguard the future of volleyball and the Association, as well as ensuring athletes can continue to participate in competitions and receive world-class training. In the year the Board appropriated \$200,000 towards this initiative.

10. Impact of COVID-19:

In March 2020 the COVID-19 outbreak was declared a pandemic by the World Health Organization, which has had a significant global economic and social impact. The pandemic has caused government authorities worldwide to enact emergency measures to combat the spread of the virus.

The Association determined it was eligible for both the Temporary Wage Subsidy (TWS) and the Canadian Emergency Wage Subsidy (CEWS) based on the prescribed criteria by the Government of Canada. During 2021 the Association recognized government assistance related to these programs, which has been reflected on the Statement of Operations. These amounts are subject to potential review by CRA.

The extent to which the COVID-19 pandemic may impact the Association's activities will depend on future developments, including the duration of the outbreak, the effectiveness and availability of vaccines, travel restrictions, and the effectiveness of actions taken in Canada and other countries to control the virus. These events are highly uncertain and as such, the ultimate financial impact of the pandemic on the Association is unknown at this time. The Association continues to monitor and assess the impact that the COVID-19 pandemic will have on its activities.

CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2021

	Sports Development	Enhanced Excellence	Above Core	Total
Mainstream Core Revenue:				
General administration	\$ 33,000	\$ -	\$ -	\$ 33,000
Governance	5,000	-	-	5,000
Salaries, fees and benefits	95,000	-	-	95,000
Coaching salaries and professional development	115,000	61,050	-	176,050
National Team program	300,000	1,278,600	-	1,578,600
Official languages	11,500	-	-	11,500
Operations and programming	38,000	-	-	38,000
	\$ 597,500	\$ 1,339,650	\$ -	\$ 1,937,150
Mainstream Core Expenses:				
General administration	\$ 86,566	\$ -	\$ -	\$ 86,566
Governance	5,579	-	-	5,579
Salaries, fees and benefits	1,700,214	-	-	1,700,214
Coaching salaries and professional development	504,999	18,950	-	523,949
National Team program	1,228,128	1,343,900	-	2,572,028
Official languages	36,051	-	-	36,051
Operations and programming	175,794	-	-	175,794
	\$ 3,737,331	\$ 1,362,850	\$ -	\$ 5,100,181
Mainstream Above Core Revenue:				
COVID emergency funding	\$ -	\$ -	\$ 494,938	\$ 494,938
Gender equity/safety in sport	-	-	122,650	122,650
Travel measures	-	-	70,000	70,000
	\$ -	\$ -	\$ 687,588	\$ 687,588
Mainstream Above Core Expenses:				
COVID emergency funding	\$ -	\$ -	\$ 500,556	\$ 500,556
Gender equity/safety in sport	-	-	124,941	124,941
Travel measures	-	-	70,000	70,000
	\$ -	\$ -	\$ 695,497	\$ 695,497
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	9,000	-	24,000
National Team program	53,000	23,500	-	76,500
Official languages	3,000	-	-	3,000
	\$ 83,500	\$ 32,500	\$ -	\$ 116,000
Athletes With a Disability Core Expenses:				
General administration	\$ 10,000	\$ -	\$ -	\$ 10,000
Salaries, fees and benefits	55,000	-	-	55,000
Coaching salaries and professional development	20,653	9,000	-	29,653
National Team program	85,989	23,500	-	109,489
Official languages	3,182	-	-	3,182
Operations and programming	39,651	-	-	39,651
	\$ 214,475	\$ 32,500	\$ -	\$ 246,975

See management note on next page.

CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2021

	Sports Development	Enhanced Excellence	Above Core	Total
Athletes with a Disability Above Core				
Revenue				
General administration	\$ -	\$ -	\$ -	-
Salaries, fees and benefits	-	-	-	-
Coaching salaries and professional development	-	-	-	-
National Team program	-	-	53,126	53,126
Operations and programming	-	-	-	-
International sport initiatives	-	-	-	-
Long-term athlete development	-	-	-	-
	\$ -	\$ -	53,126	\$ 53,126

Enhanced Excellence				
General administration	\$ -	\$ -	\$ -	-
Salaries, fees and benefits	-	-	-	-
Coaching salaries and professional development	-	-	-	-
National Team program	-	-	53,126	53,126
Operations and programming	-	-	-	-
International sport initiatives	-	-	-	-
Long-term athlete development	-	-	-	-
	\$ -	\$ -	53,126	\$ 53,126

Schedule A is presented as supplementary unaudited information to a specific user of the financial statements, Sport Canada. The Schedule is based on a basis of accounting and terminology contained in funding agreements. Accordingly this Schedule may not be appropriate for all users of the financial statements.

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!

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GOVERNMENT PARTNERS

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SPORT PARTNERS



Volleyball Canada 2020 Recognition List

We would like to recognize the following donors whose contributions have helped Volleyball Canada reach over \$80,000 in 2020

Anne Muscat

Apex Volleyball Club

Arthur Willms

Chris Teehan

Georgian Clubs Volleyball

Hugh Wong

Jeni Robinson

Jolan Storch

Moses & Temara Foundation Inc.

Raincity Volleyball

Sky Volleyball Club

Stephen Harper

Yaletown Mini Storage Ltd.

Thank you to the over 200 donors this year!

