

Annual Report 2021 - 2022



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01 Report from the Chair





Welcome to the latest edition of Volleyball Canada's annual report. We are so pleased to be able to gather again in person after an extended period of meeting virtually. Although we are not completely out of the woods yet when it comes to the pandemic, it is very refreshing to have events resume across the country and to see fans in the stands again.

Congratulations to all who executed and participated in the recent National Championships!

The resilience and teamwork demonstrated by the volleyball community over the past two years has been impressive and again I would like to thank everyone involved at every level of our sport for their dedication to 'return to play'; particularly in recent months.

As you will learn, despite the pandemic, important work has still taken place. In addition to our National Teams finally having the opportunity to compete last summer at the Olympic and Paralympic Games, our development teams and domestic programs have also made significant progress towards their goals.

There is also a lot of important work being done 'off the court' to ensure our sport is safe and inclusive for all. Recently, Volleyball Canada has embarked on a partnership with Deloitte Inc. on the development of its Equity, Diversity and Inclusion (DEI) Strategic Framework and Implementation Plan. Funding support for this partnership has been provided by the Canadian Olympic Committee through its NSO Return to Sport Program. Many of you have already taken part in the early stages of this work, but I encourage you to continue to engage to help make our sport even better and more accessible for both our current and future participants.

Thanks to our coaches and development staff for their contributions, as well as all our provincial and territorial partners who work tirelessly to offer players, coaches and officials the best possible environment to play and grow the game. Specifically, our provincial and territorial partners have ensured that all referees and coaches meet safe sport requirements for competitions, which often is not easy, but still very important work.

We would also like to acknowledge our government partners who have been instrumental in keeping our work going during challenging times and have been instrumental in the return to play/events phase of recovery. Finally, sincere thanks to our existing and new commercial partners who are key to our growth and our ability to offer a wide range of experiences for participants.

Welcome to the new faces around the table, as well as to familiar staff and volunteers. Thank you for your hard work and your important contributions. Please take some time to read the enclosed reports, and best of luck in the upcoming year.

Kevin Boyles

02

Directors, Chairs, Committees & Staff



Volleyball
Canada



Directors, Chairs, Committees & Staff

Board Of Directors

| | |
|--------------------------|--------------------------------|
| Kevin Boyles | Chair |
| Cam Wheelan | National Team Athlete Director |
| Boris Tyzuk | 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

| | |
|------------------|-----------------------------------|
| Cam Wheelan | Athletes Commission |
| Boris Tyzuk | Ethics Committee |
| Mark Eckert | External Relations Committee |
| Joanne Mortimore | Finance & Audit Committee |
| Vacant | Legal Committee |
| Gord Peterson | 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 |
| Makaela Smithers | Coordinator, Women's National Team |
| Courtney Killion | Coordinator, Partnerships Digital Content |
| Shelby Prilisauer | Coordinator, Domestic Events (14U) |
| Josh Toltesi | Coordinator, Registration and Indoor International Events |
| Julie Young | Coordinator, Safe Sport |
| Josh Bell | Coordinator, Communications |
| Laura Chang | Assistant, Domestic Competitions |
| Valerie Reid | Administrative Clerk |
| Josh Nichol | Men's Next Gen Head Coach (Interim), Beach Team |
| Adriana Bento | Women's Next Gen Coach, Beach Team |
| Ryan MacDonald | Manager, Beach High Performance, IST Lead and Strength & Conditioning Lead, Beach Team |
| Felipe Humana – Paredes | Performance Analyst and Assistant Next Gen Coach (Interim) 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 |
| Gina Schmidt | Next Gen Head Coach, Women's Indoor Team |
| Jeff Ross | Next Gen Assistant 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



Ad-Hoc Committee on High Performance Training Centres

Overview

1. These Terms of Reference describe the purpose, scope and authority of Volleyball Canada's Ad Hoc Committee on High Performance Training Centres. These Terms of Reference outline clear and specific information on how the Ad-Hoc Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Ad Hoc Committee on High Performance Training Centres will assist the Board of Directors understand the benefits of leasing and owning its national team training centres and how Volleyball Canada can create the optimal high-performance training environment.
3. The Committee serves in an advisory capacity to the Board and/or operations staff.
4. Members of the Committee will act honestly and in good faith.

Membership

5. The committee shall be composed of a minimum of five members, including a Chairperson.
6. The Chair of the Board shall appoint the Chairperson of the Ad-Hoc Committee.
7. The Chairperson shall appoint the other committee members in consultation with the Chair of the Board.
8. The Chairperson will be appointed for a two-year term, or as required in fulfilling the ad-hoc committees mandate. Other Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson.
9. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy at their discretion.
10. The Chair of the Board shall be an ex-officio and non-voting member of the committee.
11. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

12. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
13. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Duties and Responsibilities

14. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. Review, evaluate and advise the Board on strengths/weaknesses for training centre models for national indoor, beach, and sitting programs;
 - c. Review and advise the Board on which option(s) would create the optimal high-performance training environment for indoor, beach and sitting national programs;
 - d. Suggest updates to these Terms of Reference to the Board.

Procedures

15. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
16. The Committee shall meet as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
17. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
18. The Chairperson shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
19. Quorum will be a majority of the committee members.

Reporting

20. The committee will submit regular reports to the Board.
21. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
22. The committee will record minutes of all meetings. All minutes will be forwarded to the Chair and Chief Executive Officer.

Review

23. The Board of Directors shall review the Terms of Reference annually.

Ad-Hoc Committee on Strategic Planning

Overview

1. These Terms of Reference describe the purpose, scope and authority of Volleyball Canada's Ad Hoc Committee on Strategic Planning. These Terms of Reference outline clear and specific information on how the Ad-Hoc Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Ad Hoc Committee on Strategic Planning will assist the Board of Directors in fulfilling its responsibilities relating to consulting on Volleyball Canada's strategic planning.
3. The Committee serves in an advisory capacity to the Board and/or operations staff.
4. Members of the Committee will act honestly and in good faith.

Membership

5. The committee shall be composed of five members, including a Chairperson. The ad-hoc committee will have representation from Volleyball Canada's Board of Directors, and the Active Members.
6. The Chair of the Board shall appoint the Chairperson of the Ad-Hoc Committee.
7. The Chairperson shall appoint the other committee members in consultation with the Chair of the Board.
8. The Chairperson will be appointed for a two-year term, or as required in fulfilling the ad-hoc committees mandate. Other Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson.
9. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy at their discretion.
10. The Chair of the Board shall be an ex-officio and non-voting member of the committee.
11. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

12. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
13. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Duties and Responsibilities

14. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. Develop and implement a process to receive feedback on Volleyball Canada's Strategic Plan from key stakeholders;
 - c. Advise the Board on the feedback received from stakeholders;
 - d. Recommend to the Board any changes to the Strategic Plan that should be considered;
 - e. Suggest updates to these Terms of Reference to the Board

Procedures

15. The Ad-Hoc Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
16. The Committee shall meet as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
17. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
18. The Chairperson shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
19. Quorum will be a majority of the committee members.

Reporting

20. The committee will submit regular reports to the Board.
21. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
22. The committee will record minutes of all meetings. All minutes will be forwarded to the Chair and Chief Executive Officer.

Review

23. The Board of Directors shall review the Terms of Reference annually.

Approval

24. These Terms of Reference were approved by the Board of Directors on February 25, 2021.

Alumni and Awards Committee

Overview

1. These Terms of Reference describe the authority, mandate and responsibilities of Volleyball Canada's Alumni and Awards Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Alumni and Awards Committee is an operations committee of Volleyball Canada.
3. The Committee is to provide leadership and direction to help enhance Volleyball Canada's alumni relations and oversee the awards and recognition programs.
4. The Committee serves in an advisory capacity to the Board and/or operations staff.
5. The Committee will make recommendations for input from the membership and approval of the Board of Directors as necessary.
6. The Committee may form sub-committees whenever necessary to facilitate the Committee's work.
7. Members of the Committee will act honestly and in good faith.

Membership

8. The Committee shall be composed of at least three (3) and not more than five (5) members, including a Chairperson.
9. The Chair of the Board shall appoint the chair of the committee who shall be an alumnus of Volleyball Canada.
10. Alumnus shall be broadly defined to include Volleyball Canada retired athletes and coaches (including Olympians, Paralympians, and Hall of Famers); former board members, support staff and builders of volleyball in Canada.
11. The Chair of the Committee will appoint the rest of the committee. Members will be deemed to have a solid understanding of Volleyball Canada's awards process.
12. The Committee shall have a Vice-Chair who shall be a Volleyball Canada staff. The Vice-Chair shall be a non-voting member of the committee.
13. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy at their discretion, with input from and in consultation with the Vice-Chair.
14. The Chairperson shall solicit nominations from Volleyball Canada's Active Members as necessary.
15. Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson.
16. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.
17. Volleyball Canada's Director, Communications shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

18. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
19. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Diversity, Equity and Inclusion

20. Volleyball Canada is committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. Per its Diversity, Equity and Inclusion Policy, Volleyball Canada will work to provide Under-Represented Groups with an equitable range of opportunities to participate on this committee.

Duties and Responsibilities

21. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. 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 include athlete, builder, coach, referee and team), including establishing the criteria and timelines for awards and recognition.
 - c. Select award recipients each year, in accordance with the criteria and timelines
 - d. Actively promote membership in and support Volleyball Canada, including promoting financial contributions from individuals, groups and/or corporations.
 - e. Support alumni activities and events, and leverage alumni talents and resources to benefit Volleyball Canada.
 - f. Serve as an ambassador for Volleyball Canada through interactions with players, coaches, staff, volunteers, partners, and donors at all levels.
 - g. Support, promote, and attend Volleyball Canada events and functions.
 - h. Perform additional tasks as may be assigned to the Committee by the Board of Directors, and/or by the Chief Executive Officer.

Procedures

22. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
23. The Committee shall meet as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
24. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
25. The Chairperson, or designate, shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
26. Quorum will be a majority of the committee members.

Resources

27. The Committee shall have access to resources (annual, quadrennial, etc...) from Volleyball Canada to fulfill its duties as approved by the Chief Executive Officer.

Reporting

28. The Committee will submit regular reports to the Board through the President and Chief Executive Officer.
29. The Committee will report annually to the active members through Volleyball Canada's Annual Report.
30. The Chairperson shall be invited to Volleyball Canada's Annual General Meeting to report to the active members. A designate may be selected as necessary.
31. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.

Review

32. The Board of Directors shall review the Terms of Reference at minimum every four years.

Approval

33. These Terms of Reference were approved by the Board of Directors on April 28, 2021.

Athlete and Coach Pathway Committee

Overview

1. These Terms of Reference describe the authority, mandate and responsibilities of Volleyball Canada's Athlete and Coach Pathway Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Athlete and Coach Pathway Committee is an operations committee of Volleyball Canada.
3. The Committee is to provide leadership for the development of indoor, beach, and sitting volleyball in Canada, in accordance with the principles of Volleyball Canada's Long-Term Athlete Development (LTAD) model.
4. The Committee serves in an advisory capacity to the Board and/or operations staff.
5. The Committee will seek input from Volleyball Canada's Active Members.
6. The Committee may form sub-committees whenever necessary to facilitate the Committee's work.
7. Members of the Committee will act honestly and in good faith.

Membership

8. The Committee shall be composed of at least five (5) and not more than nine (9) members, including a Chairperson.
9. The Chair of the Board shall appoint the Chairperson of the Committee. The Chairperson will be appointed for a two-year term.
10. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy at their discretion.
11. The Chairperson shall appoint the other committee members. Members are required to demonstrate an expertise in youth development in indoor, beach, and/or sitting volleyball. The Chairperson shall solicit nominations from Volleyball Canada's Active Members.
12. Volleyball Canada's Director of Athlete and Coach Pathways shall be considered the Vice-Chair of the Committee.
13. Other members of the Committee will include:
 - a. High Performance Director - Indoor
 - b. High Performance Director - Beach
 - c. Director, Sport Science and Innovation
 - d. PTA Representative
 - e. Other members with expertise as deemed required by the Chair of the Committee
14. Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson. Non-staff committee members shall serve no more than 6 consecutive terms.
15. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

16. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
17. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Diversity, Equity and Inclusion

18. Volleyball Canada is committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. Per its Diversity, Equity and Inclusion Policy, Volleyball Canada will work to provide Under-Represented Groups with an equitable range of opportunities to participate on this committee.

Duties and Responsibilities

19. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. Recommend philosophies, policies and guidelines to support the successful adoptions and implementation of the LTD model in Indoor, Beach, and Sitting volleyball.
 - c. Define and establish the framework for all VC's National Championships as it pertains to the age categories, playing rules, and best practices to support coach and athlete development.
 - d. Define and establish the framework for all domestic Elite development competitions offered by Volleyball Canada and its partners (e.g. Canada Cup, Canada Games, NAIG).
 - e. Recommend policies for talent identification and selection of athletes to VC's Developmental National Team programs and competitive opportunities.
 - f. Recommend policies, standards, rules, and guidelines for coach development including but not limited to the delivery of the National Coaching Certification Program for Indoor, Sitting and Beach volleyball, in partnership with the requirements of the Coaching Association of Canada.
 - g. Ensure the committee has an up to date succession plan
 - h. Perform such additional tasks as may be assigned to the Committee by the Board of Directors or by the President & Chief Executive Officer.

Procedures

20. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
21. The Committee shall meet at minimum, twice a year, or as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
22. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
23. The Chairperson shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
24. Quorum will be a majority of the committee members.

Resources

25. The Committee shall have access to resources from Volleyball Canada to fulfill its duties as approved by the Chief Executive Officer.

Reporting

26. The Committee will submit regular reports to the Board through the President and Chief Executive Officer.
27. The Committee will report annually to the active members through Volleyball Canada's Annual Report.
28. The Chairperson shall be invited to Volleyball Canada's Annual General Meeting to report to the active members.
29. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
30. The Committee will record minutes of all meetings. All minutes will be forwarded to the President and Chief Executive Officer.

Review

31. The Board of Directors shall review the Terms of Reference annually.

Athletes' Council

Overview

1. These Terms of Reference describe the mandate, authority and responsibilities of Volleyball Canada's Athletes' Council. These Terms of Reference outline clear and specific information on how the Council is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Athletes' Council will represent Volleyball Canada's athletes and act as their collective voice to the Board of Directors.
3. The Athletes' Council serves in an advisory capacity to the Board and/or operations staff.
4. Members of the Council will act honestly and in good faith.

Membership

5. The Council shall be composed of at least three (3) members (one per each Senior National Team program, including indoor, beach and sitting), and not total more than nine (9) members. Members are elected from athletes who are carded members of Volleyball Canada's National Team programs or who were carded members of Volleyball Canada within the last six (6) years of their election to the Athletes' Council ("Eligible Members").
6. The Chairperson shall be the Athlete Director to the Board of Director.
7. Each of Volleyball Canada's National Team programs shall elect a representative to the Athletes' Council through their respective team program.
8. Council members will be appointed for a term of two (2) years.
9. The Chair of the Board shall be an ex-officio and non-voting member of the Council.
10. The Chief Executive Officer shall be an ex-officio and non-voting member of the Council.
11. The Council may also request a Volleyball Canada staff member to attend Council meetings in a non-voting (ex-officio) administrative capacity.
12. A Canadian representative on the FIVB Athletes Council shall be an ex-officio and non-voting member of the Council.

Diversity, Equity and Inclusion

13. Volleyball Canada is committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. Per its Diversity, Equity and Inclusion Policy, Volleyball Canada will work to provide Under-Represented Groups with an equitable range of opportunities to participate on this committee.

Conflict of Interest

14. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Council and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
15. Conflict of Interest will remain a standing item on the agenda for all Council meetings.

Duties and Responsibilities

16. The Council will:
 - a. Review and adhere to the Terms of Reference;
 - b. Present athletes' views and positions to the relevant decision-making body with regards to current or future programs, policies and procedures

- c. Provide a forum in which Athletes may share and develop information or ideas as they relate to Athletes
- d. Review and provide input for Athlete Agreements
- e. Recommend athlete representation, where appropriate, to Volleyball Canada, the Canadian Olympic Committee Athlete's Commission, Canadian Paralympic Committee Athletes' Council and/or other external agencies such as AthletesCAN when applicable.
- f. Suggest updates to these Terms of Reference to the Board

Procedures

- 17. The Council shall keep minutes of the discussion that will be included with its findings and recommendations.
- 18. The Council shall meet at minimum, three a year, or as necessary at the discretion of the Chairperson via conference call/ web conference or in-person.
- 19. The Chairperson is required to call a meeting of the Council if requested to do so by:
 - a. Any member of the Council
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
- 20. The Chair shall distribute the agenda to Council members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
- 21. Quorum will be a majority of the Council members.

Reporting

- 22. The Council will submit regular reports to the Board.
- 23. When the Board requires the Council to make a decision or take a position on a matter, the Council will make its decision or determine its position by majority vote of the Council's members
- 24. The Council will record minutes of all meetings. All minutes will be forwarded to the Chair and Chief Executive Officer.

Review

- 25. The Board of Directors shall review the Terms of Reference annually.

Approval

- 26. These Terms of Reference were approved by the Board of Directors on March 30, 2021.

Critical Issues Committee

Overview

1. These Terms of Reference describe the purpose, scope and authority of the Volleyball Canada's Critical Issues Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Committee will assist the Board of directors with issues that fall within Volleyball Canada's jurisdiction and must be addressed in a timely matter with expert, and possibly legal, advice.
3. The Committee serves in an advisory capacity to the Board and/or operations staff.
4. Members of the Committee will act honestly and in good faith.

Membership

5. The committee shall be composed of at least one (1) and not more than three (3) members, including a Chairperson.
6. The Chair of the Board shall appoint the Chairperson of the committee who should be a lawyer and must be familiar with Volleyball Canada's policies.
7. The Chairperson shall appoint the other committee members in consultation with the Board.
8. The Chairperson will be appointed for a two-year term. Other Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson.
9. The Chair of the Board shall be an ex-officio and non-voting member of the committee.
10. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

11. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
12. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Duties and Responsibilities

13. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. Advise the Board on issues concerning all critical issues;
 - c. From time to time, additional duties may be delegated to the Committee by the Board of Directors.
 - d. Suggest updates to these Terms of Reference to the Board
14. The Committee is authorized by the Board to investigate any matter that falls within the Terms of Reference.

Procedures

15. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
16. The Committee shall meet as necessary and/or at the discretion of the Chairperson via conference call/web conference or in-person.
17. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer

18. The Chairperson shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. Committee members recognize that all meetings may not be scheduled in advance and may be held on an as-needed basis. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
19. Quorum will be a majority of the committee members.

Resources

20. The Committee shall have access to resources to fulfill its duties as requested.

Reporting

21. The committee will submit regular reports to the Board.
22. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
23. The committee will record minutes of all meetings. All minutes will be forwarded to the Chair and Chief Executive Officer.

Review

24. The Board of Directors shall review the Terms of Reference annually.

Approval

25. These Terms of Reference were approved by the Board of Directors on January 19, 2021.

Ethics Committee

Overview

1. These Terms of Reference describe the authority, mandate and responsibilities of Volleyball Canada's Ethics Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Ethics Committee will assist the Board of Directors in fulfilling its responsibilities relating to ethics, discipline and complaints within Volleyball Canada's jurisdiction.
3. The Committee serves in an advisory capacity to the Board and/or operations staff.
4. Members of the Committee will act honestly and in good faith.

Membership

5. The committee shall be composed of at least one (1) and not more than three (3) members, including a Chairperson.
6. The Chair of the Board shall appoint the Chairperson of the Committee. The Chairperson must be familiar with Volleyball Canada's policies related to ethics, including its Code of Conduct, and Discipline and Complaints Policies.
7. The Chairperson shall appoint the other committee members in consultation with the Chair of the Board.
8. The Chairperson will be appointed for a two-year term. Other Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson.
9. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy at their discretion.
10. The Chair of the Board shall be an ex-officio and non-voting member of the committee.
11. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

12. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
13. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Duties and Responsibilities

14. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. Advise the Board on issues concerning all aspects of ethics;
 - c. Advise the Board on issues relating to complaints;
 - d. Serve as a resources on ethics, discipline and complaints;
 - e. Suggest updates to these Terms of Reference to the Board
15. The Chairperson will serve as Discipline Chair, per the Discipline and Complaints Policy.
16. The Committee is authorized by the Board to investigate any matter that falls within the Terms of Reference.

Procedures

17. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
18. The Committee shall meet at minimum, twice a year, or as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
19. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
20. The Chairperson shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
21. Quorum will be a majority of the committee members.

Resources

22. The Committee shall have access to resources from Volleyball Canada to fulfill its duties as requested.

Reporting

23. The committee will submit regular reports to the Board.
24. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
25. The committee will record minutes of all meetings. All minutes will be forwarded to the Chair and Chief Executive Officer.

Review

26. The Board of Directors shall review the Terms of Reference annually.

Approval

27. These Terms of Reference were approved by the Board of Directors on January 19, 2021.

Finance and Audit Committee

Overview

1. These Terms of Reference describe the purpose, scope and authority of Volleyball Canada's Finance and Audit Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Finance and Audit Committee will assist the Board of Directors in fulfilling its oversight responsibilities over Volleyball Canada's financial reporting, internal control, external audit, and risk management.
3. The Committee serves in an advisory capacity to the Board and/or operations staff.

Membership

4. The committee shall be composed of at least three (3) and not more than five (5) members, including a Chairperson.
5. The Chair of the Board shall appoint the Chairperson of the Committee. The Chairperson must be a Director. The Chairperson must be financially literate, which means having the ability to read and understand a set of financial statements, in accordance with Canadian generally accepted accounting principles.
6. The Chairperson shall appoint the other committee members in consultation with the Chair of the Board.
7. The Vice-Chair of the Committee will be the Chief Operating Officer (COO), unless otherwise determined, who is the Treasurer of the Organization. This position shall be a non-voting member of the Committee. The Vice-Chair will assist the Chair as necessary.
8. Subject to the Chairperson's status as a Director, the Chairperson will be appointed for a two-year term. Other Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson.
9. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time (other than the Vice-Chair) and fill any vacancy at their discretion.
10. The Chair of the Board shall be an ex-officio and non-voting member of the committee.
11. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee .
12. At the request of the Committee, Volleyball Canada staff, management, external auditors, insurance brokers, or other persons may be invited to attend meetings of the Committee.

Conflict of Interest

13. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
14. Conflict of Interest will remain a standing item on the agenda for all meetings.

Duties and Responsibilities

15. The Committee will:
 - a. Review and adhere to the Terms of Reference.
 - b. Review and approve the annual financial statements and report of the external auditors;
 - c. Review the interim financial statements and forecast to year end;
 - d. If requested by the Board, review any other financial information for presentation to stakeholders;

- e. Review the independence, appointment and engagement terms of the external auditors;
- f. Review any audit findings and management report(s) issued by the external auditors;
- g. Review the design of internal controls to process and produce financial information, detect fraud or other misstatements, process and safeguard information technology, and ensure compliance with laws, regulations and contractual obligations;
- h. Review the annual operational budgets and management's monitoring thereof;
- i. Review the identification and mitigation plans to address key financial and operational risks;
- j. Review the selection of accounting policies and significant management estimates and judgements;
- k. Review the expense claims of the Chief Executive Officer;
- l. Review the insurance program, litigation claims and/or possible claims;
- m. Provide counsel or advice to operations staff and/or the Board, as requested;
- n. Perform such additional tasks as may be assigned to the committee by the Board or by the Chief Executive Officer.
- o. Suggest updates to these Terms of Reference to the Board

16. The Committee is authorized by the Board to investigate any matter that falls within the Terms of Reference.

Procedures

17. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
18. The Committee shall meet at minimum, twice a year, or as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
19. The Chairperson is required to call a meeting of the committee if requested to do so by:
- a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
20. The Chairperson shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
- a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
21. Quorum will be a majority of the committee members.

Resources

22. The Committee shall have access to resources to fulfill its duties as requested.

Reporting

23. The committee will submit regular reports to the Board.
24. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
25. The committee will record minutes of all meetings. All minutes will be forwarded to the Chair and Chief Executive Officer.

Review

26. The Board of Directors shall review the Terms of Reference annually.

Approval

27. These Terms of Reference were approved by the Board of Directors on January 19, 2021.

Governance Committee

Overview

1. These Terms of Reference describe the authority, mandate and responsibilities of Volleyball Canada's Governance Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Committee is to provide leadership for the development of policy development and re-newal.
3. The Committee serves in an advisory capacity to the Board and/or operations staff.
4. The Committee will seek input from Volleyball Canada's Active Members.
5. The Committee may form sub-committees whenever necessary to facilitate the Committee's work
6. Members of the Committee will act honestly and in good faith.

Membership

7. The Committee shall be composed of three (3) and no more than five (5) members. At least one member of the Committee shall be a Volleyball Canada Director.
8. The Chair of the Board shall appoint the Chairperson of the Committee. The Chairperson will be appointed for a two (2) year term.
9. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy at their discretion.
10. The Chairperson shall appoint the other committee members. Members are required to demonstrate an expertise in youth development in indoor, beach, and/or sitting volleyball. The Chairperson shall solicit nominations from Volleyball Canada's Active Members.
11. Committee members shall be appointed for a term of one (1) year, unless otherwise decided by the Chairperson. Non-staff committee members shall serve no more than six (6) consecutive terms.
12. The Chair of the Board of Directors shall be an ex-officio and non-voting member of the committee.
13. The President and Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

14. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
15. Conflict of Interest shall remain a standing item on the agenda for all Committee meetings.

Diversity, Equity and Inclusion

16. Volleyball Canada is committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. Per its Diversity, Equity and Inclusion Policy, Volleyball Canada will work to provide Under-Represented Groups with an equitable range of opportunities to participate on this Committee.

Duties and Responsibilities

17. The Committee shall:
- a. Review and adhere to the Terms of Reference;
 - b. On an ongoing basis, provide expertise to enhance the quality of Board discussion on policy and governance matters, and facilitate effective Board decision-making in these areas;
 - c. Review Volleyball Canada's existing policies on a regular basis;
 - d. Support the Board of Directors in policy research and governance, as needed;
 - e. Ensure the committee has an up to date succession plan; and
 - f. Perform such additional tasks as may be assigned to the Committee by the Board of Directors or by the President and Chief Executive Officer.

Procedures

18. The Committee shall keep minutes of the discussion including its findings and recommendations.
19. The Committee shall meet as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
20. The Chairperson is required to call a meeting of the Committee if requested to do so by:
- a. Any Committee member;
 - b. The Chair of the Board of Directors; or
 - c. The President and Chief Executive Officer.
21. The Chairperson shall distribute the agenda to Committee members at least twenty-four (24) hours in advance of a scheduled meeting. The agenda shall include the following items:
- a. Approval of the agenda;
 - b. Approval of the minutes from the previous meeting;
 - c. Declaration of Conflict of Interest; and
 - d. Ongoing business
22. Quorum will be a majority of the Committee members.
23. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
24. The Committee shall record minutes of all meetings. All minutes shall be forwarded to the President and Chief Executive Officer.

Resources

25. The Committee shall have access to resources from Volleyball Canada to fulfill its duties as approved by the Chief Executive Officer.

Reporting

26. The Committee submit regular reports to the Board through the President and Chief Executive Officer.
27. The Chairperson, or designate, shall be invited to Volleyball Canada's Annual General Meeting to report to the active members as required.

Review

28. The Board of Directors shall review the Terms of Reference annually.

High Performance Management Committee

Overview

1. These Terms of Reference describe the authority, mandate and responsibilities of Volleyball Canada's High-Performance Management Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The High-Performance Management Committee is an operations committee of Volleyball Canada.
3. The Committee is to provide leadership and direction to Volleyball Canada's high-performance programs.
4. The Committee serves in an advisory capacity to the Board and/or operations staff.
5. The Committee will make recommendations for input from the membership and approval of the Board of Directors as necessary.
6. The Committee may form sub-committees whenever necessary to facilitate the Committee's work.
7. Members of the Committee will act honestly and in good faith.

Membership

8. The Committee shall be composed of at least three (3) and not more than seven (7) members, including a Chairperson.
9. The Chair of the Board shall appoint Volleyball Canada's President and Chief Executive Officer as the chair of the committee.
10. Other Members of the Committee shall include:
 - a. Volleyball Canada's High Performance Director Indoor
 - b. Volleyball Canada's High Performance Director Beach
 - c. Volleyball Canada's High Performance Director Sitting
 - d. Volleyball Canada's Director, Sport Science and Innovation
 - e. Other members with expertise as deemed required by the Chair of the Committee
11. The Chairperson shall solicit nominations from Volleyball Canada's Active Members as necessary.
12. Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson.

Conflict of Interest

13. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
14. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Diversity, Equity and Inclusion

15. Volleyball Canada is committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. Per its Diversity, Equity and Inclusion Policy, Volleyball Canada will work to provide Under-Represented Groups with an equitable range of opportunities to participate on this committee.

Duties and Responsibilities

16. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. Oversee all aspects of Volleyball Canada's high-performance programs, including Training Centres and National Teams.
 - c. Establish and supervise leadership teams. Each leadership team will consist of the Head Coach, Assistant Coaches, administrative staff, training environment, IST support, and volunteer advisors, with each leadership team
 - d. Communicate regularly to ensure consistency, uniformity, and effectiveness in the administration of high-performance programs
 - e. Develop and liaise with other program committees on matters pertaining to the high-performance training environment, training centres, and national teams.
 - f. Perform additional tasks as may be assigned to the committee by the Board of Directors.

Procedures

17. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
18. The Committee shall meet as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
19. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
20. The Chairperson, or designate, shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
21. Quorum will be a majority of the committee members.

Resources

22. The Committee shall have access to resources (annual, quadrennial, etc...) from Volleyball Canada to fulfill its duties as approved by the Chief Executive Officer.

Reporting

23. The Committee will submit regular reports to the Board through the President and Chief Executive Officer.
24. The Committee will report annually to the active members through Volleyball Canada's Annual Report.
25. The Chairperson shall be invited to Volleyball Canada's Annual General Meeting to report to the active members. A designate may be selected as necessary.
26. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.

Review

27. The Board of Directors shall review the Terms of Reference every four years, or as required.

Approval

28. These Terms of Reference were approved by the Board of Directors on April 28, 2021.

National Beach Committee

Overview

1. These Terms of Reference describe the authority, mandate and responsibilities of Volleyball Canada's National Beach Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Beach National Championship Committee is an operations committee of Volleyball Canada.
3. The Committee is to provide leadership, guidance and expertise to help oversee the successful planning and delivery of all beach national championships.
4. The Committee serves in an advisory capacity to the Board and/or operations staff.
5. The Committee will seek input from Volleyball Canada's Active Members.
6. The Committee may form sub-committees whenever necessary to facilitate the Committee's work.
7. Members of the Committee will act honestly and in good faith.

Membership

8. The Committee shall be composed of at least three (3) and not more than seven (7) members, including a Chairperson.
9. The Chair of the Board shall appoint the Chairperson of the Committee. The Chairperson will be appointed for a two-year term.
10. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy, at their discretion, with input from an in consultation with the Vice-Chair.
11. The Chairperson shall appoint the other committee members, with input from an in consultation with the Vice-Chair. The Chairperson shall solicit nominations from Volleyball Canada's Active Members as necessary.
12. When selecting members of the Committee, the Chair shall identify individuals with experience in the following areas:
 - a. Provincial/national beach championships and/or event hosting
 - b. Schedule and/or seeding development
 - c. Athlete, Coach and/or referee development
 - d. Others as required
13. Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson. A committee member shall serve no more than 6 consecutive terms.
14. Volleyball Canada's Director of Domestic Competitions shall be considered the Vice-Chair and non-voting member of the Committee. In their absence, another Volleyball Canada staff member may be asked to sit to support the Committee meetings.
15. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

16. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
17. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Diversity, Equity and Inclusion

18. Volleyball Canada is committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. Per its Diversity, Equity and Inclusion Policy, Volleyball Canada will work to provide Under-Represented Groups with an equitable range of opportunities to participate on this committee.

Duties and Responsibilities

19. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. Recommend standards, procedures, and/or guidelines related to the hosting aspects of all National Championships.
 - c. Provide expertise towards the successful hosting of National Championships
 - d. Provide expertise in areas such as seeding, scheduling, social media, emergency response, VC Reps and participant experience.
 - e. Perform such additional tasks as may be assigned to the Committee by the Board or by the President & Chief Executive Officer.

Procedures

20. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
21. The Committee shall meet at minimum, twice a year, or as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
22. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
23. The Chairperson, or designate, shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
24. Quorum will be a majority of the committee members.

Resources

25. The Committee shall have access to resources from Volleyball Canada to fulfill its duties as approved by the Chief Executive Officer.

Reporting

26. The Committee will submit regular reports to the Board through the President and Chief Executive Officer.
27. The Committee will report annually to the active members through Volleyball Canada's Annual Report.
28. The Chairperson, or designate, shall be invited to Volleyball Canada's Annual General Meeting to report to the active members.
29. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
30. The Committee will record minutes of all meetings. All minutes will be forwarded to the President and Chief Executive Officer.

Review

31. The Board of Directors shall review the Terms of Reference at minimum every four years.

Approval

32. These Terms of Reference were approved by the Board of Directors on April 28, 2021.

National Indoor Committee

Overview

1. These Terms of Reference describe the authority, mandate and responsibilities of Volleyball Canada's National Indoor Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Indoor National Championship Committee is an operations committee of Volleyball Canada.
3. The Committee is to provide leadership, guidance and expertise to help oversee the successful planning and delivery of all indoor national championships.
4. The Committee serves in an advisory capacity to the Board and/or operations staff.
5. The Committee will seek input from Volleyball Canada's Active Members.
6. The Committee may form sub-committees whenever necessary to facilitate the Committee's work.
7. Members of the Committee will act honestly and in good faith.

Membership

8. The Committee shall be composed of at least three (3) and not more than seven (7) members, including a Chairperson.
9. The Chair of the Board shall appoint the Chairperson of the Committee. The Chairperson will be appointed for a two-year term.
10. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy at their discretion, with input from and in consultation with the Vice-Chair.
11. The Chairperson shall appoint the other committee members, with input from and in consultation with the Vice-Chair. The Chairperson shall solicit nominations from Volleyball Canada's Active Members as necessary.
12. When selecting members of the Committee, the Chair shall identify individuals with experience in the following areas:
 - a. Provincial/national championships and/or event hosting
 - b. Schedule and/or seeding development
 - c. Athlete, Coach and/or referee development
 - d. Others as required
13. Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson. A committee member shall serve no more than 6 consecutive terms.
14. Volleyball Canada's Director of Domestic Competitions shall be considered the Vice-Chair and non-voting member of the Committee. In their absence, another Volleyball Canada staff member may be asked to sit to support the Committee meetings.
15. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

16. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
17. Conflict of Interest will remain a standing item on the agenda for all committee meetings.

Diversity, Equity and Inclusion

18. Volleyball Canada is committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. Per its Diversity, Equity and Inclusion Policy, Volleyball Canada will work to provide Under-Represented Groups with an equitable range of opportunities to participate on this committee.

Duties and Responsibilities

19. The Committee will:
 - a. Review and adhere to the Terms of Reference;
 - b. Recommend standards, procedures, and/or guidelines related to the hosting aspects of all National Championships.
 - c. Provide expertise towards the successful hosting of National Championships
 - d. Provide expertise in areas such as seeding, scheduling, social media, emergency response, VC Reps and participant experience.
 - e. Perform such additional tasks as may be assigned to the Committee by the Board or by the President & Chief Executive Officer.

Procedures

20. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
21. The Committee shall meet at minimum, twice a year, or as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
22. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
23. The Chairperson, or designate, shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
24. Quorum will be a majority of the committee members.

Resources

25. The Committee shall have access to resources from Volleyball Canada to fulfill its duties as approved by the Chief Executive Officer.

Reporting

26. The Committee will submit regular reports to the Board through the President and Chief Executive Officer.
27. The Committee will report annually to the active members through Volleyball Canada's Annual Report.
28. The Chairperson, or designate, shall be invited to Volleyball Canada's Annual General Meeting to report to the active members.
29. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
30. The Committee will record minutes of all meetings. All minutes will be forwarded to the President and Chief Executive Officer.

Review

31. The Board of Directors shall review the Terms of Reference at minimum every four years.

Approval

32. These Terms of Reference were approved by the Board of Directors on April 28, 2021.

Nomination and Election Committee

Overview

1. These Terms of Reference describe the purpose, scope and authority of Volleyball Canada's Nomination and Election Committee. These Terms of Reference outline clear and specific information on how the Committee is organized, what it is trying to achieve, its decision-making authority and deliverables, who the members are, and when they meet.

Authority and Mandate

2. The Nomination and Election Committee leads recruitment, evaluation and succession planning for the Board of Directors.

Membership

3. The committee shall be composed of at least three (3) and not more than five (5) members. No committee member can be a current Director seeking re-election or an individual seeking election during the current cycle.
4. The Chair of the Board shall appoint the Chairperson of the Committee.
5. The Chairperson shall appoint the other committee members in consultation with the Chair of the Board.
6. The Chairperson will be appointed for a two-year term. Other Committee members will be appointed for a term of one year, unless otherwise decided by the Chairperson.
7. The Board may replace the Chairperson of the Committee at any time. The Chairperson may remove any member of the Committee at any time and fill any vacancy at their discretion.
8. The Chief Executive Officer shall be an ex-officio and non-voting member of the committee.

Conflict of Interest

9. Any member with a potential conflict of interest shall declare such conflict when they are appointed to the Committee and at the start of any meeting at which they may be conflicted on a topic for discussion. An individual will recuse themselves from any discussion when they are in conflict.
10. Conflict of Interest will remain a standing item for all meetings.

Duties and Responsibilities

11. Members of the Committee will act honestly and in good faith.
12. The Committee will:
 - a. Review and adhere to the Terms of Reference approved by the Board of Directors.
 - b. Operate in a manner that is transparent and open.
 - c. Develop matrix of skill and experience existing on the Board and identify any gaps.
 - d. Draft and lead the call for nominations based on the gaps and needs of the board of directors.
 - e. Ensure candidates meet the qualifications to serve as a Director and are able to fulfil all requirements.
 - f. Produce a report to Active Members on those individuals who are nominated and endorsed by the Committee. Report will include the Board skills matrix so Active Members may make an informed decision.
 - g. Oversee all aspects of the election procedure leading up to and at the Annual General Meeting.
 - h. Where appropriate, work with Directors to identify individuals for future nominations.
 - i. From time to time, have additional duties may be delegated to the Committee by the Board of Directors.
 - j. Suggest updates to these Terms of Reference to the Board

Procedures

13. The Committee shall keep minutes of the discussion that will be included with its findings and recommendations.
14. The Committee shall meet as required or as necessary at the discretion of the Chairperson via conference call/web conference or in-person.
15. The Chairperson is required to call a meeting of the committee if requested to do so by:
 - a. Any committee member
 - b. The Chair of the Board of Directors
 - c. The Chief Executive Officer
16. The Chairperson shall distribute the agenda to committee members at least 24 hours in advance of a scheduled meeting. The agenda shall include the following items:
 - a. Approval of the agenda
 - b. Approval of the minutes from the previous meeting
 - c. Declaration of Conflict of Interest
 - d. Ongoing business
17. Quorum will be a majority of the committee members.

Reporting

18. The committee submit regular reports to the Board.
19. When the Board requires the Committee to make a decision or take a position on a matter, the Committee will make its decision or determine its position by majority vote of the Committee's members.
20. The committee will record minutes of all meetings

Review

21. The Board of Directors shall review the Terms of Reference annually.

Approval

22. These Terms of Reference were approved by the Board of Directors on January 19, 2021.

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.

National Referee Committee

Name

National Referee Committee

Mandate

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

Key Duties

The Committee will perform the following key duties:

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

Authority

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

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

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

Composition

The Referee Committee will be composed of representatives of the Regional Officials Committees and Chairs of sub-committees and task teams as deemed necessary by the Chair of the Referee Committee. Other members will be added with expertise deemed required by the Chair and/or Board of Directors

The President & Chief Executive Officer of Volleyball Canada is an ex-officio member of the committee.

Appointment

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

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

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

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

Meetings

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

Resources

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

Reporting

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

Approval

These Terms of Reference were approved by the Board of Directors of Volleyball Canada in June 2016.

Bylaws

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

Review

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

Other

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

04 Committee Reports



Beach High Performance

High Performance Beach Committee

Dave Carey – Toronto (Former VC President)

Hugh Wong – Kelowna (Former VC President)

Caroline Sharp – Ottawa (Former VC Executive Director)

Ed Drakich (VC Staff)

Beach High Performance Director's Report

The Tokyo 2020 Olympic Games (July 23-August 6, 2021) was a substantial step in the evolution of Volleyball Canada's Beach National Team Program – a few points separated two quarter-final defeats from an all-Canadian Olympic semi-final. Canada was the only country to place two women's beach teams in the Tokyo 2020 Olympic quarterfinals.

Since 2011 when Volleyball Canada established a centralized Beach National Team training program at the Beach High Performance Centre at Downsview Park, Toronto), the performances of Volleyball Canada's Beach National Teams have grown exponentially:

- 0 teams in the Beijing 2008 Olympic Games → 8 Olympic teams in London, Rio, and Tokyo
- 0 top 5 results @ FIVB Senior World Championships (WCH) since 1999 → 6 Top 5 results @ FIVB Senior WCH since 2013 (including a gold medal in 2019)
- 0 FIVB World Tour Medals (2003-2011) → 45 FIVB World Tour medals since 2015 (4 in 2021)

Despite being just short in Tokyo, looking at the entire Olympic Cycle (2017-2021) highlights key successes:

- Both Canadian Women's senior teams were ranked #1 in the FIVB World Ranking
 - Heather Bansley/Brandi Wilkerson in 2018
 - Sarah Pavan/Melissa Humana-Paredes in 2019
- Sarah Pavan/Melissa Humana-Paredes were the 2019 FIVB World Champions

The success of the Canadian Beach National Teams, especially the women's teams, has resulted in Own the Podium (OTP) funding for the VC Beach National Team to increase from \$150,000 in 2016-17 to \$850,000 in 2022-2023 (7 consecutive years of increases in OTP funding). This increase in funding has resulted in the VC Beach National Team support staff to grow from 3 full-time staff and 2 part-time staff in 2011 to 11 full-time and 9 part-time staff in 2022 (a list of these 20 VC Beach High Performance Program staff is listed at the end of this report).

Learnings from experiences related to Tokyo 2020 Olympic Games as well as a review of our Next Gen program has led the VC Beach High Performance (HP) Program to place greater resources to support the mental health, wellness, and performance of Volleyball Canada's Beach National Team athletes as this support not only enables them to train and compete to their fullest potential, but also supports their evolution and development as positive ambassadors for Canadian sport. In 2022, Bryce Tully was added as the Manager of Culture Development and Mental Performance Services along with Iman Hassan the Next Gen Mental Performance Consultant and Susan Cockle the Mental Health Lead.

An area that has become apparent over the previous 5 years is the need to improve the Coaching & Technical Leadership (CTL) within the VC Beach High Performance Program. As a result, Volleyball Canada has added five CTL experts in 2022 including two full-time Senior Coaches (Srdjan Veckov and Ricardo De Freitas), one part-time men's Mentor Coach (Adam Schulz), one full-time Next Gen Assistant Coach for both women and men (Heather Bansley – who officially retired as an athlete in February 2022) and one full-time Data Scientist (Emily Wright) to our Daily Training Environment.

Srdjan Veckov (Team Coach Melissa Humana-Paredes/Sarah Pavan), Ricardo de Freitas (Team Coach Brandie Wilkerson/Sophie Bukovec) and Adam Schulz (Team Coach Sam Schachter/Dan Dearing) will mentor our NextGen Coaches (Josh Nichol, Adriana Bento and Heather Bansley) when their respective teams are training in Toronto and not competing internationally. It is expected these coaches will be in Toronto for up to 5 months per year.

To help reinforce and support the Podium Pathway, the Summer Development Program (SDP) has increased the ability to integrate and onboard athletes playing from September to May in NCAA Beach Volleyball programs, Indoor university/college teams, and indoor pro teams. From May 13-15, 2022, 73 athletes (39 male and 34 female athletes) registered for the 2022 SDP Selection Camp (28 were selected – 14 in each gender). The newly formed partnership between VC's Beach HP Program and RBC Training Ground has led to some of these previously unknown athletes registering for SDP Selection Camp and those ultimately selected will receive additional financial support from RBC. This robust pathway will support athletes preparing to compete for medals in Los Angeles 2028 and Brisbane 2032.

Looking ahead to Paris (2024), Los Angeles (2028) and Brisbane (2032) Olympic Games, the coming 3 years will focus on supporting 2 Women's teams to compete for medals in Paris, working to qualify a Men's team for the Paris 2024 Olympics and dramatically enhancing the coaching and technical leadership in the DTE and throughout the athlete and coach development pathways.

With regards to the VC Beach High Performance Centre (BHPC), Volleyball Canada signed a lease extension with Downsview Park until May 31, 2025. Since mid-March 2022, the VC BHPC has been renting the three beach courts at full capacity (7 days per week – 6:30PM-11:00PM weekdays and 9AM-11PM weekends). A Beach Spring Break Camp (Athletes aged 12U to 15U years old) was successfully organized at the Downsview BHPC March 14-18, 2022. Twenty-four (24) athletes participated in this camp (Maximum capacity). VC plans to offer similar 1-week camps during July and August in 2022 as a pilot project.

2021 Results of Canadian Beach Teams since June 1st, 2021

- 2021 FIVB Results:
 - Ostrava, Czech Republic 4-Star Event (June 1-6, 2021):
 - Melissa Humana-Paredes/Sarah Pavan – 4th place
 - Brandie Wilkerson/Heather Bansley – 9th place
 - Nicole McNamara/Megan McNamara – 17th place
 - Ben Saxton/Grant O'Gorman – 17th place
 - NORCECA Continental Cup Final, Colima, Mexico (June 24-27, 2021):
 - Ben Saxton/Grant O'Gorman & Sam Schachter/Sam Pedlow – 2nd place
 - Mexico Men finished in 1st place and qualified for the Tokyo 2020 Olympic Games
 - Gstaad, Switzerland 4-Star Event (July 5-11, 2021):
 - Melissa Humana-Paredes/Sarah Pavan – 3rd place
 - Brandie Wilkerson/Heather Bansley – 5th place
 - Nicole McNamara/Megan McNamara – 17th place
 - Sam Pedlow/Sam Schachter – 17th place
 - Amanda Harnett/Alina Dormann – 41st place
- 2020 Tokyo Olympic Games, Tokyo, Japan (July 23-August 6, 2021):
 - Melissa Humana-Paredes/Sarah Pavan – 5th place
 - Brandie Wilkerson/Heather Bansley – 5th place

- FIVB World Tour Finals, Cagliari, Italy (October 6-10, 2021):
 - Melissa Humana-Paredes/Sarah Pavan – 2nd place
- Itapema, Brazil 4-Star Event (November 10-14, 2021):
 - Sophie Bukovec/Alex Poletto – 41st place
 - Liam Kopp/Alex Russell – 41st place
- Cali 2021 Junior Pan American Games, Cali, Columbia (November 30-December 4, 2021):
 - Becky Tresham/Kaylee Glagau – 5th place
- FIVB U19 World Championships, Phuket, Thailand (December 5-11, 2021):
 - Emma Glagau/Ruby Sorra – 5th place
 - Ava Mann/Jamie Santer – 9th place
 - Daniil Hershtynovich/Kaden Schmidt – 17th place
 - Martin Licht/Cameron Chadwick – 17th place
- FIVB U21 World Championships, Phuket, Thailand (December 14-19, 2021):
 - Ava Mann/Kaylee Glagau – 17th place
 - Rachael Meilikhan/Alexandra Lachapelle – 17th place
 - Colby Nemeth/Joshua Gagnon – 25th place

2022 Results of Canadian Beach Volleyball Teams until May 8, 2022

- 2022 Volleyball World Beach Pro Tour:
 - Tlaxcala, Mexico Challenge (March 16-20, 2022):
 - Nicole McNamara/Megan McNamara – 17th place
 - Ben Saxton/Grant O’Gorman – 19th place
 - Dan Dearing/Sam Schachter – 19th place
 - Brandie Wilkerson/Sophie Bukovec – 25th place
 - Rosarito, Mexico Elite 16 (March 23-28, 2022):
 - Melissa Humana-Paredes/Sarah Pavan – 5th place
 - Nicole McNamara/Megan McNamara – 21st place
 - Coolangatta, Australia Future (March 30-April 3, 2022):
 - Jake McNeil/Alex Russell – 2nd place
 - Devon May/Myriam Robitaille – 9th place
 - Katharine Wuttunee/Darby Dunn – 13th place
 - Itapema, Brazil Challenge (April 14-17, 2022):
 - Brandie Wilkerson/Sophie Bukovec – 5th place

- Songkhla, Thailand Future (April 14-17, 2022):
 - Alina Dormann/Amanda Harnett – 3rd place
 - Katharine Wuttunee/Darby Dunn – 17th place
 - Jake McNeil/Alex Russell – 17th place
- Doha, Qatar Challenge (May 5-8, 2022):
 - Nicole McNamara/Megan McNamara – 5th place
 - Dan Dearing/Sam Schachter – 9th place
 - Amanda Harnett/Alina Dormann – 19th place
 - Jake MacNeil/Alex Russell – 25th place
 - Devon May/Myriam Robitaille – 33rd place
 - Katharine Wuttunee/Darby Dunn – 33rd place
- NORCECA FIVB World Championship Qualifier, Punta Cana, Dominican Republic (April 16-17, 2022)
 - Sam Schachter/Dan Dearing 1st Place – Qualified for the 2022 FIVB World Championships
 - Nicole McNamara/Megan McNamara 2nd Place – Qualified for the 2022 FIVB World Championships
- 2022 NORCECA Beach Tour:
 - Aguascalientes, Mexico (April 22-24, 2022):
 - Brandie Wilkerson/Sophie Bukovec – 1st place
 - Shanice Marcelle/Ruby Sorra – 3rd place
 - Sam Schachter/Dan Dearing – 5th place
 - Jake McNeil/Alex Russell – 7th place
 - Varadero, Cuba (April May 6-8, 2022)
 - Emma Glagau/Ruby Sorra – 2nd place
 - Simon Fecteau-Boutin/Hugo Rosso-Bonneau – 10th place
 - Anna Licht/Anna Feore – 11th place
 - Liam Kopp/Ivan Reka – 12th place

Beach National Teams (A, B and Summer Development Program) for 2022:

National “A” Team athletes are Senior carded (12 months), and this designation was earned through performances on FIVB World Tour (in 2022 now called the Volleyball World Beach Pro Tour). The National “A” Team athletes are “camps based” meaning they are free to train anywhere. Sophie Bukovec is “camps based” athlete in 2022 because she is playing and training with Brandie Wilkerson.

National “B” Team athletes are centralized athletes that receive Developmental carding (12 months). All National B Team athletes are selected at the Beach Next Gen Selection Camp held November/December each year and must live and train year-round in Toronto beginning in January of the next year.

Summer Development Program athletes are University/College or professional indoor volleyball athletes or female NCAA beach athletes that receive developmental carding for 4 months of the year. Summer Development Program (SDP) athletes and must live and train in Toronto from May to August each year.

2022 Beach National Teams

| 2022 Status | Women | Men |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| National A Senior National Team Camps Based Carded | Sarah Pavan Melissa Humana-Paredes Brandie Wilkerson | |
| National B Next Gen National Team Full-Time Training Carded | Sophie Bukovec Alina Dormann Anna Licht Amanda Harnett Maud Chapleau Anna Feore Shanice Marcelle Myriam Robitaille | Sam Schachter Dan Dearing Alex Russell Jake MacNeil Ivan Reka Liam Kopp Mikael Dagenais |
| Summer Development Program 4 Months Carding May to August | Adriel Goodmah Akash Grewal Anyia Pemberton Ava Mann Becky Tresham Devin Corah Emma Glagau Jaime Santer Kate Clermont Kaylee Glagau Klea Sirois Laura Condotta Marie Alex Belanger Ruby Sorra | Arran Chambers Cameron Chadwick Guillaume Rivest Jacob van Geel Jonathan Pickett Markus Bratsberg Martin Licht Mateusz Wlodarski Max Losier Mitchell Neuert Pierce Johnson Steven Abrams Trent Ketrzynski Yoan David |
| # of Athletes | 25 | 21 |

VC 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)
- Adriana Bento (Women's Next Gen Coach)
- Heather Bansley (Next Assistant Coach – Men and Women) *
- Emily Wright (Data Scientist) *
- Ryan Aktari (Beach Operations Manager)
- Lia Diffin (Beach Programs and Events Coordinator - 50% Beach HP, 50% Domestic Competitions)
- Krista McHardy (Next Gen Therapist)
- Srdjan Veckov (Head Coach Melissa Humana-Paredes/Sarah Pavan and Next Gen Mentor Coach) *
- Ricardo De Freitas (Head Coach Brandie Wilkerson/Sophie Bukovec and Next Gen Mentor Coach) *

Part-time staff working with the Beach National Teams

- Bryce Tully (Culture Development and Mental Performance Services Manager) *
- Iman Hassan (Next Gen Mental Performance Consultant) *
- Susan Cockle (Mental Health Lead) *
- Adam Schulz (Men's Mentor Coach) *
- Nicole Springle (Nutrition)
- Nicole Sullivan (Therapy Lead – Physiotherapy)
- Cam Borody (Therapy – Chiropractor)
- Dr. Julia Hamilton (Medical)
- Andrew Cochrane (Next Gen Strength and Conditioning Trainer)

* Hired in 2022

Men's Indoor High Performance

2021 Overview

2021 was highlighted by 3 main events

- The return of the Nations League, after a year off due to the Covid-19 pandemic in 2020
- Our senior team participation in the 2020 Tokyo Olympic Games
- The departure of Glenn Hoag as program Head Coach

Here is a brief overview of the 2 main competitions (provided by Glenn Hoag)

Volleyball Nations League

- Covid-19 adapted format: Sanitary bubble in Rimini, Italy
- 15 matches in 27 days
- 3 matches in a row – 3 days off
- Pros: No international travel
 - Same gym
 - Same hotel
- Cons: 30 minutes bus ride to venue
 - Created problem for planning weight training sessions, Mike adjusted well
 - Only 3 days between matches instead of 4 (hard on coaching staff)
- Olympic team selection occurred during this competition

Olympic Games

- **Day 1 in Tokyo**
 - Long travel to Tokyo from our preparation camp city, Shiwa
 - Accreditation went smoothly
 - Welcome session and outfitting
- **Day 2 in Tokyo - 21 July 2021**
 - Covid protocol every morning – Saliva tests
 - Training session at match venue
 - Only possible time in competition gym
- **Day 3 & 4 in Tokyo – 22 & 23 July 2021**
 - Training sessions both in the morning
 - No participation by TCMV in Opening ceremony
- **Day 5 – Match Vs Italy – 2-3**
 - Team played well – Did not negotiate middle of 3rd set well
 - Indecisions in 5th set at key moments cost us
 - Both opposites struggled: 8% (Sclater) and 11% (Vernon-Evans) efficiency
 - Too much blocking pressure on our leftside
- **Day 7 – Match Vs Japan – 1-3**
 - Hard fought and tight match
 - Started S. Maar instead of Nick (leg problem) but had to put him back in

- Team played well - plus-minus efficiency was high (indicator of good match)
- Our reception broke down in fourth set
- **Day 9 – Match Vs Iran – 3-0**
 - Must-win situation to make it out of the pool
 - Decided to start Ryan as opposite (less need of blocking vs Iran)
 - Excellent match
- **Day 11 – Match Vs Venezuela – 3-0**
 - Must-win situation to qualify for playoff round
 - Started N. Hoag and S. Maar – Gord has hip problem
 - Played both Ryan and Sharone as opposite
 - This win qualifies us for ¼ final
- **Day 13 – Match Vs Poland – 0-3**
 - Struggled with Poland's serving
 - Started Sharone as opposite for more physicality
 - Started Gord but played him only one set (Hip problems) wanted to preserve him for ¼ final.
 - Still problem with our opposite position. Not performing in attack.
- **Day 15 – ¼ Match Vs Russia – 0-3**
 - We played a good match
 - Started Ryan Sclater as opposite – losing blocking but gaining in speed of execution vs big blocking team like Russia
 - Our offence performed well
 - Russia paid attention to our position 4 attackers – leaving our opposite position.
 - Indecisions at key moments cost us

Other highlights in 2021

- September. NextGen Team 2nd at Norceca Championship – Qualified for the 2002 FIVB World Championship
- October. U21 Team finished 10th at the FIVB U21 World Championship
- November. Ben Josephson hired as Senior Team Head Coach

See complete 2021 competition results on pages 54 and 55.

2022 So Far

January

- Ben Josephson starts to prepare 2022 summer season
- France confirms participation in friendly matches in Gatineau prior to VNL – June 2 and 4
- Own the Podium funding announced – Same amount as 2020-2021

February

- Sanctions applied to Russia following the invasion of Ukraine
- Russia removed from VNL and World Championship (new host to be announced later)

April

- World Championship relocated to Poland and Slovenia
- NextGen selection trials – April 26 to May 15 – Gatineau

May

- Senior team resumes training – May 16

2022 Calendar of Events (updated May 6)

| MAY 2022 | | | | | | |
|---------------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 25 | 26 | 27 | 28 | 29 | 30 | 1 |
| NG Selection trials | | | | | | |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| NG Selection trials | | | | | | |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| NG Selection trials | | | | | | |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |

| JUNE 2022 | | | | | | |
|--------------------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 30 | 31 | 1 | 2 | 3 | 4 | 5 |
| France in Gatineau | | | | | | |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| VNL #1 - Ottawa | | | | | | |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| VNL #2 - Sofia, Bulgaria | | | | | | |
| U23 / U21 in Brazil | | | | | | |
| 27 | 28 | 29 | 30 | 1 | 2 | 3 |

| JULY 2022 | | | | | | |
|-----------------------------------|----|----|----|----------------|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| Pre Final 6 - MEX - TBC | | | | F6 - PAC - MEX | | |
| VNL #3 - Osaka, Japan | | | | | | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| Final 6 Pan Am Cup - Durango, MEX | | | | | | |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| VNL Finals - Bologna, ITA | | | | | | |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| VNL Challenger Cup - Seoul, KOR | | | | | | |
| | | | | | | |
| | | | | | | |

| AUGUST 2022 | | | | | | |
|--------------------------------|----|----|----|--------------------|------------|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| BRA in Gatineau | | | | | Pan Am Cup | |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Pan Am Cup - Gatineau | | | | | | |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| | | | | | Bulgaria | |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| Friendlies in Bulgaria | | | | World Championship | | |
| 29 | 30 | 31 | 1 | 2 | 3 | 4 |
| World Championship - POL / SLO | | | | | | |

| SEPTEMBER 2022 | | | | | | |
|--------------------------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| World Championship - POL / SLO | | | | | | |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| U21 Pan Am Cup - Cuba | | | | | | |
| 26 | 27 | 28 | 29 | 30 | 1 | 2 |

| OCTOBER 2022 | | | | | | |
|--------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

SENIOR TEAM

NEXT GEN TEAM

U23 / U21 TEAM

POSSIBLE SENIOR TEAM

2022 VNL Match Schedule

| OTTAWA | | | | |
|---------|-----|------------|------------|------------|
| Date | Day | Local Time | Team 1 | Team 2 |
| June 7 | Tue | 16:30 | BUL | SRB |
| June 7 | Tue | 19:30 | CAN | GER |
| June 8 | Wed | 16:30 | POL | ARG |
| June 8 | Wed | 19:30 | FRA | ITA |
| June 9 | Thu | 11:00 | GER | ARG |
| June 9 | Thu | 16:30 | SRB | FRA |
| June 9 | Thu | 19:30 | POL | ITA |
| June 10 | Fri | 11:00 | SRB | ARG |
| June 10 | Fri | 16:30 | BUL | GER |
| June 10 | Fri | 19:30 | FRA | CAN |
| June 11 | Sat | 13:00 | GER | SRB |
| June 11 | Sat | 16:00 | BUL | POL |
| June 11 | Sat | 19:00 | CAN | ITA |
| June 12 | Sun | 11:00 | FRA | POL |
| June 12 | Sun | 14:00 | ARG | ITA |
| June 12 | Sun | 17:00 | BUL | CAN |

| SOFIA | | | | |
|---------|-----|------------|------------|------------|
| Date | Day | Local Time | Team 1 | Team 2 |
| June 21 | Tue | 17:00 | AUS | CAN |
| June 21 | Tue | 20:00 | IRI | BUL |
| June 22 | Wed | 17:00 | BRA | POL |
| June 22 | Wed | 20:00 | SRB | USA |
| June 23 | Thu | 13:30 | POL | CAN |
| June 23 | Thu | 16:30 | SRB | BRA |
| June 23 | Thu | 20:00 | USA | IRI |
| June 24 | Fri | 13:30 | SRB | CAN |
| June 24 | Fri | 16:30 | IRI | BRA |
| June 24 | Fri | 20:00 | AUS | BUL |
| June 25 | Sat | 13:30 | CAN | IRI |
| June 25 | Sat | 16:30 | POL | AUS |
| June 25 | Sat | 20:00 | USA | BUL |
| June 26 | Sun | 13:30 | SRB | AUS |
| June 26 | Sun | 16:30 | USA | POL |
| June 26 | Sun | 20:00 | BUL | BRA |

| OSAKA | | | | |
|---------|-----|------------|------------|------------|
| Date | Day | Local Time | Team 1 | Team 2 |
| July 5 | Tue | 15:00 | USA | GER |
| July 5 | Tue | 18:00 | CAN | ARG |
| July 6 | Wed | 15:40 | BRA | GER |
| July 6 | Wed | 19:10 | JPN | AUS |
| July 7 | Thu | 12:00 | FRA | USA |
| July 7 | Thu | 15:00 | GER | AUS |
| July 7 | Thu | 18:00 | CAN | BRA |
| July 8 | Fri | 12:40 | ARG | AUS |
| July 8 | Fri | 15:40 | FRA | BRA |
| July 8 | Fri | 19:10 | JPN | CAN |
| July 9 | Sat | 12:40 | FRA | ARG |
| July 9 | Sat | 15:40 | CAN | USA |
| July 9 | Sat | 19:10 | GER | JPN |
| July 10 | Sun | 12:40 | USA | ARG |
| July 10 | Sun | 15:40 | AUS | FRA |
| July 10 | Sun | 19:10 | BRA | JPN |

All times are local times

2022 World Championship - Canada Schedule - TBD

Team Canada - Competition Results - 2021

| No | EVENT | LOCATION | OPP | DATE | W/L | | RESULT | | 1. Set | | 2. Set | | 3. Set | | 4. Set | | 5. Set | | Final Rk. |
|--------------------|----------------------------------------------------|----------------|-------|----------|-----|----|--------|----|--------|-----|--------|-----|--------|-----|--------|-----|--------|----|-----------------|
| 1 | VNL Volleyball Nations League FIVB | Rimini, ITA | USA | May 28 | 0 | 1 | 0 | 3 | 17 | 25 | 24 | 26 | 20 | 25 | | | | | 8 th |
| 2 | | | ARG | May 29 | 1 | 0 | 3 | 0 | 25 | 17 | 25 | 21 | 25 | 17 | | | | | |
| 3 | | | BRA | May 30 | 0 | 1 | 1 | 3 | 17 | 25 | 20 | 25 | 25 | 22 | 25 | 27 | | | |
| 4 | | | IRI | June 3 | 0 | 1 | 1 | 3 | 25 | 22 | 22 | 25 | 22 | 25 | 22 | 25 | | | |
| 5 | | | BUL | June 4 | 1 | 0 | 3 | 0 | 28 | 26 | 25 | 23 | 25 | 16 | | | | | |
| 6 | | | ITA | June 5 | 0 | 1 | 2 | 3 | 19 | 25 | 21 | 25 | 25 | 21 | 28 | 26 | 11 | 15 | |
| 7 | | | SLO | June 9 | 0 | 1 | 0 | 3 | 22 | 25 | 19 | 25 | 22 | 25 | | | | | |
| 8 | | | RUS | June 10 | 0 | 1 | 1 | 3 | 18 | 25 | 18 | 25 | 25 | 23 | 23 | 25 | | | |
| 9 | | | FRA | June 11 | 0 | 1 | 1 | 3 | 25 | 20 | 21 | 25 | 22 | 25 | 17 | 25 | | | |
| 10 | | | POL | June 15 | 0 | 1 | 0 | 3 | 22 | 25 | 23 | 25 | 19 | 25 | | | | | |
| 11 | | | GER | June 16 | 1 | 0 | 3 | 0 | 25 | 17 | 26 | 24 | 25 | 21 | | | | | |
| 12 | | | JPN | June 17 | 1 | 0 | 3 | 0 | 25 | 22 | 25 | 23 | 25 | 18 | | | | | |
| 13 | | | NED | June 21 | 1 | 0 | 3 | 0 | 25 | 16 | 25 | 16 | 25 | 19 | | | | | |
| 14 | | | AUS | June 22 | 1 | 0 | 3 | 0 | 25 | 17 | 25 | 8 | 25 | 20 | | | | | |
| 15 | | | SRB | June 23 | 1 | 0 | 3 | 2 | 17 | 25 | 21 | 25 | 25 | 17 | 25 | 20 | 17 | 15 | |
| 16 | Shiwa POGTC | Shiwa, JPN | Tokyo | July 17 | 1 | 0 | 4 | 0 | 25 | 21 | 25 | 17 | 25 | 21 | 25 | 23 | | | N/A |
| 17 | | | FC | July 18 | 1 | 0 | 4 | 0 | 25 | 15 | 25 | 21 | 25 | 19 | 26 | 24 | | | |
| 18 | Tokyo 2020 | Tokyo, JPN | ITA | July 24 | 0 | 1 | 2 | 3 | 28 | 26 | 25 | 15 | 21 | 25 | 18 | 25 | 11 | 15 | 8 th |
| 19 | | | JPN | July 26 | 0 | 1 | 1 | 3 | 25 | 23 | 23 | 25 | 23 | 25 | 20 | 25 | | | |
| 20 | | | IRI | July 28 | 1 | 0 | 3 | 0 | 25 | 16 | 25 | 20 | 25 | 22 | | | | | |
| 21 | | | VEN | July 30 | 1 | 0 | 3 | 0 | 25 | 13 | 25 | 22 | 25 | 12 | | | | | |
| 22 | | | POL | August 1 | 0 | 1 | 0 | 3 | 15 | 25 | 21 | 25 | 16 | 25 | | | | | |
| 23 | | | RUS | August 3 | 0 | 1 | 0 | 3 | 21 | 25 | 28 | 30 | 22 | 25 | | | | | |
| SENIOR TEAM TOTALS | | | | | 11 | 12 | 44 | 38 | 524 | 496 | 537 | 516 | 537 | 493 | 229 | 245 | 39 | 45 | |

Team Canada - Competition Results - 2021

| No | EVENT | LOCATION | OPP | DATE | W/L | | RESULT | | 1. Set | | 2. Set | | 3. Set | | 4. Set | | 5. Set | | Final Rk. |
|--------------------|--------------------------------------------|--------------------|---------|--------------|-----|---|--------|----|--------|-----|--------|-----|--------|-----|---------|----|--------|----|------------------|
| 1 | 2021 NORCECA Senior Men Continental Champ. | Durango, MEX | PUR | August 18 | 0 | 1 | 0 | 3 | 22 | 25 | 20 | 25 | 19 | 25 | | | | | 2 nd |
| 2 | | | TTO | August 19 | 1 | 0 | 3 | 0 | 25 | 22 | 25 | 18 | 25 | 14 | | | | | |
| 3 | | | MEX | August 20 | 0 | 1 | 0 | 3 | 21 | 25 | 26 | 28 | 21 | 25 | | | | | |
| 4 | | | USA | August 21 | 1 | 0 | 3 | 2 | 22 | 25 | 25 | 22 | 25 | 15 | 22 | 25 | 15 | 10 | |
| 5 | | | MEX | August 22 | 1 | 0 | 3 | 0 | 25 | 22 | 25 | 17 | 25 | 18 | | | | | |
| 6 | | | PUR | August 23 | 0 | 1 | 0 | 3 | 18 | 25 | 21 | 25 | 23 | 25 | | | | | |
| 7 | NORCECA Men Pan Am Cup Final Six | Santo Domingo, DOM | SUR | September 3 | 1 | 0 | 3 | 0 | 25 | 7 | 30 | 28 | 25 | 20 | | | | | 2 nd |
| 8 | | | MEX | September 4 | 1 | 0 | 3 | 1 | 27 | 25 | 25 | 23 | 21 | 25 | 25 | 21 | | | |
| 9 | | | PUR | September 5 | 1 | 0 | 3 | 1 | 25 | 19 | 23 | 25 | 25 | 20 | 25 | 19 | | | |
| 10 | | | DOM | September 6 | 1 | 0 | 3 | 1 | 20 | 25 | 25 | 23 | 25 | 15 | 25 | 16 | | | |
| 11 | | | USA | September 7 | 0 | 1 | 2 | 3 | 25 | 21 | 18 | 25 | 29 | 31 | 25 | 18 | 13 | 15 | |
| 12 | | | DOM | September 8 | 1 | 0 | 3 | 0 | 25 | 22 | 25 | 22 | 25 | 20 | | | | | |
| 13 | | | MEX | September 9 | 0 | 1 | 0 | 3 | 17 | 25 | 24 | 26 | 20 | 25 | | | | | |
| B TEAM TOTALS | | | | | 8 | 5 | 26 | 20 | 297 | 288 | 312 | 307 | 308 | 278 | 122 | 99 | 28 | 25 | |
| 1 | Pre World Champ. Tour | Maribor, SLO | CALCIT | September 17 | 0 | 1 | 0 | 4 | 22 | 25 | 25 | 27 | 17 | 25 | 10 | 15 | | | N/A |
| 2 | | | MLADOST | September 20 | 1 | 0 | 3 | 2 | 25 | 20 | 17 | 25 | 20 | 25 | 33 | 31 | 20 | 18 | |
| 3 | FIVB Volleyball Men's U21 World Champ. | Sofia, BUL | CMR | September 23 | 1 | 0 | 3 | 0 | 25 | 0 | 25 | 0 | 25 | 0 | Forfeit | | | | 10 th |
| 4 | | | BRA | September 24 | 0 | 1 | 0 | 3 | 22 | 25 | 21 | 25 | 18 | 25 | | | | | |
| 5 | | | RUS | September 25 | 0 | 1 | 1 | 3 | 13 | 25 | 22 | 25 | 25 | 21 | 22 | 25 | | | |
| 6 | | | BRN | September 27 | 1 | 0 | 3 | 0 | 25 | 22 | 25 | 21 | 25 | 17 | | | | | |
| 7 | | | CMR | September 28 | 1 | 0 | 3 | 0 | 25 | 0 | 25 | 0 | 25 | 0 | Forfeit | | | | |
| 8 | | | CUB | September 29 | 1 | 0 | 3 | 0 | 25 | 21 | 25 | 21 | 25 | 17 | | | | | |
| 9 | | | THA | October 2 | 1 | 0 | 3 | 0 | 25 | 20 | 25 | 16 | 25 | 17 | | | | | |
| 10 | | | IRI | October 3 | 0 | 1 | 1 | 3 | 17 | 25 | 21 | 25 | 27 | 25 | 15 | 25 | | | |
| JUNIOR TEAM TOTALS | | | | | 6 | 4 | 20 | 15 | 224 | 183 | 231 | 185 | 232 | 172 | 80 | 96 | 20 | 18 | |

Women's Indoor High Performance

2021 Overview

2021 was marked by 2 major achievements by our Women's program:

- First ever participation in the FIVB Nations League (VNL)
- Qualification to the 2022 FIVB World Championship

From a performance standpoint, here were the main findings:

Highlights

- Maintained our spot in VNL.
- Exceeded performance expectations
- 3 wins in VNL (China, Germany, Serbia)
- Top 3 finish at Norceca Championships
- Qualified for 2022 World Championship via the FIVB World Rankings
- Athletes were happy overall with performance results at VNL and NORCECA

Setbacks

- Complete change in coaching staff from 2019
- Injury to one of our top attackers
- 3 close losses in VNL (Turkey, Korea, Poland)
- Loss to Puerto Rico in Norceca Championship ½ final was a missed opportunity (failed to qualify directly to World Championship)

See complete competition results on page 60.

2022 So Far

January

- Makaela Smithers hired as the new Program Coordinator (start date: February 14)
- FIVB announces new format and competition formula for 2022 VNL

February

- VNL match schedule announced (see page 58)
- Dominican Republic confirms participation in friendly matches in Edmonton (May 17-24)

March

- NextGen coaching staff announced
- Steve Delaney (Head Coach) – Carolyn O'Dwyer/Cody Piwowar-Desilets (Assistant Coaches)
- Partnership with City of Richmond and Richmond Oval renewed until December 31, 2024

April

- World Championship match schedule announced (see page 59)

May

- NextGen selection camp held in Richmond (May 6-9)
 - 80 athletes applied – 46 invited – 16 selected
- Senior team training resumed on May 9

2022 Calendar of Events (updated April 20)

| MAY 2022 | | | | | | |
|----------|----|-------------------------------|----------------------|---------------------|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 25 | 26 | 27 | 28 | 29 | 30 | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | | | NG Selection camp → | | |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| ← | | | U14 Nationals - Oval | | | |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| | | Exhibition - Edmonton - TBC → | | | | |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| ← | ← | | | | | |

| JUNE 2022 | | | | | | |
|---------------------------------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 30 | 31 | 1 | 2 | 3 | 4 | 5 |
| VNL #1 - USA | | | | | | |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| U21 Pan Am Cup - Baja California, MEX | | | | | | |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| VNL #2 - Philippines | | | | | | |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 1 | 2 | 3 |
| VNL #3 - Calgary | | | | | | |

| JULY 2022 | | | | | | |
|---------------------------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| VNL Finals - Ankara, TUR | | | | | | |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| U19 Pan Am Cup - Tulsa, USA | | | | | | |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| VNL Challenger Cup - Zadar, CRO | | | | | | |
| | | | | | | |

| AUGUST 2022 | | | | | | |
|------------------------|----|----|----|--------------------|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| | | | | SR Pan Am Cup | | |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| SR Pan Am Cup - Mexico | | | | | | |
| 29 | 30 | 31 | 1 | 2 | 3 | 4 |
| | | | | Final 6 Pan Am Cup | | |

| SEPTEMBER 2022 | | | | | | |
|--------------------------------|----|----|----|--------------------|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Final 6 Pan Am Cup - Dom. Rep. | | | | | | |
| | | | | Pre Worlds - FRA | | |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| Pre Worlds - FRA | | | | | | |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| | | | | World Championship | | |
| 26 | 27 | 28 | 29 | 30 | 1 | 2 |
| World Championship | | | | | | |
| | | | | | | |

| OCTOBER 2022 | | | | | | |
|--------------------|----|----|----|----|----|----|
| Mo | Tu | We | Th | Fr | Sa | Su |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| World Championship | | | | | | |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| World Championship | | | | | | |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

SENIOR TEAM

NEXT GEN TEAM

YOUTH TEAMS

POSSIBLE SENIOR TEAM

2022 VNL Match Schedule

| SHREVEPORT | | | | |
|------------|-----|------------|------------|------------|
| Date | Day | Local Time | Team 1 | Team 2 |
| May 31 | Tue | 17:00 | GER | BRA |
| May 31 | Tue | 20:00 | USA | DOM |
| June 1 | Wed | 17:00 | POL | CAN |
| June 1 | Wed | 20:00 | KOR | JPN |
| June 2 | Thu | 14:00 | BRA | POL |
| June 2 | Thu | 17:00 | GER | JPN |
| June 2 | Thu | 20:00 | CAN | DOM |
| June 3 | Fri | 14:00 | GER | KOR |
| June 3 | Fri | 17:00 | DOM | BRA |
| June 3 | Fri | 20:00 | USA | CAN |
| June 4 | Sat | 14:00 | KOR | POL |
| June 4 | Sat | 17:00 | DOM | JPN |
| June 4 | Sat | 20:00 | USA | BRA |
| June 5 | Sun | 12:00 | POL | GER |
| June 5 | Sun | 15:00 | JPN | USA |
| June 5 | Sun | 18:00 | KOR | CAN |

| QUEZON CITY | | | | |
|-------------|-----|------------|------------|------------|
| Date | Day | Local Time | Team 1 | Team 2 |
| June 14 | Tue | 15:00 | CAN | THA |
| June 14 | Tue | 19:00 | JPN | POL |
| June 15 | Wed | 15:00 | RUS | USA |
| June 15 | Wed | 19:00 | CHN | BEL |
| June 16 | Thu | 11:00 | POL | THA |
| June 16 | Thu | 15:00 | CAN | BEL |
| June 16 | Thu | 19:00 | RUS | JPN |
| June 17 | Fri | 11:00 | POL | USA |
| June 17 | Fri | 15:00 | CHN | CAN |
| June 17 | Fri | 19:00 | JPN | THA |
| June 18 | Sat | 11:00 | RUS | CAN |
| June 18 | Sat | 15:00 | BEL | POL |
| June 18 | Sat | 19:00 | USA | CHN |
| June 19 | Sun | 11:00 | RUS | BEL |
| June 19 | Sun | 15:00 | THA | USA |
| June 19 | Sun | 19:00 | JPN | CHN |

| CALGARY | | | | |
|---------|-----|------------|------------|------------|
| Date | Day | Local Time | Team 1 | Team 2 |
| June 28 | Tue | 17:00 | SRB | GER |
| June 28 | Tue | 20:00 | CAN | TUR |
| June 29 | Wed | 17:00 | JPN | NED |
| June 29 | Wed | 20:00 | BEL | USA |
| June 30 | Thu | 14:00 | TUR | NED |
| June 30 | Thu | 17:00 | GER | BEL |
| June 30 | Thu | 20:00 | USA | SRB |
| July 1 | Fri | 14:00 | BEL | NED |
| July 1 | Fri | 17:00 | TUR | JPN |
| July 1 | Fri | 20:00 | SRB | CAN |
| July 2 | Sat | 14:00 | TUR | USA |
| July 2 | Sat | 17:00 | JPN | SRB |
| July 2 | Sat | 20:00 | GER | CAN |
| July 3 | Sun | 11:00 | BEL | JPN |
| July 3 | Sun | 14:00 | USA | GER |
| July 3 | Sun | 17:00 | NED | CAN |

Times on VW website different than previously received

2022 World Championship – Canada Schedule – 1st Round

September 25, 2022

UPCOMING

Pool C - Preliminary Phase - Women
20:00 (Local Time), Arnhem, Netherlands

Serbia



14:00
(GMT-04:00)



Canada

WATCH



September 26, 2022

UPCOMING

Pool C - Preliminary Phase - Women
21:00 (Local Time), Arnhem, Netherlands

USA



15:00
(GMT-04:00)



Canada

WATCH



September 29, 2022

UPCOMING

Pool C - Preliminary Phase - Women
13:00 (Local Time), Łódź, Poland

Canada



7:00
(GMT-04:00)



Kazakhstan

WATCH



September 30, 2022

UPCOMING

Pool C - Preliminary Phase - Women
16:00 (Local Time), Łódź, Poland

Bulgaria



10:00
(GMT-04:00)



Canada

WATCH



October 01, 2022

UPCOMING

Pool C - Preliminary Phase - Women
16:00 (Local Time), Łódź, Poland

Germany



10:00
(GMT-04:00)



Canada

WATCH



Team Canada - Competition Results - 2021

| No | EVENT | LOCATION | OPP | DATE | W/L | | RESULT | | 1. Set | | 2. Set | | 3. Set | | 4. Set | | 5. Set | | Final Rk. |
|--------------------|----------------------------------------------|--------------------|-----|--------------|-----|----|--------|----|--------|-----|--------|-----|--------|-----|---------|-----|--------|-----|------------------|
| 1 | VNL Volleyball Nations League FIVB | Rimini, ITA | BRA | May 25 | 0 | 1 | 1 | 3 | 25 | 23 | 11 | 25 | 9 | 25 | 14 | 25 | | | 14 th |
| 2 | | | USA | May 26 | 0 | 1 | 0 | 3 | 24 | 26 | 28 | 30 | 10 | 25 | | | | | |
| 3 | | | DOM | May 27 | 0 | 1 | 1 | 3 | 17 | 25 | 24 | 26 | 30 | 28 | 16 | 25 | | | |
| 4 | | | TUR | May 31 | 0 | 1 | 2 | 3 | 23 | 25 | 25 | 19 | 25 | 22 | 23 | 25 | 12 | 15 | |
| 5 | | | CHN | June 1 | 1 | 0 | 3 | 2 | 25 | 22 | 21 | 25 | 25 | 17 | 15 | 25 | 15 | 12 | |
| 6 | | | GER | June 2 | 1 | 0 | 3 | 0 | 30 | 28 | 27 | 25 | 25 | 14 | | | | | |
| 7 | | | POL | June 6 | 0 | 1 | 2 | 3 | 25 | 22 | 25 | 21 | 21 | 25 | 17 | 25 | 7 | 15 | |
| 8 | | | JPN | June 7 | 0 | 1 | 0 | 3 | 16 | 25 | 15 | 25 | 15 | 25 | | | | | |
| 9 | | | NED | June 8 | 0 | 1 | 0 | 3 | 19 | 25 | 12 | 25 | 21 | 25 | | | | | |
| 10 | | | SRB | June 12 | 1 | 0 | 3 | 1 | 25 | 21 | 22 | 25 | 25 | 21 | 25 | 18 | | | |
| 11 | | | RUS | June 13 | 0 | 1 | 0 | 3 | 15 | 25 | 12 | 25 | 14 | 25 | | | | | |
| 12 | | | KOR | June 14 | 0 | 1 | 2 | 3 | 25 | 15 | 18 | 25 | 29 | 27 | 20 | 25 | 19 | 21 | |
| 13 | | | ITA | June 18 | 0 | 1 | 0 | 3 | 18 | 25 | 20 | 25 | 20 | 25 | | | | | |
| 14 | | | THA | June 19 | 0 | 1 | 0 | 3 | 16 | 25 | 17 | 25 | 17 | 25 | | | | | |
| 15 | | | BEL | June 20 | 0 | 1 | 0 | 3 | 24 | 26 | 17 | 25 | 17 | 25 | | | | | |
| 17 | 2021 NORCECA SR Women Continental Champ. | Guadalajara, MEX | USA | August 27 | 0 | 1 | 2 | 3 | 17 | 25 | 25 | 15 | 25 | 19 | 15 | 25 | 8 | 15 | 3 rd |
| 18 | | | PUR | August 28 | 1 | 0 | 3 | 1 | 25 | 17 | 25 | 22 | 24 | 26 | 25 | 14 | | | |
| 19 | | | PUR | August 30 | 0 | 1 | 1 | 3 | 18 | 25 | 25 | 19 | 23 | 25 | 20 | 25 | | | |
| 21 | | | USA | August 31 | 1 | 0 | 3 | 2 | 25 | 17 | 17 | 25 | 25 | 22 | 23 | 25 | 15 | 8 | |
| 22 | COPA Panamerica Voleibol Femenino | Santo Domingo, DOM | PUR | September 13 | 1 | 0 | 3 | 0 | 25 | 17 | 25 | 16 | 25 | 18 | | | | | 4 th |
| 23 | | | CUB | September 14 | 1 | 0 | 3 | 0 | 25 | 11 | 25 | 14 | 25 | 10 | | | | | |
| 24 | | | USA | September 15 | 0 | 1 | 0 | 3 | 22 | 25 | 16 | 25 | 18 | 25 | | | | | |
| 25 | | | DOM | September 16 | 0 | 1 | 0 | 3 | 11 | 25 | 15 | 25 | 20 | 25 | | | | | |
| 26 | | | MEX | September 17 | 0 | 1 | 2 | 3 | 24 | 26 | 25 | 22 | 22 | 25 | 25 | 17 | 12 | 15 | |
| 27 | | | DOM | September 18 | 0 | 1 | 0 | 3 | 15 | 25 | 20 | 25 | 21 | 25 | | | | | |
| 28 | | | USA | September 19 | 0 | 1 | 0 | 3 | 24 | 26 | 17 | 25 | 17 | 25 | | | | | |
| SENIOR TEAM TOTALS | | | | | 7 | 19 | 34 | 63 | 558 | 597 | 529 | 604 | 548 | 599 | 238 | 274 | 88 | 101 | |
| 1 | FIVB Mexico 2021 Girls U18 World Champ. | Durango, MEX | MEX | September 21 | 0 | 1 | 0 | 3 | 18 | 25 | 7 | 25 | 22 | 25 | | | | | 16 th |
| 2 | | | SRB | September 22 | 0 | 1 | 0 | 3 | 11 | 25 | 10 | 25 | 22 | 25 | | | | | |
| 3 | | | CMR | September 23 | 1 | 0 | 3 | 0 | 25 | 0 | 25 | 0 | 25 | 0 | Forfeit | | | | |
| 4 | | | POL | September 24 | 0 | 1 | 0 | 3 | 18 | 25 | 18 | 25 | 13 | 25 | | | | | |
| 5 | | | ITA | September 25 | 0 | 1 | 0 | 3 | 10 | 25 | 10 | 25 | 13 | 25 | | | | | |
| 6 | | | SVK | September 27 | 0 | 1 | 1 | 3 | 25 | 23 | 22 | 25 | 17 | 25 | 11 | 25 | | | |
| 7 | | | MEX | September 28 | 0 | 1 | 0 | 3 | 20 | 25 | 26 | 28 | 18 | 25 | | | | | |
| 8 | | | PUR | September 29 | 0 | 1 | 0 | 3 | 21 | 25 | 26 | 28 | 23 | 25 | | | | | |
| U18 TEAM TOTALS | | | | | 1 | 7 | 4 | 21 | 148 | 173 | 144 | 181 | 153 | 175 | 11 | 25 | 0 | 0 | |

Sitting Volleyball

International – National Teams

Women's Team

- **Tokyo2020**

- 4th place finish (top 4 benchmark achieved)
- 3 of top 4 teams were from ParaVolley Pan America Zone (USA 1st, BRA 3rd, CAN 4th)
- Staging camp in Shiwa was a huge success – acclimatization, training with whole roster and care provided were critical
- Preparation event in USA prior to Tokyo with 2-week staging/ quarantine in Toronto was key for success (centralized training)

- **Own the Podium**

- Identified as a core targeted sport for 2022-23 and through to Paris Games – annual funding increased to \$350,000
 - Key areas for funding enhancement:
 - Nicole Ban – full time HC as of April 2022
 - Enhanced PSRI and IST
 - Improved competitions
 - Phased centralization model in Edmonton

- **Competitions**

- March 2022 (Boston) – exhibition series vs USA
- May 2022 (Edmonton) – exhibition series with ITA
- July 2022 (Assen) – international exhibition tournament
- November 2022 (Sarajevo) – World Championships
 - Originally schedule for May 2022 in China but was postponed because of COVID restrictions
- March 2023 (TBD) – exhibition series with USA
- May 2023 (TBD) – Zonal Championship
 - CAN is submitting a bid to hold event in Edmonton

- **Other**

- 2 new athletes joined program in April 2022
- Exploring partnership agreement with Edmonton Pickleball and Volleyball Centre to become host training facility

Men's Team

- **Competitions**

- March 2022 (Kazakhstan) – exhibition series was cancelled due to political unrest
- May 2022 (Edmonton) – exhibition series vs KAZ was planned but then KAZ cancelled. Able to have USA come up at last minute
- July 2022 (Assen) – had to pull out of international exhibition tournament due to athlete availability
- October 2022 (USA) – exhibition series with USA and BRA

- November 2022 (Sarajevo) – World Championships
 - Originally scheduled for May 2022 in China but was postponed because of COVID restrictions
- May 2023 (TBD) – Zonal Championship
 - CAN is submitting a bid to hold event in Edmonton
- **Other**
 - 1 former athlete rejoined program in April 2022
 - Training centre in Calgary is now based out of Volleyball Academy – state of the art volleyball training centre.

Domestic Development

- Continued work with coaching pathways on sitting volleyball coaching certification and non-NCCP education
- Sport promotion campaign through print materials and social media
- Continuing to build regional training opportunities within Vancouver, Edmonton, Calgary, Brandon & Toronto

Staffing

- Nicole Ban promoted to full time Para Women NT HC as of April 2022
- Kerry MacDonald on leave from January 2022 to June 2022
 - Ian Halliday interim HPD
- Alicia Chung hired as part-time Para National Team Coordinator in April 2022
- New IST positions for Para Women:
 - Mental Performance Coach (previous MPC did not renew contract after Tokyo)
 - Mental Health Consultant
 - Para Medical Lead
 - Sport Science and Innovation Lead
 - S&C Coach (Edmonton based)

Athlete and Coach Pathways

The Athlete and Coach Pathways Committee is responsible for providing recommendations to the Board of Directors based on the principles of Volleyball Canada's Long Term Development (LTD) Model for the promotion and growth of volleyball at the domestic level. The decisions are based on consistent communication with our provincial and territory partners as well as research through pilot projects and data collection. For the time period between April 1, 2021 and March 31, 2022, 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 |
|-------------------------|-------------------|----------------------------------|----------------------------|---------------------------------------|--------------------------------------|-----------------------------------|----------------------------------|
| 2021-2022 | 104 | 1302 | 652 | 134 | 0 | 24* | 13* |
| 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 |

Coaching Association of Canada Funded Projects:

- Advanced Development and Performance Coach Workshop
- Pilot – Blended Delivery

Performance Coach Workshop*:

- 3 workshops offered to accommodate Canada Games Coaching Staff
- Significant investment in Performance coach pathway

Coach Eligibility

- Significant developments in the National Championship Coach Eligibility were undertaken in 2021-2022. With the return to play, a significant number of new coaches entered the pathway. Eligibility included 5 mandatory components:
 - Making Head Way
 - Making Ethical Decisions – Evaluation
 - Safe Sport Training
 - Foundations of Volleyball
 - Criminal Record Check and Screening
- This process was time consuming when in March it was noted that over 30% of head coaches did not meet eligibility.
- By May of 2022, all head coaches met eligibility to participate at national championships.

Areas of Improvement Required:

- Coaches completing their certification – gap on evaluations
- Early season intervention and communication with coaches/club 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:

- Volleyball Canada Registration System integration with coach requirements

Athlete Pathways

Alignment

- 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)

2021-2022

- Top 18 athletes were invited and all accepted into program.
- 170 applications through GMTM
- Athletes represent 6 provinces, and 13 different club programs.
- Program ran successfully from Sept through to December 2021
- Competition included various USport and CCAA teams
- 12 athletes selected to Team Canada Roster for U18 World Championships in Sept.
- Feedback from athletes, homestay families, and educational support was very positive.

Regional Excellence Program (REP)

The REP program was limited in 2021-2022 due to COVID uncertainty.

In BC, Burnaby and North Vancouver School District programs were able to be offered with the school learning group model and programs continued to see excellent numbers. Regina, Kootenay and Kelowna did see an increase in registration due to lack of high school athletic programs. The REP program continues to contribute to LTD and provide additional resources to the athlete pathways department

National Team Programs

2021 Overview

U19 Men

- 30 athletes selected
- Coaching Staff: Mike Hawkins, Matt Krueger, Brock Davidiuk, Dave Preston, Nathan Groenveld, and Jared Brown
- Training included 2 ½ weeks, competition not available due to Covid

U18 Women

- 12 athletes represented Canada at the U18 World Championships in Durango, Mexico
- Athletes were selected from the NEP 2021 cohort group.
- Finishing 16th, the competition was the first high performance competition for the selected athletes in 18 months.

Grassroots Development

Throughout 2021-2022, the importance of grassroots volleyball in the return to sport has been a focus for pathway development.

The Smashball App continued to be a critical resource for program development at the 8-12 year cohort. 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.

Critical to the development of the grassroots, Volleyball Canada developed the Community Coach Workshop, completed in March 2022. Pilot workshops will be released in June 2022. The workshop is approx. 3 hours virtual with a focus on the Smashball app as a resource for youth development. It is anticipated that any coach working with youth in a community centre and club would benefit from the workshop.

Long Term Development

The release of the LTD 3.0 is scheduled for September 2022. The LTD was completed, including translation and will continue to drive forward the new athlete development matrix, including the Person Pillar.

Club Approval Program

Club approval process was released in 2021-2022 to ensure every club participating in Volleyball Canada programming has approved by their PTA within Volleyball Canada established standards. Starting in September 2021, every club completed the process to participate, while ensuring the guiding principles of quality safe sport practices.

Club approval will continue to evolve as safe quality sport moves from educational to mandatory.

Athlete and Coach Pathways Committee Outcomes

2021-2022 Outcomes of the Athlete and Coach Pathways Committee were as follows:

- Coach Eligibility for National Championships
- Long Term Development and Athlete Matrix completion
- Coach Education Pathways – including Community Coach, Learning Management System review, and Performance Coach and Advanced Development Coach blending learning models.
- Review and approval of National Championships Policy, including age eligibility
- Data-mining initiatives to determine areas of focus – Gender Equity and Coach Certification

Alumni and Awards

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

This past year we held an online induction ceremony to induct 4 distinguished members of our sport into the Volleyball Canada Hall of Fame. It was a program put together by the Volleyball Canada staff and they were able to create a very memorable opportunity for the inductees.

We have invited the 4 inductees from last year to attend this year's induction. The class of 2020, inducted in 2021 to celebrate this year:

John Barrett — ATHLETE

Kathy Tough — ATHLETE

Theresa Maxwell — BUILDER

Brad Barton — REFEREE

They will have an opportunity to celebrate their induction along with this year's inductees. Our 2022 inductees are: Kristine Drakich — COACH and Michel Paiement — BUILDER.

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

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

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

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

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

Special thank you to staff member Lucie Leclerc for the Administration and Organization of our committee.

Marlene Hoffman
Committee Chair

Domestic Competitions

2022 Indoor Senior National Championships

This new pilot event will be held May 14-15 at the Edmonton Expo Centre. Initially, the event was planned to host 6 divisions

- Senior Open Men
- Senior Open Women
- Masters 40+ Men
- Masters 40+ Women
- Masters 50+ Men
- Masters 50+ Women

The Masters divisions were cancelled in early April due to low registrations. The cost of the Senior Open was reduced to entice teams to register, the event will be run with 6 men's teams and 5 women's teams. Teams will come from ON, AB, and BC for both divisions.

The event was simplified to offer a reduced registration fee and to not suffer too much of a budgetary loss.

Two major issues noted in regards to low registrations:

- Lack of knowledge of the event
- Too close to youth nationals

2022 Indoor Youth National Championships

Youth Nationals will be held in May 2022 as per the following:

- May 5 – 8: Ottawa 14U
- May 12 – 15: Richmond 14UG, Burnaby 14UB, Halifax 14U
- May 18 – 21: Edmonton 15U & 17U
- May 22 – 24: Edmonton 16U & 18U

Participation for 2022 will come in at approximately 1031 teams, the largest yet for indoor youth nationals. 14U and 15U have lower than normal registration numbers while 18U has significantly larger than normal numbers.

2022 Beach National Championships

The Volleyball Canada Beach National Championships will be hosted in two cities in 2022 from August 18th to August 28th.

- August 18-21: Ashbridges Bay, Toronto, ON (14U-19U Boys/Girls & Senior)
- August 25-28: Spanish Banks East, Vancouver, BC (14U-16U Boys/Girls)

Participation: With the addition of Vancouver, we are projecting upwards of 400 youth and senior teams between the two events.

Program Improvements

During the 2021-2022 season, the VC events staff have been working on several program improvements for the 2022 event.

- Senior Points System Restructure
- New Youth Beach Coaching Requirements
- Expansion of Age-Categories (introduction of 15U Boys, 17U and 19U Boys/Girls categories)
- Expansion of on-site promotions and activations (VC Booth, "try" beach sessions, para-demos)

- Enhancing Senior Feature Court experience (athlete bios and intros, interviews)
- Legacy Programming Supporting Local Underrepresented Youth
- Adult Rec Tournament

University/College Beach National Championships

The inaugural University/College Beach Championships will be hosted at Ashbridges Bay in Toronto, Ontario this September 3-4.

The two-day event is open to teams from Canadian post-secondary institutions and will feature both a men's and women's event. Initial public response has been strong, and we are hopeful that it could translate to a full draw for each gender.

Registration for the championship will open alongside Senior and Youth Beach Nationals on June 14th.

VC Combine

The VC Combine was launched in the fall of 2021 with an event held in Vaughan Ontario. In January 2022, a 2nd event was held in Edmonton, AB. Additional events were cancelled due to COVID-19, lack of trained staff to run the event, and lack of access to facilities.

VC will work with the women's and men's NEP programs for the 2022 – 2023 season to host events together whenever possible. This will ensure that all NEP participants have their data tracked and then additional members of the public will also be able to attend.

National Referee

The 2021-22 season has been a year showcasing the optimism and resolve of the volleyball community as return to sport plans were developed, implemented, adjusted, and ultimately realized (in some capacity). This was no different for the referees as we returned to competition in a fashion that was not consistent across the country.

Regardless of how the return to sport plan came to pass, there was an optimism and excitement amongst the refereeing community that they could return to courts and provide a service to the participants.

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 one-dimensional and limiting in the overall development of referees. Considering the impact of the pandemic, a concerted effort was made to broaden the structure of referee programming and expand from the linear nature of current programs.

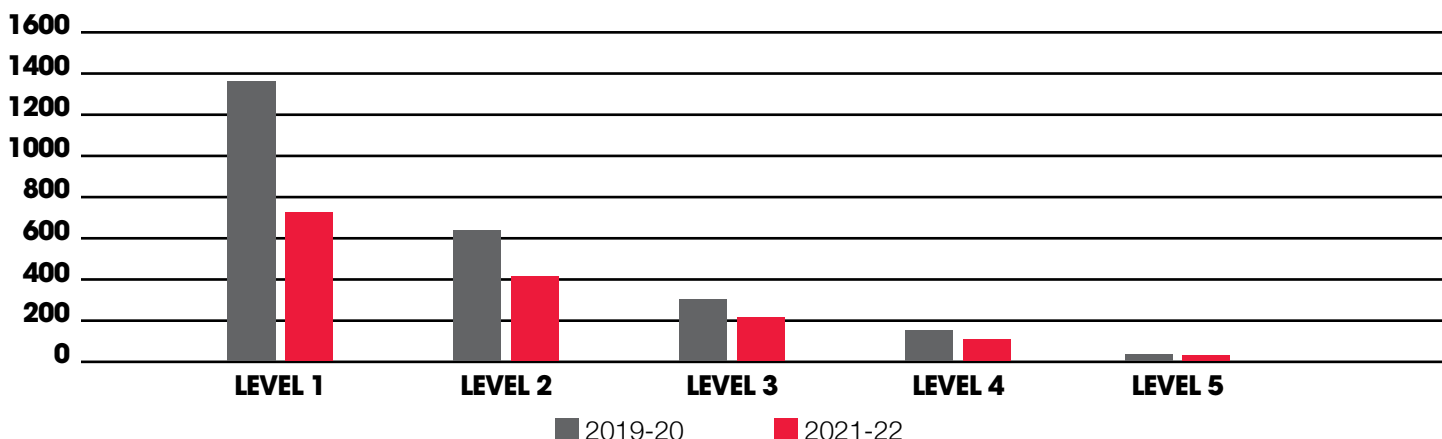
Specific programming areas that have shown growth and success include:

- Incorporation of Safe Sport requirements throughout the developmental pathway
- Enhancement of programming by incorporation of gender equity, diversity, and inclusion components
- Establishing basic 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
- Framework establishment for annual renewal testing requirements
- Modernization of programming by incorporating technologies

While comprehensive growth of programming is an end goal that will tie-in significantly with long-term referee development initiatives, the effects of the pandemic were realized with respect to retention. During the pandemic, referee retention was nothing more than a forecasted value. With the success of return to sport initiatives, the true impact became measurable with the capturing of registration data.

By comparison, the retention of referees varied widely by province/territory ($30\% < x < 80\%$), but on an overall scale it is roughly 60% (2426 v 1475) that of pre-pandemic values.

Referee Registrations Pre- / Post- Pandemic



Considering the pyramidal nature of the referee population, the greatest impacts were observed in the grassroots stages, where smaller changes occurred in the high-performance ranks.

With respect to the impact of the pandemic on beach refereeing, that assessment will not be measurable until the conclusion of our 2022 beach season.

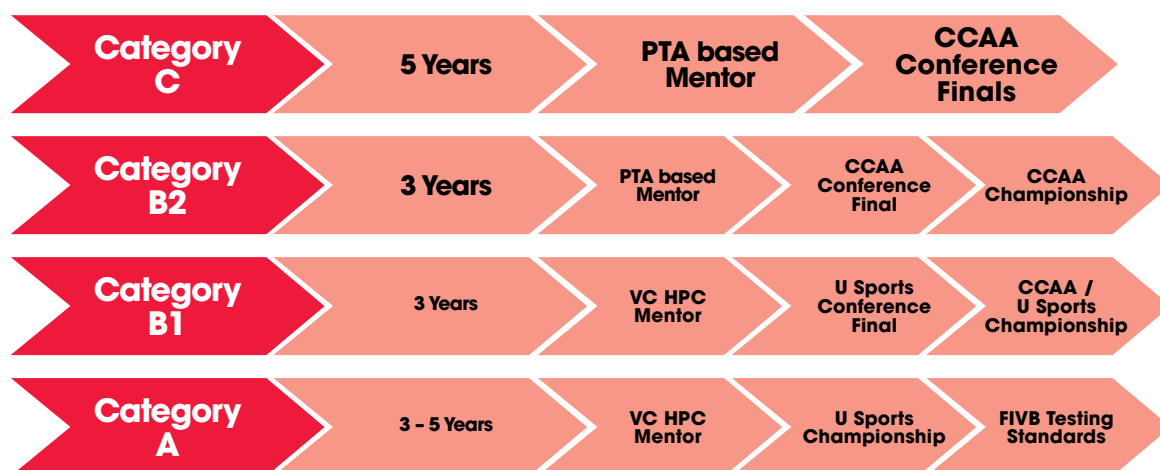
As the overall demand for volleyball appears not to have decreased coming out of the pandemic, establishing strong recruitment and retention strategies will be paramount over the next several seasons to recreate a strong foundation of referees across the country.

High-Performance and International Referee Development

In trying to bridge the gap between the upper ends of our domestic programming and International Referee development, the National Referee Committee worked through the pandemic to create a transparent pathway that will focus on the identification and classification of high-performing level 4 referees.

In principle, the purpose of classification is to identify (with support of the PTAs) referees that have the capacity and skill set to whistle at the highest levels in Canada. It should be stressed that this is not a developmental program with entry by application.

At the outset, high-performing level 4 referees will be classified into one of four categories based on proficiency (level C, B2, B1 and A). Each category carries annual requirements and a dedicated timeframe for movement to the next stage. Referees that achieve the highest level of classification may be nominated for attendance at a NORCECA International Referee Course, while referees that fail to meet the annual standards or timeframes for advancement will be moved out of the pathway.



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

- Six of eleven indoor referees are recognized with an FIVB referee categorization
 - We received four nominations to the upcoming '22 Volleyball Nations League
- The other five have officially completed their Continental referee categorization requirements through NORCECA
- All five have nominations to various NORCECA based competitions
- Two of seven beach referees are recognized with an FIVB referee categorization
- Three of the remaining five 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 Para Volley referees, it is anticipated that they will receive nominations to the upcoming World Championships

Long-Term Referee Development

In striving to develop a true long-term referee development program that will support sustained recruitment and retention in a safe and equitable fashion, the following objectives were the primary areas of focus over the course of the pandemic:

- Updating and aligning referee policies and procedures
- Establishing a diversified communication strategy that serves all referees within Canada
- Development of a standardized referee mentorship 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

As we continue to grow and enhance the long-term development program, the Referee Committee recognizes the importance that technology can and will play in the future delivery of all programming. To that end we are excited to be working with the other pathway pillars in establishing a Learning Management System.

Implementation of a learning management system is a long overdue component in the modernization and delivery of referee programming. The capabilities associated with the administration, tracking and reporting of analytical data will greatly assist in the identification of future training and learning gaps within the refereeing community. Not only for those that are seeking to progress through the certification pathways, but also for the establishment and implementation of a Lifelong Learning Program.

National Referee Committee

As we move into the 2022 – 23 season, the National Referee Committee will be experiencing turnover of members that have officially reached the limitations of their terms. The Committee recognizes the extensive commitment of time and effort these members have given towards improving refereeing in Canada.

- International and High Performance (Indoor): Guy Bradbury
- International and High Performance (Beach): Andre Trottier
- Domestic Development (Beach): Bob Rocque
- Women in Refereeing: Debbie Jackson

Each of these members have expressed a desire to stay engaged as a resource for those that are incoming to these roles. We look forward to the fresh perspectives the incoming members will bring to the Referee Committee and towards the shaping of refereeing in Canada into the future.

Safe Sport and Gender Equity/ Diversity/Inclusion

Volleyball Canada has full-time employee Julie Young and part-time employee Caroline Sharp working in the areas of Safe Sport and Gender Equity/Diversity/Inclusion. Following is a summary of initiatives that have been completed as well as key objectives moving forward:

Safe Sport

Safe Sport Complaints

Awareness of the VC Safe Sport Complaint process increased significantly over the past year with increased calls to VC's Independent third-party Safe Sport Officer from PTA's, clubs, athletes, and parents.

Some complaints fall under the Discipline and Complaints Policy (not Safe Sport) and get referred back to the PTA or Club. Resources are being developed to assist organizations with properly managing non-Safe Sport complaints.

VC is currently in the process of finalizing an agreement with SDRCC to manage all Complaints. Sport Canada is funding SDRCC's new safe sport program. The Office of the Sport Integrity Commissioner will operate independently to receive complaints about alleged violations of the Universal Code of Conduct to Address and Prevent Maltreatment in Sport (UCCMS). Where necessary, it will launch independent investigations and recommend sanctions against individuals who are found to have committed a violation. Lise Maclean will be stepping down as VC's third-party Independent Safe Sport Officer at the end of June.

Background Screening

VC's Screening Committee remains in place with members Boris Tyzuk, Dan McIntosh, Mark Eckert, and Caroline Sharp. The Committee reviews all issues that arise from criminal background and reference checks and acts as a resource for PTAs to review screening issues and provide recommendations.

Background screening is a requirement for all VC staff, volunteers, coaches, and persons in authority. It is also a requirement of the Club Approval Program. Background Screening has been implemented this season for all appropriate members as per the VC Screening Policy. VC and PTAs are working with Sterling Backcheck to complete the screening. Integration with the VRS has not been smooth however which has required manual reviews which has been a lengthy process with the return to competition. VC is verifying that all coaches have the necessary safe sport requirements in place for National Championships. PTA's have also been asked to provide attestations that the Safe Sport requirements are being met for its participants in National events.

Education

Safe Sport training requirements continued to be enforced and monitored for all VC staff and volunteers. Safe Sport training is also a requirement for all persons in authority. The plan was to have training and screening requirements tracked through the new VRS system this season. This has proven difficult however due to issues with the CAC's Locker. Some PTAs use Respect in Sport, and this is not reporting at 100% either. Manual verification has been needed and has been time consuming for all. We will continue to work towards finding solutions to automate these verifications moving forward and make the process smoother.

Safe Sport Information Sessions were staged virtually with every National Team Program (all disciplines, age classes and genders) and a take-away resource document was provided to all participants in the sessions. A Referee Safe Sport webinar was staged in 2021 with over 75 referees taking part.

Youth Safe Sport Education Tool

VC applied for funding through the COC's Return to Sport Fund to develop a Safe Sport education tool geared towards youth

and was approved! VC along with Athletics Canada and Swimming Canada are working together on this initiative. The working group has met weekly and have engaged Vantage Consulting to work with us on developing the tool, which we hope to launch next year. Vantage is working with us on internal and external research, requirements development, vendor assessment and vendor contract negotiations. The Education tool will be youth oriented and “gamified” to appeal to the 11 -18 age group and will feature different modules for key topics under maltreatment prevention, athlete well-being and Engagement (mental health, eating disorders etc.), Sport Science (nutrition, injury prevention etc.) and Diversity, Equity, and Inclusion.

Risk Management

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

Safe Sport is a key element of the VC Club Approval Program which was launched as a pilot for the new season. Safe sport training and screening requirements are key components of the program. More work needs to be done to facilitate compliance and ensure monitoring.

New sections were added to the VC website under Safe Sport related to Injury prevention and mental health, including concussion protocols.

Gender Equity/Diversity/Inclusion

Education

All VC staff (including all coaches) 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.

Program Development

Gender Equity

VC completed its work with the Women and Sport Playbook Program which examined gender equity in our sport and developed strategies and plans to address shortfall areas. These strategies are being implemented into the different program areas, with a focus on coach and referee development at the high performance levels.

Diversity & Inclusion

VC is working in partnership with Deloitte Inc. on the development of its Equity Diversity and Inclusion (DEI) Strategic Framework and Implementation Plan. Funding support for this partnership has been provided by the Canadian Olympic Committee through its NSO Return to Sport Program. Ensuring volleyball is accessible to everyone is one of the foundations of our commitment to our players, parents, coaches, officials, and partners and the focus on the first phase of this partnership is on data analysis and research to understand how the organization should build a more inclusive sport for all.

As a starting point on this journey, Deloitte is conducting a survey of members of the volleyball community with two key objectives:

- Gather a deep understanding of the demographics of the volleyball community across Canada.
- Understand the sentiments around equity and inclusion among stakeholders.

From this research, we hope to identify strategic DEI priorities that align with the most impactful critical moments and/or barriers across stakeholder participation. This data gathering and analysis phase will continue through to the fall of 2022 when work will commence on the strategic framework and plans moving forward.

05 Provincial & Territorial Reports



Volleyball Yukon

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------------------|
| Number of Male registered players | 79 | Have not |
| Number of Female registered players | 154 | opened beach |
| Number of Male registered coaches | 11 | registration yet. |
| Number of Female registered coaches | 10 | |
| Number of Male registered referees | 4 | |
| Number of Female registered referees | 1 | |
| Number of Male recreational/Associate Level Members | 2 | |
| Number of Female recreational/Associate Level Members | 6 | |
| Number of Registered Clubs (Youth) | 2 | |
| Number of Registered Clubs (Adult) | 1 | |
| Number of Registered Teams (Youth) | 10 | |
| Number of Registered Teams (Adult) | 8 | |
| Number of 9-12 Male players (participated in a PTA program or club) | 2 | |
| Number of 9-12 Female players (participated in a PTA program or club) | 7 | |
| Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play) | 1 | |

Major Events Hosted

- Yukon Championships
April 1-3, 2022

Major Corporate Sponsors

- Northland Beverages (PEPSI)

New Initiatives for the Upcoming Year

- Construction of beach courts!

Current Challenges

- Communications and working with one want to be affiliate club

Number of Individuals suspended from participation: 0

Strategic Plan

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

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 13 | 4 |
| Number of Female registered players | 11 | 4 |
| Number of Male registered coaches | 3 | 1 |
| Number of Female registered coaches | 2 | 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

- Due to Covid no major events

Major Corporate Sponsors

- N/A

New Initiatives for the Upcoming Year

- VBNU will be needing to relaunch all programming: Grassroots, High Performance, Community Tournaments, Coach Training

Current Challenges

- Decline of activity in youth due to Covid

Number of Individuals suspended from participation: N/A

Strategic Plan

https://www.volleyballnunavut.ca/_files/ugd/2f0ea0_1337bd07046f467988ddb36967d9abe4.pdf

Volleyball Northwest Territories

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Staff and Email Contacts

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 51 | 4 |
| Number of Female registered players | 147 | 0 |
| Number of Male registered coaches | 5 | 0 |
| Number of Female registered coaches | 7 | 0 |
| Number of Male registered referees | 2 | 0 |
| Number of Female registered referees | 1 | 0 |
| Number of Male recreational/Associate Level Members | 49 | 0 |
| Number of Female recreational/Associate Level Members | 103 | 0 |
| Number of Registered Clubs (Youth) | 3 | 0 |
| Number of Registered Clubs (Adult) | 1 | 0 |
| Number of Registered Teams (Youth) | 5 | 0 |
| Number of Registered Teams (Adult) | 8 | 10 |
| 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) | 1 | 0 |

Major Events Hosted

- None

Major Corporate Sponsors

- Mikasa

New Initiatives for the Upcoming Year

- Volleyball Youth League

Current Challenges

- Multiple major events in 2022-23 (2022 CSG, 2023 NAIG, 2023 AWG, 2024 AWG)

Number of Individuals suspended from participation: 0

Strategic Plan

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

Volleyball BC

President

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Executive Director

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Board of Directors

| | | |
|------------------|-------------|---------------|
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2021 / 2022

Number of Male registered players
Number of Female registered players
Number of Male registered coaches
Number of Female registered coaches
Number of Male registered referees
Number of Female registered referees
Number of Male recreational/Associate Level Members
Number of Female recreational/Associate Level Members
Number of Registered Clubs (Youth)
Number of Registered Clubs (Adult)
Number of Registered Teams (Youth)
Number of Registered Teams (Adult)
Number of 9-12 Male players (participated in a PTA program or club)
Number of 9-12 Female players (participated in a PTA program or club)
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)

Indoor Beach

1485
3660
415
480
58
61
4272
4766
63
N/A
411
N/A
N/A
N/A
N/A

We rolled indoor registration/ membership into the beach season. Therefore, we do not have separate numbers for beach.

Major Events Hosted

- 2022 BC Hall of Fame Virtual Awards
- 2022 Provincial Indoor Volleyball Championships (12-14U, 15-16U and 17-18U)

Major Corporate Sponsors

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

New Initiatives for the Upcoming Year

- 2021-2024 Strategic Plan Phase One implementation
- Development of High Performance Plan
- Delivery of Safe Sport Action Plan
- Development and launch of DEI Strategy
- New website

Current Challenges

- Access to facilities, especially outside of Lower Mainland
- Recruitment and retention of coaches and referees
- Renewal of lease and long-term partnership for the Harry Jerome Sport Centre.

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

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Board of Directors

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

Executive Director

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Staff and Email Contacts

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

2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 1551 | 15 |
| Number of Female registered players | 4818 | 78 |
| Number of Male registered coaches | 664 | 0 |
| Number of Female registered coaches | 916 | 0 |
| Number of Male registered referees | 193 | 0 |
| Number of Female registered referees | 154 | 0 |
| Number of Male recreational/Associate Level Members | 1839 | 24 |
| Number of Female recreational/Associate Level Members | 5741 | 35 |
| Number of Registered Clubs (Youth) | 90 | 0 |
| Number of Registered Clubs (Adult) | 1 | 0 |
| Number of Registered Teams (Youth) | 548 | 28 |
| Number of Registered Teams (Adult) | 27 | N/A |
| Number of 9-12 Male players (participated in a PTA program or club) | 73 | N/A |
| Number of 9-12 Female players (participated in a PTA program or club) | 192 | N/A |
| Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play) | N/A | 0 |

Major Events Hosted

- 12 VA tournament weekends,
- Nationals
- VNL
- Canada Cup

Major Corporate Sponsors

- Mikasa
- Elite
- EventConnect

New Initiatives for the Upcoming Year

- 12U
- Redevelop a regional/secondary tier of volleyball to improve accessibility

Current Challenges

- Sportlomo onboarding – specifically related to PIA checks
- Staffing (both full-time and service providers)
- Referee Recruitment/Retention/Availability

Number of Individuals suspended from participation: 1

Strategic Plan

https://www.volleyballalberta.ca/sites/default/files/sites/About/Who_We_Are/Strategic_Plan_Bylaws/Strategic%20Plan%20Dec%202021%20-%20Approved%20.pdf

Sask Volleyball

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 534 | 155 |
| Number of Female registered players | 2207 | 495 |
| Number of Male registered coaches | 228 | N/A |
| Number of Female registered coaches | 354 | N/A |
| Number of Male registered referees | 217 | N/A |
| Number of Female registered referees | 123 | N/A |
| Number of Male recreational/Associate Level Members | 94 | N/A |
| Number of Female recreational/Associate Level Members | 528 | N/A |
| Number of Registered Clubs (Youth) | 72 | 3 |
| Number of Registered Clubs (Adult) | 5 | N/A |
| Number of Registered Teams (Youth) | 240 | N/A |
| Number of Registered Teams (Adult) | N/A | N/A |
| Number of 9-12 Male players (participated in a PTA program or club) | 77 | N/A |
| Number of 9-12 Female players (participated in a PTA program or club) | 340 | 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

- 2022 Sask Cups
- Indoor Provincials

Major Corporate Sponsors

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

New Initiatives for the Upcoming Year

- Premier League high performance division for 18U

Current Challenges

- Access to facilities
- Drop in membership for younger age-groups
- Drop in Referee members

Number of Individuals suspended from participation: 1

Strategic Plan

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

Volleyball Manitoba

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 758 | 209 |
| Number of Female registered players | 1445 | 268 |
| Number of Male registered coaches | 208 | 0 |
| Number of Female registered coaches | 200 | 0 |
| Number of Male registered referees | 80 | 8 |
| Number of Female registered referees | 28 | 4 |
| Number of Male recreational/Associate Level Members | 103 | 209 |
| Number of Female recreational/Associate Level Members | 329 | 268 |
| Number of Registered Clubs (Youth) | 36 | N/A |
| Number of Registered Clubs (Adult) | 0 | N/A |
| Number of Registered Teams (Youth) | 163 | 94 |
| Number of Registered Teams (Adult) | 60 | 75 |
| Number of 9-12 Male players (participated in a PTA program or club) | 9 | N/A |
| Number of 9-12 Female players (participated in a PTA program or club) | 46 | N/A |
| Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play) | 3 | 0 |

Major Events Hosted

- N/A

Major Corporate Sponsors

- Mikasa
- Labatt / Michelob Ultra (Super-Spike)
- Birchwood Auto (Super-Spike)

New Initiatives for the Upcoming Year

- New staffing for Initiation and Development Programs

Current Challenges

- COVID and its 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: 1

Strategic Plan

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

Ontario Volleyball Association

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Board of Directors

| | | |
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| Daphne Choi | Victoria Altomare | Kelsey Orth |
| Corinne Williams | Danny Gosselin | |

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 2407 | 91 |
| Number of Female registered players | 6617 | 171 |
| Number of Male registered coaches | 1045 | 26 |
| Number of Female registered coaches | 565 | 10 |
| Number of Male registered referees | 315 | 24 |
| Number of Female registered referees | 116 | 16 |
| Number of Male recreational/Associate Level Members | 134 | 398 |
| Number of Female recreational/Associate Level Members | 254 | 949 |
| Number of Registered Clubs (Youth) | 80 | 0 |
| Number of Registered Clubs (Adult) | 0 | 0 |
| Number of Registered Teams (Youth) | 790 | 887 |
| Number of Registered Teams (Adult) | 0 | 8 |
| Number of 9-12 Male players (participated in a PTA program or club) | 434 | N/A |
| Number of 9-12 Female players (participated in a PTA program or club) | 1314 | N/A |
| Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play) | 21 | 17 |

Major Events Hosted

- Beach Ontario Championships
- OVA Beach Tour
- Events cancelled due to COVID - OVA Indoor Youth Competitions and Ontario Championships

Major Corporate Sponsors

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

New Initiatives for the Upcoming Year

- Modifying indoor competition stream to include convention center events
- Early Contact Initiative and V4L – Volleyball for Life launch

Current Challenges

- Planning safe return to sport
- Facility availability

Number of Individuals suspended from participation: N/A

Strategic Plan

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

Volleyball Québec

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Ginette Grégoire – info@volleyball.qc.ca

2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|----------------------|
| Number of Male registered players | 721 | 355 |
| Number of Female registered players | 1921 | 772 |
| Number of Male registered coaches | 304 | included with indoor |
| Number of Female registered coaches | 212 | included with indoor |
| Number of Male registered referees | 192 | 9 |
| Number of Female registered referees | 239 | 3 |
| Number of Male recreational/Associate Level Members | 164 | 177 |
| Number of Female recreational/Associate Level Members | 637 | 633 |
| Number of Registered Clubs (Youth) | 31 | included with indoor |
| Number of Registered Clubs (Adult) | 17 | included with indoor |
| Number of Registered Teams (Youth) | 197 | 411 |
| Number of Registered Teams (Adult) | 34 | 183 |
| Number of 9-12 Male players (participated in a PTA program or club) | 18 | N/A |
| Number of 9-12 Female players (participated in a PTA program or club) | 80 | N/A |
| Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play) | 12 | N/A |

Major Events Hosted

- Volleyball Quebec Open, November 2021
- Quebec Cup, April 2022
- Volleyball Quebec Championships, multiple cities, April/May 2022
- Men's FTTC, Gatineau 2021-22
- Excellence Centre affiliated to the Beach VB National Team, Summer 2021
- Senior Provincial Beach Tour, multiple cities, Summer 2021
- Beach Volleyball Championships, multiple cities, Summer 2021
- Beach Volleyball Summer Camps, Drummondville, Summer 2021
- Volleyball Summer Camps, Sherbrooke, Summer 2021

Major Corporate Sponsors

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

New Initiatives for the Upcoming Year

- Continue Volleyball Quebec Academy activities
- Improve our beach volleyball service offers
- Continue the Excellence Centre affiliated to the beach volleyball national team
- Continue the School of Excellence
- Increase the hosting capacity of our summer camps

Current Challenges

- Cohesion with the high school volleyball competition system
- Relaunch beyond COVID-19 with Volleyball Quebec as title holders of the Quebec Sport Federation of the Year Award in 2019.
- Improve cohesion in clubs, Sports-Études programs and Volleyball Quebec actions to implement the LTAD and a better positioning of Quebec across the country.
- Increase the number of Quebec athletes on national team programs.
- Increase the number of participants and the quality of coaching at every level (particularly with boys and in the mini-volley programs).
- Promote volleyball with a maximum of Quebecers.
- Teach club leaders on a healthy, modern and performing 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

Volleyball New Brunswick

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Joy Porter
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Nic Boucher
Monette Boudreau
Dan McMorran
Steve Lanteigne

Staff and Email Contacts

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 162 | N/A |
| Number of Female registered players | 641 | N/A |
| Number of Male registered coaches | 57 | N/A |
| Number of Female registered coaches | 73 | N/A |
| Number of Male registered referees | 72 | N/A |
| Number of Female registered referees | 93 | N/A |
| Number of Male recreational/Associate Level Members | 68 | N/A |
| Number of Female recreational/Associate Level Members | 329 | N/A |
| Number of Registered Clubs (Youth) | 28 | N/A |
| Number of Registered Clubs (Adult) | 1 | N/A |
| Number of Registered Teams (Youth) | 100 | N/A |
| Number of Registered Teams (Adult) | 0 | N/A |
| Number of 9-12 Male players (participated in a PTA program or club) | 6 | N/A |
| Number of 9-12 Female players (participated in a PTA program or club) | 10 | N/A |
| Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play) | 3 | 2 |

Major Events Hosted

- N/A

Major Corporate Sponsors

- Mikasa

New Initiatives for the Upcoming Year

- Adopt Safe Sport Policies
- Performance Pathway Initiative

Current Challenges

- Decreased membership due to the pandemic

Number of Individuals suspended from participation: 1

Strategic Plan

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

Volleyball PEI

President

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Board of Directors

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Kate Dawson
Joe Ryan
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Patrick Davis
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Glenn Ford

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 13 | 5 |
| Number of Female registered players | 44 | 16 |
| Number of Male registered coaches | 11 | 1 |
| Number of Female registered coaches | 23 | 1 |
| Number of Male registered referees | 16 | 0 |
| Number of Female registered referees | 4 | 0 |
| Number of Male recreational/Associate Level Members | 115 | 0 |
| Number of Female recreational/Associate Level Members | 328 | 58 |
| Number of Registered Clubs (Youth) | 15 | 2 |
| Number of Registered Clubs (Adult) | 1 | 1 |
| Number of Registered Teams (Youth) | 42 | 10 |
| Number of Registered Teams (Adult) | 20 | 10 |
| 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) | 50 | 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

- Youth Spring League
- Sr. Women's & Sr. Men's Indoor Leagues
- Provincial Indoor and Beach Championships
- Slammin' Sundays Beach Tournament Series

Major Corporate Sponsors

- Mikasa (in-kind)

New Initiatives for the Upcoming Year

- Atlantic Beach Events (1-2)

Current Challenges

- Facility access
- Multi-sport athletes/competition from other sports
- Covid-19 travel concerns

Number of Individuals suspended from participation: 1

Strategic Plan

Not current

Volleyball Nova Scotia

President

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Executive Director

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Board of Directors

| | |
|------------------|-----------------|
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| Krysta Cadden | Bernie Wallace |
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Staff and Email Contacts

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|-------|
| Number of Male registered players | 301 | 6 |
| Number of Female registered players | 1613 | 6 |
| Number of Male registered coaches | 87 | 1 |
| Number of Female registered coaches | 200 | 1 |
| Number of Male registered referees | 50 | 1 |
| Number of Female registered referees | 29 | 0 |
| Number of Male recreational/Associate Level Members | 62 | 94 |
| Number of Female recreational/Associate Level Members | 94 | 108 |
| Number of Registered Clubs (Youth) | 30 | 1 |
| Number of Registered Clubs (Adult) | 1 | 1 |
| Number of Registered Teams (Youth) | 161 | 44 |
| Number of Registered Teams (Adult) | 14 | 121 |
| Number of 9-12 Male players (participated in a PTA program or club) | 108 | N/A |
| Number of 9-12 Female players (participated in a PTA program or club) | 285 | N/A |
| Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play) | 13 | 2 |

Major Events Hosted

- Indoor Club Championships

Major Corporate Sponsors

- Mizuno
- Mikasa
- Sportwheels

New Initiatives for the Upcoming Year

- N/A

Current Challenges

- Growing boy's participation
- Safe Sport implementation / capacity
- Cost of programs / inflation

Number of Individuals suspended from participation: 4 plus 2 pending outcome of review

Strategic Plan

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

Newfoundland and Labrador Volleyball Association

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2021 / 2022

| | Indoor | Beach |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|--------------|
| Number of Male registered players | 90 | No separate |
| Number of Female registered players | 255 | registration |
| Number of Male registered coaches | 194 | for beach |
| Number of Female registered coaches | 290 | |
| Number of Male registered referees | 122 | |
| Number of Female registered referees | 90 | |
| Number of Male recreational/Associate Level Members | 1071 | |
| Number of Female recreational/Associate Level Members | 3051 | |
| Number of Registered Clubs (Youth) | 5 | |
| Number of Registered Clubs (Adult) | 0 | |
| Number of Registered Teams (Youth) | 321 | |
| Number of Registered Teams (Adult) | 142 | |
| 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) | N/A | |

Major Events Hosted

- VolleyWest – VolleyCentral – VolleyEast JH & SH
- Seniors 2022 (104 Teams)
- Provincial Championships hosted over 3 weekends in April (13U-16U) (14U-17U)(15U-18U)

Major Corporate Sponsors

- Molson
- Beresford
- Mikasa

New Initiatives for the Upcoming Year

- Coaching Education
- Return to Events on Original Dates
- Canada Games 2025 Provincial Team Pilot Project

Current Challenges

- Gym Space for Club Program Development

Number of Individuals suspended from participation: 0

Strategic Plan

<https://nlvolleyball.net/information/strategic-plan-2018-2021/>

06

External Representation Reports



Volleyball
Canada



International Relations

2021-2022 was a year of recovery from the coronavirus pandemic, which saw our international volleyball scene start to return to normal. We experienced an unusual Tokyo Olympics (July/Aug) and Paralympics (Aug/Sept.), having been postponed from 2020 placing enormous strain on our athletes and staff. International volleyball restarted in 2021 with both the beach volleyball tour and VNL.

At the Olympic Games, Canada was represented by two female beach teams, each advancing to the quarterfinals of the Olympic tournament. The men's indoor team also advanced to the quarter-final to be eliminated by Russia.

The women's Paralympic (sitting volleyball) team had its best-ever result at a Games, finishing fourth and gaining valuable international experience.

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.

All of VC's hosting obligations were cancelled since the Olympic Qualifier in Vancouver in early 2020 including the 2021 Sr Men's NORCECA Championships in Gatineau, QC, in August. However, our planning efforts jumped considerably in the fall of 2021 and 2022 as we prepare to host 2 VNL events, and the Sr Men's Pan Am Cup in 2022.

NORCECA held a Sport Organizing Committee (SOC) over zoom in February 2022 and is currently rebounding to offer a full slate of competitions in 2022. Alan Ahac remains a member of the NORCECA SOC and Mark Eckert attends as a member of the Executive Committee.

Mark Eckert remains a member of the NORCECA Executive as Vice President of the Central Zone. NORCECA executive meetings were held virtually in October of 2021 and February of 2022

Mark Eckert remains a member of the FIVB Board of Administration and attended Board meetings in Lausanne in the fall of 2021 and March of 2022.

Mark also participated as a member of the VNL Council and Project Empowerment as well as Snow Volleyball Commission.

The FIVB Volleyball Empowerment project adopted Canada's Women's Team, and this results in annual funding up to 2024 of 200 thousand US

As noted last year, FIVB has undergone a significant change, 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. VW has grown this year as VNL and the Beach Tour have initiated, and Canada's profile as an event host has grown at VW as they have asked us to run 2 VNL events in 2021. There also were considerable efforts to have us host Beach Tour events however this would extend our financial commitments too thin.

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 in 2016 and the FIVB Beach Commission Secretary in 2021.

A NORCECA Beach Commission Virtual Meeting was held on March 31, 2022, and the meeting notes are below:

NORCECA Beach Commission Virtual Meeting – March 31, 2022

1. Cristobal Marte welcomed the Beach Commission members to the meeting and stated that as many as 10 NORCECA Beach Tour events would be organized in 2022.
2. Ed Drakich welcomed the Beach Commission members to the meeting and indicated that he was enthusiastic the 2022 NORCECA Beach Tour.
3. Indhira Ramirez informed the Beach Commission of the two NORCECA FIVB World Championship Qualification events to be held April 15-18, 2021, in Santo Domingo, DOM and Punta Cana, DOM.
4. Indhira Ramirez explained that the NORCECA Beach Tour hosting conditions for 2022 would remain the same as previous years.
5. Ed Drakich explained that beginning in 2022 the NORCECA Beach Tour Events would consist of a **Modified Pool Play System** like the format used on the FIVB World Tour (and starting in 2022 the Volleyball World Challenge and Future events).
6. Ed Drakich proposed that the 2022 and 2023 NORCECA Beach Tour Finals should be organized as the last event of each season (in November or December) but that the 2024 NORCECA Beach Tour Finals would be organized in May 2024 so it could be counted toward the Paris 2024 Olympic Ranking system. This proposal was **approved**.
7. Ed Drakich explained the Qualification System for the Paris 2024 Olympic Games and proposed that NORCECA approve using only 1-team per National Federation (As opposed to 2-teams per National Federation as was the case for London, Rio, and Tokyo) in the NORCECA Continental Cup Paris 2024 Olympic Qualification System. The proposal was **approved**.
8. Ed Drakich indicated the Santiago 2023 Pan American Games would take place October 20-November 5, 2023.
9. Andre Trottier presented the NORCECA Beach Referee report.
10. 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 Meeting – Lausanne, Switzerland – November 29, 2021

Meeting Notes by Ed Drakich

Attendance In Person: Ary Graca (FIVB President), Fabio Azevedo (FIVB General Director), Vicente Araujo (FIVB Beach Commission President), Fernando Lima (Chairman Volleyball World), Lara Marich (Volleyball World), Ed Drakich (FIVB Beach Commission Secretary), Yu Cao, (FIVB), Daniela Pirri Joly (FIVB), Lara Marich (FIVB), Steve Tutton (FIVB), Raheleh Ahadpour (FIVB), and Carole Ghosn (FIVB).

Attendance Virtually: Finn Taylor (CEO Volleyball World), Marcelo Wangler (BRA), Madelein Meppelink (Athlete Member – NED), Julis Brink (Athlete Member – GER), Jose Casanova (FIVB Beach Referee Commissioner), Craig Carracher (AUS), Liu Bing (CHN), Marek Pakosta (CZE), Bebbie Wooster-Masalifakalo (VAN), Marina Scherbakova (RUS), Tomislav Smuc (SLV), Luis Alexandre (FIVB Director for Asia/Oceania), Ali Ghanim Al-Kuwar (QAT), Herman Ada (GUM)

Absent: Allam Abderazza (MOR)

Monday November 29, 2021 (Meeting begins at 12:00PM in Lausanne)

1. Ary Graca welcome address:
 - a. 2021 has been very important for the FIVB and Beach Volleyball – Partnership with CVC Capital Partners. CVC has already paid FIVB \$100,000,000 USD to the FIVB for 33% share of Volleyball World. The concept is that new people will bring new ideas and professionalism to our sport. Countries of small populations must choose beach volleyball.
 - b. Tokyo 2020 Beach Volleyball – Six different countries won medals. Three new countries. Five of the 10 Continental Final Teams advanced to the playoffs.
 - c. Volleyball World Beach Pro Tour will replace the FIVB World Tour. The Beach Pro Tour will have the highest level of TV production and Sport Presentation
2. List of Attendance – Yu CAO
 - a. All members are present except for Allam Abderazza (MOR)
3. FIVB / Volleyball World Update – Fabio Azevedo
 - a. Fabio Azevedo delivered a presentation.
 - b. FIVB average annual profit of \$27,000,000 before prize money
 - c. Volleyball World a private Swiss Company (67% FIVB and 33% CVC) for commercial rights.
 - d. FIVB retains 100% of the Sports (Volleyball and Beach Volleyball)
4. Volleyball World Beach Pro Tour – Finn Taylor
 - a. Finn Taylor delivered a presentation.
 - b. FIVB World Tour prize money and number of events did not grow.
 - c. Beach Pro Tour – Less expensive to deliver than the FIVB World Tour
 - d. Average event lasted 1.9 years in the old FIVB World Tour
 - e. All main draw matches (Elite 16 and Challenger events) will be Televised
 - f. All events must do a minimum 3 year commitment
5. Beach Volleyball World Championships 2022 – Finn Taylor / Yu Cao
 - a. Finn reported on the event, Yu listed the 48-team qualification process
6. Paris 2024 Olympic Games – Yu Cao
 - a. Yu Cao summarized the details of the Paris 2024 Qualification process
 - b. Olympic Qualification Process will start January 1, 2023
 - c. Continental Pathway – Final June 13-23, 2023, and can be 1 or 2 teams per NF
 - d. If 2 teams per National Federation, then either best of 3 format or best of 5 format (Tie break either golden set or golden match)
7. Beach Volleyball Sport Regulations & Operations Manual – Yu Cao
 - a. Beach Volleyball Sport Regulations – General matter
 - b. Sport Operation Manual – Technical details
 - c. Handbook – Part of Event Ryder by Volleyball World
 - d. Reviewed Beach Pro Tour
 - e. Ranking system
 - f. Country quota – propose a maximum percent of teams from 1 NF in an event
8. FIVB Volleyball Empowerment – Steve Tutton
 - Presentation by Steve Tutton
 - Targeted support – 2022 World Championships and 2024 Olympics
 - Application support – All categories of NFs – Coach Support, Equipment, and knowledge support
9. Other Business – Yu Cao
 - Coaching at FIVB Events is being studied
10. Meeting adjourned 4:20PM.

International Beach Volleyball Referees Committee

2022 ROC meeting

After two years in the dark, the beaches around the world are now officially re-open! Lots of actions and opportunities for our International and Candidates Beach Referees. In fact, all seven of them will be working on the international scene this year. You can see the events that they will be attending below. Canada will host a NORCECA Beach Pro Tour event next August in P.E.I. This will be the event where Marcia and Geoff will be able to complete their 10 matches of evaluation and if successful, we will be able to propose them at the next NORCECA Referee Commission as International Beach Referee. I will also take the opportunity at this event to keep on working in preparing Simon and Dimitri for their next year FIVB International Beach Referee Course (if confirmed).

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

Omid Mojtahedi:

FIVB Pro Tour Challenge – Mexico
NORCECA TOUR - Canada

Brian Hiebert:

FIVB Pro Tour Challenge – Portugal
FIVB Pro Tour Challenge – Morocco
Commonwealth Games – England

Jasen Boyko:

FISU University Games – USA

Simon Ouellet – Dimitri Magirias – Marcia Quaquarelli – Geoff Stuart:

NORCECA TOUR - Canada

Lucie Guillemette (FIVB Challenge Video Official)

FIVB World Championships – Italy
Commonwealth Games – England

André Trottier (FIVB Referee Coach)

FIVB Pro Tour – Elite 16 – Switzerland
FIVB Pro Tour Challenge – Portugal
Commonwealth Games – England
FIVB Pro Tour – Elite 16 – South Africa

In conclusion, I would like to take the opportunity to thank all the NOC (Pat Thorne, Guy Bradbury, Scott Borys and Scott Mclean) that gave me the chance to be working with all of you as the Beach Chair for the International level in Canada. My mandate is now completed, and I will leave you in the hands of an amazing super competent person Madame Lucie Guillemette. Lucie will bring lots of new ideas and new visions for our great Sport. I hope that my little contribution over these years was helpful in developing our Canadian Beach Referees and I wish you all the success that you all deserve.

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 hosted a combined in-person/virtual meeting January 2022 with the focus on developing a strategic direction since this was the first in person since 2020. The Commission has 5 primary directions – referee categorization and statistics, referee education and training, rules and regulations/tests, beach volleyball and special projects and development.

Key Decisions:

- Career Extensions: Extend the mandatory international referee retirement age from 55 years to 60 years pending meeting FIVB technical and medical standards
- Rule Tests:
 - During the 2022 World Club Championships: test the elimination of double touch decisions on second contact internal pass.
 - During the 2023 World Age Group championships: eliminate overhand service reception
- Women in Refereeing Project: The FIVB is reviewing a project to support and enhance the development opportunities for girls and women as referees.

The FIVB President noted that the future for international referees (Beach and Volleyball) will be based upon performance. From a Canadian perspective Volleyball Canada has six FIVB Categorized Volleyball Referees – Matt Van Raalte (NB), Scott Dziewirz (QC), Andrew Cameron (ON), Andrew Robb (ON), Samara Sevor (ON) and Ryan Bunyan (AB). For Beach Volleyball three FIVB Categorized Referees Omid Mojtahedi (ON), Brian Hiebert (BC) and Lucie Guillemette (QC) as a Challenge Referee.

NORCECA Refereeing Commission

The NORCECA Referee Commission has developed a strategic direction based upon 5 core themes for both Beach Volleyball and Volleyball – improving zonal support particularly for the Caribbean and Central America, launching a program to support referee coaches, launching a program to support women and girls in refereeing, development of a referee sustainability initiative and creating a NORCECA specific referee data and management system.

Key Decisions:

- Adopt a strategic direction for the 2020-2024 quadrennial
- To adopt a NORCECA Referee Categorization Program
- To have a referee coach in each federation by 2024
- To host a NORCECA International Volleyball Referee Candidate Course in 2022
- To host a NORCECA International Beach Volleyball Referee Candidate Course in 2023

Canada is very well represented within NORCECA with 11 International Volleyball Referees and Candidates for Volleyball, Matt Van Raalte (NB), Serge Theriault (QC), Scott Dziewirz (QC), Marie-Claude Levesque (QC) – candidate, Andrew Cameron (ON), Andrew Robb (ON), Samara Sevor (ON), Jason Dodd (ON), Ryan Bunyan (AB), Sara Maxwell-Bunyan (AB) - candidate, Steve Hewitson (BC). There are eight International Volleyball Referees and Candidates, Geoff Stuart (NS) – candidate, Lucie Guillemette (QC) Simon Ouellet (QC), Marcia Quaquarelli (QC) – candidate, Omid Mojtahedi (ON), Dimitri Magirias (ON), Jasen Boyko (AB), and Brian Hiebert (AB).

NORCECA Sport Organizing Committee

Due to the COVID-19 pandemic, all NORCECA events in 2021 were cancelled, however 2022 features a full slate of events. NORCECA convened an SOC zoom meeting on March 2 2022. Alan Ahac participated as an SOC Member while Mark Eckert attended as an Executive Committee member. Attached is the NORCECA event calendar for 2022.

While Canada is only hosting one NORCECA event in 2022 – the Senior Men's Pan Am Cup in Gatineau, QC in August – we also have 2 VNL events this summer. We have been able to take advantage of surplus Sport Canada hosting funds available from fiscal 2021-22 to supplement hosting grants for 2022 events.

Alan Ahac also attended the U18 World Championships in Sept 2021 in Durango, Mexico as a Technical Delegate.

Canada plans to attend all NORCECA events which they qualify for in 2022. Given the way rankings are now determined, all matches count towards country rankings. Thus it is important Canada attend all events it qualifies for. This undoubtedly creates a challenge on our resources that we are carefully managing.

NORCECA Sport Organizing Committee

| COMPETITION | GENDER | HOST COUNTRY | START | END |
|------------------------------------------------------------------|--------|---------------------------------------------------|--------------|--------------|
| U-19 Pan American Cup | Boys | Guatemala | 21-May-2022 | 29-May-2022 |
| FIVB Volleyball Nations League | Women | USA, Turkey, Brazil, Philippines, Canada, TBD | 31-May-2022 | 03-Jul-2022 |
| Norceca International League Final Four Qualification Tournament | Men | Cuba | 1-Jun-2022 | 6-Jun-2022 |
| U-21 Pan American Cup | Women | Mexico | 5-Jun-2022 | 13-Jun-2022 |
| FIVB Volleyball Nations League | Men | Brazil, Canada, Philippines, Bulgaria, Japan, TBD | 7-Jun-2022 | 10-Jul-2022 |
| Norceca International League Final Four Qualification Tournament | Women | Mexico | 15-Jun-2022 | 20-Jun-2022 |
| ECVA Senior Championship | Men | Antigua & barbuda | 20-Jun-2022 | 27-Jun-2022 |
| XIX Bolivarian Sports Games Valledupar 2022 | W&M | Valledupar, Colombia | 24-Jun-2022 | 5-Jul-2022 |
| U-19 CAZOVA Championship | Girls | Trinidad & Tobago | 4-Jul-2022 | 10-Jul-2022 |
| U-19 CAZOVA Championship | Boys | Trinidad & Tobago | 4-Jul-2022 | 10-Jul-2022 |
| FIVB Volleyball Nations League FINALS | Women | TBD | 13-Jul-2022 | 17-Jul-2022 |
| U-19 Pan American Cup | Girls | United States | 16-Jul-2022 | 24-Jul-2022 |
| FIVB Volleyball Nations League FINALS | Men | TBD | 20-Jul-2022 | 24-Jul-2022 |
| V U23 Central American Championship | Women | Honduras | 26-Jul-2022 | 3-Aug-2022 |
| FIVB Volleball Challenger Cup | W&M | TBD | 27-Jul-2022 | 31-Jul-2022 |
| XV Pan-American Cup | Men | Gatineau, Quebec, Canada | 7-Aug-2022 | 15-Aug-2022 |
| V U23 Central American Championship | Men | El Salvador | 14-Aug-2022 | 22-Aug-2022 |
| XIX Pan-American Cup | Women | Mexico | 19-Aug-2022 | 29-Aug-2022 |
| FIVB Volleyball World Championship | Men | TBD | 26-Aug-2022 | 11-Sep-2022 |
| U-13 Youth Festival | G&B | Dominican Republic | Aug-2022 | Aug-2022 |
| Norceca Pan American Cup Final Six | Women | Dominican Republic | 2-Sept-2022 | 11-Sept-2022 |
| XIV U19 Central American Championship | Boys | Honduras | 9-Sept-2022 | 18-Sept-2022 |
| U-21 Pan American Cup | Men | Cuba | 18-Sept-2022 | 26-Sept-2022 |
| FIVB Volleyball World Championship | Women | Polonia / Netherland | 23-Sep-2022 | 15-Oct-2022 |
| XIX U21 Central American Championship | Men | Nicaragua | 1-Oct-2022 | 9-Oct-2022 |
| XII Central American Sports Games Volleyball | W&M | Guatemala | 28-Oct-2022 | 4-Nov-2022 |
| ECVA Senior Championship | Women | French St. Marteen | 21 Nov-2022 | 28 Nov-2022 |
| U-23 CAZOVA Championship | Women | Aruba (or) Suriname | 6-Dec-2022 | 12-Dec-2022 |
| U-23 CAZOVA Championship | Men | Aruba (or) Bonaire | 6-Dec-2022 | 12-Dec-2022 |

07 Partnership Report



Overview 2021-22

The global pandemic turned the sporting world on its head, and despite the challenging times, the Tokyo and Beijing Olympic and Paralympic Games all happened. Those events have a little more clout (and budget) than most, but they are a good sign we seem to be getting back to normal (or our new normal), and sponsors can start to engage with their properties and events again.

Volleyball Canada will have a busy 2022 hosting our key 'sponsor-valued' events like Youth Nationals in Edmonton, Volleyball Nations League in Ottawa and Calgary, and 2022 Beach Nationals in Toronto and Vancouver. That is important given entering 2021-2022, Volleyball Canada received the disappointing news that three major sponsors, Mizuno, lululemon, and InterPipeline, were not renewing their partnerships.

One key partner category being focused on currently is the indoor footwear and apparel position vacated by long-term sponsor Mizuno. They did not agree to discuss new terms of a partnership given two years of virtually no business in volleyball and disappointment in our National Team using other footwear/kneepad brands during the Olympics in Tokyo. Volleyball Canada is in discussions with another brand and hopes to finalize a new partnership.

We have finalized agreements with two new sponsors; a new apparel partner (Left on Friday) for our women's beach volleyball program that will see them outfit our women's teams and staff through the 2024 Paris Olympics and two-year partnership with a volleyball-related 'yard-game' net system company (Crossnet). We hope to announce these partnerships in the coming weeks.

Our partnership with Volleyball Stuff continues to evolve regarding the co-development and sales of VC branded and Nationals event merchandise offerings -- new terms extend through 2026.

Mikasa Canada is the Official Beach Volleyball of Volleyball Canada and Official Volleyball of Volleyball Canada through 2026.

Given our partnerships typically follow the four-year 'Olympic Cycle,' and we have a few key categories vacant -- 2022 is a crucial year for renewals. We are in positive talks or at the formal contract stage with a number of those missing category partners that will put us in better shape heading towards 2024.

Having patience with doing the right deals with the right partners has been a key focus over the past year. Most companies have been through a few of the toughest financial years ever, and that, coupled with supply chain issues and non-existent sporting events, has made sponsorship an area easy to pull back on let alone build on -- therefore now is a better time for us to be negotiating long term deals.

Volleyball Canada's sponsors include

Volleyball Stuff (VC and Event Merchandise 2026), Mikasa (Official Ball 2026), PUSH (Training 2026), Nothers (Awards 2024), Crossnet (Yard Game 2024), Left on Friday (Beach apparel 2024) and Speith America (Indoor Net Systems).

08

Communications Report



Volleyball
Canada



Media and Communications

Planning for national and international events dominated the new year after two years of cancellations and delays due to the pandemic. This is very positive for the sport and teams, with the challenge being capacity in staffing and resources to cover a wide range of events from a communications standpoint as well as assisting with marketing efforts.

Overall, the goal is to increase the exposure of volleyball in Canada, with a focus on accessibility of web casts for events, and continuing a strong partnership with CBC for increased viewership of events. Also audience engagement through partnerships, social media and the VC app will be a priority.

On the staff side, Josh Bell began full-time as communications coordinator in early 2022, focusing on Nationals and assisting with other events, with Courtney Killion taking over the portfolio of partnerships as well as coordinating digital content.

Key events to be highlighted in 2022 are as follows:

- Nationals
- VNL overall, with hosting in Ottawa (men) and Calgary (women)
- Sitting volleyball teams
- Beach World Championships
- Various development and NORCECA indoor events
- Canada Games
- Commonwealth Games (Beach only)
- Pan Am Cup (Gatineau)
- Indoor World Championship (men and women)
- Various Beach Pro Tour events throughout the year
- **And more!**



Social media

In addition to direct email and the web site, social media channels continue to be a big part of external communications and fan engagement.

With the return of events, it's also a key tool for partner engagement as well as marketing of international 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).

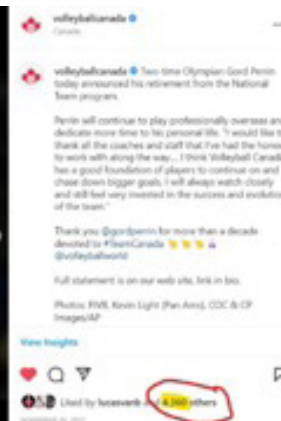
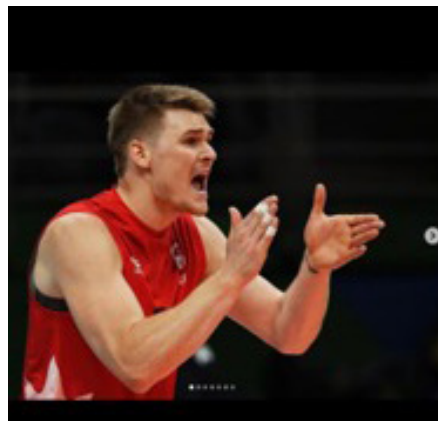
For events such as VNL, paid social media advertising is part of the marketing plans. This increases the reach beyond our audience or "followers".

Popular posts tend towards images and videos that focus on team or athlete milestones such as big wins or, as pictured below, retirements of key athletes.

VC has secured a media monitoring service, Meltwater, to track brand engagement and trend data, as well as monitoring social media mentions.

Social media audience (as of May 2022)

- Facebook – 168,000 followers
- Twitter – 51,700 followers
(VC Nationals account: 2,800)
- Instagram – 63,100 followers
(Increase of 8000 followers since 2021)
- YouTube – 6990 subscribers
(increase of 1.5K subscribers since 2021)
- LinkedIn – 3000 followers
(small increase of approx. 500)



Application

Volleyball Canada launched its mobile app, 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.

The return of events has meant more original content for the app to help guide users through events such as Nationals. This has increased users and we will be able to gauge its effectiveness in the coming months.



Fundraising: Online Auction

The 28th annual auction raised more than 40k in early 2022. Although there were fewer items up for bid, the auction raised more funds than in the previous several years.

The auction project is led by staff member Courtney Killion.

Registered Bidders

| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|--------------|------|------|------|------|------|------------|
| Day 1 | 45 | 89 | 133 | 120 | 163 | 112 |
| Day 2 | 74 | 143 | 157 | 148 | 198 | 134 |
| Day 3 | 83 | 159 | 165 | 165 | 208 | 150 |
| Day 4 | 112 | 169 | 171 | 179 | 220 | 160 |
| Day 5 | 167 | 192 | 179 | 190 | 240 | 171 |
| Day 6 | | 219 | 202 | 211 | 255 | 227 |
| Day 7 | | 242 | --- | 245 | 271 | --- |
| Day 8 | | 284 | 248 | 270 | 300 | 254 |

Amount Raised

| | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|--------------|----------|----------|----------|----------|----------|-----------------|
| Day 1 | \$10,563 | \$15,400 | \$20,229 | \$19,316 | \$21,412 | \$20,705 |
| Day 2 | \$14,363 | \$25,198 | \$23,917 | \$23,327 | \$24,771 | \$22,788 |
| Day 3 | \$15,318 | \$26,632 | \$25,136 | \$25,342 | \$26,630 | \$24,225 |
| Day 4 | \$19,238 | \$28,416 | \$25,636 | \$26,910 | \$27,395 | \$24,948 |
| Day 5 | \$28,583 | \$30,984 | \$27,264 | \$27,610 | \$28,770 | \$26,663 |
| Day 6 | | \$34,327 | \$30,492 | \$29,157 | \$30,205 | \$32,953 |
| Day 7 | | \$36,264 | --- | \$32,800 | \$31,025 | --- |
| Day 8 | | \$44,038 | \$39,119 | \$37,660 | \$36,206 | \$40,397 |

NORCECA Press Commission

The Press and Media Commission held its virtual meeting in late March 2022. The focus was the desire to increase NORCECA's presence on social networks during this year's competitions both in volleyball and beach volleyball. The return of events was discussed in detail.

The meeting was attended by the president of NORCECA, Cristobal Marte Hoffiz, and headed by Carolina Rivas and Roosevelt Comarazamy. Canada is represented by Jackie Skender, who is currently serves as the commission's secretary.

09 Financial Report



Financial Statements of

CANADIAN VOLLEYBALL ASSOCIATION

And Independent Auditors' Report thereon

Year ended March 31, 2022



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INDEPENDENT AUDITORS' REPORT

To the Members of the Canadian Volleyball Association

Opinion

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

- the statement of financial position as at March 31, 2022
- 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, 2022, 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

June 4, 2022

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Financial Position

March 31, 2022, with comparative information for 2021

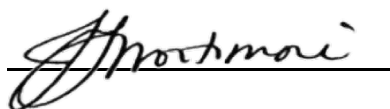
| | 2022 | 2021 |
|----------------------------------|--------------|--------------|
| Assets | | |
| Current assets: | | |
| Cash | \$ 2,696,178 | \$ 1,640,999 |
| Accounts receivable | 438,889 | 297,382 |
| Inventory | 82,930 | 113,952 |
| Prepaid expenses | 222,473 | 520,324 |
| | 3,440,470 | 2,572,657 |
| Tangible capital assets (note 3) | 8,176 | 20,604 |
| Restricted investments | 902,020 | 252,020 |
| | \$ 4,350,666 | \$ 2,845,281 |

Liabilities and Net Assets


| | | |
|---------------------------------------------------|--------------|--------------|
| Current liabilities: | | |
| Accounts payable and accrued liabilities (note 4) | \$ 702,737 | \$ 663,487 |
| Deferred revenue (note 5) | 2,452,340 | 1,435,512 |
| | 3,155,077 | 2,098,999 |
| Net assets (note 6): | | |
| Investment in tangible capital assets | 8,176 | 20,604 |
| Unrestricted | 285,393 | 473,658 |
| Internally restricted (note 9(b)) | 902,020 | 252,020 |
| | 1,195,589 | 746,282 |
| Contingencies (note 7) | | |
| | \$ 4,350,666 | \$ 2,845,281 |

See accompanying notes to financial statements.

On behalf of the Board:



Director



Director

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Operations

Year ended March 31, 2022, with comparative information for 2021

| | 2022 | 2021 |
|--------------------------------------------------|--------------|--------------|
| Revenue: | | |
| Sport Canada contributions | \$ 4,039,395 | \$ 2,251,234 |
| Membership fees | 1,112,578 | 158,941 |
| Government grants | 967,720 | 1,707,099 |
| Team Canada beach volleyball | 966,355 | 322,640 |
| Team Canada indoor volleyball | 893,869 | 416,350 |
| Athlete and Coach Pathways | 691,764 | 361,787 |
| National office operations | 381,448 | 56,033 |
| Sport Canada contributions - in-kind | 256,300 | 208,900 |
| Team Canada sitting volleyball | 232,587 | 116,170 |
| Referees | 128,149 | 10,447 |
| Merchandising | 87,433 | 35,353 |
| National competitions | 12,928 | 33,060 |
| Nations League (w) | - | 5,701 |
| | 9,770,526 | 5,683,715 |
| Expenses: | | |
| Team Canada indoor volleyball | 3,034,258 | 1,239,906 |
| Team Canada beach volleyball | 1,838,985 | 1,381,151 |
| National office operations | 1,388,373 | 1,468,615 |
| Athlete and Coach Pathways | 810,329 | 570,993 |
| Team Canada sitting volleyball | 517,465 | 265,342 |
| Nations League (m) | 505,926 | 26,058 |
| NORCECA/Pan American championships | 368,166 | (2,111) |
| Nations League (w) | 350,745 | 14,200 |
| National competitions | 280,626 | 373,725 |
| Referees | 193,319 | 125,386 |
| Merchandising | 87,633 | 60,554 |
| | 9,375,825 | 5,523,819 |
| Excess of revenue over expenses before the below | 394,701 | 159,896 |
| Unrealized gain on foreign exchange | 54,606 | 23,522 |
| Excess of revenue over expenses | \$ 449,307 | \$ 183,418 |

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Changes in Net Assets

Year ended March 31, 2022, with comparative information for 2021

| | | Internally restricted | Unrestricted | Investment in tangible capital assets | | Total 2022 | Total 2021 |
|--------------------------------------------|----|--------------------------|--------------|---------------------------------------------|----|---------------|---------------|
| Net assets, beginning of year | \$ | 252,020 | \$ 473,658 | \$ 20,604 | \$ | 746,282 | \$ 562,864 |
| Excess of revenue over expenses | | - | 449,307 | - | | 449,307 | 183,418 |
| Appropriation of restricted funds | | 650,000 | (650,000) | - | | - | - |
| Amortization of tangible capital assets | | - | 12,428 | (12,428) | | - | - |
| Net assets, end of year | \$ | 902,020 | \$ 285,393 | \$ 8,176 | \$ | 1,195,589 | \$ 746,282 |

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Cash Flows

Year ended March 31, 2022, with comparative information for 2021

| | 2022 | 2021 |
|------------------------------------------------|--------------|--------------|
| Cash provided by (used in): | | |
| Operating activities: | | |
| Excess of revenue over expenses | \$ 449,307 | \$ 183,418 |
| Items not involving cash: | | |
| Amortization of tangible capital assets | 12,428 | 32,041 |
| Loss on disposal of tangible capital assets | - | 7,693 |
| Changes in non-cash operating working capital: | | |
| Accounts receivable | (141,507) | 354,215 |
| Inventory | 31,022 | (8,659) |
| Prepaid expenses | 297,851 | 162,157 |
| Accounts payable and accrued liabilities | 39,250 | (1,462,291) |
| Deferred revenue | 1,016,828 | 539,356 |
| | 1,705,179 | (192,070) |
| Investing activities: | | |
| Increase in restricted investments | (650,000) | (252,020) |
| Increase (decrease) in cash | 1,055,179 | (444,090) |
| Cash, beginning of year | 1,640,999 | 2,085,089 |
| Cash, end of year | \$ 2,696,178 | \$ 1,640,999 |

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements

Year ended March 31, 2022

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 mostly of referee uniforms and other paraphernalia. 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, 2022

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) Restricted investments:

Restricted investments held in Funds with the Canadian Olympic Foundation (see note 9) are recorded at cost, being the Association's original contributions to the Funds. Investment income earned on these funds is not recognized by the Association until officially distributed to the Association by the Foundation.

(g) 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 |

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2022

1. Significant accounting policies (continued):

(h) 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.

(i) 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:

| | 2022 | 2021 |
|---------------------------------|------------|------------|
| Trade receivables | \$ 279,252 | \$ 143,112 |
| Accrued receivables | 187,869 | 182,501 |
| | 467,121 | 325,613 |
| Provision for doubtful accounts | (28,232) | (28,232) |
| | \$ 438,889 | \$ 297,381 |

3. Tangible capital assets:

| | | | | | 2022 | | 2021 | |
|------------------------|----|--------|----|--------------------------|------|----------------|------|----------------|
| | | Cost | | Accumulated amortization | | Net book value | | Net book value |
| Leasehold improvements | \$ | 84,085 | \$ | 75,909 | \$ | 8,176 | \$ | 13,754 |
| Computer equipment | | - | | - | | - | | 6,850 |
| | \$ | 84,085 | \$ | 75,909 | \$ | 8,176 | \$ | 20,604 |

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2022

3. Tangible capital assets (continued):

Cost and accumulated amortization at March 31, 2021 amounted to \$202,423 and \$181,819, respectively. During the year, the Association wrote off computer equipment with a cost of \$118,338 and accumulated amortization of \$109,727 resulting in a loss of \$7,693 that has been expensed in the year.

4. Accounts payable and accrued liabilities:

As at March 31, 2022 and 2021, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.

5. Deferred revenue:

| | 2022 | 2021 |
|---------------------------------------|--------------|--------------|
| Future events | \$ 1,862,763 | \$ 375,000 |
| International events hosted in Canada | 440,000 | - |
| Canadian Olympic Committee initiative | 105,000 | - |
| Other | 44,577 | 82,836 |
| Excellence funding | - | 702,676 |
| Sponsorship | - | 275,000 |
| | \$ 2,452,340 | \$ 1,435,512 |

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, 2021.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2022

7. Contingencies:

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

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

8. Financial risks and concentration of credit risk:

(a) Liquidity risk:

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

(b) Credit risk:

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

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

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2022

9. Funds held with the Canadian Olympic Foundation:

The Association has established the following four Funds under agreement with the Canadian Olympic Foundation (the "Foundation") as approved by the Association's Board of Directors.

(a) Description of the Funds:

- (i) Volleyball Canada General Fund ("VC Fund"): The purpose of this Fund is to provide general support to Volleyball Canada.
- (ii) The Hoag Team Canada Fund ("Hoag Fund"): Founded by Glenn Hoag and his family, the purpose of this Fund is to enhance Team Canada men's volleyball pillars of growth, success and excellence by providing support for high-quality training and competition conditions at the national team level.
- (iii) The Wong Family Fund ("Wong Fund"): Founded by Hugh Wong and his family, the purpose of this Fund is to provide support to promising Canadian female volleyball coaches who have potential to coach internationally and/or for the national team program.
- (iv) The Tom Ng Beach Athlete Assistance Fund ("Ng Fund"): Founded by Tom Ng, the purpose of this Fund is to offset the training and competition expenses of a Canadian high performance beach volleyball athlete.

Under the terms of the agreements, the Funds are administered by the Foundation in accordance with their Endowment Policy and Granting Policy. For investment purposes, the assets of the Funds may be pooled with other amounts held by the Foundation and are not held as separate trust funds. The Foundation provides the Association with an annual accounting report of each Fund on a calendar year basis.

The Association may make contributions to the Fund and is able to request the withdrawal of all or part of their contributions from the Funds at any time. These contributions are recorded in restricted investments and internally restricted net assets.

Other individuals and organizations may also make contributions directly to the Funds. The Association does not have the ability to withdraw these contributions from the Fund. Accumulated investment income is also maintained in the Fund until officially distributed by the Foundation. These amounts are not recorded in these financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2022

9. Funds held with the Canadian Olympic Foundation (continued):

(b) Activity of the Funds:

The following table shows the activity of the Funds for the year ended December 31, 2021, as reported by the Foundation:

| | VC Fund | Hoag Fund | Wong Fund | Ng Fund | Total |
|---------------------|------------|-----------|-----------|-----------|------------|
| Balance as at | | | | | |
| January 1, 2021 | \$ - | \$ - | \$ - | \$ 39,022 | \$ 39,022 |
| Association | | | | | |
| contributions | 500,000 | 25,000 | 27,020 | - | 552,020 |
| Other contributions | - | 275 | 1,208 | - | 1,483 |
| Investment income | 41,434 | 3,217 | 3,561 | 4,913 | 53,125 |
| Administrative fees | (4,927) | (259) | (289) | (400) | (5,875) |
| Disbursements | (18,778) | (988) | (1,103) | (2,000) | (22,869) |
| Balance as at | | | | | |
| December 31, 2021 | \$ 517,729 | \$ 27,245 | \$ 30,397 | \$ 41,535 | \$ 616,906 |
| Consisting of: | | | | | |
| Association | | | | | |
| contributions | \$ 500,000 | \$ 25,000 | \$ 27,020 | \$ - | \$ 552,020 |
| Other contributions | - | 275 | 1,208 | 30,101 | 31,584 |
| Amount available | | | | | |
| for distribution | 17,729 | 1,970 | 2,169 | 11,434 | 33,302 |
| | \$ 517,729 | \$ 27,245 | \$ 30,397 | \$ 41,535 | \$ 616,906 |

The disbursements received from the VC Fund are unrestricted contributions and have been recorded as revenue in the year. The disbursements received from the Hoag, Wong and Ng Funds are restricted contributions and have been recorded as deferred revenue. These amounts will be recognized as revenue when the amounts are expended for the Funds' specific purposes.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2022

9. Funds held with the Canadian Olympic Foundation (continued):

(c) Restricted investment and internally restricted net assets:

The balance of restricted investments and internally restricted net assets consists of the cumulative Association contributions reported in the above table of \$552,020 (2021 - \$nil) and contributions made by the Association between January 1 and March 31, 2022 of \$350,000 (2021 - \$252,020).

CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2022

| | Sports Development | Enhanced Excellence | Total |
|-------------------------------------------------|-----------------------|------------------------|--------------|
| Mainstream Core Revenue: | | | |
| General administration | \$ 45,000 | \$ - | \$ 45,000 |
| Governance | 5,000 | - | 5,000 |
| Salaries, fees and benefits | 95,000 | 90,000 | 185,000 |
| Coaching salaries and professional development | 115,000 | 98,500 | 213,500 |
| National Team program | 300,000 | 1,119,200 | 1,419,200 |
| Official languages | 11,500 | - | 11,500 |
| Operations and programming | 38,000 | - | 38,000 |
| | \$ 609,500 | \$ 1,307,700 | \$ 1,917,200 |
| Mainstream Above Core Revenue: | | | |
| COVID emergency funding | \$ 755,041 | \$ - | \$ 755,041 |
| Gender equity/safety in sport | 122,650 | - | 122,650 |
| | \$ 877,691 | \$ - | \$ 877,691 |
| Mainstream Core Expenses: | | | |
| General administration | \$ - | \$ - | \$ - |
| Governance | 37,155 | - | 37,155 |
| Salaries, fees and benefits | 1,720,935 | 90,000 | 1,810,935 |
| Coaching salaries and professional development | 516,709 | 98,500 | 615,209 |
| National Team program | 2,534,014 | 1,119,200 | 3,653,214 |
| Official languages | 27,104 | - | 27,104 |
| Operations and programming | 1,992,242 | - | 1,992,242 |
| | \$ 6,828,159 | \$ 1,307,700 | \$ 8,135,859 |
| 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 | 18,000 | 33,000 |
| National Team program | 53,000 | 47,000 | 100,000 |
| Official languages | 3,000 | - | 3,000 |
| | \$ 83,500 | \$ 65,000 | \$ 148,500 |

CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2022

| | | Sports Development | Enhanced Excellence | Total |
|--------------------------------------------------------|----|-----------------------|------------------------|---------|
| Athletes with a Disability Above Core Revenue | | | | |
| General administration | \$ | - \$ | - \$ | - |
| Salaries, fees and benefits | | - | - | - |
| Coaching salaries and professional development | | - | - | - |
| National Team program | | - | - | - |
| Operations and programming | | - | - | - |
| International sport initiatives | | - | - | - |
| Long-term athlete development | | - | - | - |
| | \$ | - \$ | - \$ | - |
| Athletes with a Disability Actual Core Expenses | | | | |
| General administration | \$ | 7,561 \$ | - \$ | 7,561 |
| Governance | | - | - | - |
| Salaries, Fees and Benefits | | 52,000 | - | 52,000 |
| Coaching Salaries and Professional Development | | 29,360 | 18,000 | 47,360 |
| National Team Program | | 234,791 | 23,500 | 258,291 |
| Official Languages | | 3,000 | - | 3,000 |
| Operations and Programming | | 95,550 | - | 95,550 |
| | \$ | 422,262 \$ | 41,500 \$ | 463,762 |
| Athletes with a Disability Above Core Expenses | | | | |
| General administration | \$ | - \$ | - \$ | - |
| Salaries, fees and benefits | | - | - | - |
| Coaching salaries and professional development | | - | - | - |
| National Team program | | - | - | - |
| Operations and programming | | - | - | - |
| International sport initiatives | | - | - | - |
| Long-term athlete development | | - | - | - |
| | \$ | - \$ | - \$ | - |

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.

CANADIAN VOLLEYBALL ASSOCIATION

Schedule B - Revenue and Expenses - FIVB Volleyball Nations League (unaudited)

Year ended March 31, 2022

FIVB Men's Volleyball Nations League

Revenue:

| | |
|-----------------------------------------------|------------|
| Federal - Canadian Heritage (hosting program) | \$ 300,000 |
|-----------------------------------------------|------------|

Expenses:

| | |
|-----------------------------|---------------|
| Administration | 27,841 |
| Event/venues | 245,933 |
| Promotion and communication | 1,500 |
| Travel | 230,652 |
| | <hr/> 505,926 |

| | |
|----------------------------------------------|--------------|
| Excess (deficiency) of revenue over expenses | \$ (205,926) |
|----------------------------------------------|--------------|

FIVB Women's Volleyball Nations League

Revenue:

| | |
|-----------------------------------------------|------------|
| Federal - Canadian Heritage (hosting program) | \$ 250,000 |
|-----------------------------------------------|------------|

Expenses:

| | |
|---------------------------------|---------------|
| Administration | 18,555 |
| Event/venues | 36,900 |
| Other project expenses - legacy | 24,718 |
| Promotion and communication | 3,074 |
| Travel | 267,498 |
| | <hr/> 350,745 |

| | |
|----------------------------------------------|--------------|
| Excess (deficiency) of revenue over expenses | \$ (100,745) |
|----------------------------------------------|--------------|

CANADIAN VOLLEYBALL ASSOCIATION

Schedule C - Revenue and Expenses - NORCECA Senior Men's Pan American Cup (unaudited)

Year ended March 31, 2022

Revenue:

| | |
|----------------------|------------|
| Government of Canada | \$ 150,000 |
|----------------------|------------|

Expenses:

| | |
|-----------------------------|---------------|
| Accommodation | 114,314 |
| Administration | 87,559 |
| Control Committee per diems | 23,222 |
| Hosting fees | 129,206 |
| Medical services | 10,921 |
| Meetings and staff travel | 2,944 |
| | <hr/> 368,166 |

| | |
|----------------------------------------------|--------------|
| Excess (deficiency) of revenue over expenses | \$ (218,166) |
|----------------------------------------------|--------------|

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.

NATIONAL PARTNERS



GOVERNMENT PARTNERS



SPORT PARTNERS



