



# Annual Report 2022- 2023







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# 01 Report from the Chair





**Thank you for taking the time to review this annual report and for joining me in acknowledging the hard work of the volleyball community across the country.**

**From a volleyball and event perspective it appears that COVID is finally behind us and our sport is in full swing again. Membership growth and event registrations indicate the appetite for volleyball in Canada has not waned and in fact there is more demand than ever.**

**This also brings challenges in many areas, including having enough coaches, referees, volunteers and others to host quality events and programs. Our sport is also not immune to the economic challenges and inflation we have all experienced in our daily lives, and for Volleyball Canada, particularly in the rising cost of travel.**

**In the area of safe sport, so much work has been done since our last AGM, and Volleyball Canada was among the first organizations to sign on with the Office of the Sport Integrity Commissioner (OSIC). Unlike the previous approach, where each national sport organization created its own system for dealing with complaints of maltreatment, we now have an independent body led by experts in their fields, using education and research to prevent maltreatment at all levels of sport.**

**Challenges remain in the sheer number of cases across the sport system, and the turnaround time for cases/complaints to go through the system, but work is underway to address these issues. Volleyball Canada remains committed to being a leader in helping to make sport safe and welcoming for all participants.**

**Volleyball Canada is also part of a diversity, equity and inclusion project led by Deloitte. This has been an important and eye-opening experience, which remains ongoing, and has been made possible by our partners at the Canadian Olympic Committee.**

**And of course, we are so proud of our National Teams that continue to represent Canada so well in all corners of the world. The women's indoor team had their best-ever finish at a World Championships and the women's sitting team brought home a silver medal from the World ParaVolley Championship. Women's beach volleyball also picked up a World silver medal in 2022.**

**In 2022, Canada hosted VNL for both the women and men, with both teams achieving significant victories, securing their place in VNL for the next season. This year, with a packed hosting calendar and very active National Teams, including a run for Olympic and Paralympic qualification, there is much to look forward to, but certainly not an easy road ahead.**

**I would like to take this opportunity to thank the entire Canadian Volleyball community; athletes, coaches, referees, staff, volunteers, and organizers at every level, for your role in helping our sport to thrive despite any challenges. I would also like to thank our government, sport and commercial partners for their continued support of volleyball in Canada.**

**Yours in Sport,  
Kevin Boyles**



# 02 Directors, Chairs, Committees & Staff



# 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 Williscroft	
Lucie Leclerc	VC Staff

## National Indoor Committee (NIC)

Brad Moyer	Chair & VC Representative
John Richard	Scheduling
Bruce Edwards	Seeding
David Caughran	Communications
Ekun Malcolm	Member at Large
Tracy Hazen	
Sandra de Graaff	VC Staff
Dawna Sales	

# Directors, Chairs, Committees & Staff

## Beach Committee

David Caughran	Chair
Sandra de Graaff Lia Diffin	VC Staff
Vincent Larivée Cherie Campbell Ray Sewell Shannon Poelman	Member at Large

## Sitting Volleyball Committee

Jason Trepanier	Chair
Vacant Katelyn Wright	Athlete Rep
Ian Halliday	VC Staff

## Athlete and Coach Pathways Committee

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

## High Performance Beach Sub-Committee

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

## High Performance Management Committee

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

## High Performance Men's Indoor Sub-Committee

Julien Boucher	Chair
Glenn Hoag	Member
Graham Vigrass	Athlete Rep



# Directors, Chairs, Committees & Staff

## High Performance Women's Indoor Sub-Committee

Julien Boucher	Chair
Shannon Winzer	Member
Jennifer Cross	Athlete Rep

## National Referee Committee

Scott McLean	Chair
Pat Thorne	Nominations and Awards
Irena Zamboni	Refereeing for Women
Matt van Raalte	Domestic Development (Indoor)
Brian Hiebert	Domestic Development (Beach)
Marie-Claude Richer	Domestic Development (Para)
Malcolm Mousseau	International / High Performance Program Development (Indoor)
Lucie Guillemette	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 (Secretary)	FIVB Beach Commission
André Trottier (Expert)	FIVB Rules of the Game and Refereeing Commission
Guy Bradbury (Member)	FIVB Rules of the Game and Refereeing 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 (President)	NORCECA Refereeing Commission
Lucie Guillemette (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
Dawna Sales	Director, Athlete and Coach Pathways
Caroline Sharp	Director, Sport Safety
Lucie Leclerc	Manager, National Office
Kerry MacDonald	Manager, Beach High Performance
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, 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
Ben Josephson	Head coach - Men's Indoor Team
Dan Lewis	NextGen coach – Men's Indoor team
Joe Trinsey	Assistant Coach, Men's Indoor Team
Melissa Healy	Head Therapist, Men's Indoor Team
Kyle Paquette	Mental Performance Coach, Men's Indoor Team
Lionel Bonnaure	Performance Analyst, Men's Indoor Team
Jovana Smoljanic	Physiotherapist, Men's Indoor Team



# Directors, Chairs, Committees & Staff

## STAFF

Abe Avender	Chiropractor, 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
Matt Krueger	Assistant Coach, Women's Indoor Team
Vincenzo Mallia	Assistant Coach, Women's Indoor Team
Carolyn O'Dwyer	Next Gen Head Coach, Women's Indoor Team
Mischa Partridge	Athletic Therapist, Women's Indoor Team
Dr. Anne Muskat	Mental Performance, Women's Indoor Team
Gabriele Tortorici	Performance Analyst, Women's Indoor Team
Hilary Mallinger	Physiotherapist, Women's Indoor Team
Ashlen Leonard	Sport Dietician, Women's Indoor & Women's Sitting Team
Cody Piwowar-Desilets	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
Tristan Simmonds	Assistant Coach, Strength and Conditioning, Men's Sitting Team
Cassandra Downe	Medical Lead and Physiotherapist, Men's Sitting Team
Danica Blasius	Physiotherapist, Men's Sitting Team
Dr. Blair Murphy	Chiropractor, Men's Sitting Team
Nicole Ban	Head Coach, Women's Sitting Team
Chelsea Hobbs	Assistant Coach, Women's Sitting Team
Kate Rozendaal	Assistant Coach, Women's Sitting Team
Christine Biggs	Performance Consultant, Women's Sitting Team
Lionel Bonnaure	Performance Analyst, Women's Sitting Team
Marek Komar	Mental Performance Coach, Women's Sitting Team
Yung Wong	Medical Lead and Physiotherapist, Women's Sitting Team
Molly Henneberry	Lead Strength and Conditioning Coach, Women's Sitting Team
Ashlen Leonard	Nutritionist, Women's Sitting Team
Dr. Connie Lebrun	Team Physician, Women's Sitting Team
Dr. Isabel Heyadat	Team Physician, Women's Sitting Team
Dr. Fiona Hanlon-Dearman	Team Physician, Women's Sitting Team
Dr. Roman Tulis	Team Physician, Women's Sitting Team



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# Terms of Reference



Volleyball  
Canada





# 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's Council

## Overview

1. These Terms of Reference describe the mandate, authority and responsibilities of Volleyball Canada's Athlete's 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 Athlete's Council will represent Volleyball Canada's athletes and act as their collective voice to the Board of Directors.
3. The Athlete's 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 Athlete's 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.



# 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:
- Review and adhere to the Terms of Reference;
  - Recommend philosophies, policies and guidelines to support the successful adoptions and implementation of the LTD model in Indoor, Beach, and Sitting volleyball.
  - 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.
  - 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).
  - Recommend policies for talent identification and selection of athletes to VC's Developmental National Team programs and competitive opportunities.
  - Recommend policies, standards, rules, and guidelines for 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.
  - Ensure the committee has an up to date succession plan
  - 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:
- Any committee member
  - The Chair of the Board of Directors
  - 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:
- Approval of the agenda
  - Approval of the minutes from the previous meeting
  - Declaration of Conflict of Interest
  - 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.

# 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**

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**

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.

# 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 and domestic programs for volleyball players with a physical impairment.

## Key Duties

The Committee will perform the following key duties:

- Oversee the training and competition schedules, Training Centre facilities, and IST support for the National Team program.
- Provide feedback on the operating budgets of the National Team program.
- Recommend strategies to increase awareness of the National Team program and the available opportunities for volleyball players with physical impairments.
- Offer recommendations for coaches in sitting volleyball regarding training, technical resources, and development opportunities.
- Provide expertise and resources to support the growth of domestic programs in sitting volleyball.
- Serve as the Volleyball Canada liaison to various international and national organizations including WPV (World ParaVolley), PVPA (ParaVolley Pan America), IPC (International Paralympic Committee), and CPC (Canadian Paralympic Committee).
- Fulfill additional tasks assigned to the Committee by the Board or 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
- Team Canada Women's Sitting Volleyball Head Coach
- Team Canada Men's Sitting Volleyball Head Coach
- Team Canada Women's Sitting Volleyball Athlete Representative
- Team Canada Men's Sitting Volleyball Athlete Representative
- A representative who will fulfill the domestic development function of the Committee
- Director, High Performance (Para Volleyball)
- 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 virtually, 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 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 19 October 2010.

## **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

## Overview

1. These Terms of Reference describe the authority, mandate, and responsibilities of Volleyball Canada's National Referee 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 National Referee Committee is an operations committee of Volleyball Canada.
3. The Committee is to provide leadership and direction to Volleyball Canada on referee development, education, and guidelines.
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 5 and not more than 9 members, including a Chairperson.
9. The Chair of the Board shall appoint the Chair of the Committee. The Chair of the Board shall solicit nominations from Volleyball Canada's Active Members as necessary.
10. The Vice-Chair of the Committee shall be Volleyball Canada's Referee Development Manager.
11. The Chairperson shall solicit nominations from Volleyball Canada's Active Members as necessary.
12. Committee members will be appointed for a term of two year, unless otherwise decided by the Chairperson. A member may serve up to three consecutive terms or six consecutive years.

## 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. Promote the development of the national referee certification program to ensure a high level of officiating in Canada.



- c. Promote the development of the International Referees Program to ensure Canadian referees are represented at the FIVB, and the competitions.
- d. Assist the regions to educate, train, and certify referees at the local, provincial, and regional levels.
- e. Work with the regions (or other volleyball stakeholders), to assist in the development and recruitment of referees.
- f. Work with the regions (or other volleyball stakeholders), in delivering the Referee Development Plan to the volleyball community.
- g. Promote effective communication amongst the Volleyball Canada registered referee and volleyball community.
- h. Promote the development of a beach referee program, both domestic and international.
- i. Ensure that the documentation for referees is available.
- j. Ensure that the rules and referee guidelines for Canada are consistent with those developed by the FIVB.
- k. Perform such additional tasks as may be assigned to the Committee by the CEO and/or 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 decide 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.

# 04 Committee Reports



**BIRMINGHAM 2022**





# 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

2022-2023 represented another step in the evolution of Volleyball Canada's Beach National Team Program with several podium performances including the 2022 World Championships (June 10-19), the 2022 Commonwealth Games (July 30-August 7), and 2022 U19 World Championships (September 13-18) followed by the creation of two new senior women's beach teams in advance of the Paris 2024 Olympic Qualification Period (January 1, 2023 to June 9, 2024):

## 2022-2023 Podium Highlights

- 2022 Beach Pro Tour Jurmala Elite 16, Jurmala, Latvia (June 1-5, 2022)
  - **Melissa Humana-Paredes/Sarah Pavan – Gold medal**
- 2022 FIVB World Championships, Rome, Italy (June 10-19, 2022):
  - **Brandie Wilkerson/Sophie Bukovec – Silver medal**
  - Melissa Humana-Paredes/Sarah Pavan – 5th place
  - Sam Schachter/Dan Dearing – 17th place
  - Nicole McNamara/Megan McNamara – 17th place
- 2022 Commonwealth Games, Birmingham, England (July 30-August 7, 2022):
  - **Melissa Humana-Paredes/Sarah Pavan – Gold medal**
  - **Sam Schachter/Dan Dearing – Silver medal**
- 2022 FIVB U19 World Championships, Dikili, Türkiye (September 14-18, 2022):
  - **Emma Glagau/Ruby Sorra – Bronze medal**
  - Cameron McGregor/Charlie Winser – 25th place
  - Andon Kiriakou/Jack Svendsen – 37th place
  - Calinda Kok/Katarina Drozd – 45th place
- 2022 NORCECA Beach Tour Championships, Punta Cana, Dom. Rep. (December 9-11, 2022)
  - **Sam Schachter/Dan Dearing – Gold medal**
  - **Amanda Harnett/Marie-Alex Belanger – Bronze medal**
- 2022 Beach Pro Tour Futures, Mount Maunganui Beach, New Zealand (March 15-19, 2023)
  - **Lea Monkhouse/Shanice Marcelle – Bronze medal**
  - Darby Dunn/Olivia Furlan – 4th Place

- 2022 NORCECA Beach Tour, Canadian Medals
  - Aguascalientes, Mexico (April 22-25, 2022)
    - **Brandie Wilkerson/Sophie Bukovec – Gold medal**
    - **Shanice Marcelle/Ruby Sorra – Bronze medal**
  - Varadero, Cuba (May 5-9, 2022)
    - **Emma Glagau/Ruby Sorra – Silver medal**
  - Punta Cana, Dom. Rep. (September 30-October 2, 2022)
    - **Lea Monkhouse/Molly McBain - Silver medal**
    - **Amanda Harnett/Marie-Alex Belanger – Bronze medal**
    - **Jake MacNeil/Alex Russell – Bronze medal**
  - Managua, Nicaragua (October 6-9, 2022)
    - **Amanda Harnett/Marie-Alex Belanger - Silver medal**
  - Punta Cana, Dom. Rep. (September 30-October 2, 2022)
    - **Amanda Harnett/Marie-Alex Belanger – Bronze medal**
  - Grand Cayman, Cayman Islands (November 11-13, 2022)
    - **Amanda Harnett/Marie-Alex Belanger – Bronze medal**
    - **Liam Kopp/Arran Chambers – Bronze medal**

### **Own The Podium (OTP) Funding**

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 \$0 in 2015-16 to \$150,000 in 2016-17 then up to \$925,000 in 2023-24 (8 consecutive years of increases in OTP funding).

This increase in OTP funding has resulted in the VC Beach High National Team support staff to grow from three (3) full-time staff and two (2) part-time staff in 2011 to 11 full-time and 12 part-time staff in 2023 (a list of these 23 VC Beach High Performance Program staff is listed at the end of this report).

### **Staffing Changes to the Paris 2024 Plan**

With the departure of Ryan Macdonald as High Performance Manager and Integrated Support Team (IST) Lead, the program underwent a staffing review and opted to split Ryan MacDonald's previous role into three positions:

- Kerry MacDonald becomes the High Performance Manager
- Andrew Cochran becomes IST Lead
  - And Strength and Conditioning Coach for the Senior, Next Gen, and Summer Programs
- Ryan Aktari (Operations Manager) becomes the Team Leader for Major Competitions

### **New Senior Women's Teams as of January 2023**

- **Melissa Humana-Paredes/Brandie Wilkerson**
- Sarah Pavan/Sophie Bukovec (Split March 2023) – New Teams as of June 2023:
  - **Sarah Pavan/Molly McBain**
  - **Sophie Bukovec/Heather Bansley**
    - Heather Bansley resigned June 23, 2023 as VC Women's Next Gen Head Coach



## **Recent Canadian Beach Team Highlights (April 1, 2023 to June 30, 2023)**

- 2023 Beach Pro Tour Ostrava Elite 16, Ostrava, Czech Republic (May 31-June 4, 2023)
  - **Melissa Humana-Paredes/Brandie Wilkerson – Bronze medal**
- NORCECA FIVB World Championship Qualifier, Punta Cana, Dominican Republic (June 7-8, 2023)
  - Top 4 Teams Qualify for the Tlaxcala 2023 FIVB World Championships (October 6-15, 2023)
    - **Sam Schachter/Dan Dearing – Bronze medal (Qualified)**
    - **Shanice Marcelle/Sophie Bukovec – Bronze medal (Qualified)**
- 2023 Beach Pro Tour Jurmala Elite 16, Jurmala, Latvia (June 15-18, 2023)
  - **Melissa Humana-Paredes/Brandie Wilkerson – Gold medal**
  - Sarah Pavan/Molly McBain – 25th place
  - Nicole McNamara/Megan McNamara – 33rd place

## **2023 Canadian Volleyball World Beach Pro Tour Events**

- 2023 Edmonton Challenge – July 20-23, 2023
- 2023 Montreal Elite 16 – July 26-30, 2023
- 2023 Halifax Futures – September 21-24, 2023 (TBC)

## **Sport Canada Carding (Athlete Assistance Program)**

In 2011, the VC Beach National Team received eight (8) Equivalent Senior Cards and several Beach National Team athletes were not carded. Due to the success of the Beach National Team Program (50 FIVB Beach medals have been won since 2011), the VC Beach High Performance Program now receives 20 Equivalent Senior Cards. As a result, in 2023 all Beach National Team athletes were carded (4 Senior, 15 Next Gen and 28 Summer Program athletes):

### **Beach National Teams (A, B and Summer Program) for 2023:**

**National “A” Team** athletes are Senior carded (12 months), and this designation was earned through performances on the Volleyball World Beach Pro Tour (FIVB). The National “A” Team athletes are “camps based” meaning they are free to train anywhere.

**National “B” Team** athletes are centralized athletes that receive Developmental carding (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 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 Program athletes must live and train in Toronto from May to August each year.

**2023 Beach National Teams**

<b>2023 Status</b>	<b>Women</b>	<b>Men</b>
<p><b>National A</b>  <b>Senior National Team</b>  <b>Camps Based</b>  <b>Carded</b></p>	<p>Sarah Pavan  Melissa Humana-Paredes  Brandie Wilkerson  Sophie Bukovec</p>	
<p><b>National B</b>  <b>Next Gen National Team</b>  <b>Full-Time Training</b>  <b>Carded</b></p>	<p>Marie-Alex Belanger  Molly McBain  Anna Licht  Adriel Goodman  Lea Monkhouse  Devin Corah  Shanice Marcelle</p>	<p>Sam Schachter  Daniel Dearing  Alexander Russell  Jake MacNeil  Tynan Kiva Gannett  Arran Chambers  Trent Ketrzynski  Eric Girard</p>
<p><b>Summer Program</b>  <b>4 Months Carding</b>  <b>May to August</b></p>	<p>Ruby Sora  Emma Glagau  Mikayla Law-Heese  Sophia Hladyniuk  Kaylee Glagau  Akash Grewal  Calinda Kok  Grace Pyatt  Jamie Santer  Josie Sek  Dana Roskic  Emma Braticevic</p>	<p>Martin Licht  Yoan David  Samuel Elgert  Steven Abrams  Mateusz Wlodarski  Max Losier  J�r�mie Doyon  Guillaume Rivest  Zach van Geel  Coltyn Liu  Cameron Chadwick  Yaroslav Svidritskiy  Jacob van Geel  Ben Kerkhoff  Markus Law-Heese  Julien Jouan</p>
<p><b># of Athletes</b></p>	<p><b>23</b></p>	<p><b>24</b></p>

### **VC Beach High Performance Staff (Full-time)**

- Ed Drakich (High Performance Director)
- Kerry MacDonald (High Performance Manager)
- Josh Nichol (Men's Next Gen Coach)
- Heather Bansley (Women's Next Gen Coach)
- Andrew Cochrane (Strength and Conditioning Coach and Integrated Support Team Lead)
- Emily Wright (Data Scientist)
- Ryan Aktari (Beach Operations Manager and Team Leader Major Competitions)
- Lia Diffin (Beach Programs and Events Coordinator - 50% Beach HP, 50% Domestic Competitions)
- Krista McHardy (Next Gen Therapist)
- Srdjan Veckov (Head Coach Sarah Pavan/Sophie Bukovec)
- Marcio Sicoli (Head Coach Melissa Humana-Paredes/Brandie Wilkerson)

### **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)
- Andrew Kos (Men's Summer Program Assistant Coach)
- Tyler Latuila (Men's Summer Program Assistant Coach)
- Mark Gatto (Women's Summer Program Assistant Coach)
- Tori Cowley (Women's Summer Program Assistant Coach)
- Nicole Springle (Nutrition)
- Nicole Sullivan (Therapy Lead – Physiotherapy)
- Cam Borody (Therapy – Chiropractor)
- Dr. Julia Hamilton (Medical)

# Men's Indoor High Performance

## 2022 Overview

Here is a short summary of the 2022-2023 season for our Men's Indoor Program.

### Senior Team

Competition	Benchmark	Result
Nations League	Top 4	Not achieved – Finished 15th
World Championship	Top 6	Not achieved – Finished 17th
<b>Nations League</b>	<b>Top 5 Challengers</b>	<b>Achieved – Finished 5th</b>

### Impeding Factors

- Post Tokyo Retirements
- New coach – New system
- Key injuries (3 Olympians)
- Covid cases

See complete 2022 competition results on page 52.

### Other Programs

- A total of 29 **NextGen** athletes trained and competed, including 3 U21 athletes whose development we wanted to accelerate
- A total of 15 **U21** athletes trained and competed
- A total of 13 coaches worked with our different groups throughout the summer
- The different groups competed in 4 events, finishing 2nd three times and 3rd once
- **National Excellence Program (NEP)** launched in September (on-going)

We knew that 2022 was going to be a transition year and that replacing Glenn Hoag wasn't going to be easy and would present a fair number of challenges. After the World Championship, we felt that we were not going in the right direction. The disappointing results obtained in the VNL, our performance – and final standing – at the World Championship and other factors gave us the final indication that a change was needed.

The process to replace Ben Josephson started on October 17, when we advised him of our decision to part ways. Then, we opted not to do a search and targeted Tuomas Sammelvuo, who will be leading our Program for the next 6 years.

## 2023 So far

### January

- Tuomas Sammelvuo starts to prepare 2023 summer season.
  - Assistant coaches hired: Mike Hawkins and Joao Paulo Bravo
- Brazil confirms participation in friendly matches in Gatineau prior to VNL – June 1 and 2
- Own the Podium 2023-2024 funding announced – Almost same amount as 2022-2023 (-75K\$)

## **March**

- NextGen coaching staff announced
- Chris Voth/Dan Ota (Assistant Coaches)
- U21 staff announced
- Arnd Ludwig (HC) – Sean McKay/Mike Stephens (AC)

## **May**

- Olympic Qualification tournaments schedule published (see page 52)
- Senior team resumes training – May 8
  - Tuomas Sammeltuon arrives in Gatineau - May 23
- U21 selection camp held in Ottawa (May 19-26)
  - 75 athletes applied – 28 invited – 16 selected

## **June**

- Men's team currently 13th in VNL – 3rd (out of 6) in Challengers
- Now ranked 16th in the World Rankings



## 2023 Competition Calendar (As of May 19)

APRIL / MAY 2023						
Mo	Tu	We	Th	Fr	Sa	Su
24	25	26	27	28	29	30
1	2	3	4	5	6	7
			VC 14U Nationals - Ottawa			
8	9	10	11	12	13	14
A team starts						
15	16	17	18	19	20	21
				U21 athletes arrive	On boarding	
22	23	24	25	26	27	28
U21 selection						

JUNE 2023						
Mo	Tu	We	Th	Fr	Sa	Su
29	30	31	1	2	3	4
VNL preparation - host Brazil						
			CAN-BRA	U21 PAC		
5	6	7	8	9	10	11
NG starts	VNL #1 - Ottawa, Canada					
U21 Pan Am Cup - Havana, Cuba						
12	13	14	15	16	17	18
Pre-VNL #2 - Tours, FRA						
19	20	21	22	23	24	25
VNL #2 - Orléans, France						
26	27	28	29	30	1	2
Pre-VNL #3 - Tours, FRA					VNL #3 - PHI	

JULY 2023						
Mo	Tu	We	Th	Fr	Sa	Su
3	4	5	6	7	8	9
VNL #3 - Pasay City, Philippines						
				U21 WCH		
10	11	12	13	14	15	16
U21 World Championship - Manama, BAH						
17	18	19	20	21	22	23
VNL Finals - Gdansk, POL						
24	25	26	27	28	29	30
VNL Challenger Cup						

AUGUST 2023						
Mo	Tu	We	Th	Fr	Sa	Su
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
NORCECA Pan Am Cup - Guadalajara, MEX						
21	22	23	24	25	26	27
28	29	30	31	1	2	3
European Championships						USA

SEPTEMBER 2023						
Mo	Tu	We	Th	Fr	Sa	Su
4	5	6	7	8	9	10
NORCECA Championship - Charleston, WV, USA						
European Championships						
11	12	13	14	15	16	17
European Championships						
18	19	20	21	22	23	24
OGQT prep - Tokyo, Japan						
NORCECA PAC Final 6 - Edmonton, CAN						
25	26	27	28	29	30	1
OGQT prep			OG Qualifier - Xi'an			

OCTOBER 2023						
Mo	Tu	We	Th	Fr	Sa	Su
2	3	4	5	6	7	8
OG Qualifier - Xi'an, China						
VNL SCHEDULE - CANADA VS All times local						
JUNE 2023 - CANADA / FRANCE						
5	6	7	8	9	10	11
	CUB 20:00			ARG 20:00	USA 20:00	GER 18:00
19	20	21	22	23	24	25
	JPN 13:00	SLO 17:00	BUL 17:00		FRA 20:30	
JULY 2023 - PHILIPPINES						
3	4	5	6	7	8	9
		NED 15:00	ITA 15:00		POL 15:00	CHN 15:00
NO MATCHES VS BRA - IRI - SRB						

SENIOR A TEAM

NEXT GEN TEAM

U21 TEAM

## 2023 Olympic Qualifier - Canada Schedule - Xi'An, China (As of July 6)

DATE	DAY	TIME	OPPONENT	WR
September 30	Saturday	13:00	Netherlands	10
October 1	Sunday	10:00	Argentina	7
October 2				
October 3	Tuesday	16:00	Poland	1
October 4	Wednesday	19:30	China	22
October 5				
October 6	Friday	10:00	Bulgaria	25
October 7	Saturday	10:00	Belgium	24
October 8	Sunday	16:00	Mexico	16

All times are local times

**Full round-robin - No finals - Top 2 teams qualify for Paris 2024**

## Team Canada - Competition Results - 2022

No	EVENT	LOCATION	OPP	DATE	W/L	RESULT	1. Set	2. Set	3. Set	4. Set	5. Set	Final Rk.						
1	<b>Canada-France series</b>	Gatineau, CAN	<b>FRA</b>	Jun 2	0 1	1 3	15 25	26 24	22 25	18 25		<b>N/A</b>						
2				Jun 4	0 0	2 2	25 23	26 28	27 25	33 35								
3	<b>VNL Volleyball Nations League</b>	Ottawa, CAN	<b>GER</b>	Jun 7	0 1	0 3	19 25	20 25	28 30			<b>15<sup>th</sup></b>						
4			<b>FRA</b>	Jun 10	0 1	0 3	16 25	23 25	21 25									
5			<b>ITA</b>	Jun 11	0 1	0 3	21 25	18 25	19 25									
6			<b>BUL</b>	Jun 12	1 0	3 2	25 18	25 18	24 26	21 25	15 11							
7		Sofia, BUL	<b>AUS</b>	Jun 21	1 0	3 1	18 25	28 26	25 19	25 22								
8			<b>POL</b>	Jun 23	0 1	0 3	16 25	18 25	16 25									
9			<b>SRB</b>	Jun 24	0 1	2 3	25 20	25 19	20 25	24 26	11 15							
10			<b>IRI</b>	Jun 25	0 1	0 3	21 25	25 27	18 25									
11		Osaka, JPN	<b>ARG</b>	Jul 5	0 1	1 3	21 25	25 23	21 25	23 25								
12			<b>BRA</b>	Jul 7	0 1	0 3	18 25	19 25	16 25									
13			<b>JPN</b>	Jul 8	0 1	1 3	20 25	16 25	25 22	20 25								
14			<b>USA</b>	Jul 9	0 1	0 3	19 25	15 25	19 25									
15		<b>Bulgaria Friendlies</b>	Sofia, BUL	<b>BUL 1</b>	Aug 21	1 0	3 2	15 13	15 11	9 15	15 12		13 15	<b>N/A</b>				
16				<b>BUL 2</b>	Aug 21	1 0	4 1	15 12	15 11	17 15	15 10		11 15					
17	<b>BUL</b>			Aug 22	0 1	2 3	27 25	21 25	25 22	13 25	17 19							
18			<b>BUL</b>	Aug 23	0 1	1 3	25 18	18 25	21 25	24 26								
19	<b>World Championship</b>	Ljubljana, SLO	<b>ITA</b>	Aug 27	0 1	0 3	13 25	18 25	37 39			<b>17<sup>th</sup></b>						
20			<b>CHN</b>	Aug 29	1 0	3 0	25 23	25 21	25 23									
21			<b>TUR</b>	Aug 31	0 1	0 3	23 25	23 25	17 25									
<b>SENIOR TEAM TOTALS</b>					<b>5</b>	<b>15</b>	<b>26</b>	<b>53</b>	<b>422</b>	<b>477</b>	<b>444</b>	<b>483</b>	<b>452</b>	<b>511</b>	<b>231</b>	<b>256</b>	<b>67</b>	<b>75</b>

**Team Canada - Competition Results - 2022 (continued)**

No	EVENT	LOCATION	OPP	DATE	W/L	RESULT	1. Set	2. Set	3. Set	4. Set	5. Set	Final Rk.
1	<b>Bicentennial Cup</b>	Rio de Janeiro, BRA	<b>ARG U21</b>	Jun 20	1 0	3 1	22 25	25 21	25 22	26 24		<b>2<sup>nd</sup></b>
2			<b>BRA MIL</b>	Jun 21	0 1	0 3	17 25	19 25	17 25			
3			<b>BRA U21</b>	Jun 22	1 0	3 2	33 31	25 21	20 25	21 25	15 6	
4			<b>BRA MIL</b>	Jun 23	0 1	0 3	19 25	19 25	26 28			
5			<b>BRA U21</b>	Jun 24	1 0	2 1	25 20	28 30	25 16			
6	<b>Pre PAC Final 6</b>	Tepic, MEX	<b>MEX</b>	Jul 8	1 0	3 2	25 16	25 18	23 25	24 26	25 22	<b>N/A</b>
7				Jul 9	1 0	4 0	25 21	25 20	25 21	25 12		
8	<b>PAC Final 6</b>	Tepic, MEX	<b>USA</b>	Jul 11	1 0	3 0	25 17	25 21	25 21			<b>2<sup>nd</sup></b>
9			<b>MEX</b>	Jul 12	1 0	3 1	33 31	22 25	25 19	25 21		
10			<b>CUB</b>	Jul 13	0 1	0 3	17 25	18 25	21 25			
11			<b>DOM</b>	Jul 14	1 0	3 0	25 22	25 18	25 20			
12			<b>PUR</b>	Jul 15	1 0	3 0	25 18	25 22	25 23			
13			<b>USA</b>	Jul 16	1 0	3 2	25 21	23 25	25 21	18 25	15 9	
14			<b>CUB</b>	Jul 17	0 1	0 3	23 25	23 25	19 25			
15	<b>Pre Pan Am Cup</b>	Gatineau, CAN	<b>BRA</b>	Aug 5	1 0	3 2	21 25	22 25	25 13	25 20	15 11	<b>N/A</b>
16			<b>MEX</b>	Aug 6	1 0	3 0	25 14	25 19	25 21			
17	<b>Pan Am Cup</b>	Gatineau, CAN	<b>MEX</b>	Aug 9	0 1	2 3	25 23	25 13	21 25	23 25	11 15	<b>2<sup>nd</sup></b>
18			<b>PUR</b>	Aug 10	1 0	3 0	25 17	25 17	25 18			
19			<b>BRA</b>	Aug 11	1 0	3 2	22 25	25 20	21 25	25 20	15 7	
20			<b>USA</b>	Aug 13	1 0	3 2	22 25	21 25	29 27	25 23	15 12	
21			<b>CUB</b>	Aug 14	0 1	0 3						
<b>NEXTGEN TOTALS</b>					<b>15 6</b>	<b>47 33</b>	<b>479 451</b>	<b>470 440</b>	<b>472 445</b>	<b>237 221</b>	<b>111 82</b>	
1	<b>U21 Pan Am Cup</b>	Havana, CUB	<b>NIC</b>	Oct 3	1 0	3 0	25 15	25 21	25 11			<b>3<sup>rd</sup></b>
2			<b>HAI</b>	Oct 4	1 0	3 0	25 17	25 19	25 14			
3			<b>CUB</b>	Oct 5	1 0	3 1	22 25	25 23	25 23	25 17		
4			<b>MEX</b>	Oct 7	0 1	2 3	23 25	18 25	25 23	25 20	13 15	
5			<b>CUB</b>	Oct 8	1 0	3 2	13 25	25 19	25 15	22 25	15 12	
<b>U21 TOTALS</b>					<b>4 1</b>	<b>14 6</b>	<b>108 107</b>	<b>118 107</b>	<b>125 86</b>	<b>72 62</b>	<b>28 27</b>	

# Women's Indoor High Performance

## 2022 Overview

2022 was a very good year for our Senior Team, highlighted by a **10th place finish at the World Championship**, best result ever for our women's team. We also maintained our spot in the Volleyball Nations League competition which is very important for the future of our program.

From a performance standpoint, here were the main findings:

### Highlights (See complete competition results on page 57)

- Maintained our spot in VNL
- For the first time in the history of Women's Volleyball the team moved into the second round of World Championships.
- Improved World ranking from #18 to #14
- We have done an excellent job with athlete management thus reducing frequency of injury
- Everyone involved with SNT made great strides in resilience in the midst of a challenging and tiring training block in France leading into World Championships.
- Competing against stronger teams allowed for accelerated growth as individuals in addition to team development

### Team Canada World Championship Final Standings - All Time

YEAR	HOST	GOLD	SILVER	BRONZE	CAN
<b>2022</b>	<b>NED / POL</b>	SRB	BRA	ITA	<b>10</b>
2018	JPN	SRB	ITA	CHN	18
2014	ITA	USA	CHN	BRA	17
2010	JPN	RUS	BRA	JPN	21
2006	JPN	RUS	BRA	SRB	--
2002	GER	ITA	USA	RUS	18
1998	JPN	CUB	BRA	RUS	--
1994	BRA	CUB	BRA	RUS	--
1990	CHN	URS	CHN	USA	14
1986	TCH	CHN	CUB	PER	15
1982	PER	CHN	PER	USA	11
1978	URS	CUB	JPN	URS	14
1974	MEX	JPN	URS	KOR	11

### Setbacks

- We took too much time off between a highly successful VNL and start of preparation for World Championships.
- Leadership structure was not effective for where this current team is at.
- We lacked offensive versatility – no middle attack, no double sub (strong opposite sub), at times predictable offense.

### **Critical success factors for year ahead** (as identified in our season debrief)

- Continue finding stronger teams to compete against in the summer of 2023
- Find ways to maintain a strong connection to the program and to each other in the off season
- Rethink the leadership model used with the team
- Maintain participation in VNL
- Maintain high number of matches VS top 16 teams in the world

## **2023 SO FAR**

### **January**

- OTP funding announced – Women’s program to access 200K in 2023-2024

### **March**

- NextGen coaching staff announced
  - Laurie Eisler/Gina Schmidt (Assistant Coaches)

### **May**

- NextGen selection camp held in Richmond (April 28-May 3rd)
  - 75 athletes applied – 46 invited – 16 selected
- Jennah Parron hired to replace Makaela Smithers as Program Coordinator
- Senior team training resumed on May 8
- Olympic Qualification tournament schedule announced (see page 57)

### **June**

- Women’s team finishes 10th in VNL – 2 positions higher than 2022
  - Moved up to 12th in the World Rankings



**2023 Competition Calendar (As of April 20)**

APRIL / MAY 2023						
Mo	Tu	We	Th	Fr	Sa	Su
24	25	26	27	28	29	30
					NG try-outs	
1	2	3	4	5	6	7
NG try-outs						
8	9	10	11	12	13	14
15	16	17	18	19	20	21
				Pre-VNL prep - Italy		
22	23	24	25	26	27	28
Pre-VNL prep - Italy				Turkey		VNL

JUNE 2023						
Mo	Tu	We	Th	Fr	Sa	Su
29	30	31	1	2	3	4
VNL #1 - Antalya, Turkey						
5	6	7	8	9	10	11
12	13	14	15	16	17	18
VNL #2 - Hong Kong, China						
Saint Mary's College in Richmond						
19	20	21	22	23	24	25
Saint Mary's College in Richmond						
26	27	28	29	30	1	2
VNL #3 - Bangkok, Thailand						

JULY 2023						
Mo	Tu	We	Th	Fr	Sa	Su
3	4	5	6	7	8	9
10	11	12	13	14	15	16
VNL Finals - Arlington, TX, USA						
17	18	19	20	21	22	23
U23 Pan Am Cup - Obregon, MEX						
24	25	26	27	28	29	30
VNL Challenger Cup						

AUGUST 2023						
Mo	Tu	We	Th	Fr	Sa	Su
31	1	2	3	4	5	6
				Pan Am Cup - PUR		
U19 Worlds - CRO / HUN						
7	8	9	10	11	12	13
NORCECA Pan Am Cup - San Juan, PUR						
U19 Worlds - CRO / HUN						
14	15	16	17	18	19	20
				PAC F6 - DOM		
21	22	23	24	25	26	27
NORCECA PAC Final 6 - Dominican Republic						NOR
28	29	30	31	1	2	3
NORCECA Championship - Québec City, CAN						

SEPTEMBER 2023						
Mo	Tu	We	Th	Fr	Sa	Su
4	5	6	7	8	9	10
			Pre-OGQT prep - Seoul, KOR			
11	12	13	14	15	16	17
Pre-OGQT prep			OG Qualifier - Ningbo, CHN			
18	19	20	21	22	23	24
OG Qualifier - Ningbo, CHN						
25	26	27	28	29	30	1

JUNE 2023						
Mo	Tu	We	Th	Fr	Sa	Su
VNL SCHEDULE - CANADA VS						
All times local						
TURKEY						
29	30	31	1	2	3	4
	POL 20:00		THA 14:00	KOR 17:00		SRB 17:00
HONG KONG						
12	13	14	15	16	17	18
	CHN 20:30		BUL 13:30	TUR 13:30	DOM 13:30	
THAILAND						
26	27	28	29	30	1	2
	CRO 17:00		BRA 17:00	ITA 13:00	NED 17:00	
NO MATCHES VS USA - JPN - GER						

SENIOR A TEAM

NEXT GEN TEAM

## 2023 Olympic Qualifier - Canada Schedule - Ningbo, China (As of July 4)

DATE	DAY	TIME	OPPONENT	WR
September 16	Saturday	16:00	Netherlands	10
September 17	Sunday	13:00	Dom. Republic	9
September 18				
September 19	Tuesday	10:00	Serbia	4
September 20	Wednesday	19:30	China	6
September 21				
September 22	Friday	13:00	Ukraine	21
September 23	Saturday	13:00	Mexico	19
September 24	Sunday	13:00	Czechia	18

All times are local times

**Full round-robin - No finals - Top 2 teams qualify for Paris 2024**

### Team Canada - Competition Results - 2022

No	EVENT	LOCATION	OPP	DATE	W/L		RESULT		1. Set		2. Set		3. Set		4. Set		5. Set		Final Rk.
1	<b>VNL Volleyball Nations League</b>	Shereveport, USA	<b>POL</b>	Jun 1	0	1	1	3	25	20	22	25	23	25	20	25			<b>12<sup>th</sup></b>
2			<b>DOM</b>	Jun 2	1	0	3	0	25	18	25	15	25	18					
3			<b>USA</b>	Jun 3	0	1	0	3	14	25	22	25	19	25					
4			<b>KOR</b>	Jun 5	1	0	3	0	25	21	25	13	25	16					
5		Manila, PHI	<b>THA</b>	Jun 14	0	1	0	3	19	25	22	25	24	26					
6			<b>BEL</b>	Jun 16	1	0	3	1	25	22	25	21	22	25	25	22			
7			<b>CHN</b>	Jun 17	0	1	1	3	16	25	25	18	12	25	21	25			
8			<b>BUL</b>	Jun 18	0	1	0	3	24	26	22	25	25	21					
9		Calgary, CAN	<b>TUR</b>	Jun 28	1	0	3	1	25	22	21	25	25	22	25	23			
10			<b>SRB</b>	Jul 1	0	1	1	3	20	25	14	25	25	20	22	25			
11			<b>GER</b>	Jul 2	0	1	1	3	19	25	25	19	25	27	23	25			
12			<b>NED</b>	Jul 3	0	1	1	3	25	22	25	27	24	26	23	25			
13	<b>Tournoi de France</b>	Belfort, FRA	<b>ARG</b>	Sep 9	0	1	2	3	17	25	25	20	21	25	26	24	13	15	<b>6<sup>th</sup></b>
14			<b>COL</b>	Sep 11	0	1	1	3	25	23	21	25	20	25	22	25			
15		Chaumont, FRA	<b>BEL</b>	Sep 13	0	1	0	3	21	25	19	25	16	25					
16		Selestat, FRA	<b>JPN</b>	Sep 15	0	1	0	3	17	25	19	25	29	25					
17		Metz, FRA	<b>FRA</b>	Sep 17	0	1	0	3	22	25	15	25	23	25					
18			<b>ARG</b>	Sep 18	0	1	2	3	25	21	22	25	25	20	15	25	13	15	

**Team Canada - Competition Results - 2022 (continued)**

No	EVENT	LOCATION	OPP	DATE	W/L		RESULT		1. Set	2. Set	3. Set	4. Set	5. Set	Final Rk.						
19	<b>World Championship</b>	Apeldoorn, NED	<b>KEN</b>	Sep 21	1	0	4	0	25	23	25	16	25	16	8	3			<b>EXH</b>	
20		Arnhem, NED	<b>SRB</b>	Sep 25	0	1	0	3	23	25	16	25	20	25					<b>10<sup>th</sup></b>	
21			<b>USA</b>	Sep 26	0	1	0	3	19	25	24	26	15	25						
22		Lodz, POL	<b>KAZ</b>	Sep 29	1	0	3	0	25	14	25	16	25	11						
23			<b>BUL</b>	Sep 30	1	0	3	1	25	21	25	27	25	20	25	15				
24			<b>GER</b>	Oct 1	1	0	3	2	12	25	24	26	25	23	25	18	15	9		
25			<b>THA</b>	Oct 4	1	0	3	1	25	19	25	21	23	25	25	22				
26			<b>TUR</b>	Oct 5	0	1	0	3	22	25	24	26	26	28						
27			<b>POL</b>	Oct 7	0	1	2	3	18	25	25	19	25	16	23	25	5	15		
28		<b>DOM</b>	Oct 8	1	0	3	2	18	25	25	23	25	17	25	27	15	7			
<b>SENIOR TEAM TOTALS</b>					<b>10</b>	<b>18</b>	<b>43</b>	<b>62</b>	<b>601</b>	<b>647</b>	<b>632</b>	<b>633</b>	<b>642</b>	<b>627</b>	<b>353</b>	<b>354</b>	<b>61</b>	<b>61</b>		
1	<b>Pan Am Cup</b>	Hermosillo, MEX	<b>CUB</b>	Aug 21	0	1	0	3	16	25	26	28	23	25					<b>9<sup>th</sup></b>	
2			<b>COL</b>	Aug 22	0	1	0	3	18	25	14	25	26	28						
3			<b>NIC</b>	Aug 24	1	0	3	0	25	10	25	19	25	19						
4			<b>MEX</b>	Aug 25	0	1	0	3	19	25	21	25	21	25						
5			<b>PER</b>	Aug 26	0	1	0	3	22	25	22	25	18	25						
6			<b>NIC</b>	Aug 27	1	0	3	0	25	21	25	14	25	22						
7	<b>PAC Final 6</b>	Santo Domingo, DOM	<b>PUR</b>	Sep 4	0	1	0	3	18	25	15	25	18	25					<b>5<sup>th</sup></b>	
8			<b>CUB</b>	Sep 5	0	1	0	3	15	25	18	25	21	25						
9			<b>USA</b>	Sep 6	0	1	0	3	19	25	22	25	22	25						
10			<b>DOM</b>	Sep 7	0	1	0	3	17	25	13	25	15	25						
11			<b>MEX</b>	Sep 8	1	0	3	1	25	22	25	22	21	25	27	25				
12			<b>MEX</b>	Sep 9	1	0	3	2	23	25	25	23	25	19	15	25	16	14		
<b>NEXTGEN TEAM TOTALS</b>					<b>4</b>	<b>8</b>	<b>12</b>	<b>27</b>	<b>242</b>	<b>278</b>	<b>251</b>	<b>281</b>	<b>260</b>	<b>288</b>	<b>42</b>	<b>50</b>	<b>16</b>	<b>14</b>		
1	<b>U21 Pan Am Cup</b>	Baja California, MEX	<b>ARG</b>	June 7	0	1	0	3	17	25	8	25	22	25					<b>7<sup>th</sup></b>	
2			<b>USA</b>	June 8	0	1	0	3	17	25	19	25	22	25						
3			<b>CRC</b>	June 9	1	0	3	0	25	16	25	18	25	11						
4			<b>HON</b>	June 10	1	0	3	0	25	17	25	15	25	9						
5			<b>DOM</b>	June 11	1	0	3	0	25	15	25	15	25	22						
<b>U21 TEAM TOTALS</b>					<b>3</b>	<b>2</b>	<b>9</b>	<b>6</b>	<b>109</b>	<b>98</b>	<b>102</b>	<b>98</b>	<b>119</b>	<b>92</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
1	<b>U19 Pan Am Cup</b>	Tulsa, USA	<b>PER</b>	July 18	1	0	3	1	25	23	25	13	18	25	25	20			<b>6<sup>th</sup></b>	
2			<b>USA</b>	July 19	0	1	0	3	6	25	9	25	11	25						
3			<b>MEX</b>	July 20	0	1	0	3	20	25	17	25	24	26						
4			<b>DOM</b>	July 21	0	1	1	3	25	23	12	25	12	25	24	26				
5			<b>CRC</b>	July 22	1	0	3	0	27	25	25	23	25	22						
6			<b>MEX</b>	July 23	0	1	0	3	23	25	17	25	18	25						
<b>U19 TEAM TOTALS</b>					<b>2</b>	<b>4</b>	<b>7</b>	<b>13</b>	<b>126</b>	<b>146</b>	<b>105</b>	<b>136</b>	<b>108</b>	<b>148</b>	<b>49</b>	<b>46</b>	<b>0</b>	<b>0</b>		

# Sitting Volleyball

## International – National Teams

### Women's Team

- 2022 WPV World Championships
  - 2nd place finish
  - Individual awards to:
    - MVP = Heidi Peters (CAN)
    - Best Passer = Danielle Ellis (CAN)
    - Best Libero = Jolan Wong (CAN)
  - 3 medalists were from ParaVolley Pan America Zone
    - 1st = BRA
    - 2nd = CAN
    - 3rd = USA
  - Team Canada staged in Italy prior to going to Sarajevo. Beneficial for acclimatization and quality matches prior to World Championships.
- Own the Podium
  - Annual core-funding increased to \$480,000 for 2023-2024, increase of 37%
    - Key areas for funding enhancement:
      - Ian Halliday – Director, High Performance (full-time)
      - Continued enhancements to PSRI and IST
      - Improved competitions and international training (Sao Paulo 2023)
      - Phased centralization model in Edmonton
- Competitions
 

November 2022	World Championships (Sarajevo)	2 <sup>nd</sup> place
March 2023	Exhibition with USA (Boston)	
April 2023	Exhibition with BRA (Sao Paulo)	
May 2023	PVPA Zonal Championship (Edmonton)	2 <sup>nd</sup> place
July 2023	The Dutch Tournament (Assen)	2 <sup>nd</sup> place
November 2023	WPV World Cup (Cairo)*	
TBD 2024	WPV Last Chance Qualifier (if necessary)*	
March 2024	Exhibition with USA (Boston)	

\*Paralympic berth available
- Athlete Identification and Development
  - Focus on increasing athlete pool through LA 2028 and 2032. Planning five ID and recruitment camps in 2023/24. Ottawa, Montreal, Quebec City, Toronto and Vancouver.
  - Hired six new Regional Training Coaches to support athletes training in home cities between training camps and centralization. Coaches work directly with Nicole to train National Team techniques and tactics.
- Coaching and Staff Updates
 

• Director, High Performance	Ian Halliday	April 1 2023
• Mental Health Lead	Susan Cockle	April 1 2023
• Lead Analyst	Lionel Bonnaure	November 2023

- Regional Coaches
  - Vancouver Lisa Tam April 1 2023
  - Smithers Brittany Davies April 1 2023
  - Nipiwini Jason Volke April 1 2023
  - Ottawa Leah Mousseau April 1 2023
  - Montreal Francois Labreche April 1 2023
  - Lethbridge Ian Bennett April 1 2023
- Lead DTE and Development Coach TBD To be hired
- Edmonton S&C Coach TBD To be hired

### Men's Team

- 2022 WPV World Championships
  - 11th place finish
- Competitions
 

November 2022	World Championships (Sarajevo)	11 <sup>th</sup> place
April 2023	Exhibition with USA (Dallas)	
May 2023	PVPA Zonal Championship (Edmonton)	2 <sup>nd</sup> place
November 2023	WPV World Cup (Cairo)*	
TBD 2024	WPV Last Chance Qualifier (if necessary)*	

\*Paralympic berth available

### 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.
- Supporting 2025 Invictus Games in Vancouver, BC.

### 2023 ParaVolley Pan America Zonal Championships

- Zonal Championships held in Edmonton from May 9-13, 2023 in conjunction with 15U/16U Youth Nationals at the Saville Community Sports Centre.
  - Results:
    - Women:
      - Gold = USA (Paralympic berth)
      - Silver = CAN
    - Men:
      - Gold = BRA (Paralympic berth)
      - Silver = USA
      - Bronze = CAN
      - Fourth = ARG
  - Event was well organized, and Volleyball Canada received positive feedback from both PVPA and WPV. Initially, Volleyball Canada was told to host an event for 7 men's teams and 5 women's teams, but a number of South American countries could not attend due to finances, political unrest or governance issues.
  - Support of Volleyball Canada's International Events team helped make this a world class event.
  - BRA W pulled out of the event 2 days before arrival resulting in only CAN and USA playing best 3/5 series. Volleyball Canada was required to work with CPC, IPC, WPV and PVPA to ensure that it was still a recognized Paris 2024 qualifier.
  - As a result of losses incurred and the negative impact on the event due to BRA withdrawal, VC has requested a formal investigation from WPV into the circumstances of withdrawal.
  - No deposits have been refunded to BRA (M or W) at this time due to pending investigation.



# 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 in Canada. The decisions are based on consistent communication with our provincial and territory partners as well as research through pilot projects and data collection. The ACPC works closely with VC (Volleyball Canada) Pathways staff.

## Pathways Mission Statement (DRAFT)

Through collaborative leadership, leveraged expertise and a sustained approach to excellence, the VC Pathway team creates and influences environments to develop Canadian athletes and coaches.

**Overview**

- Dawna Sales, Director
- Lynne LeBlanc, Coaching
- James Sneddon, Sport Development
- Sandra Lamb, Coach & Athlete
- Coordinator – Lara Schroeder, Coach & Athlete
- Chrissy Benz, Special Projects

## Coach Pathways

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

Total # of Participants (April 1-March 31)	Elementary Module	Foundations of Volleyball Module	Development Coach Workshop	Development Coach Workshop
<b>2022-2023 (% of growth)</b>	<b>141 (35%)</b>	<b>2249 (73%)</b>	<b>144 (100%)</b>	<b>817 (25%)</b>
<b>2021-2022</b>	104	1302		652
<b>2020-2021</b>	100	422		81
<b>2019-2020</b>	161	1050		575
<b>2018-2019</b>	76	1445		504

Total # of Participants (April 1-March 31)	INDOOR Adv Development Coach Workshop	BEACH Adv Development Coach Workshop	INDOOR Performance Coach Workshop	BEACH Performance Coach Workshop
<b>2022-2023 (% of growth)</b>	<b>256 (52%)</b>	<b>10</b>	<b>0</b>	<b>0</b>
<b>2021-2022</b>	134	0	24	13
<b>2020-2021</b>	10	0	0	0
<b>2019-2020</b>	98	38	7	0
<b>2018-2019</b>	147	29	35	7

## **Coaching Association of Canada Funded Projects:**

- Foundations of Volleyball redesign
- Advanced Development and Performance Coach Workshop
  - Pilot Revisions & Translation – Blended Delivery

## **Coach Developers**

- Community Coach Learning Facilitator Training (2 LF trained and 12 in Training)
- Development Coach Evaluator Refresher Course (51 participants across Canada)

## **Coaching Resources**

- Updated Community Coach Workshop (3 hour live facilitation)
- Updated Dev and Adv Dev Coach Evaluation Packages

## **NEP Coach Development Opportunities**

- Fall 2022 – 10 coaches participated
- NEP ID Camps – All camps included a coach development opportunity with NEP Lead

## **National Championships Coach Eligibility and Certification Requirements**

### **Coach Eligibility**

Significant efforts were undertaken to ensure the National Championship Coach Eligibility policy was enforced. With only 1 exception, 1248 Head Coaches met the mandatory eligibility requirements:

- Making Head Way
- Making Ethical Decisions – Evaluation
- Safe Sport Training
- Foundations of Volleyball
- Criminal Record Check and Screening

### **Coach Certification**

- Head Coach requirements included a first-year appearance as having completed the appropriate workshop and 2nd or more appearances at National Championships as having achieved certification within the appropriate context.
- Overall, 7% of coaches were issued a \$250 fine while 23% received exemptions (course not available, evaluation back log)

### **Areas of Improvement Required:**

- Significant challenge to complete 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:**

- Automation of Volleyball Canada Registration System integration with coach requirements must be a priority
- Assistant Coach requirements
- Ease of entry for 1st year 14 and 15u Coaches
- Longer time frame to complete certification

# Athlete Pathways

## Pathway Programs

### National Excellence Program (NEP) - Women

#### Fall 2022

- Top 19 athletes were invited, and all accepted into program with one exception
- 202 applications through GMTM, 8 Regional ID Camps
- Athletes represent 7 provinces, and 14 different club programs.
- Program ran successfully from Sept through to December 2022
- Competition included various USport and CCAA teams
- Feedback from athletes, homestay families, and educational support was positive.

### Regional Excellence Program (REP)

In BC, Burnaby and North Vancouver School District programs continue to offer within the school learning group model. Programs continued to see excellent numbers. Regina, Kootenays, Kelowna, and Saskatoon (new) did see strong registration. The REP program continues to contribute to LTD and provide additional resources to the athlete pathways department.

### Team Canada U19 & U21 - Women

#### Summer 2022

U21 Training in Edmonton, Competition – Pan Am Cup, Mexico, 7th place finish

U19 Training in Calgary, Selection Camp with 36 athletes,  
12 athletes – Pan Am Cup, Tulsa, OK, 6th place finish  
24 athletes – Canada Cup, Calgary

#### Winter 2022-2023

Targeted ID Camps – Toronto and Calgary, 40 athletes

NEP ID Camps – 7 camps, 6 regions

## Grassroots Development

Throughout 2022-2023, the importance of grassroots volleyball in the return to sport has been a focus on for pathway development.

Volleyball Canada was able to secure two significant Sport Canada Community Sport for All Initiative grants that provided critical resources to over 50 communities across Canada with equipment, coach training and program development support.

### Volleyball Services for Indigenous Communities in need - Quebec

In partnership with the RCMP (Royal Canadian Mounted Police) and First Nations Health Commission, Volleyball Canada was able to provide equipment (worth \$107k), coach training, and program support to 22 indigenous communities in Quebec, including Nunavik. A total of 12 coach trainings were delivered in some of the most remote communities in the province and reached new and active coaches from 21 communities to deliver safe, fun and engaging volleyball experiences to youth and adults in their community.

### Volleyball for All in Newcomer and Marginalized communities

Newcomer associations, community groups/centres, parent advisory councils, and volleyball clubs received grants up to \$20k for equipment, program support and coach training. The recipients represented 8 regions from coast to coast with a focus on marginalized communities.

Volleyball Canada was able to further develop the Smashball App as well as key resources on program development, i.e How to run a Smashball program, a community coach workshop, as well as skill videos to support the coach training.

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.

### **Long Term Development**

Volleyball Long Term Development 3.0 as well as the Development Matrix continues to be a key resource with the emphasis on the Person Pillar.

### **Club Approval Program**

Club approval process continues to develop within the Volleyball Registration System. This does set out the criteria and expectations to any club participating within Volleyball Canada, while ensuring the guiding principles of quality safe sport practices.

## **Athlete and Coach Pathways Committee Outcomes**

2022-2023 Outcomes of the Athlete and Coach Pathways Committee were as follows:

- Head 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, Substitution Rules, Age Eligibility

## Committee Reports

# 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 induction ceremony in Ottawa, and we were able to honor two years of induction. The Volleyball Canada staff were able to have interviews on screen to make the presentations formal and entertaining.

We invited the 4 inductees from the class of 2021 to attend the induction as the previous year was done virtually.

They are, John Barrett – ATHLETE; Kathy Tough – ATHLETE; Theresa Maxwell – BUILDER; Brad Barton – REFEREE to have an opportunity to celebrate their induction along with the 2022 inductees which were: Kristine Drakich - COACH and Michel Paiement - BUILDER.

Our 2023 inductees this year: Annie Martin – ATHLETE, Kent Greves- ATHLETE, Pat Thorn- REFEREE, Laurie Eisler- COACH and Doug Reimer- COACH.

Our Hall of Fame will be celebrated in Quebec City in August.

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 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.

This year I added 2 members to the committee to assist in our ability to recognize individuals who are deserving of the induction.

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](http://www.volleyball.ca).

Committee: Marlene Hoffman, Wayne Hellquist, Sylvie Bigras, Greg Williscroft, Monica Hitchcock, Claire Hannah, Paul Duerden.

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

Marlene Hoffman  
Committee Chair



# Domestic Competitions

## 2023 Indoor Senior National Championships

This year's Senior National Championships were held in Gatineau, QC at our Men's Training facility, from March 31 – April 2, where we hosted 21 teams, across 3 divisions from BC, ON and QC.

The goal for this year was to provide as much opportunity for participation as possible, spark interest in the future and continue to spread the word that Senior Nationals is back. With that in mind, we moved ahead with the Women's Master's event. Despite only having four teams, they were grateful for the opportunity to compete and were adamant that with more notice they could provide a larger draw.

We had a great tournament spread across 2.5 days that culminated in the Dunbar Cycles team from BC continuing their reign as the Men's Open Champions beating out 8 other teams, including a team of young OUA Athletes in the Semi-Finals. Unity Alpha from ON took the Women's Open, besting 7 other teams and Celtique from QC took home the Women's 40+ Master's title in our smallest draw, 4 teams. Other highlights include several returning teams from last year's event in Edmonton, a few former members of our Women's National Team program and the massage lounge.

We believe we have found the time of year that will allow us to continue to grow, but we noted that this year, like last, lacked the awareness and communication of the tournament's existence. We will look to partner more with the PTAs to reach our older athlete base, as well as ask that our participants from this year to spread the word so we can continue to grow in providing an avenue North of the Boarder for post-secondary athletes to compete at a high level.

## 2023 Indoor Youth National Championships

Youth Nationals were held in the following cities:

- May 4 – 7: Ottawa 14U
- May 11 – 14: Halifax 14U, Winnipeg 14U, Edmonton 15UB & 16UB
- May 10 – 20: Calgary 16UG, 17U & 18U (Three back-to-back events)
- May 18 – 21: Regina 15UG

VC had another record year for registrations seeing a total of 1256 teams register in 2023. Unfortunately, due to hotel limitations there were a significant number of teams left on the waitlist in Regina and due to facility limitations, there were upwards of 10 teams on the waitlist for several other events. Overall, VC experienced an 18% increase in registration from 2022 with an approximate 20% increase in overall interest to participate.

The hosting format of multiple events proved to be an issue for resources (Staff, Referees, Equipment, Signage); for this reason, it is a recommendation moving forward to only host Festival Events for the 15U – 18U age groups rather than splitting events over multiple cities.

2023 is the first year that VC hosted a 9-day event, with three events held back-to-back in Calgary. Due to facility limitations, a crossover (playoffs the same day as check-in) was required from T1 to T2 however there wasn't a crossover from T2 to T3. Overall, this format was a success and did not create any issues. The non-crossover format was preferred as it was quieter for teams, staff and referees and offers an opportunity for some time off.

The Edmonton Nationals was held in conjunction with the Para zonal qualifier which ran from May 8th – 13th in the main gym at the Saville Centre. Ticketing was all inclusive for the 11th – 13th which allowed participants to watch matches from both events allowing for excellent exposure to both events.

### Event Statistics

- There were teams from all provinces and territories except Nunavut
- Over 22,608 participants
- 106 Courts
- Over 4800 matches played

## 2023 National Championships - Registration by Province

Location	Age Category	Gender	Province													Total	
			AB	BC	MB	NB	NL	NS	NT	ON	QC	SK	PEI	YT	NV		Int'l
Ottawa, ON	14U	M	3	0	0	1	0	0	0	19	9	0	0	0	0	0	32
		F	10	0	0	3	1	0	0	54	20	0	0	0	0	0	88
	<b>2023 Total</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>73</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>120</b>	
Winnipeg, MB	14U	M	10	6	19	0	0	0	0	0	0	5	0	0	0	0	40
		F	23	16	36	0	0	0	0	1	0	12	0	0	0	0	88
	<b>2023 Total</b>	<b>33</b>	<b>22</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>128</b>	
Halifax, NS	14U	M	1	0	0	1	0	6	0	0	0	0	0	0	0	0	8
		F	4	0	0	3	6	14	0	5	0	0	0	0	0	0	32
	<b>2023 Total</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>20</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>40</b>	
Edmonton, AB Regina, SK	15U	M	32	17	11	0	3	0	0	15	3	6	0	1	0	0	88
		F	71	22	19	0	3	1	0	12	2	30	0	0	0	0	160
	<b>2023 Total</b>	<b>103</b>	<b>39</b>	<b>30</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>27</b>	<b>5</b>	<b>36</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>248</b>	
Edmonton, AB	16U	M	30	17	12	1	0	2	0	15	2	8	0	1	0	0	88
		F	78	37	22	1	5	3	1	34	8	18	0	1	0	0	208
	<b>2023 Total</b>	<b>108</b>	<b>54</b>	<b>34</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>1</b>	<b>49</b>	<b>10</b>	<b>26</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>296</b>	
Calgary, AB	17U	M	16	7	6	0	1	0	0	20	1	4	0	1	0	0	56
		F	42	24	14	1	1	4	0	31	8	18	0	1	0	0	144
	<b>2023 Total</b>	<b>58</b>	<b>31</b>	<b>20</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>51</b>	<b>9</b>	<b>22</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>200</b>	
	18U	M	22	18	6	0	2	3	0	16	2	9	1	1	0	0	80
		F	49	27	9	1	7	3	1	24	2	18	1	1	0	0	143
	<b>2023 Total</b>	<b>71</b>	<b>45</b>	<b>15</b>	<b>2</b>	<b>9</b>	<b>6</b>	<b>1</b>	<b>40</b>	<b>4</b>	<b>27</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>223</b>	
<b>CAL Total</b>	<b>340</b>	<b>169</b>	<b>99</b>	<b>5</b>	<b>22</b>	<b>16</b>	<b>2</b>	<b>167</b>	<b>28</b>	<b>111</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>631</b>		
<b>2023 Grand Total</b>			<b>391</b>	<b>191</b>	<b>154</b>	<b>13</b>	<b>29</b>	<b>36</b>	<b>2</b>	<b>246</b>	<b>57</b>	<b>128</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>1255</b>

### Facilities

#### Calgary

The Olympic Oval was host to 19 courts (2 feature courts and 17 standard courts) while the University of Calgary hosted an additional 9 courts (5 in the Jack Simpson Gym, 3 in the Red Gym, and 1 in the Gold Gym). There were limited spaces in addition to court space to provide proper administration and additional activation areas.

The 19 courts in the Oval were all sport court, set up by Volleyball Alberta. 10 courts were built with an additional 1 meter on each endline to offer teams more serving space. This was not possible for all courts due to limited set up space.

The Oval did offer the opportunity to have all vendors, activations, and athlete spaces included with the majority of the courts. This offered a dynamic and exciting atmosphere. Access to McEwan Hall provided a great selection of food options to all participants.

#### Edmonton

The Saville Centre was host to 22 courts plus the use of the main competition gym on day 3 for select playoff matches.

Space was shared with PPVA and Nationals staff and administrative groups with great success. Ventilation was worked on following 2022 and provided an improvement on air circulation however it still did get very warm during matches. Limited food vendors did create issues to properly support all participants.

## Regina

REAL District was host to 20 courts. Two courts were used in the Volleybarn, including the feature court, 16 in the International Trade Centre, and 2 on an ice rink. This was the first year that the Volleybarn was used, it was a beneficial addition in that it is a permanent volleyball facility and already had the courts on site.

The 16 courts in the ITC and 2 in the rink were sport court and were set up by Sask Volleyball. Food vendors were brought in to service all participants.

## Ottawa

Carleton University was host to 15 courts. Two courts in the Raven's Nest (including the feature court), 8 in the field house, 3 on an ice surface and two in the Norm Fenn gym. This was the largest 14U iteration held at Carleton to date.

The 8 courts in the Fieldhouse and 3 in the rink were sport court and were set up by the Maverick Volleyball Club and led by a VC court building team.

## Winnipeg

The RBC Convention Centre was host to 11 courts and an additional 5 hardwood courts were set up at the Dakota Centre. The RBC Convention Centre floor was uneven in certain areas due to grates, however, this was a minimal issue as the grates were not located on the court, however in the free space.

The 11 courts in the RBC Centre were sport court and were set up by Volleyball Manitoba.

## Halifax

The Canada Games Centre was host to 5 hardwood courts. The pull-out bleachers around the courts and having VolleyballStuff located within the competition area lead to a great environment.

## Staffing

Due to the high number of events, with 4 being held on the same weekend, there was a significant pressure placed on VC staff, PTA staff and contracted staff to fulfill all staffing needs. Nine VC staff, 16 new staff, 11 PTA staff and 30 returning contractors were brought on to run the events.

A total of 227 crew were hired to support event operations and worked a total of 6400 hours.

Eleven VC reps worked over the 8 events, many of which traveled to multiple events to ensure all events were adequately supported.

A priority was placed on limiting the amount of time hired staff were on site, a maximum of 6 event days was the goal, however some staff did work 9 event days.

## Comms

Communications for Nationals were done via the following: Press releases, Newsletters, Website, Social Media and the VC App

**Press releases** were used on a limited basis to promote major Nationals news. This included date launch notification and post event wrap ups.

**Newsletters** were released on a monthly basis to provide general information and updates for teams, participants and spectators. The newsletters were also used for sponsor/partner promotions.

The **Website** provided a primary landing page and a separate page for each host city. The website was used to list all event info so that teams/spectators could prepare as needed. Unfortunately, the event pages are difficult to get to (via competition calendar) and are therefore not utilized fully by the public.

For **Social Media** Nationals has its own Twitter account which is used for information-based sharing for coaches and spectators. An event page is set up on the VC Facebook page to share event information. Leading into and during events, Nationals does get access to the VC Instagram account for some stories, however this is not full access.

The **VC App** was in its second year of use in 2023. The app provided a more direct route to event information than teams trying to navigate the website.

## Merchandise

Volleyball Stuff was on site at all events and had a very successful year. As per previous years, lines were very long, and many events sold out of product very quickly. A new set up was tested in Calgary, as an option to better support the lines and proved to be successful as lines were not impeding other event areas.

## Webcasting

Sport Canada TV provided webcasting services at all events except for Winnipeg and Halifax.

**Calgary** – Two feature courts with full feature court service for playoffs, and additional courts with single camera coverage

**Edmonton** - One feature court with full feature court service for playoffs, and additional courts with single camera coverage

**Regina** - One feature court with full feature court service for playoffs, and additional courts with single camera coverage

**Ottawa** – Coverage of 4 courts using static cameras, 3 girl courts, 1 boy court

**Halifax** used a pay per use service. Charged \$10 a day for pay per view, same as a day pass. All 5 courts were streamed. No negative feedback was encountered.

**Winnipeg** – Coverage of 2 courts using static cameras at RBC. Coverage of 2 courts using static cameras at Dakota Community Centre.

## Activations

Unfortunately, VC was able to offer limited activations due to limited space available in the majority of facilities as well as a reduction of resources as they were spread amongst all events.

**Parent room and coach rooms** were offered in Calgary however room options were limited and were only available in distant areas of the facility. This led to a limited number of individuals accessing the rooms. No other facilities had rooms available to offer this service.

**VC Jumpoff** was offered only in Calgary due to limited access to supplies. The Jumpoff, however, was very well attended and is always a draw for players.

**Feature Court** – Due to set up limitations, VC was not able to offer any specialized feature court activations. Originally, the intention was to have an announcer to introduce players in the Tier 1 playoffs and to have music during warm up.

VC worked with **Dodgeball Canada** to run demonstrations in both Calgary and Regina. One court was provided on practice day for the 18U event and 15UG.

## Awards

**Championship Tier Awards** - 1st place teams were awarded with medals (152 larger & Champion ribbons), Champion hats, team banner and trophy. The coach received 6 Mikasa balls and a ball bag. 2nd and 3rd place teams received medals with standard Nationals ribbons

**Medals** – A total of 4305 medals were distributed. Bronze medals were given out to only the championship tier in the tier-based schedule. In the division-based schedule, bronze medals were distributed to the third team in every tier. Gold and Silver medals were provided to teams winning their tier in the tier-based schedule.

**MVP & All Stars** were awarded to players in 15U – 18U. Selections were made by coaches in the Championship Tier semi-finals and confirmed following the Gold and Bronze medal matches. All winners were awarded with a small trophy.

**Biosteel Player of the Match:** VC worked with Gerry Dee to promote & award player of the match awards to 2 players per team in the 16UG and 17UG quarterfinals, semifinals, finals and bronze medal matches. Player names were tracked and provided to Gerry Dee to be considered for the Biosteel All Canadian Girls Volleyball Games which were held June 4th & 5th.

## Accommodations

VC worked with Hudson Travel Group (HTG) and Event Connect (EC) in 2023.

- HTG: Calgary, Ottawa, Edmonton
- EC: Halifax, Winnipeg, Regina

This was the first year that EC was given an event larger than a 14U event to test their capacity at a higher level. Regina proved to be a difficult city as there is overall a low inventory and there was a loss of several of the larger hotels due to renovations or other events. The University of Regina was brought on board to support the low hotel inventory, unfortunately the teams didn't book in the residences as there seems to be a significant desire for hotels over the more affordable residences.

Overall, hotel bookings were higher than estimated as teams seem to be travelling with larger family groups each year.

## Code of Conduct

Each event was provided with a Conflict Management Team (CMT) to manage any Code of Conduct issues that came up at the event. Individuals were selected from Senior Staff and VC reps who display a disposition to manage conflict well without escalation. The purpose of the committee was to ensure that other staff members could focus on event management. Julie Young was on site in Calgary to lead all code of conduct submissions, this ensured that proper tracking and follow up was completed for all on site situations.

The CMT was provided with pre-event training to ensure consistent process across all events.

Overall, the CMT was an improvement from 2022.

## Areas for Review/Improvement

- Lines people – For 2023 VC required that all lines people were athletes at all events. Due to various reasons, this wasn't enforced consistently at all events. A lot of feedback was provided indicating that teams did not like this system. VC will be reviewing options to offer support to referees, expose athletes to referees, and also reduce pressure put on teams/parents to full these roles.
- Seeding – A new point based seeding process was piloted for 15UB – overall this system seemed to have worked fairly well and will be considered for additional age groups in 2024. Further review is needed regarding the system for ensuring provincial balance in the top divisions as well as the overall process for seeding teams in a timely manner.
- Roster collection was once again a difficult, inconsistent, and error-filled aspect of Nationals. VC will once again be seeking alternative solutions to collecting rosters to remove stress on staff and teams.
- VC used SportLomo (SL) for the 2nd year as the registration system for nationals. VC was required to create various registration portals to support nonmember PTAs ON and QC and also to support teams who did not have their club portals set up. This led to a lot of confusion for teams and a lot of back end management by staff to correct registrations made in the wrong area.
- VC Rule/Policy Enforcement – It was noted that teams and spectators are less inclined to follow rules and code of conduct. VC will be looking into implementing fines/penalties for any rules/penalties which are not followed. In addition to the penalties, VC will look into how to better communicate any problem areas to ensure they do not continue in the future.

## 2022 Beach National Championships

### 14U-19U Youth & Senior Beach Nationals (August 18-21) - Ashbridges Bay, Toronto

**Overview:** Two Beach Nationals events were run by Volleyball Canada staff in collaboration with Ontario Volleyball Association and Volleyball BC. In Toronto, we saw participation increase to 241 teams total, a 19% percent increase from 2019, and our largest turn-out since 2011. A total of 68 courts were used, in addition to two feature courts with seating and signage. In addition to the courts used for the event, eight courts were rented out to JAM Group (formerly Toronto Sport & Social Club) to run a one-day recreational tournament and 3 were allocated to a free beach volleyball camp for minority youth in Toronto.

The Vancouver event was the first Beach Nationals held in Western Canada since 2015. A total of 75 youth teams participated in the event, bringing our total participation for both events to 316. Twenty-one courts, plus a youth feature, were set-up on Spanish Banks East.



## Participation Breakdown (Teams)

	Toronto	Vancouver
14UG	34	14
14UB	12	16
15UG	23	13
15UB	8	12
16UG	33	12
16UB	16	8
17UG	18	
17UB	12	
18UG	12	
18UB	14	
19UG	0	
19UB	12	
SR W	24	
SR M	26	

## Results

There was a total of 39 medals handed out in Toronto and 18 in Vancouver with the following breakdowns:

### TORONTO

Ontario: 10 Gold, 11 Silver, 7 Bronze

Quebec: 2 Gold, 2 Silver, 5 Bronze

Alberta: 1 Gold, 1 Bronze

### VANCOUVER

Ontario: 1 Gold

British Columbia: 4 Gold, 5 Silver, 6 Bronze

Alberta: 1 Gold

Manitoba: 1 Silver

## 2022 Beach Nationals - Toronto

Age	Gender	AB	BC	MB	NB	NL	NS	NT	NU	ON	QC	SK	PEI	YT	Total
14U	M									8	4				12
	F	6				1				21	6				34
15U	M									8					8
	F			1						15	7				23
16U	M	3			1					10	2				16
	F	5	1							19	7	1			33
17U	M	2		1						9					12
	F	1	1	1						12	3				18
18U	M		2							11	1				14
	F	3								6	3				12
19U	M							1		7	1				9
	F														0
Senior	M	3	2							15	6				26
	F	1	1							16	5	1			24
<b>Grand Total</b>		<b>24</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>157</b>	<b>45</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>241</b>
	% of total	10.0	2.9	1.2	0.4	0.4	0.0	0.4	0.0	65.1	18.7	0.8	0.0	0.0	
	M	8	4	1	1	0	0	1	0	68	14	0	0	0	97
	F	16	3	2	0	1	0	0	0	89	31	2	0	0	144

## 2022 Beach Nationals - Vancouver

Age	Gender	AB	BC	MB	NB	NL	NS	NT	NU	ON	QC	SK	PEI	YT	Total
14U	M	1	15												16
	F	3	11												14
15U	M		12												12
	F	1	10	1						1					13
16U	M		8												8
	F	3	8											1	12
<b>Grand Total</b>		<b>8</b>	<b>64</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>75</b>
	% of total	10.7	85.3	1.3	0.0	0.0	0.0	0.0	0.0	1.3	0.0	0.0	0.0	1.3	
	M	1	35	0	0	0	0	0	0	0	0	0	0	0	36
	F	7	29	1	0	0	0	0	0	1	0	0	0	1	39

### Senior Results

A total prize purse of 15k was handed out for the Senior event.

#### Women

1<sup>st</sup>: Sorra/McNamara

2<sup>nd</sup>: Harnett/Marcelle

3<sup>rd</sup>: Glagau/McNamara

#### Men

1<sup>st</sup>: Schacter/Dearing

2<sup>nd</sup>: Reka/Binstock

3<sup>rd</sup>: Russel/MacNeil

### Activations

- Champions Clinics
- Jump Off
- CrossNet Play Areas

Sponsor activations were limited this year due to time constraints and capacity concerns on the part of our sponsors. Concerns around Boardwalk fees in Toronto also inhibited recruitment of new partners.

### Sponsors/Partners who were activated on-site:

- Mikasa (presenting sponsor): court-side signage, branding on medal ribbons, prizing)
- Left On Friday: court-side signage
- Government of Canada: court-side signage
- Government of Ontario: court-side signage

### Jumpstart Community Grant

With the support of grant funding from the Canadian Tire Jumpstart Foundation, and Kinetika Volleyball, VC hosted a free week-long beach volleyball camp for youth from underrepresented demographics. A total of eighteen youth between the ages of 9-13 participated with each receiving a ball to take home with them to facilitate continued, long-term play.

### Signage/Branding

The branding and signage were greatly improved for 2022 with investments made in branded tents and court signage. Both enhanced the look and feel of the event and introduced the beach brand colours into all assets. The addition of VC assets also helped differentiate the event from other local OVA tournaments, as VC has historically relied on OVA branded equipment to meet event requirements.

## Areas of Improvements

- Increasing PTA Participation, outside of ON/QC
- Enhancing Feature Court experiences
- Merchandising
- Activations

## University/College Beach National Championships

The inaugural University/College Beach Championships were hosted September 3-4 at Ashbridges Bay in Toronto.

The two-day event was open to teams from Canadian post-secondary institutions and featured both a men's and women's category. The draw featured 25 men's teams and 28 women's teams from 31 different post-secondary institutions from across Canada.

### Results

#### Women

- 1<sup>st</sup>: Licht/Safer (University of Toronto)
- 2<sup>nd</sup> : Thivierge/Côté-Collin (Université du Québec à Montréal)
- 3<sup>rd</sup>: Pyatt/Rohr (Brock University)

#### Men

- 1<sup>st</sup>: Kemp/Davies (Queen's University)
- 2<sup>nd</sup>: Kerkhoff/Wlodarski (McMaster University)
- 3<sup>rd</sup>: Law-Heese/Johnson (University of Windsor)

### Areas of improvement

- **Signage/Branding** – Due to staffing and budgetary constraints, the signage and branding on-site was limited. Plans for the 2023 event will see an increase in branding on-site, bringing the event aesthetics closer to par with expectations for a National Championship.
- **Results Management** – The 2022 event did not utilize an online results management platform. Feedback from participants indicates that this was a misstep and our membership expects at minimum an online results platform to be used for a National Championship.

## VC Combine

The VC Combine entered its second season in fall/winter of 2022-2023. The Combine was able to host in 5 different cities including, Edmonton, New Brunswick, Newfoundland, Ottawa and Sherbrooke. Edmonton, and Sherbrooke were hosted in conjunction with the women's NEP program and Ottawa was hosted with the men's NEP program. This was a positive addition to the Combine as the public athletes came early to watch the NEP athletes get tested before them.

### Registration for 2022/2023:

- Edmonton, AB: 16 NEP athletes, 17 athletes
- Fredericton, NB: 20
- St John's, NL: 38 athletes
- Ottawa, ON: 12 NEP athletes, 21 athletes
- Sherbrooke, QC: 14 NEP athletes, 31 athletes

For 2023-2024, the Combine will be launching a new format to make the experience more valuable for athletes. There will be an hour of testing and an hour of an educational session with a strength and conditioning coach. VC will be working with larger clubs with facilities across the country to pilot this new format. The VC Combine is working with the Territories as an outreach where we will use the new format of the Combine.

# National Referee

The 2022-23 season has been a year showcasing the successes of the volleyball community as we continue to guide the sport forward and further distance ourselves from the height and impact of the pandemic. Return to sport plans evolved from the development of safe, simple participatory initiatives to strategies of full-fledged event management and sport growth management.

This was no different for the referee population as we saw a return to competition in a fashion very familiar in scope, but significantly challenged in scale and demand.

## 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:

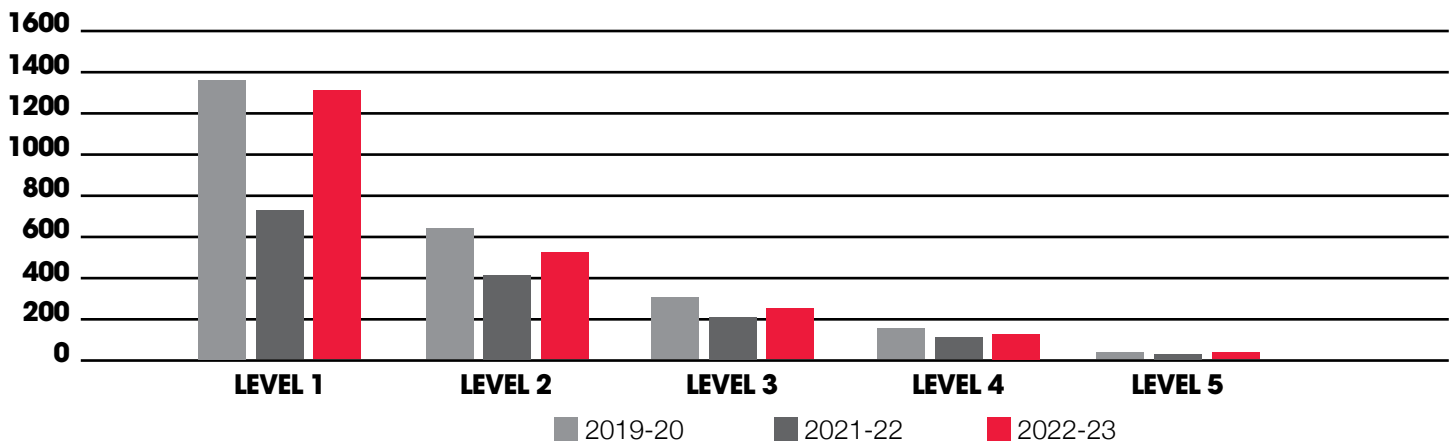
- Incorporation of Safe Sport requirements throughout the developmental pathway
- Incorporating programming that recognizes the importance of gender equity, diversity, and inclusion
- Establishing developmental congruency between all disciplines at the grassroots level
- Establishing basic developmental frameworks for ParaVolley initiatives
- Incorporation of technologies to modernize developmental programming
  - Framework establishment for annual renewal testing requirements
  - Recognition of professional development initiatives as an educational need
  - Modernization of the referee developmental matrix
  - Establishing recruitment and retention strategies with modern technological capabilities

While comprehensive growth of programming is an end goal that will tie-in significantly with long-term referee development initiatives, the lingering impacts from the pandemic exposes recruitment and retention as the most pressing issues facing the referee community, not only within volleyball, but within sport itself.

In the first full year of return to sport initiatives, data captures reflected that referee recruitment and retention varied significantly between provinces/territories (30% < x > 80%) or roughly 60% overall (2426 v 1475).

With the acquisition of a second year's worth of data, we can see that there is a stabilization within referee values between pre- and post-pandemic values (2426 v 2216).

## Referee Registrations Pre- / Post- Pandemic



Considering the pyramidal nature of the referee population, the greatest change in value is displayed at the entry level programming. While the interest and demand to start refereeing reflects positivity, the concern amplified by the data is the loss of referees at the second and third stages of the referee framework.

It is evident that this foundation of knowledge and experience did not effectively recover from the impacts of the pandemic. Inclusive of those that waited an extra year to return to the sport, level 2 registrations reflect a retention value of 85% and level 3 80% respectively. While nationwide development has occurred at both stages, based on current trends, it will take three to five years to re-establish the foundational values at each of these stages.

As the overall demand for volleyball has increased by approximately 20%, the data confirms that current recruitment and retention of referees cannot keep pace. While a near return to pre-pandemic values is a positive first step, the efforts to draw in and retain a foundational base equal to the growth of the sport are paramount to the success of the sport moving forward.

## High-Performance and International Referee Development

Canadian referees continue to be a leading force on the world stage. Administratively, we are represented on the PVPA, NORCECA and FIVB Rules of the Game and Referee Commissions.

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

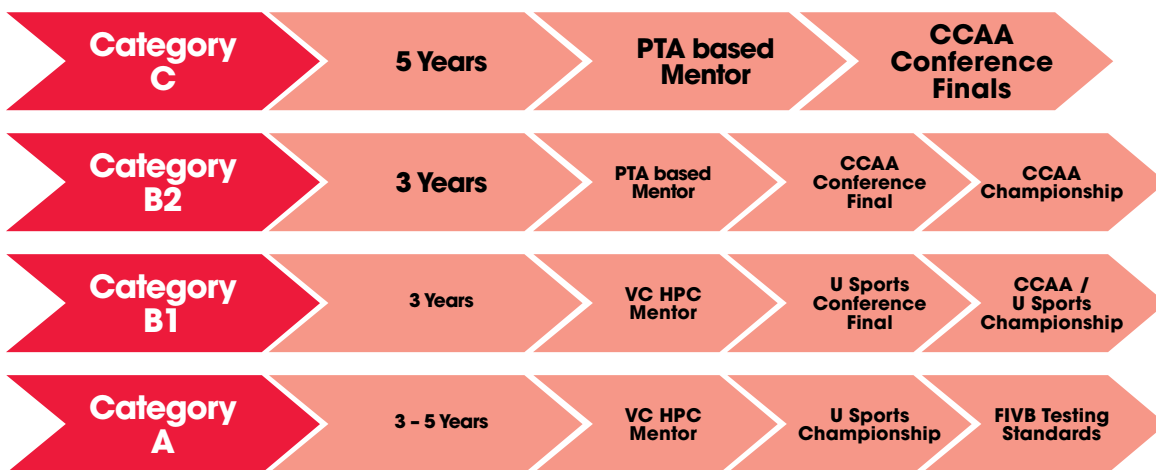
- Six of eleven indoor referees are recognized with an FIVB referee categorization
  - All six have been nominated by the FIVB to attend events in 2023
- Five of eleven indoor referees are recognized with a Continental referee categorization
  - All five have been nominated to attend NORCECA events in 2023
- It is anticipated that the next NORCECA International Referee Candidate Course will be conducted in January or February of 2024. Canada will look to send one candidate
- Two of seven beach referees are recognized with an FIVB referee categorization
- Three of seven beach referees are recognized with a Continental referee categorization
- Two of seven are expected to complete the practical requirements for Continental certification at the Beach Pro Tour Challenge (Edmonton)
- The next FIVB Beach International Referee Course will be held in November 2023. Canada will have one referee attending
- It is anticipated that the next NORCECA Beach International Referee Candidate Course will be conducted in January or February of 2024. Canada will look to send one candidate



- Of our two international ParaVolley referees, it is anticipated that they will receive significant nominations in the lead up to the 2024 Paralympic Games
- Early identification of potential ParaVolley International Referees is in progress

Recognizing the existing gap between the elite stages of our domestic programming model and International Referee development, a framework was introduced within the indoor environment with the following goals:

- Establish a system of classification recognizing High-Performance Referees with the potential to develop towards international standards
- Create a framework that carries transparency for the referees
- Establish dedicated timelines for referee growth within the framework
- Engage the International referee population into the development of future international referees
- Improve the quality and consistency of refereeing standards at the highest performing levels



Based on the positive messaging of the PTA Referee Committees towards the indoor model. The next step in progressing our International development model will be the formulation of a concurrent pathway for high-performance beach referee considering the unique variables associated within that discipline of the sport.

### Long-Term Referee Development

Long-term referee development aims to improve on existing educational services and opportunities for the membership and offers the greatest area of expansion for the referee program.

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:

- Aligning referee programs with all current 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 2023 – 24, the current structure of the National Referee Committee is as follows:

- Chairperson: Scott McLean
- Vice-Chair / Staff: Ryan Bunyan
- Refereeing for Women: Irena Zamboni
- Nominations and Awards: Pat Thorne
- Domestic Development (Indoor): Matt van Raalte
- International Development (Indoor): Malcolm Mousseau
- Domestic Development (Beach): Brian Hiebert
- International Development (Beach): Lucie Guillemette
- Domestic Development (Para): Marie-Claude Richer

Each of these members have expressed a desire to stay engaged on the strategic development of refereeing programming in Canada.

# 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

VC was the first NSO to sign an agreement with Abuse-Free Sport in June 2022. Abuse-Free Sport is Canada's independent system for preventing and addressing maltreatment in sport and all federally funded national sport organizations are now required to have an agreement with Abuse-Free Sport as a condition of federal funding. The Office of the Sport Integrity Commissioner (OSIC) serves as the central hub within Abuse-Free Sport. It operates independently to administer the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). The OSIC oversees a complaint intake process, conducts preliminary assessments, and commissions independent investigations, when warranted, maintains a database of imposed sanctions; and monitors compliance by sporting organizations and issues reports as required.

Volleyball Canada is also the first organization to offer Abuse-Free Sport complaint services to all PTAs and members. Any Volleyball Canada member can submit a Safe Sport complaint to OSIC through the Abuse-Free Sport program. Volleyball has had **24** cases opened since joining Abuse-Free Sport one year ago, and **4** have been at the National level so far.

As of June 2023, VC has 6 individuals on the Abuse-Free Sport Registry with Provisional measures applied pending the completion of their cases.

VC is in the process of renewing its agreement with Abuse-Free Sport with no changes anticipated to its annual fee.

### Background Screening

VC's Screening Committee remains in place with members Boris Tyzuk, Dan McIntosh, 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 (PIAs) throughout the organization. It is also a requirement of the Club Approval Program. Background Screening has again been implemented this season for all appropriate members as per the VC Screening Policy. VC and PTAs are primarily working with Sterling Backcheck to complete the screening. Safe Sport integration with the VRS has been challenging for a variety of reasons, which has required manual reviews - a lengthy process. VC verified that all PIAs have the necessary safe sport requirements in place for National Championships.

### 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. While the ultimate plan is to have all training and screening requirements tracked through the new VRS system, this has not yet been the case. There are issues with the CAC Locker to obtain data related to Safe Sport Training. 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 as much as possible moving forward and making the process smoother.

Safe Sport Virtual Information Sessions were staged 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 ahead of VC National Championships. Safe Sport and Discipline & Complaints Process workshops were staged in early December 2022 with all staff and PTA Executive Directors to review how to best manage complaints.

## **Youth Safe Sport Platform**

Volleyball Canada, Athletics Canada and Swimming Canada have signed an agreement with ITP Sport, led by Allison Forsyth. ITP has been contracted to project manage the content creation and site development for deployment of content with two partners, Reux Agency, and Verdure Digital. The end result will be a series of Safe Sport Interactive Education Videos for youth in the 13-20 age range. The project is made possible through COC NSF Enhancement funding. After a year of research, surveys and focus groups, the project is now in production and expected to be completed by fall 2023. Once the project is completed, we will apply for Safe Sport accreditation through Abuse-Free Sport. The tool will be made widely available to all volleyball members and the volleyball community at large. Access to the platform will be free of charge and other NSOs can sign on for a small fee to obtain access to tracking data for their members.

## **Conflict Management Teams and Complaint Process at VC National Championships**

VC implemented a new Complaint Management process for the 2023 VC National Championships. Conflict Management Teams were designated for each event and members receiving training on Safe Sport and conflict management. A new electronic form was designed to capture information. Once events were completed, VC's Discipline & Complaints Chair reviewed the complaints, and all follow up was completed by the end of June 2023. A post event review took place with some additional improvements to be added for 2024. More education and policies related to the behaviour of parents and spectators at events is one key takeaway.

## **Risk Management**

A workshop was staged in December 2022 with all staff and board members to review and further develop/update VC's Risk Management Plan and Risk Matrix.

## **Gender Equity/Diversity/Inclusion**

### **Education**

All VC staff (including all coaches) and contract employees continue to be required to complete training in Gender Equity through the Women and Sport Gender Equity Lens Module.

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

## **Program Development**

### **Diversity, Equity & Inclusion**

VC worked in partnership with Deloitte Inc. on the development of its Equity Diversity and Inclusion (DEI) Strategic Framework and Implementation Plan which was completed in December 2022. Funding support for this partnership was provided by the Canadian Olympic Committee through its NSF Enhancement funding. Ensuring that 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 was on data analysis and research to understand how the organization should build a more inclusive sport for all.

Deloitte conducted a survey of members of the volleyball community and followed up with a series of focus group meetings with various stakeholders to create different personas. All of the research and data culminated in the development of the framework and implementation plan at a workshop staged in December 2022 with all staff, board members and PTA Presidents taking part. VC has implemented some new program and funding initiatives, such as volleyball programming within Indigenous communities and funding for programming with Community groups focused on newcomers to Canada. Additional initiatives will be developed moving forward as part of the implementation plan.

# 05 Provincial & Territorial Reports



# Volleyball Yukon

## President

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## Executive Director

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## Board of Directors

Melissa Laluk – Vice-President  
Joline Williams – Treasurer  
Karen Campbell – Secretary  
D’Arcy Hill – Director-at-Large  
Ken Howard – Director-at-Large  
Marc Senecal – Director-at-Large

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	188	43
Number of Female registered players	239	42
Number of Male registered coaches	19	2
Number of Female registered coaches	20	7
Number of Male registered referees	4	0
Number of Female registered referees	1	0
Number of Male recreational/Associate Level Members	7	1
Number of Female recreational/Associate Level Members	19	10
Number of Registered Clubs (Youth)	3	2
Number of Registered Clubs (Adult)	1	2
Number of Registered Teams (Youth)	27	TBD
Number of Registered Teams (Adult)	0	TBD
Number of 9-12 Male players (participated in a PTA program or club)	19	N/A
Number of 9-12 Female players (participated in a PTA program or club)	20	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	1	0
Number of Individuals suspended from participation	0	0

## Major Events Hosted

- 2023 Yukon Indoor Championships
- 2023 Yukon Beach Championships (by end of August)

## Major Corporate Sponsors

- Northland Beverages (PEPSI)
- North Star Mini Storage

## New Initiatives for the Upcoming Year

- Club Opener
- Yukon Territorial Team
- Beach Standing Committee
- Youth Standing Committee
- Referee Clinics
- Executive Director
- Technical Director
- Statistics Training
- Corporate Sponsorships
- New Funding

## Current Challenges

- SportLomo
- Staffing
- Referee Availability

## Safe Sport cost of implementation

None

## Strategic Plan

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



# Volleyball Nunavut

## President

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## Executive Director

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## Board of Directors

Jill Fulton – President  
John Legate – Vice-President  
Matt Wyatt – Kitikmeot Ep.  
Sonja Lonsdale – Qikiqtani Rep  
Brady Fischer – Director-at-Large  
Bev Netusi – Director-at-Large

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	45	N/A
Number of Female registered players	45	N/A
Number of Male registered coaches	5	N/A
Number of Female registered coaches	5	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
Number of Individuals suspended from participation	N/A	N/A

## Major Events Hosted

- Territorials 2022

## Major Corporate Sponsors

- N/A

## New Initiatives for the Upcoming Year

- N/A

## Current Challenges

- Travel Costs
- Athlete / coach proximity
- Capacity within communities

## Safe Sport cost of implementation

TBD

## Strategic Plan

[https://www.volleyballnunavut.ca/\\_files/ugd/2f0ea0\\_1337bd07046f467988ddb36967d9abe4.pdf](https://www.volleyballnunavut.ca/_files/ugd/2f0ea0_1337bd07046f467988ddb36967d9abe4.pdf)

# Volleyball Northwest Territories

## President

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## Executive Director

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Ron Chiasson – Treasurer  
Gail Christie – Secretary  
Terrel Hobbs – ROC  
Heather Coakwell – Registrar  
Stacey Christie – Director-at-Large  
Yannis Labrakis – Director-at-Large  
Steven Campbell – Director-at-Large  
Christopher Mathison – Director-at-Large

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	48	N/A
Number of Female registered players	76	N/A
Number of Male registered coaches	2	N/A
Number of Female registered coaches	5	N/A
Number of Male registered referees	5	N/A
Number of Female registered referees	0	N/A
Number of Male recreational/Associate Level Members	118	N/A
Number of Female recreational/Associate Level Members	139	N/A
Number of Registered Clubs (Youth)	2	1
Number of Registered Clubs (Adult)	2	1
Number of Registered Teams (Youth)	3	3
Number of Registered Teams (Adult)	18	3
Number of 9-12 Male players (participated in a PTA program or club)	12	N/A
Number of 9-12 Female players (participated in a PTA program or club)	21	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	0	1
Number of Individuals suspended from participation	0	0

## Major Events Hosted

- Territorials

## Major Corporate Sponsors

- Mikasa

## New Initiatives for the Upcoming Year

- Player development & coach development (visits) camps in the communities

## Current Challenges

- Local Leaders in the communities (coaches & officials) and increasing beach interest in the NWT

## Safe Sport cost of implementation

None

## Strategic Plan

[http://nwtvolleyball.ca/page.php?page\\_id=110756](http://nwtvolleyball.ca/page.php?page_id=110756)

# Volleyball BC

## President

Doramy Ehling  
 president@volleyballbc.org

## Executive Director

Emma Gibbons  
 604 291 2366  
 egibbons@volleyballbc.org

## Board of Directors

Doramy Ehling – President  
 Ryan Gandy – Vice-President  
 Nicole Clendinning – Treasurer  
 Jamie Hatch – Athletes Representative  
 Jake Cabott – Director-at-Large  
 Adam Woelders – Director-at-Large  
 Norm Hanson – Director-at-Large  
 Rosie Schlagintweit – Director-at-Large

## Staff and Email Contacts

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 Glenn Wheatley – referee@volleyballbc.org  
 Ryan Adams – coach@volleyballbc.org  
 Visar Alimehaj – valimehaj@volleyballbc.org  
 Lorraine Wong – officeadmin@volleyballbc.org

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	1785	We rolled indoor
Number of Female registered players	4565	registration/
Number of Male registered coaches	562	membership into
Number of Female registered coaches	516	the beach season.
Number of Male registered referees	151	Therefore, we do
Number of Female registered referees	59	not have separate
Number of Male recreational/Associate Level Members	1599	numbers for beach.
Number of Female recreational/Associate Level Members	1888	
Number of Registered Clubs (Youth)	64	
Number of Registered Clubs (Adult)	N/A	
Number of Registered Teams (Youth)	489	
Number of Registered Teams (Adult)	N/A	
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	
Number of Individuals suspended from participation	N/A	

## Major Events Hosted

- 2023 BC Hall of Fame Virtual Awards
- 2023 Provincial Indoor Volleyball Championships (12-14U, 15-16U and 17-18U)
- 2022 Beach Tour presented by Natura Solutions
- 2022 Vancouver Open presented by Natura Solutions
- 2022 Beach Youth Nationals

## Major Corporate Sponsors

- Natura Solutions
- Belairdirect
- Canuckstuff
- Victory Creative Group
- Mikasa
- Four Wind Brewery

## New Initiatives for the Upcoming Year

- 2021-2024 Strategic Plan Year 2 implementation
- Delivery of new High Performance Plan and resulting adjustments to Team BC programming
- Implementation of key strategic initiatives such as the Safe Sport Action Plan, Strategy for Diversity, Equity, and Inclusion; and Membership Engagement Plan
- Delivery of a partnership initiative on referee recruitment, development, and retention with Rugby BC, Ringette BC, and Basketball BC
- New website

## Current Challenges

- Access to facilities, especially outside of Lower Mainland
- Organisational capacity to meet increasing demand for volleyball programs and events
- Recruitment and retention of referees and officials
- Renewal of lease and long-term partnership for the Harry Jerome Sport Centre

## Safe Sport cost of implementation

N/A

## Strategic Plan

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

# Volleyball Alberta

## President

Bruce Edwards  
 president@volleyballalberta.ca

## Executive Director

Diane Clarke  
 780 415 1703  
 executive@volleyballalberta.ca

## Board of Directors

Bruce Edwards – President  
 Sonja Johnston – Vice-President  
 Eryn Orysiuk – Secretary/Treasurer  
 Michelle Whyte – Director-at-Large  
 Chad Leier – Director-at-Large

## Staff and Email Contacts

[www.volleyballalberta.ca/who-we-are-contact-us](http://www.volleyballalberta.ca/who-we-are-contact-us)

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	2303	212
Number of Female registered players	6908	463
Number of Male registered coaches	571	13
Number of Female registered coaches	756	12
Number of Male registered referees	188	9
Number of Female registered referees	151	5
Number of Male recreational/Associate Level Members	107	186 M/F
Number of Female recreational/Associate Level Members	162	186 M/F
Number of Registered Clubs (Youth)	91	0
Number of Registered Clubs (Adult)	4	0
Number of Registered Teams (Youth)	656	104
Number of Registered Teams (Adult)	0	6
Number of 9-12 Male players (participated in a PTA program or club)	167 M/F	N/A
Number of 9-12 Female players (participated in a PTA program or club)	167 M/F	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
Number of Individuals suspended from participation	1	

## Major Events Hosted

- Nationals
- VNL
- Canada Cup

## Major Corporate Sponsors

- Mikasa
- Elite
- EventConnect

## New Initiatives for the Upcoming Year

- Adjusting groupings of age class tournaments to stabilize facility requirements, engage referees, and improve opportunities for growth
- Hosting NORCECA Men's Final Six Indoor Tournament Sept 19-24, 2023 in Edmonton, Beach Pro Tour Challenge July 20-23, 2023 in Edmonton

## Current Challenges

- Time intensive PIA checks
- Facility access for our events
- Burnout of Volunteers/Clubs Administration
- Capacity to offer enough Coach Certification Clinics and Evaluations to meet demands
- Referee Recruitment/Retention/Availability

## Safe Sport cost of implementation

N/A

## 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](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

## President

Cory Gratton  
cory.gratton@lpsd.ca

## Executive Director

Aaron Demyen  
306 535 923  
aaron@saskvolleyball.ca

## Board of Directors

Cory Gratton – President  
Shelley Thomas-Prokop – Vice-President  
Marcus Richards – Treasurer  
Scott Cory  
Tammy McKay  
Nicole Sawchuk  
Rob Tomyn

## Staff and Email Contacts

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Cara Orr – cara@saskvolleyball.ca  
Blair Lissinna – blair@saskvolleyball.ca  
Tom Ash – tom@saskvolleyball.ca  
Tom Foster – foster@saskvolleyball.ca  
Noah Miller – noah@saskvolleyball.ca  
Joel Dyck – joel@saskvolleyball.ca

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	738	72
Number of Female registered players	2509	246
Number of Male registered coaches	275	4
Number of Female registered coaches	431	4
Number of Male registered referees	248	0
Number of Female registered referees	247	0
Number of Male recreational/Associate Level Members	591	160
Number of Female recreational/Associate Level Members	1487	165
Number of Registered Clubs (Youth)	82	3
Number of Registered Clubs (Adult)	6	2
Number of Registered Teams (Youth)	293	41
Number of Registered Teams (Adult)	N/A	19
Number of 9-12 Male players (participated in a PTA program or club)	642	N/A
Number of 9-12 Female players (participated in a PTA program or club)	2300	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	25	0
Number of Individuals suspended from participation	1	

## Major Events Hosted

- 2022 Beach Provincials
- 2023 Sask Cups
- 2023 Indoor Provincials
- 2023 15U Women Volleyball Canada Championships

## Major Corporate Sponsors

- Sask Lotteries
- Mikasa
- Booster Juice
- Discover Saskatoon
- Regina Hotel Association
- ATB Wealth

## New Initiatives for the Upcoming Year

- Facility Development

## Current Challenges

- Access to facilities

## Safe Sport cost of implementation

We supported all referees to get a Police Records Check this year and reimbursed those that had to pay for one. This cost us approximately \$2,500

## Strategic Plan

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



# Volleyball Manitoba

## President

Roger Labossiere  
labossr@shaw.ca

## Executive Director

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

## Board of Directors

Roger Labossiere – President  
Andrei Halkewycz – Vice-President  
Tim Au – Secretary  
Michelle Sawatzky-Koop – Treasurer  
Madison Minarik – Director

Jennifer Krahn – Director  
Gabrielle Wishart – Director  
Kevin Neufeld – Director  
Ted Redekop – Director  
Azad Hosein – Referee Director

## Staff and Email Contacts

John Blacher – volleyball.ed@sportmanitoba.ca  
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Anthony Roberts – volleyball.pd@sportmanitoba.ca  
Jennifer Toker – volleyball.events@sportmanitoba.ca  
Beth Tooth – volleyball.dev@sportmanitoba.ca

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	921	178
Number of Female registered players	1774	274
Number of Male registered coaches	248	0
Number of Female registered coaches	221	0
Number of Male registered referees	100	11
Number of Female registered referees	39	5
Number of Male recreational/Associate Level Members	101	178
Number of Female recreational/Associate Level Members	354	274
Number of Registered Clubs (Youth)	40	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	210	86
Number of Registered Teams (Adult)	66	75
Number of 9-12 Male players (participated in a PTA program or club)	38	N/A
Number of 9-12 Female players (participated in a PTA program or club)	125	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	0
Number of Individuals suspended from participation	1	

## Major Events Hosted

- 14U Nationals, May 11-14 2023 - Winnipeg

## Major Corporate Sponsors

- Mikasa

## New Initiatives for the Upcoming Year

- Continued progress with Community Youth Program (12U, 14U, 16U) implementation throughout the province

## Current Challenges

- Facility access for club training and options for larger events
- Referee recruitment and retention, meeting demands of assignments

## Safe Sport cost of implementation

50% full time staff for 3-4 months

## Strategic Plan

In the process of reviewing and updating our Strategic Plan for 2023-2026

BULGARIA 0 0 CANADA

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1	VC	1	VC	1
1	TO	3	TO	0
0	SUB	4	SUB	1





# Ontario Volleyball Association

## President

Katie Hutchinson  
president@ontariovolleyball.org

## Executive Director

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

## Board of Directors

Katie Hutchinson – President  
Christine Cook – Vice President Finance/Treasurer  
Daphne Choi – Vice-President Administration/Secretary  
Howie Grossinger – Director-at-Large  
Michael Amoroso – Director-at-Large  
Kelsey Orth – Director-at-Large  
Leigh Pearson – Director-at-Large  
Danny Gosselin – Regional Council Director  
Victoria Altomare – Athletes Representative

## Staff and Email Contacts

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Dylan Brennand – dbrennand@ontariovolleyball.org  
George Huffman – ghuffman@ontariovolleyball.org  
Jessie Nairn – jnairn@ontariovolleyball.org

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	2605	132
Number of Female registered players	7369	105
Number of Male registered coaches	1136	31
Number of Female registered coaches	894	10
Number of Male registered referees	425	52
Number of Female registered referees	192	15
Number of Male recreational/Associate Level Members	159	587
Number of Female recreational/Associate Level Members	502	1398
Number of Registered Clubs (Youth)	84	0
Number of Registered Clubs (Adult)	0	0
Number of Registered Teams (Youth)	971	3230
Number of Registered Teams (Adult)	0	190
Number of 9-12 Male players (participated in a PTA program or club)	440	N/A
Number of 9-12 Female players (participated in a PTA program or club)	1886	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	50	34
Number of Individuals suspended from participation	N/A	

# Ontario Volleyball Association

## Major Events Hosted

- Beach Ontario Championships, Ashbridges Bay, Toronto and OVA Beach Tour
- OVA Indoor Youth Competitions and Ontario Championships RIM Park, Waterloo and Paramount Fine Foods Centre, Mississauga (April 2022) and Enercare, Toronto (April 2023)
- Sitting Volleyball, Ontario Winter Games

## Major Corporate Sponsors

- MyDoh
- Ontario Ministry of Tourism Culture & Sport
- Ontario Trillium Foundation
- Waterloo Regional Tourism Marketing Corp
- City of Waterloo and RIM Park
- Mississauga Tourism
- Exhibition Place
- Toronto Tourism and City of Toronto
- Ottawa Tourism
- Canuck Stuff
- Mikasa Sports
- Nothers Signs & Recognition
- HTG Sports Services

## New Initiatives for the Upcoming Year

- Delivering indoor competition stream with two convention center events
- Community Engagement – Club support and development

## Current Challenges

- Implementing programs to support member clubs
- LTD implementation
- Continue to foster partnerships for quality facilities

## Safe Sport cost of implementation

N/A

## Strategic Plan

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

# Volleyball Québec

## President

Guillaume F. Savard  
Guillaume.savard@dentons.com

## Executive Director

Guillaume Proulx Goulet  
514 252 3065  
gpgoulet@volleyball.qc.ca

## Board of Directors

Guillaume Savard – President  
Audrey Taillefer – Vice-President  
Dominic Boudreault – Secretary/Treasurer  
Vincent Dumas – Director  
Martine Louis-Jean – Director  
Kelly Plamondon – Director

## Staff and Email Contacts

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Ginette Grégoire – info@volleyball.qc.ca

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	1813	249
Number of Female registered players	3983	550
Number of Male registered coaches	361	included with indoor
Number of Female registered coaches	293	included with indoor
Number of Male registered referees	217	N/A
Number of Female registered referees	261	N/A
Number of Male recreational/Associate Level Members	994	315
Number of Female recreational/Associate Level Members	2233	633
Number of Registered Clubs (Youth)	17	included with indoor
Number of Registered Clubs (Adult)	33	included with indoor
Number of Registered Teams (Youth)	263	297
Number of Registered Teams (Adult)	28	159
Number of 9-12 Male players (participated in a PTA program or club)	144	N/A
Number of 9-12 Female players (participated in a PTA program or club)	636	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
Number of Individuals suspended from participation	0	

# Volleyball Québec

## Major Events Hosted

- Omnium Volleyball Québec, November 2022
- Québec Cup, April 2022
- Volleyball Québec Championships, multiple cities, April-May 2022
- Men's FTTC, Gatineau 2021-22
- Centre of Excellence affiliated with the National Beach Volleyball Team, summer 2021
- Senior Provincial Beach Volleyball 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 (MEES)
- Mizuno Canada
- Mikasa Canada
- InnVest Hotels
- University of Sherbrooke
- Institut National du Sport
- Volvox Sport

## New Initiatives for the Upcoming Year

- Continue with the Académie Volleyball Québec
- Enhance our beach volleyball service offering
- Continue the Centre of Excellence affiliated with the national beach volleyball team
- Continue the École d'Excellence camp
- Increase the capacity of our summer camps
- Manage the growth in the number of participants

## Current Challenges

- Cohesion with the high school volleyball competition system
- Get back to the pre-pandemic situation when Volleyball Québec was worthy of the title of Québec Federation of the Year in 2019
- Enhance the coherence of the actions of the clubs, the sports-study programs and Volleyball Québec in order to implement the LTAD and better position Québec at the Canadian level
- Increase the number of Quebecers in national team programs
- Increase the number of participants and the quality of coaching at all levels (especially for boys and in mini-volley)
- Promote volleyball to as many Quebecers as possible
- Educate club leaders on sound, modern and efficient governance

## Safe Sport cost of implementation

- \$10,000

## Strategic Plan

[http://www.volleyball.qc.ca/wp-content/uploads/2020/07/PRO\\_PlanStrategique\\_VolleyballQuebec\\_19-23.pdf](http://www.volleyball.qc.ca/wp-content/uploads/2020/07/PRO_PlanStrategique_VolleyballQuebec_19-23.pdf)



# Volleyball New Brunswick

## President

Randy Wilson  
wilsonrandy@rogers.com

## Executive Director

Jilliane Portelli  
506 451 1346  
executivedirector@volleyballnb.org

## Board of Directors

Cherie Campbell – Beach Chair  
Joy Porter – Senior Competition Chair  
Pat Thorne – Officials Development Chair  
Nic Boucher – Age Class Competitions Chair  
Kim Colpitts – High Performance Female Chair  
Kyle Holder – High Performance Male Chair  
Steve Lanteigne – Club Development Chair

## Staff and Email Contacts

Darcy McKillop – operationsdirector@volleyballnb.org

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	311	40
Number of Female registered players	1072	60
Number of Male registered coaches	81	5
Number of Female registered coaches	99	2
Number of Male registered referees	69	3
Number of Female registered referees	97	3
Number of Male recreational/Associate Level Members	0	0
Number of Female recreational/Associate Level Members	0	0
Number of Registered Clubs (Youth)	30	3
Number of Registered Clubs (Adult)	0	0
Number of Registered Teams (Youth)	122	0
Number of Registered Teams (Adult)	13	0
Number of 9-12 Male players (participated in a PTA program or club)	10	N/A
Number of 9-12 Female players (participated in a PTA program or club)	50	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	4	0
Number of Individuals suspended from participation	2	

## Major Events Hosted

- Senior Open
- Age Class Provincials
- Jack Lawson Middle School Cup

## Major Corporate Sponsors

- None

## New Initiatives for the Upcoming Year

- Capital fundraising project for major event court expansion
- Provincial Excellence Program re-launch

## Current Challenges

- Staffing
- Growth

## Safe Sport cost of implementation

None

## Strategic Plan

In progress

# Volleyball PEI

## President

Margo Robertson  
margo\_jason@hotmail.com

## Executive Director

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

## Board of Directors

Margo Robertson – President  
John Stavert – Vice-President  
Patrick Davis – Treasurer  
Kelly Herget – Secretary  
Joe Ryan – Director and ROC  
Kate Dawson – Director  
Lindsey Corkum – Director  
Andrew Costa – Director  
Chris Richard – Director

## Staff and Email Contacts

Cheryl Crozier – cgcrozier@sportpei.pe.ca

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	30	8
Number of Female registered players	58	8
Number of Male registered coaches	11	1
Number of Female registered coaches	24	1
Number of Male registered referees	18	0
Number of Female registered referees	5	0
Number of Male recreational/Associate Level Members	263	12
Number of Female recreational/Associate Level Members	675	20
Number of Registered Clubs (Youth)	20	2
Number of Registered Clubs (Adult)	1	1
Number of Registered Teams (Youth)	48	8
Number of Registered Teams (Adult)	20	2
Number of 9-12 Male players (participated in a PTA program or club)	48	N/A
Number of 9-12 Female players (participated in a PTA program or club)	145	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	5	4
Number of Individuals suspended from participation	2	

## Major Events Hosted

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

## Major Corporate Sponsors

- Mikasa (in-kind)

## New Initiatives for the Upcoming Year

- Indoor facility access
- Lack of indoor facilities with more than 2 courts
- Multi-sport athletes so conflicts for athletes especially in the summer: beach vs. indoor

## Current Challenges

- Re-establishing provincial team summer indoor programming for 14U, 16U and 18U
- Re-establishing provincial team beach training
- Creating a new Strategic Plan; Youth Beach Volleyball Camps
- Beach Volleyball Youth Leagues

## Safe Sport cost of implementation

Not 100% sure at this time. All of our Persons-In-Authority are already required to have Safe Sport Training as a membership requirement. This includes our coaches, officials and other PIA's. This certification requirement cost our PSO approximately \$2000 this past season to ensure all registered PIA's were compliant with all requirements (not just Safe Sport). In terms of an appeal mechanism if required, our province is finalizing some details on a provider that PSO's should be able to access if needed.

## Strategic Plan

Our board is currently working on a new one.

# Volleyball Nova Scotia

## President

Paul Worden  
pdwordenvns@gmail.com

## Executive Director

Jason Trepanier  
902 425 5450  
vns@sportnovascotia.ca

## Board of Directors

Paul Worden – President  
Allison Saunders – Treasurer  
Krysta Cadden – Membership Development Chair  
Brian. St John – Marketing Sponsorship Lead  
David Fairfax – ROC  
Micaela Sabean – South Shore Representative  
Morgan Snow – Valley Representative  
Paul Richer – Metro Representative  
Tim Kubas – Fundy Representative

## Staff and Email Contacts

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

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	383	4
Number of Female registered players	1818	4
Number of Male registered coaches	148	2
Number of Female registered coaches	228	2
Number of Male registered referees	51	2
Number of Female registered referees	55	1
Number of Male recreational/Associate Level Members	78	154
Number of Female recreational/Associate Level Members	132	162
Number of Registered Clubs (Youth)	34	2
Number of Registered Clubs (Adult)	2	0
Number of Registered Teams (Youth)	201	52
Number of Registered Teams (Adult)	16	138
Number of 9-12 Male players (participated in a PTA program or club)	142	N/A
Number of 9-12 Female players (participated in a PTA program or club)	481	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	15	3
Number of Individuals suspended from participation 4 plus 5 pending outcome of review		

## Major Events Hosted

- Indoor Club Championships

## Major Corporate Sponsors

- Mizuno
- Mikasa
- Sportwheels

## New Initiatives for the Upcoming Year

- Coaching Symposium

## Current Challenges

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

## Safe Sport cost of implementation

\$10,000

## Strategic Plan

[http://volleyballnovascotia.ca/files/strategic\\_plan\\_2020-2024.pdf](http://volleyballnovascotia.ca/files/strategic_plan_2020-2024.pdf)

# Newfoundland and Labrador Volleyball Association

## President

Eric Hiscock  
ehiscock50@gmail.com

## Executive Director

Russell Jackson  
nlvaruss@sportnl.ca

## Board of Directors

Eric Hiscock – President  
Finton Gaudette – 1<sup>st</sup> Vice President  
Catherine Strickland – 2<sup>nd</sup> Vice President  
Nick Higgins – Coach & Athlete Development  
Randy Manning – Registrar  
Chad Richards – Secretary  
Cindy Hiscock – ROC

## Staff and Email Contacts

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

## 2022 / 2023

	Indoor	Beach
Number of Male registered players	187	No separate
Number of Female registered players	420	registration
Number of Male registered coaches	194	for beach
Number of Female registered coaches	125	
Number of Male registered referees	122	
Number of Female registered referees	110	
Number of Male recreational/Associate Level Members	1274	
Number of Female recreational/Associate Level Members	4254	
Number of Registered Clubs (Youth)	9	
Number of Registered Clubs (Adult)	0	
Number of Registered Teams (Youth)	338	
Number of Registered Teams (Adult)	172	
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)	2650	
Number of Individuals suspended from participation	0	

## Major Events Hosted

- VolleyWest
- VolleyCentral
- VolleyFest JH & SH
- Molson Seniors 2023

## Major Corporate Sponsors

- Molson
- Beresford
- Mikasa
- Mizuno

## New Initiatives for the Upcoming Year

- New Club Policy Document
- Updating Coaching Certification Policy
- NL Winter Games (Indoor Volleyball)
- Conflict Resolution (Safe Sport Committee)

## Current Challenges

- Gym Time and Space
- New Club Development and Policies

## Safe Sport cost of implementation

None

## Strategic Plan

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



06

# External Representation Reports



Volleyball  
Canada



# International Relations

2022 – 2023 was a return to a normal slate of events, with all disciplines competing and planning for Paris Qualification in a shortened quad. International Committees and Boards started meeting in person. In many cases lessons learned through COVID, such as Teams and Zoom calls.

The women's Paralympic (sitting volleyball) team had its best-ever result at a World Championships, finishing second and gaining valuable international experience, narrowly missing out on Olympic Qualification.

The 2022 Volleyball Nations League (VNL) was played based on a new competition formula. The annual league for men's and women's national volleyball teams saw the best 16 teams per gender compete for the title of VNL Champion. However, the number of matches, locations and team travels were reduced to optimize the performance of the teams, the quality of the events and promotion worldwide.

Following the end of the previous VNL edition, the 16 participating teams were ranked from 1st to 16th as per the FIVB Volleyball World Ranking. In 2022, each team played 12 matches over 3 weeks against equally strong opponents in the Preliminary Phase.

On the women's side, the League ran from May 31 to July 3rd with the Finals being held from July 13-17. For the men, it was held from June 7 to July 10, with the Final 8 taking place July 20-24.

In both genders, Canada succeeded in securing their participation for 2023. The women's team finished in 12th place – ahead of 3 Challenger teams, while the men finished 15th, just ahead of Australia.

The FIVB Beach Volleyball World Tour was replaced by the Volleyball World (VW) Beach Pro Tour beginning in 2022. The Beach Pro Tour consists of three levels of events: Elite 16, Challenge and Futures events. The Elite 16 events have 16 teams in the main draw (12 teams directly) with a 16 team qualifier to advance 4 teams into the main draw. The Challenge events have 24 teams in the main draw (16 teams directly) with a 32-team qualifier to advance 8 teams into the main draw. The Futures events have 16 teams in the main draw (12 directly) with a 16-team qualifier to advance 4 teams into the main draw. The FIVB points at each level of event overlap thereby creating a Promotion/Relegation point system with top performing teams advancing to higher levels of event and poor performing teams dropping to lower levels of events.

In 2022, there were no Beach NORCECA or FIVB/VW events hosted in Canada. In 2023, Canada will host an Elite 16 event in Montreal (July 26-20, 2023), a Challenge event in Edmonton (July 20-23, 2023) and a Futures event in Halifax (September 2023).

Sophie Bukovec/Brandie Wilkerson won the silver medal at the Rome 2022 FIVB Beach Volleyball World Championships. Sam Schachter/Dan Dearing and Nicole McNamara/Megan McNamara each finished 17th at these 2022 World Championships.

At the Birmingham 2023 Commonwealth Games Sarah Pavan/Melissa Humana-Paredes won the gold medal and Sam Schachter/Dan Dearing won the silver medal.

Ed Drakich is the Secretary of the FIVB Beach Commission and the President of the NORCECA Beach Commission. Andre Trottier is a member of the FIVB Rules of the Game and Refereeing Commission Rule of the Game Commission and a member of the NORCECA Beach Commission.

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 2022 and February of 2023



Mark Eckert remains a member of the FIVB Board of Administration and attended Board meetings in the Netherlands in the fall of 2022 and Punta Cana in June of 2023

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

The FIVB Volleyball Empowerment project supported Canada's Women's Team for a second year in a row, and this results in annual funding up to 2024 of 298,000 USD as well as coaching support of 60,000 USD for Men's Beach Next Gen.

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.

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. Julien Boucher (VC Indoor High Performance Director), and Julie Young remained members of the NORCECA Technical & Coaching Commission

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 (The most recent NORCECA Beach Commission meeting), and the meeting notes are below:

## NORCECA Beach Commission Notes – 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

**December 7, 2022**

### Meeting Notes by Ed Drakich

Attendance: Ary Graca (FIVB President), Fabio Azevedo (FIVB General Director), Vicente Araujo (FIVB Beach Commission President), Finn Taylor (CEO Volleyball World), Tanya Hart (Volleyball World), Lara Marich (Volleyball World), Ed Drakich (FIVB Beach Commission Secretary), Marcelo Wangler (BRA), Yu Cao, (FIVB), Madelein Meppelink (Athlete Member – NED), Julius Brink (Athlete Member – GER), Jose Casanova (FIVB Beach Referee Commissioner), Daniela Pirri Joly (FIVB), Lara Marich (FIVB), Steve Tutton (FIVB), Raheleh Ahadpour (FIVB), Carole Ghosn (FIVB), Craig Carracher (AUS), Liu Bing (CHN), Marek Pakosta (CZE), Debbie Wooster-Masalifakalo (VAN), Marina Scherbakova (RUS), Tomislav Smuc (SLV), Luis Alexandre (FIVB Director for Asia/Oceania), Ali Ghanim Al-Kuwar (QAT), Allam Abderazza (MOR)

Absent: Herman Ada (GUM)

**Wednesday December 7, 2022** (Meeting begins at 12:00PM)

1. Ary Graca welcome address:
  1. Ary explained how beach volleyball is ideal for small National Federations (Level 1 and Level 2)
  2. FIVB Empowerment Program is assisting many small NFs in Beach Volleyball (80 coaches worldwide)
  3. 2022 Beach Pro Tour and the 2022 World Championships were very successful
  4. 2022 Rome World Championships – Largest TV audience and most social media contacts ever
  5. 2023 World Championships in Mexico, 2025 World Championships in Australia
  6. Paris 2024 – Eiffel Tower location will be iconic
2. List of Attendance – Yu CAO
  1. All members are present except for Herman Ada (GUM)
3. Beach Volleyball 2023 Calendar – Lara Marich / Yu Cao
  1. 19 events (9 Elite and 10 Challenge) in 2022
  2. 2023 – Minimum 9 Elite and 10 challenge events in 2023 up to 24 total possible
4. World Championships Report & Proposals - Raheleh Ahadpour
  1. 2022: 216 Matches, 192 athletes from 38 countries, 60 million TV viewers from 120 territories
  2. 2023: Tlaxcala, Mexico – 3 cities Tlaxcala, Humantla and Apizaco (4 venues) same format as 2022
  3. 2025: Australia, Sydney (Opera House and Bondi Beach)
  4. 2023: U21 WCH Thailand, Roi-Et November 8-12, 2023
  5. Proposals: Entry Timeline (-45 days confirmed date), Qualification Pathway (Same as 2022), Entry Points (based on Top 6 in 2023), Athlete quality (Top 250 players on FIVB Entry Ranking)
5. Paris 2024 Progress Report – Raheleh Ahadpour / Yu Cao
  1. Eiffel Tower stadium 13,000 spectators, 2 warm-up and 2 training courts
  2. Summarized teams to qualify (Host, 2023 WCH, 17 Olympic Ranking, 5 Continental Pathway)
  3. Yu Cao summarized the Paris 2024 Continental Pathways
  4. Yu Cao presented the detailed Paris 2024 Schedule (Women's Gold on Day 15, Men's Gold on Day 14)
6. Sport Operations Manual Update & Proposals – Ed Drakich
  1. No Top 6 Challenge Restrictions - **Approved**
  2. Round of 12 added to Elite 16 events - **Approved**
  3. -14 days seeding for Elite 16 and reshuffle seeding if withdraws afterwards – **Approved**
  4. Maternity/Serious Injury Points – return with at same Individual Entry Ranking – **Approved**
7. Other Business – Yu Cao
  1. FIVB Survey – a majority of players don't support coaches in the field of play (no changes at this point).
  2. New Mikasa ball in 2023 (1,000 delivered in December 2022 to top 100 teams per gender).
    - Decided to use the new ball for the World Tour Finals in Doha, Qatar at the end of January
  3. Hypercube Ranking System – Shadowing the FIVB system for 2023 and 2024 (As in 2022)
  4. Challenge Events – Allow host country teams have no risk playing in a Challenge event – only counted if to the benefit (Similar to Future events). **Proposal is defeated.**
8. Closing Remarks – Ari Graca
  1. Internally, we must continue to improve Beach Volleyball. The Uberlandia Elite 16 event was almost a Brazilian Championships. This must be fixed.
  2. The FIVB is spending \$6,000,000 USD to support the Beach Pro Tour but this money is from Indoor Volleyball.
  3. The issue is that Beach Volleyball is always #1 at the Olympics but not between Games.
9. Meeting adjourned 2:40PM.

# International Beach Volleyball Referees Committee

## 2023 ROC meeting

The 2023 season has offered many opportunities for our International and Candidates Beach Referees. With Canada hosting two FIVB events in July, one in Edmonton and the other in Montreal, six out of seven of our International Beach referees will have many opportunities to work on the international scene this year.

The International Beach Volleyball Referee Committee is waiting for the confirmation for the FIVB International Beach Referee Course that has potential to take place in Thailand in November 2023. If it proceeds, we will submit the names of Simon Ouellet and Dimitri Magirias to NORCECA for their approval.

In addition, we will endeavor to finalise the international certification of our two candidates Marcia Quaquarelli and Geoff Stuart. Unfortunately, Geoff will not be available to referee much this year. However, we have been waiting for a NORCECA event to take place in Atlantic Canada for the past two years to finalise their process. If there is no NORCECA event this year in Canada, we will attempt to send Marcia to an AVP event in USA with André Trottier as the evaluator. This will be the event where she should be able to complete her 10 matches of evaluation and if successful, we will be able to propose her at the next NORCECA Referee Commission as International Beach Referee.

To better assist our referees in their preparation, four of them participate at the Vancouver Open in mid July where we appointed a Referee coach.

Please find below the current nominations for all our Canadian Officials. More assignments are to be expected in the following months:

### Omid Mojtahedi

FIVB Challenge – LA PAZ, Mexico

FIVB Challenge – Edmonton, Canada

FIVB Elite 16 – Montreal, Canada

### Brian Hiebert

FIVB Elite 16 – TÉPIC, Mexico

FIVB Challenge – ITAPEMA, Brazil

FIVB Challenge – SAQUAREMA, Brazil

FIVB Elite 16 – UBERLANDIA, Brazil

FIVB Challenge – Edmonton, Canada

FIVB Elite 16 – Montreal, Canada

### Jasen Boyko

FIVB Challenge – Edmonton, Canada

### Simon Ouellet

FIVB Challenge – Edmonton, Canada

International Beach Referee Course – Thailand (to be confirmed)

### Dimitri Magirias

FIVB Challenge – Edmonton, Canada

International Beach Referee Course – Thailand (to be confirmed)

**Marcia Quaquarelli**

FIVB Elite Tour – Montreal, Canada – Linejudge

AVP – Manhattan Beach, California, USA (to be confirmed)

**Geoff Stuart**

Because he started a new job this year, he was unable to have the time off work needed to participate at the various tournament this summer. So, we postponed his participation to his final evaluation for the international certification at the NORCECA level and we will reevaluate the situation next year.

**Lucie Guillemette (FIVB Challenge Video Official)**

No assignment confirmed at this date

**André Trottier (FIVB Referee Coach)**

FIVB Challenge – ITAPEMA, Brazil

FIVB Challenge – SAQUAREMA, Brazil

FIVB Challenge – Edmonton, Canada (Referee manager)

FIVB Elite 16 – Montreal, Canada (Referee manager)

Youth Commonwealth Games – Trinidad and Tobago

FIVB World Championships – Mexico

I would like to take this opportunity to thank the NOC's and their collaborators that had contribute to make those Canadian events happened. This is a great year for Beach volleyball in Canada, providing many opportunities for our Beach Referees to developed their skills, while exposing this sport to our Canadian referees Community.

Lucie Guillemette

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 December 2022 with the focus on reporting on activities of 2022 and preparing an operational agenda. 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. It should be noted that the Commission’s work primarily has a focus on FIVB categorized Beach Volleyball and Volleyball Referees.

### Key Decisions:

- Referee Health Management Guidelines: Encourage National Federations to request referees to respect the FIVB Medical Commission regarding referee BMI
- Referee Education: To review and update the online referee education resource center. (Update: delayed until 2024)
- Beach Volleyball: Approved new ‘Ball Mark’ Protocol for 2023 after testing in 2022
- Special Projects: Women in Refereeing Project: Approved a program to support and enhance the development opportunities for girls and women as referees. (Update: Limited work completed during 2023 to date with a great focus in 2024)
- Rules of the Game: Minor wording to various rules were approved. (Note: Rules of the game for Beach Volleyball and Volleyball may only be approved during a FIVB Congress)
  - During the 2022 World Club Championships: test the elimination of double touch decisions on second contact internal pass was conducted. It was determined more data is required.
  - During the 2023 World Age Group championships: eliminate overhand service reception.

The FIVB President continued to emphasize that the future for international referees (Beach and Indoor) will be based upon performance. From a Canadian perspective Volleyball Canada has six FIVB Categorized Volleyball Referees – Matt Van Raalte (NB), Scott Dziejwiz (QC), Andrew Cameron (ON), Andrew Robb (ON), Samara Sevor (ON) and Ryan Bunyan (AB). For the first time all referees have received nominations for FIVB events during 2023. For Beach Volleyball three FIVB Categorized Referees Omid Mojtahedi (ON), Brian Hiebert (BC) and Lucie Guillemette (QC) as a Challenge Referee.

## NORCECA Refereeing Commission

There has been limited Commission activity in 2022-23. The Commission has met once virtually. NORCECA continues to experience the results of the pandemic (from a refereeing perspective), and it is anticipated that the Commission will be more active late 2023 and all of 2024. The NORCECA Referee Commission has developed a strategic direction based upon 5 core themes for both Beach Volleyball and Indoor 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 Activities:

- Hosted a Women in Refereeing virtual seminar in coordination with 2023 International Women’s Day
- Hosted a virtual Referee Coach Seminar
- Approval to host a NORCECA International Beach Volleyball and Indoor Volleyball Referee Candidate Course in 2024

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



# NORCECA Sport Organizing Committee

NORCECA did not have any Sport Organizing Committee meetings over the last year. NORCECA continues to offer a full slate of competitions, however the distinction of Pan Am Cup and NORCECA championships has diminished with few South American teams ever attending Pan Am events.

NORCECA has again increased the Hosting Fees for the 2023 season. For our hosted events NORCECA is asking for US\$120,000 hosting fee. This is now more expensive than the VNL Hosting Fee. Additionally, we have been informed that Sport Canada support for hosting of international events will be reduced in coming years.

Canada hosted only one NORCECA event in 2022 – the Senior Men’s Pan Am Cup in Gatineau, QC in August – and we will be hosting two events in 2023:

- Women’s NORCECA Championships
- Men’s Pan Am Final 6 Championships

Currently Canada is scheduled to host the U21 Men’s NORCECA championships in 2024 however we may be negotiating for an alternative event.

Mark Eckert remained active as a Technical Delegate for some NORCECA events in 2022-23. Alan Ahac remains a Technical Delegate for both NORCECA and FIVB however has not accepted any assignments due to hosting workload.

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

COMPETITION	GENDER	HOST COUNTRY	START	END
XIX U21 Central American Championship	Women	Belize	7-Jul-2022	17-Jul-2022
Norceca Pan American Cup Final Six	Men	Durango Mexico	9-Jul-2022	18-Jul-2022
U-21 CAZOVA Championship	Women	Trinidad & Tobago	10-Jul-2022	16-Jul-2022
U-21 CAZOVA Championship	Men	Trinidad & Tobago	10-Jul-2022	16-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



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# Partnership Report



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# Overview 2022-23

Over the past year, we have seen the world of sports and events return to a more normal state following the pandemic and, along with it, the slow return of sponsorship viability, rehiring of marketing staff, and brands interest in aligning with sport.

Volleyball Canada lost several key sponsors during the covid term but is happy to be progressing in filling those lost categories and building in new areas.

We have a new 6-year partnership with Mizuno for the indoor footwear and apparel category. It focuses on supplying our National Team programs, but has an evolved merchandising and royalties strategy to generate additional revenue based on co-branded merchandise sold at its key retailers, our events, and through its online store.

Jumplete has just signed as our men's beach apparel and knee brace sponsor that will see them outfit our men's beach teams and staff through the 2024 Paris Olympics, plus supply knee braces to our National Indoor Teams.

## Merchandising

Our partnership with Volleyball Stuff continues to prosper, with the sales of VC branded and Nationals event merchandise exceeding already impressive amounts. The Volleyball Canada and VBS merchandise program is the envy of the Canadian sport system.

We are currently working with Mizuno and one of their major retail partners to develop a Volleyball-specific section in stores across Canada to raise the visibility of our sport, offer VC-branded items to the public, and provide a destination where consumers know they can get volleyball shoes, accessories, and apparel. It will also enhance our merchandise royalty revenue stream.

We are in positive talks or at the formal contract stage with several consumer brands and companies and are optimistic that we will sign additional sponsors in the second half of 2023 and into 2024.

As we've said before, having patience with doing the right deals with the appropriate dollar value is a key focus moving forward. 2024 Nationals in Edmonton, increased corporate support of Women's Sport, and 2024 Olympic and Paralympic success are all valuable assets we are using to help generate interest.

## Volleyball Canada's sponsors include

Mizuno (Indoor Apparel and Uniforms 2028) Volleyball Stuff (VC and Event Merchandise 2026), Mikasa (Official Ball 2026), Nothers (Awards 2024), Jumplete (Men's Beach Apparel and Knee braces 2024) Left on Friday (Beach apparel 2024) and Spieth America (Indoor Net Systems).

## Fundraising: Online Auction

The 29th annual auction raised more than 50k in 2023, which was a significant increase from previous years.

## Amount Raised

	2017	2018	2019	2020	2021	2022	2023
<b>Day 1</b>	\$10,563	\$15,400	\$20,229	\$19,316	\$21,412	\$20,705	\$31,943
<b>Day 2</b>	\$14,363	\$25,198	\$23,917	\$23,327	\$24,771	\$22,788	\$34,101
<b>Day 3</b>	\$15,318	\$26,632	\$25,136	\$25,342	\$26,630	\$24,225	\$36,059
<b>Day 4</b>	\$19,238	\$28,416	\$25,636	\$26,910	\$27,395	\$24,948	\$38,311
<b>Day 5</b>	\$28,583	\$30,984	\$27,264	\$27,610	\$28,770	\$26,663	\$39,866
<b>Day 6</b>		\$34,327	\$30,492	\$29,157	\$30,205	\$32,953	\$40,971
<b>Day 7</b>		\$36,264	---	\$32,800	\$31,025	---	\$42,726
<b>Day 8</b>		\$44,038	\$39,119	\$37,660	\$36,206	\$40,397	<b>\$50,367</b>

## Registered Bidders

	2017	2018	2019	2020	2021	2022	2023
<b>Day 1</b>	45	89	133	120	163	112	125
<b>Day 2</b>	74	143	157	148	198	134	145
<b>Day 3</b>	83	159	165	165	208	150	171
<b>Day 4</b>	112	169	171	179	220	160	198
<b>Day 5</b>	167	192	179	190	240	171	213
<b>Day 6</b>		219	202	211	255	227	230
<b>Day 7</b>		242	---	245	271	---	256
<b>Day 8</b>		284	248	270	300	254	<b>284</b>

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# Communications Report



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Canada





# Media and Communications

The past year featured the full return of events; multi-sport Games and National Team competitions around the world. The plan each year is to highlight key national volleyball events, offer support to our hosted international tournaments and put the spotlight on achievements of our National Teams.

One major 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 major tournaments. Another goal is to highlight work being done in volleyball's Sport for All initiative, including indigenous and newcomer programs.

On the VC communications side, staffing has gone through several changes with the departure of a comms coordinator and now an ongoing (as of July 2023) search to fill that position to assist in the many and varied duties the role requires.

On a positive note, the role of Partnerships Coordinator has expanded and continues to be led by Courtney Killion, who has been promoted to Program Lead in this area (see Partnerships/Sponsor report). She will remain in charge of the annual auction, which brought in more than \$50K in early 2023, as outlined in the Partnership report.

## Key events to be highlighted in 2023 are as follows:

- Nationals
- VNL overall, with hosting in Ottawa (men) (completed)
- Sitting volleyball teams (including Zonal Champs – completed)
- Beach Pro Tour
- Hall of Fame
- Various development and NORCECA indoor events (including hosting in Quebec and Edmonton)
- Pan Am Games (Beach only)
- Indoor World Olympic Qualifiers (men and women) and “road to Paris” milestones.
- Sitting Volleyball Paralympic qualification process.
- and much more!!

## Social media engagement

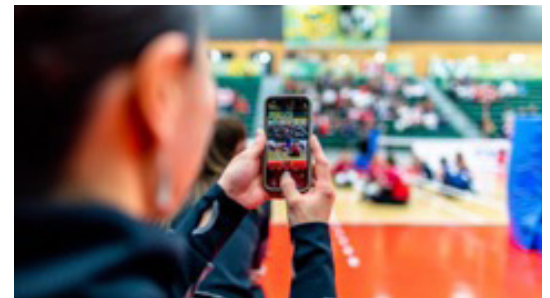
In addition to direct email (press releases, announcements, Nationals newsletter) and the VC web site, social media channels continue to be a big part of external communications and fan engagement.

Social media is also a key tool for partner engagement as well as marketing of international events.

The demand for content (photos, info, videos, graphics) is growing. The goal is to have a mix of content that contributes to the overall brand and messaging of VC – meaningful competition, safe sport, diversity, growth of the sport and strategic partnerships, among other considerations.

## Social media audience (as of July 2023)

- **Facebook** - 169,000 followers
- **Twitter** - 52,500 followers (VC Nationals account: 3000)
- **Instagram** – 81,900 followers (an increase of 18,800 over previous year)
- **YouTube** - 18.5 K subscribers (more than double increase over the year)
- **LinkedIn** – 3725 followers (small increase of approx. 750)



## **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.

The challenge remains staffing to coordinate more original content for the app.

## **Safe Sport Messaging**

Volleyball Canada is very aware of the current environment – safe sport dominates headlines and no sport association is immune from the potential negative implications, including in the media. Messaging continues to be refined, with input from VC's Safe Sport Director, but some key points are below:

- Abuse exists in the sport system, now and historically, and we are all responsible for the safety of our participants in one respect or another.
- Volleyball Canada is a signatory to Abuse Free Sport - an independent program that is part of a growing national movement to rid Canadian sport of all forms of harassment, discrimination, and abuse. Volleyball was among the first to do so.
- VC is committed to being part of the solution. It's ongoing and requires deliberate work.
- Even if the abuse is committed outside of VC or PTA "jurisdiction" – the whole community suffers from the negative fallout.

## **NORCECA Press Commission**

VC's Jackie Skender continues to be a member of this commission, as secretary, and representing the commission at NORCECA events hosted in Canada.

Sadly, longtime NORCECA press director Roosevelt Comarazamy passed away in late 2022. He was a great supporter of the sport for many years and is missed by all who worked with him.



09

# Financial Report



Volleyball  
Canada





Financial Statements of

**CANADIAN VOLLEYBALL  
ASSOCIATION**

And Independent Auditors' Report thereon

Year ended March 31, 2023



KPMG LLP  
150 Elgin Street, Suite 1800  
Ottawa ON K2P 2P8  
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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, 2023
- 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, 2023, 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

August 11, 2023

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Financial Position

March 31, 2023, with comparative information for 2022

	2023	2022
<b>Assets</b>		
Current assets:		
Cash	\$ 3,461,138	\$ 2,696,178
Accounts receivable	360,863	438,889
Inventory	67,651	82,930
Prepaid expenses	413,469	222,473
	<u>4,303,121</u>	<u>3,440,470</u>
Tangible capital assets (note 3)	5,724	8,176
Restricted investments	1,084,036	902,020
	<u>\$ 5,392,881</u>	<u>\$ 4,350,666</u>

## Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 1,024,662	\$ 702,737
Deferred revenue (note 5)	2,862,181	2,452,340
	<u>3,886,843</u>	<u>3,155,077</u>
Net assets (note 6):		
Investment in tangible capital assets	5,724	8,176
Unrestricted	416,278	285,393
Internally restricted (note 9(b))	1,084,036	902,020
	<u>1,506,038</u>	<u>1,195,589</u>
Contingencies (note 7)		
	<u>\$ 5,392,881</u>	<u>\$ 4,350,666</u>

See accompanying notes to financial statements.

On behalf of the Board:



Director



Director

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Operations

Year ended March 31, 2023, with comparative information for 2022

	2023	2022
<b>Revenue:</b>		
Sport Canada contributions	\$ 3,923,836	\$ 4,039,395
National competitions	3,586,791	12,928
Membership fees	1,618,246	1,112,578
Athlete and Coach Pathways	973,977	691,764
Team Canada indoor volleyball	1,006,033	893,869
Team Canada beach volleyball	896,640	966,355
Nations League (m)	881,964	-
Nations League (w)	599,945	-
National office operations	334,647	381,448
Sport Canada contributions - in-kind	216,300	256,300
NORCECA/Pan American championships	193,867	-
Referees	186,049	128,149
Government grants	180,167	967,720
Team Canada sitting volleyball	166,917	232,587
Merchandising	106,930	87,433
	<b>14,872,309</b>	<b>9,770,526</b>
<b>Expenses:</b>		
Team Canada indoor volleyball	3,210,207	3,034,258
National competitions	2,722,397	280,626
Team Canada beach volleyball	1,780,531	1,838,985
Athlete and Coach Pathways	1,760,076	810,329
National office operations	1,571,779	1,388,373
Nations League (m)	875,754	505,926
NORCECA/Pan American championships	870,955	368,166
Team Canada sitting volleyball	838,960	517,465
Nations League (w)	603,735	350,745
Referees	260,151	193,319
Merchandising	104,772	87,633
	<b>14,599,317</b>	<b>9,375,825</b>
Excess of revenue over expenses before the below	272,992	394,701
Unrealized gain on foreign exchange	37,457	54,606
Excess of revenue over expenses	<b>\$ 310,449</b>	<b>\$ 449,307</b>

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Changes in Net Assets

Year ended March 31, 2023, with comparative information for 2022

	Internally restricted	Unrestricted	Investment in tangible capital assets	Total 2023	Total 2022
Net assets, beginning of year	\$ 902,020	\$ 285,393	\$ 8,176	\$ 1,195,589	\$ 746,282
Excess of revenue over expenses	-	310,449	-	310,449	449,307
Appropriation of restricted funds	182,016	(182,016)	-	-	-
Amortization of tangible capital assets	-	2,452	(2,452)	-	-
Net assets, end of year	\$ 1,084,036	\$ 416,278	\$ 5,724	\$ 1,506,038	\$ 1,195,589

See accompanying notes to financial statements.



# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Cash Flows

Year ended March 31, 2023, with comparative information for 2022

	2023	2022
Cash provided by (used in):		
Operating activities:		
Excess of revenue over expenses	\$ 310,449	\$ 449,307
Item not involving cash:		
Amortization of tangible capital assets	2,452	12,428
Changes in non-cash operating working capital:		
Accounts receivable	78,026	(141,507)
Inventory	15,279	31,022
Prepaid expenses	(190,996)	297,851
Accounts payable and accrued liabilities	321,925	39,250
Deferred revenue	409,841	1,016,828
	946,976	1,705,179
Investing activities:		
Increase in restricted investments	(182,016)	(650,000)
Increase in cash	764,960	1,055,179
Cash, beginning of year	2,696,178	1,640,999
Cash, end of year	\$ 3,461,138	\$ 2,696,178

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Notes to Financial Statements

Year ended March 31, 2023

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

### 1. Significant accounting policies:

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

(a) Basis of presentation:

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

(b) Revenue recognition:

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

(c) Inventory:

Inventory consists 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, 2023

## 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, 2023

## 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:

	2023		2022	
Trade receivables	\$	277,477	\$	279,252
Accrued receivables		111,618		187,869
		389,095		467,121
Provision for doubtful accounts		(28,232)		(28,232)
	\$	360,863	\$	438,889

## 3. Tangible capital assets:

	2023		2022	
	Cost	Accumulated amortization	Net book value	Net book value
Leasehold improvements	\$ 80,272	\$ 74,548	\$ 5,724	\$ 8,176
	\$ 80,272	\$ 74,548	\$ 5,724	\$ 8,176

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2023

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### 3. Tangible capital assets (continued):

Cost and accumulated amortization at March 31, 2022 amounted to \$84,085 and \$75,909, respectively. During the year, the Association wrote off fully amortized computer equipment with a cost of \$3,813.

### 4. Accounts payable and accrued liabilities:

As at March 31, 2023 and 2022, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.

### 5. Deferred revenue:

	2023	2022
Future events	\$ 2,037,446	\$ 1,862,763
International events hosted in Canada	583,612	440,000
Canadian Olympic Committee initiative	183,074	105,000
Other	58,049	44,577
	<u>\$ 2,862,181</u>	<u>\$ 2,452,340</u>

### 6. Net assets:

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

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



# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2023

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## 7. Contingencies (continued):

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, 2023

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## 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 Funds 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 Funds. Accumulated investment income is also maintained in the Funds 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, 2023

## 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 March 31, 2023, as reported by the Foundation:

	VC Fund	Hoag Fund	Wong Fund	Ng Fund	Total
Balance as at					
January 1, 2022	\$ 517,729	\$ 27,245	\$ 30,397	\$ 41,535	\$ 616,906
Association					
contributions	518,878	4,078	8,322	738	532,016
Other contributions	-	5,353	396	-	5,749
Investment income	50,781	1,979	2,225	2,644	57,629
Realized gains (losses)	(2,107)	(120)	(133)	(524)	(2,884)
Unrealized gains					
(losses)	(22,777)	(1,183)	(1,268)	(2,817)	(28,045)
Administrative fees	(5,685)	(880)	(919)	(1,128)	(8,612)
Disbursements	(26,702)	(988)	(1,102)	(4,000)	(32,792)
Market value as at					
March 31, 2023	\$ 1,030,117	\$ 35,484	\$ 37,918	\$ 36,448	\$ 1,139,967
Consisting of:					
Association					
contributions	\$ 1,018,878	\$ 29,078	\$ 35,342	\$ 738	\$ 1,084,036
Other contributions	-	5,628	1,604	30,101	37,333
Amount available					
for distribution	11,239	778	972	5,609	18,598
	\$ 1,030,117	\$ 35,484	\$ 37,918	\$ 36,448	\$ 1,139,967

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

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

Year ended March 31, 2023

	Sports Development	Enhanced Excellence	Total
<b>Mainstream Core Revenue:</b>			
General administration	\$ 45,000	\$ -	\$ 45,000
Governance	5,000	-	5,000
Salaries, fees and benefits	95,000	250,000	345,000
Coaching salaries and professional development	115,000	305,000	420,000
National Team program	300,000	678,700	978,700
Official languages	11,500	-	11,500
Operations and programming	38,000	-	38,000
	<b>\$ 609,500</b>	<b>\$ 1,233,700</b>	<b>\$ 1,843,200</b>
<b>Mainstream Above Core Revenue:</b>			
Recovery fund	\$ 410,000	\$ -	\$ 410,000
Safety in Sport	45,500	-	45,500
	<b>\$ 455,500</b>	<b>\$ -</b>	<b>\$ 455,500</b>
<b>Mainstream Core Expenses:</b>			
General administration	\$ 460,806	\$ -	\$ 460,806
Governance	107,842	-	107,842
Salaries, fees and benefits	1,751,997	250,000	2,001,997
Coaching salaries and professional development	533,795	305,000	838,795
National Team program	3,255,673	678,700	3,934,373
Official languages	35,806	-	35,806
Operations and programming	5,962,696	-	5,962,696
	<b>\$ 12,108,615</b>	<b>\$ 1,233,700</b>	<b>\$ 13,342,315</b>
<b>Athletes With A Disability Core Revenue:</b>			
Salaries, fees and benefits	9,500	-	9,500
Coaching salaries and professional development	15,000	93,500	108,500
National Team program	56,000	231,500	287,500
Official languages	3,000	-	3,000
	<b>\$ 83,500</b>	<b>\$ 325,000</b>	<b>\$ 408,500</b>

# CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2023

	Sports Development	Enhanced Excellence	Total
<b>Athletes with a Disability Above Core Revenue</b>			
General administration	\$ -	\$ -	-
Salaries, fees and benefits	-	-	-
Coaching salaries and professional development	-	-	-
National Team program	-	-	-
Operations and programming	-	-	-
International sport initiatives	-	-	-
Long-term athlete development	-	-	-
	\$ -	\$ -	-
<b>Athletes with a Disability Actual Core Expenses</b>			
General administration	\$ 54,010	\$ -	54,010
Governance	-	-	-
Salaries, Fees and Benefits	61,159	-	61,159
Coaching Salaries and Professional Development	24,616	93,500	118,116
National Team Program	346,473	231,500	577,973
Official Languages	3,000	-	3,000
Operations and Programming	24,701	-	24,701
	\$ 513,959	\$ 325,000	\$ 838,959
<b>Athletes with a Disability Above Core Expenses</b>			
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.



# 10 Partners



Volleyball  
Canada



Partners

# Thank You!

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