



# Annual Report 2018 - 2019



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# 01 Report from the Chair





**Another year has gone by and I'm proud to say we are continuing to demonstrate that volleyball in Canada is thriving!**

**Volleyball Canada's Nationals, held in various cities this May, just completed for 2019 with a record total of 962 teams competing this year. This illustrates that the enthusiasm for our sport, and meaningful competition at all age levels, is strong.**

**At the international level, our men's indoor team competed in the first Volleyball Nations League and the World Championships in 2018. The women had a breakthrough at last year's Pan Am Cup with a long-awaited medal performance, as well as competing in the Women's World Championship in Japan.**

**As we welcome back a familiar face on the men's side, Glenn Hoag, and a new coach on the women's team, Tom Black, I'm excited to see what both teams will do at the upcoming Olympic qualification tournaments.**

**Also very promising: The next generation of women won a silver medal at the NORCECA Girls U18 Continental Championship, and the junior men are also looking strong this year as they head into the World Championships next month.**

**The women's beach teams have again blown away the competition, consistently sitting in the top five of the World Ranking, and they seem to be continuing on this medal-winning track in 2019. This bodes well for Olympic qualification for the women; while the men are steadily also working toward that same goal on the Beach World Tour. Keep an eye on the upcoming Beach World Championships!**

**Our sitting volleyball teams are also looking ahead to Paralympic qualification and this year's Parapan American Games in Peru. We're very proud of the hard work by our Para sport team staff to develop sitting volleyball in Canada.**

**Since the last year, when we held our first safe sport session during AGM week, so much discussion and work has been done in the area, spearheaded by the Minister of Sport. Our president and CEO, Mark Eckert, has been part of the leadership group helping guide all sports in this area, and we will continue to work diligently to ensure that all participants are able to play in a safe and healthy environment.**

**Safe sport principles and practices are a priority in all areas, including coach education and domestic development.**

**On behalf of the Board of Directors, I would also like to take this opportunity to thank all those who have worked so hard this past year to grow and enhance our sport in Canada. We're looking forward to a successful 2019-20.**

**Kevin Boyles**

02

# Directors, Chairs, Committees & Staff



# Directors, Chairs, Committees & Staff

## Board Of Directors

Kevin Boyles	Chair
Julie Young	National Team Athlete Director
Dan MacIntosh	Member-at-large
Guylaine Dumont	Member-at-large
Joanne Mortimore	Member-at-large
Monica Hitchcock	Member-at-large
Howard Hum	Member-at-large

## Executive Directors / Provincial & Territorial Associations

Terry Gagnon	Alberta
Chris Densmore	British Columbia
John Blacher	Manitoba
Marc White	New Brunswick
Russell Jackson	Newfoundland & Labrador
Melanie Thompson	North West Territories
Jason Trepanier	Nova Scotia
Scott Schutz	Nunavut
Jo-Anne Ljubicic	Ontario
Cheryl Crozier	Prince Edward Island
Martin Gérin-Lajoie	Québec
Aaron Demyen	Saskatchewan
Lisa Vowk	Yukon

## Alumni And Awards Committee

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

# Directors, Chairs, Committees & Staff

## National Indoor Committee (NIC)

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

## Beach Committee

David Caughran	Chair
Sandra de Graaff	VC Staff

## Sitting Volleyball Committee

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

## Domestic Development Committee

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

## High Performance Beach Sub-Committee

Dave Carey	Chair
Caroline Sharp	Member
Ed Drakich	VC Staff

## High Performance Management Committee

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

# Directors, Chairs, Committees & Staff

## High Performance Men's Indoor Sub-Committee

Julien Boucher	Chair
Glenn Hoag	Member
Steve Brinkman	Athlete Rep

## High Performance Women's Indoor Sub-Committee

Julien Boucher	Chair
Tammy Mahon	Athlete Rep

## National Referee Committee

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

## Standing Committee Chairs

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

## International Commissions

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

# Directors, Chairs, Committees & Staff

## STAFF

Mark Eckert	President & Chief Executive Officer
Linden Leung	Chief Operating Officer
Jackie Skender	Director, Communications
Sandra de Graaff	Director, Domestic Competitions
Ed Drakich	Director, High Performance (Beach)
Julien Boucher	Director, High Performance (Indoor)
Alan Ahac	Director, International Events
Robin Guy	Director, Partnerships & Governance
Dawna Sales	Director, Athlete and Coach Pathways
Kerry MacDonald	Director, Sport Science, Medicine, Innovation & Research
Lucie Leclerc	Manager, National Office
James Sneddon	Manager, Sport Development
Frank Boyer	Manager, Men's National Team
Nicole Ban	Manager, Para High Performance
Ryan Aktari	Manager, Beach High Performance
Nicole Ban	Manager, Para High Performance
Bree Fraser	Coordinator, Women's National Team
Courtney Killion	Coordinator, Digital Content
Caitlin Devlin	Coordinator, Events
Vanessa Valente	Coordinator, Events & Registration
Cassandra Nicol	Administration & Partnerships Coordinator
Philippe Yeldon	Administrative Clerk
Ryan Bunyan	Manager, Referee Development
Steve Anderson	Head Coach, Beach National Team
Adriana Bento	Next Gen Coach, Beach National Team
Dana Cooke	Next Gen Assistant Coach, Beach National Team
Josh Nichol	Performance Analyst, Beach National Team
Ryan MacDonald	IST Lead and Strength & Conditioning Lead, Beach National Team

# Directors, Chairs, Committees & Staff

## STAFF

Glenn Hoag	Head Coach, Men's National Team
Dan Lewis	Assistant Coach, Men's National Team
Gino Brousseau	Assistant Coach, Men's National Team
Melissa Healy	Head Therapist, Men's National Team / Medical Team Coordinator
Kyle Paquette	Mental Performance Coach, Men's National Team
Lionel Bonnaure	Performance Analyst, Men's National Team
Dr. Tracy Blake	Physiotherapist, Men's National Team
Michael Cook	Strength Coach, Men's National Team
Louis-Jean Tremblay	Strength Coach, Men's National Team
Erik Sesbreno	Sport Dietician, Men's National Team
Dr. Andrew Marshall	Chief Medical Officer, Men's National Team
Tom Black	Head Coach, Women's National Team
Jeff Baxter	Assistant Coach, Women's National Team
Ben Josephson	Assistant Coach, Women's National Team
Shannon Winzer	Assistant Coach, Women's National Team
Ryan Hofer	Consultant, Women's National Team
Joe Trinsey	Consultant, Women's National Team
Mischa Partridge	Athletic Therapist, Women's National Team
Dr. Anne Muskat	Mental Performance, Women's National Team
Ian Perry	Mental Performance, Women's National Team
Fraser Perry	Physiotherapist, Women's National Team
Joanna Irvine	Sport Dietician, Women's National Team
Matt Fisher	Strength Coach, Women's National Team
Tavis Bruce	Strength Coach, Women's National Team
Dr. Robert McCormack	Chief Medical Officer, Women's National Team
Jeff Smith	Head Coach, Men's Sitting Team
Nicole Ban	Head Coach, Women's Sitting Team

03

# Terms of Reference



# High Performance Management Committee

## Name

High Performance Management Committee

## Mandate

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

## Key Duties

**The Committee will perform the following key duties:**

- Oversee all aspects of Volleyball Canada's High Performance programs, including Training Centres and National Teams.
- Establish and supervise Leadership Teams to oversee Beach, Women's Indoor and Men's Indoor National Team Programs. Each Leadership Teams will consist of the Head Coach, Assistant Coaches, administrative staff, Training Centre representatives, IST representatives and volunteer advisors, with each Leadership Team specifically structured so as to best serve the needs and circumstances of the respective program.
- Communicate regularly to ensure consistency, uniformity and effectiveness in the administration of High Performance Programs.
- Liaise with other program committees on matters pertaining to High Performance, Training Centres and National Teams.
- Perform such additional tasks as may be assigned to the Committee by the Board.

## Authority

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

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

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

## Composition

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

- The President & Chief Executive Officer is ex-officio member of the committee
- High Performance Director – Chair of the Committee
- Beach Sub-Committee Chair
- Women's Indoor Sub-Committee Chair
- Men's Indoor Sub-Committee Chair
- Disabled Volleyball Sub-Committee Chair
- Other members with expertise deemed required by the Chair and/or Board of Directors

## **Appointment**

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

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

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

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

## **Meetings**

The Committee will meet in person at least two times per year, and will meet by telephone as often as required. Meetings will be at the call of the Chair or President & Chief Executive Officer.

## **Resources**

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

## **Reporting**

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

## **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

## **Bylaws**

As this is a staff committee, the provisions of Section VIII of the Bylaws do not apply.

## **Review**

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

## **Other**

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

# Disabled Volleyball Committee

## Name

Disabled Volleyball Committee

## Mandate

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

## Key Duties

**The Committee will perform the following key duties:**

- Oversee all aspects of the men's and women's National Team programs, including training and competition schedules, Training Centre facilities and IST support.
- Provide training, technical resources and development opportunities for coaches in disabled volleyball.
- Prepare and monitor budgets for the administration of National Team programs, and seek alternative funding sources to enhance opportunities.
- Raise awareness of the opportunities available for volleyball players with a disability, in both the volleyball and disabled communities.
- Offer expertise and resources to support the development of grass-roots programs in disabled volleyball.
- Serve as the Volleyball Canada liaison to various international and national organizations, including WOVD (World Organization for Volleyball for the Disabled), IPC (International Paralympic Committee), CPC (Canadian Paralympic Committee) and CASA (Canadian Amputee Sports Association).
- Perform such additional tasks as may be assigned to the Committee by the Board or by the President & Chief Executive Officer.

## Authority

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

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

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

## Composition

**The composition of the Committee will include:**

- A Chair
- All Head Coaches
- A representative who will fulfill the national and international liaison function of the Committee
- A representative who will fulfill the grass roots development function of the Committee
- Disabled Volleyball Head Coach/Coordinator (staff)
- The President & Chief Executive Officer is ex-officio member of the committee
- Other members with expertise deemed required by the Chair and/or Board of Directors

## **Appointment**

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

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

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

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

## **Meetings**

The Committee will meet by telephone or in person, as required. Meetings will be at the call of the Chair or at the call of the President & Chief Executive Officer.

## **Resources**

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

## **Reporting**

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

## **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

## **Bylaws**

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

## **Review**

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

## **Other**

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

# Domestic Development Committee

## Name

Domestic Development Committee

## Mandate

The Domestic Development Committee is a program committee of Volleyball Canada. Its role is to provide leadership for the development of Indoor and Beach volleyball in Canada, in accordance with the principles of Volleyball Canada's Long Term Athlete Development (LTAD) Model.

## Key Duties

**The Committee will perform the following key duties:**

- Recommend philosophies, policies and guidelines to support the successful adoptions and implementation of the LTAD model in Indoor and Beach volleyball.
- Define and establish the framework for all VC's National Championships as it pertains to the age categories and the playing rules for each one.
- Define and establish the framework for all domestic Elite development competitions offered by Volleyball Canada and its partners (e.g. NTCC, Canada Games).
- Recommend policies for talent identification and selection of athletes to VC's Developmental National Team programs and competitive opportunities.
- Recommend policies, standards, rules and guidelines for the delivery of the National Coaching Certification Program for Indoor and Beach volleyball, in compliance with the requirements of the Coaching Association of Canada.
- Perform such additional tasks as may be assigned to the Committee by the Board of Directors or by the President & Chief Executive Officer.

## Authority

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

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

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

## Composition

**The composition of the Committee will include:**

- A Chair
- 4-6 members at large, selected based on demonstrated expertise in Youth Development both in Indoor and Beach Volleyball.
- Volleyball Canada's Domestic Development Director (staff). In the absence of a staff person in this position, the Committee will be supported by a staff person in a related technical role.
- The President & Chief Executive Officer of Volleyball Canada is an ex-officio member of the committee
- Other members with expertise deemed required by the Chair and/or Board of Directors

## **Appointment**

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

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

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

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

## **Meetings**

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

## **Resources**

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

## **Reporting**

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

## **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

## **Bylaws**

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

## **Review**

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

## **Other**

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

# Alumni and Awards Committee

## Name

Alumni and Awards Committee

## Mandate

The Alumni and Awards Committee is a program committee of Volleyball Canada. Its role is to enhance alumni relations and oversee the awards and recognition programs of Volleyball Canada

## Key Duties

The Committee will perform the following key duties:

- Oversee the awards and recognition program, which has its primary objective to celebrate those individuals and teams who have made a significant contribution to volleyball in Canada (categories of recognition include athlete, builder, coach, referee and team), including establishing the policies, criteria and timelines for awards and recognition.
- Select award recipients each year, in accordance with the policies, criteria and timelines.
- Actively promote membership in and support of Volleyball Canada, including promoting financial contributions from individuals, groups and corporations.
- Support alumni activities and events, and leverage alumni talents and resources to benefit Volleyball Canada.
- Serve as an ambassador for Volleyball Canada through interactions with players, coaches, staff, volunteers, partners, sponsors and donors at all levels.
- Support, promote and attend Volleyball Canada events.
- Perform such additional tasks as may be assigned to the Committee by the Board or by the President & Chief Executive Officer.

## Authority

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

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

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

## Composition

The Committee will be composed of a Chair and four additional members who are alumni of Volleyball Canada (former players, coaches, staff or volunteers). The President & Chief Executive Officer is ex-officio member of the committee. Other members will be added with expertise deemed required by the Chair and/or Board of Directors.

## **Appointment**

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

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

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

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

## **Meetings**

The Committee will meet by telephone or in person, as frequently as required. Meetings will be at the call of the Chair or at the call of the President & Chief Executive Officer.

## **Resources**

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

## **Reporting**

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

## **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

## **Bylaws**

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

## **Review**

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

## **Other**

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

# National Indoor Committee

## Name

National Indoor Committee

## Mandate

The National Indoor Committee is a program committee of Volleyball Canada. Its role is to provide leadership, guidance and expertise to oversee the successful planning and delivery of all National Championships, in partnership with respective National Championships hosts as selected by Volleyball Canada.

## Key Duties

**The Committee will perform the following key duties:**

- Prepare both long-term (5 years) and short-term (annual) work plans, with timelines, to guide the work of the Committee, for approval by the President & Chief Executive Officer.
- Recommend policies, standards and guidelines related to the hosting aspects of all National Championships.
- Recommend bid procedures, timelines and site selection criteria to solicit and decide proposals for hosting all National Championships.
- Receive and review all qualified bids and if deemed necessary, have a representative undertake a site visit of each candidate venue.
- Select winning bids for each National Championships and appoint Tournament Chairs for each National Championships.
- Review all budgets, significant contracts, significant sponsors and the proposed schedule of events for all National Championships and provide non-binding feedback to the President & Chief Executive Officer and to staff.
- Appoint a representative to serve as direct liaison between the Committee and each National Championships host/ Tournament Chair, to facilitate effective communications.
- Ensure that all policies, rules and guidelines pertaining to the delivery of all National Championships are adhered to by the hosts.
- Carry out an evaluation of each National Championships and provide this report to the current host, to future hosts, and to the President & Chief Executive Officer.
- Perform such additional tasks as may be assigned to the Committee by the Board or by the President & Chief Executive Officer.

## Authority

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

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

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

## Composition

**The Committee will be composed of nine persons, as follows:**

- A Chair
- A Technical Representative (Beach)
- A Technical Representative (Indoor)

- A representative of the National Referee Committee
- Three additional persons (representing East, Central and West regions)
- Domestic Competitions Director (staff)
- Marketing/Sponsorship Coordinator (staff)
- The President & Chief Executive Officer is ex-officio member of the committee
- Other members with expertise deemed required by the Chair and/or Board of Directors

### **Appointment**

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

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

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

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

### **Meetings**

The Committee will meet by telephone or in person, as required. Meetings will be at the call of the Chair or at the call of the President & Chief Executive Officer.

### **Resources**

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

### **Reporting**

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

### **Approval**

These Terms of Reference were approved by the Board of Directors of Volleyball Canada on 2010/10/19.

### **Bylaws**

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

### **Review**

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

### **Other**

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

# National Referee Committee

## Name

National Referee Committee

## Mandate

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

## Key Duties

The Committee will perform the following key duties:

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

## Authority

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

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

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

## Composition

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

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

## **Appointment**

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

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

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

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

## **Meetings**

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

## **Resources**

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

## **Reporting**

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

## **Approval**

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

## **Bylaws**

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

## **Review**

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

## **Other**

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

# 04 Committee Reports



# Beach High Performance

## High Performance Beach Committee

Dave Carey – Toronto (Former VC President)

Caroline Sharp – Ottawa (Former VC Executive Director)

Ed Drakich (VC Staff)

## Beach High Performance Director's Report

The overall FIVB performance of the Canadian Beach National Teams improved in 2018. Canadian beach teams had 26 Top 5 Finishes on the 2018 FIVB World Tour. In 2018, Heather Bansley / Brandie Wilkerson won 6 FIVB medals (3 gold, 1 silver and 2 bronze) while Sarah Pavan / Melissa Humana-Paredes won three World Tour medals (2 gold and 1 silver). Beach Volleyball was introduced at the Gold Coast, Australia 2018 Commonwealth Games and Sarah Pavan / Melissa Humana-Paredes won a gold medal and Sam Schachter / Sam Pedlow won a silver medal. For many months in 2018 and 2019 Canadian Women's beach volleyball teams were **ranked #1 (Heather Bansley / Brandie Wilkerson) and #2 (Sarah Pavan / Melissa Humana-Paredes) on the FIVB World Rankings.**

## 2019 Update

Canada has qualified 5 teams for the 2019 FIVB Beach World Championships in Hamburg, Germany (June 28-July 7):

Women: Heather Bansley / Brandie Wilkerson, Sarah Pavan / Melissa Humana-Paredes, Nicole & Megan McNamara

Men: Sam Schachter / Sam Pedlow and Grant O'Gorman / Ben Saxton

## 2019 FIVB Itapema, Brazil 4-Star event (May 15-19, 2019)

Sarah Pavan / Melissa Humana-Paredes (Silver medal) and Heather Bansley / Brandie Wilkerson (Bronze medal)

# Beach High Performance

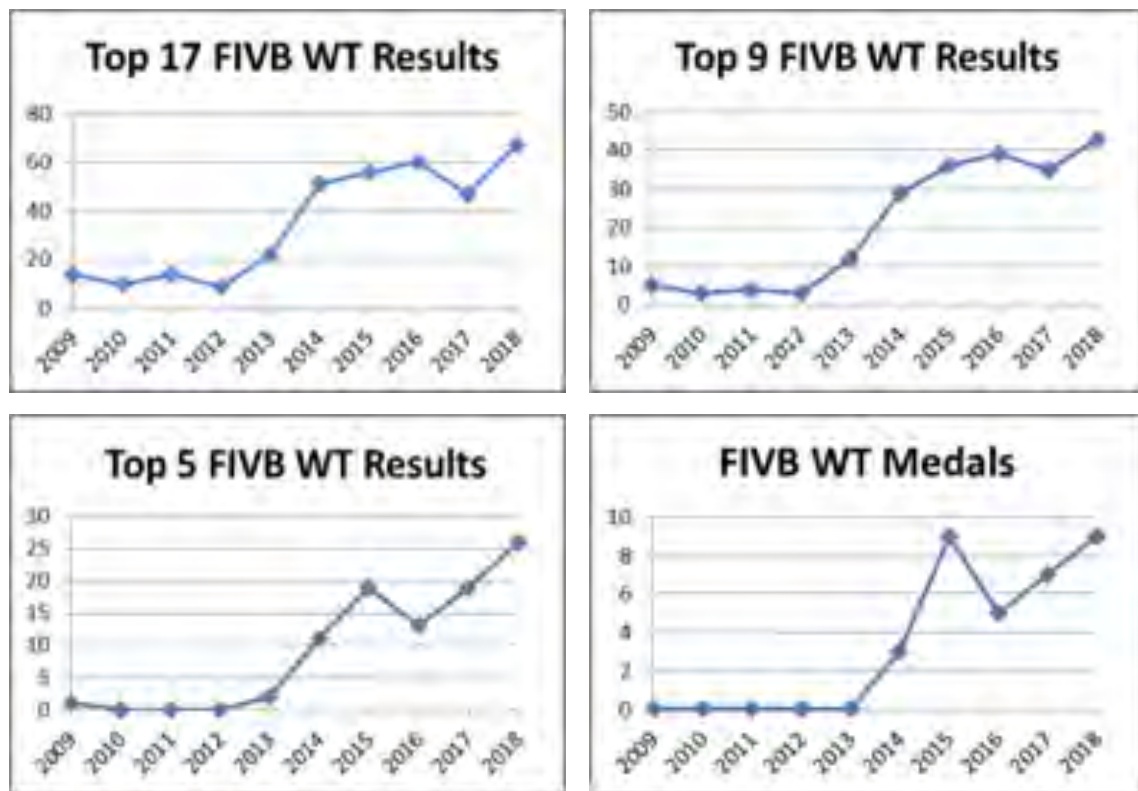
## 2018 FIVB World Tour Results

Below is a summary of Top 17 Canadian Results on the 2018 FIVB World Tour:

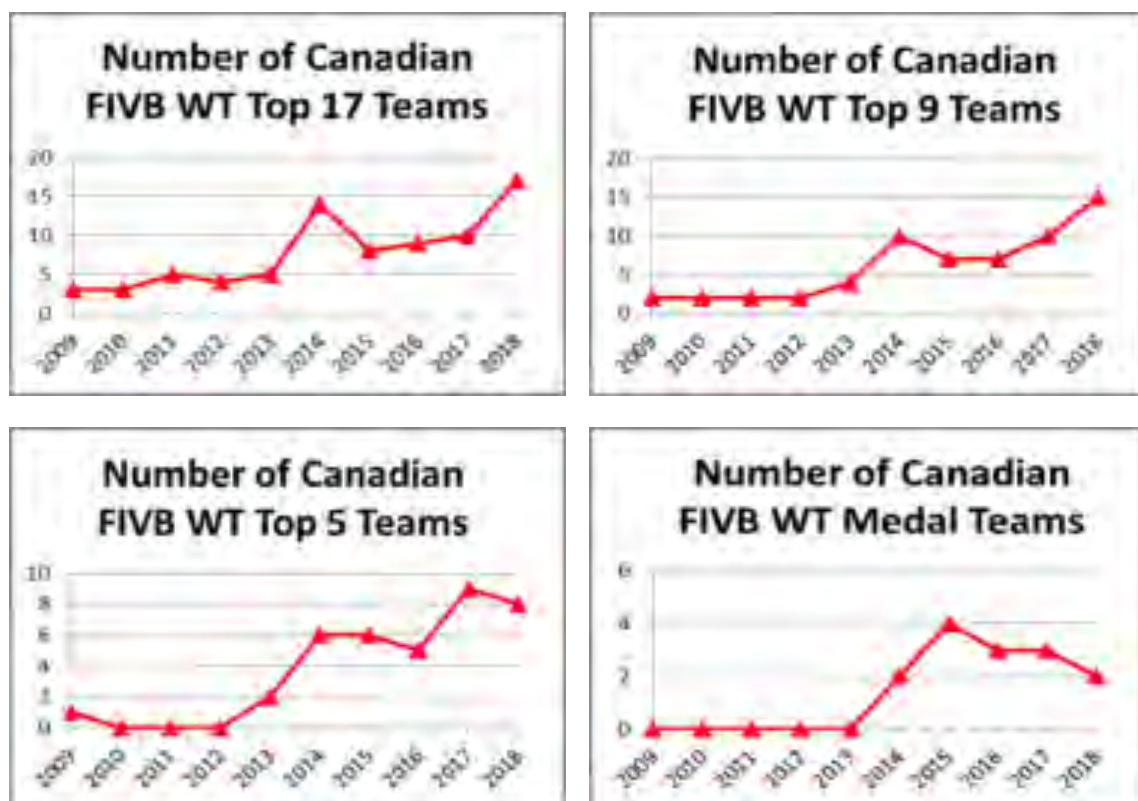
2018 Women's Canadian Beach Volleyball Results - FIVB World Tour Events								
Team	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	9 <sup>th</sup>	17 <sup>th</sup>	Total Top 17
Sarah Pavan / Melissa Humana-Paredes	2	1	0	2	1	4	1	11
Heather Bansley / Brandie Wilkerson	3	1	2	0	3	1	0	10
Nicole McNamara / Megan McNamara	0	0	0	2	1	1	0	4
Julie Gordon / Sophie Bukovec	0	0	0	0	0	0	3	3
Helene Rancourt/Sarah-Jeanne Meunier-Bédard	0	0	0	0	0	1	1	2
Rian Lenarduzzi/ Laura Condotta	0	0	0	0	0	1	1	2
Taylor Pischke / Jamie Broder	0	0	0	0	0	1	1	2
Charlotte Sider / Marie Christine Lapointe	0	0	0	0	0	1	1	2
Megan Nagy / Caleigh Cruickshank	0	0	0	0	0	1	2	3
<b>Total</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>11</b>	<b>10</b>	<b>39</b>
2018 Men's Canadian Beach Volleyball Results - FIVB World Tour Events								
Team	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	9 <sup>th</sup>	17 <sup>th</sup>	Total Top 17
Sam Schachter / Sam Pedlow	0	0	0	1	1	2	3	7
Ben Saxton / Grant O'Gorman	0	0	0	0	3	0	8	11
Aaron Nusbaum / Mike Plantinga	0	0	0	0	0	2	0	2
Gabe Burlacu / Jake MacNeil	0	0	0	0	1	1	0	2
Sergiy Grabovskyy / Fiodar Kazhamiaka	0	0	0	0	1	0	0	1
Dallas Keith / Jasmin Cull	0	0	0	0	0	1	0	1
Cam Wheelan / Jake MacNeil	0	0	0	0	0	0	1	1
Cam Wheelan / Felipe Numana-Paredes	0	0	0	0	1	0	2	3
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>6</b>	<b>14</b>	<b>28</b>

## 2009-2018 FIVB World Tour Result Trends

Canadian results on the 2018 FIVB World Tour show an improvement in the number of FIVB Top 17, Top 9, Top 5 and medal results:



The Number of Canadian teams achieving Top 17 and Top 9 results improved in 2018 while Canadian teams achieving Top 5 and medal results decreased by 1 in 2018. The women's teams accounted 69% of Top 5/medal results:



## 2009-2017 NORCECA Beach Tour Result Trends

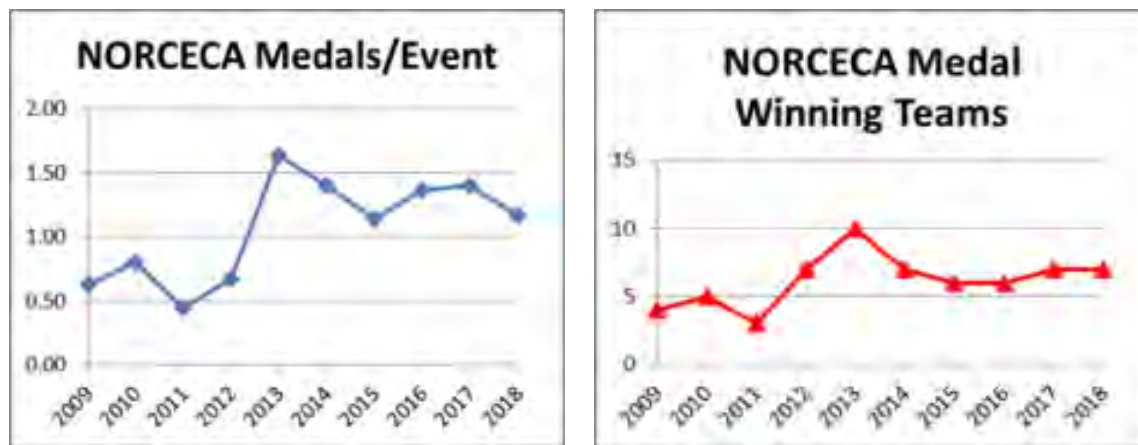
Below is a summary of the Canadian Medals won on the 2018 NORCECA Beach Tour:

2018 Women's Canadian Beach Volleyball Medals - NORCECA Events				
Team	Gold	Silver	Bronze	Total NORCECA Medals
Brandie Wilkerson / Heather Bansley	0	1	0	1
Nicole McNamara / Megan McNamara	0	1	0	1
Sophie Bukovec / Alex Poletto	0	1	0	1
Amanda Harnett / Marie Christine Lapointe	0	0	1	1
<b>Total</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>

2018 Men's Canadian Beach Volleyball Medals - NORCECA Events				
Team	Gold	Silver	Bronze	Total NORCECA Medals
Aaron Nusbaum / Mike Plantinga	1	0	0	1
Sam Pedlow / Sam Schachter	0	1	0	1
Ben Saxton / Grant O'Gorman	0	0	1	1
<b>Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>

The Canadian NORCECA Beach Tour medal results per event decreased slightly in 2018 but the number of medal winning teams remained the same as in 2017:



Starting in 2013, NORCECA Beach Tour Events awarded FIVB points. As a result, the quality of Canadian teams that participated in NORCECA Beach Tour Events increased dramatically in 2013. In 2014 and 2015 the number of NORCECA medals per event declined as teams graduated from the NORCECA Beach Tour to the FIVB World Tour in order to attempt to qualify for the Rio 2016 Olympics and the same trend appears in 2018 as teams attempt to qualify for the Tokyo 2020 Olympic Games.

### Beach National Teams (A and B) for 2019:

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

**National “B” Team** athletes are centralized athletes that receive developmental carding. All National B Team athletes are selected by Beach National Team Coaches and must live and train year-round in Toronto.

2019 Beach National Teams		
2019 Status	Women	Men
<b>National A</b> <b>Senior National Team</b> <b>Camps Based</b>	Sarah Pavan Melissa Humana-Paredes Heather Bansley Brandie Wilkerson	Ben Saxton Sam Schachter Sam Pedlow Grant O’Gorman
<b>National B</b> <b>Next Gen National Team</b> <b>Full-Time Training</b> <b>Carded</b>	Sophie Bukovec Nicole McNamara Taylor Pischke Megan McNamara Shanice Marcelle Alex Poletto Julie Gordon Amanda Harnett Caleigh Cruickshank Anna Dunn-Suen Marie Christine LaPointe	Aaron Nusbaum Sergiy Grabovsky Jake MacNeil Mike Plantinga Liam Kopp Fiodar Kazhamiaka William Hoey Cam Wheelan Gabriel Burlacu
<b># of Athletes</b>	<b>15</b>	<b>13</b>

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

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

### Beach National Teams Staff (Part-time)

- Kerry MacDonald (Performance Analysis Lead)
- Hilary Parson (Performance Analysis Intern)
- Ish Joseph (Development Coach)
- Nicole Springle (Nutrition)
- Nicole Sullivan (Therapy Lead – Physiotherapy)
- Cam Borody (Therapy – Chiropractor)
- Dr. Julia Hamilton (Medical)
- Dr. Judy Goss (Mental Performance Lead)
- Dr. Jamie Collins (Mental Performance Consultant)
- Andrew Cochrane (Next Gen Strength and Conditioning Trainer)
- Next Gen Therapist (TBD) – A part-time Next Gen Therapist will be hired in the fall of 2019

# Men's Indoor High Performance

## 2018 Highlights

See complete season results in Table 1

## Key Achievements in 2018

- 7th place finish in Nations League (missed Final 6 by 2 wins)
- Junior Team qualified for U21 World Championship by virtue of FIVB U21 World rankings

## Challenges in 2018

- Finished 9th at World Championship (Goal was Top 8)
  - Played the whole tournament without TJ Sanders (back injury)
- B Team 5th At Pan Am Cup
  - Failed to qualify for 2019 Pan Am Games
- Stéphane Antiga announced his departure after World Championship

## Other Key Happenings in 2018

Kerry MacDonald instrumental in IST staff enhancement for 2018-2019 (see table below)

Submission to Own The Podium – November – Successful once again

SENIOR TEAM STAFF		
	2018	2019
Manager - National team	Francis Boyer	Francis Boyer
Head coach	Stéphane Antiga	Glenn Hoag
Assistant coach	Dan Lewis	Dan Lewis
Assistant coach	---	Gino Brousseau
Performance Analyst	Lionel Bonnaure	Lionel Bonnaure
Physiotherapist	---	Dr. Tracy Blake
Athletic therapist	Melissa Healy	Melissa Healy
Medical team coordinator	Mathieu Séguin	Melissa Healy
Mental performance coach	Kyle Paquette	Kyle Paquette
Strength coach	---	Michael Cook
Strength coach	Louis-Jean Tremblay	Louis-Jean Tremblay
Sport Dietician	---	Erik Sesbreno
Chief Medical Officer	---	Dr. Andrew Marshall

## Upcoming Competitions in 2019

EVENT	DATE	LOCATION
U-21 Pan American Cup	May 3-10 *	Peru (Lima)
Exhibition VS Brazil	May 21-26	Brazil (Sao Paulo)
Nations League	May 27-June 30	Various
Nations League week #2	June 5-9	Canada (Ottawa)
XIV Pan-American Cup	June 14-22 **	Mexico (Guadalajara)
U21 World Championship	July 18-28 *	Bahrain (Manama)
Exhibition VS Japan	August 1-4	Japan (Tokyo)
Olympic qualification tournament	August 6-11	China (Ningbo)
Norceca Champions Cup	August 20-25 **	USA (Colorado Spr.)
Norceca Championship	September 2-8	Canada (Winnipeg)
Training camp @ Panasonic Panthers	Sept 26-29	Japan (Osaka)
World Cup	October 1-13	Japan (various)
Norceca Olympic qualifier	January	TBD

\* Junior Team \*\* B Team

Note that if we do not qualify for Tokyo 2020 in August, we will have to finish top 4 in Winnipeg to be invited to the January qualifier.

**Table 1 – 2018 Results**

No	EVENT	LOCATION	OPP	DATE	RESULT		Final Rk.
1	Exhibition	Katowice, POL	POL	May 19	3	1	N/A
2		Opole, POL		May 21	2	3	
3	FIVB Nations League	Katowice, POL	RUS	May 25	0	3	7th
4		Krakow, POL	KOR	May 26	3	0	
5			POL	May 27	1	3	
6		San Juan, ARG	ITA	June 1	3	1	
7			ARG	June 2	3	1	
8			IRI	June 3	3	1	
9		Ottawa, CAN	AUS	June 8	3	0	
10			GER	June 9	1	3	
11			USA	June 10	1	3	
12		Varna, BUL	BRA	June 15	3	0	
13			BUL	June 16	0	3	
14			FRA	June 17	2	3	
15		Jiangmen, CHN	SRB	June 22	0	3	
16			CHN	June 23	3	0	
17			JPN	June 24	3	0	
18	Wagner Memorial	Krakow, POL	POL	August 24	0	3	4th
19			RUS	August 25	2	3	
20			FRA	August 26	1	3	
21	Training Tour	Maribor, SLO	AUS	September 1	1	3	N / A
22	Slovenia Invitational	Ljubljana, SLO	SLO	September 6	1	3	3rd
23			USA	September 7	1	3	
24			IRI	September 8	3	2	
25	World Championships	Ruse, BUL Round #1	NED	September 12	3	0	9th
26			EGY	September 13	3	0	
27			CHN	September 15	3	1	
28			BRA	September 17	1	3	
29		TBD Round #2	FRA	September 18	1	3	
30			USA	September 21	1	3	
31			IRI	September 22	3	2	
32			BUL	September 23	3	2	
SENIOR TEAM OVERALL RECORD: 15/17					61	62	

# Women's Indoor High Performance

The 2018 season was a combination of ups and downs for our Women's program. We made a lot of strides in our daily training environment at the Richmond Oval in terms of prime time court access. Access to athlete housing, however, still remains an issue.

On the court, the team's performance improved steadily in the first half of the summer. Without a doubt, the win against the Dominican Republic at the Pan Am Cup was the highlight of the summer. The tour in Europe (Turkey and Italy) also saw the team perform well against a few top teams in the World (TUR-GER-ITA). The showing at World Championship was disappointing to everyone. The loss to Bulgaria (1-3) put us out of the 2nd round and the top 16.

Following the 2018 season, Marcello Abbondanza left his position as Head Coach. We then began a search for a new coach and finally hired Mr. Tom Black, also Head Coach at the University of Georgia. The rest of the staff is totally new. See table below.

To support our technical staff, Kerry MacDonald was able to assemble an IST that brings us a step closer to a World class support Team. Also see table below

**The table below indicates the staff transition from 2018 to 2019.**

SENIOR TEAM STAFF		
	2018	2019
Coordinator	Chrissy Benz	Bree Fraser
Head coach	Marcello Abbondanza	Tom Black
Assistant Coach	Richard Schick	Ben Josephson
Assistant coach	Vincenzo Mallia	Jeff Baxter
Assistant coach	Rossano Bertocco	Shannon Winzer
Consultant	N/A	Ryan Hofer
Consultant	N/A	Joseph Trinsey
Statistician	Tommaso Barbato	Nadine Plett
Medical team coordinator	Giorgio Caiterzi	Fraser Perry
Athletic therapist	Giorgio Caiterzi	Mischa Partridge
Physiotherapist	N/A	Fraser Perry
Strength coach	Matt Fisher	Matt Fischer
Strength coach	N/A	Tavis Bruce
Mental performance	N/A	Dr. Anne Muskat
Mental performance	N/A	Ian Perry
Sport Dietician	Joanna Irvine	Joanna Irvine
Chief Medical Officer	N/A	Dr. Robert McCormack

## 2018 Highlights

See complete season results in Table 1

- Bronze medal at Pan Am Cup
  - Beat hosts Dominican Republic in pool play
  - Beat Brazil for Bronze
  - Kiera Van Ryk named best server
- Youth team won Silver at U18 Norceca Championship
  - Lost to USA (0-3) for Gold
  - Qualified for U18 World Championships in Egypt

## Upcoming Competitions in 2019

EVENT	DATE	LOCATION
A team selection camp	April 28 – May 2	Canada (Richmond)
Norceca VNL Final 4 Qual. Tournament	May 28-June 2	Canada (Châteauguay)
Exhibition VS USA	June 13-16	USA (Anaheim)
FIVB VNL Challenger Final 6	June 25-30	TBD
XVIII Pan-American Cup	July 4-15	Peru (Lima)
Olympic qualification tournament	July 30-Aug 4	Russia (Kaliningrad)
XVIII Pan American Games 2019	August 5-11	Peru (Lima)
Norceca Champions Cup	August 20-25	USA (Col. Spr.)
U18 World Championship	September 5-14	Egypt (Cairo)
Norceca Championship	Oct. 6-13	Puerto Rico
Olympic Qualifier	January	TBD

Note that if we do not qualify for Tokyo 2020 in August, we will have to finish top 4 in Winnipeg to be invited to the January qualifier.

**Table 1 - 2018 Results**

No	EVENT	LOCATION	OPP	DATE	RESULT		Final Rk.
1	Nations League Norceca Challenger	Edmonton, CAN	TTO	May 17	3	0	2nd
2			TTO	May 19	3	0	
3			PUR	May 20	2	3	
4	Pan Am Cup	Santo Domingo, DOM	PER	July 8	3	0	3rd
5			CRC	July 9	3	0	
6			DOM	July 10	3	0	
7			USA	July 13	1	3	
8			BRA	July 14	3	0	
9	Europe Tour	Istanbul, TUR	TUR	August 19	2	3	N / A
10				August 20	3	1	
11				August 21	0	3	
12		Rimini, ITA	BUL	August 28	3	2	
13			GER	August 30	3	2	
14			TUR	September 1	1	3	
15			GER	September 2	1	3	
16	World Championships	Sapporo, JPN Round 1	TUR	September 29	0	3	18th
17			ITA	September 30	0	3	
18			CHN	October 2	0	3	
19			CUB	October 3	3	1	
20			BUL	October 4	1	3	

# Sitting Volleyball

## International – National Teams

- Women qualified for and attended World Championships in Netherlands in July 2018. Women qualified and finished 7th. Had a goal to finish top 8 so that was met. Higher goal/internal was top 4, and did not accomplish this. Was still pleased with overall outcome and are continually improving on the world stage.
- WPV cancelled both Men's & Women's 2019 Para Pan Am Games Lima Qualification tournament due to lack of registered teams:
  - This resulted in both teams auto qualifying for Para Pan Am Games in August 2019. Will be in Lima from August 17-31 with the match dates August 23-28.
    - This will be the zonal qualification for Tokyo 2020 with the winning team earning a birth in 2020 (USA women already qualified through World Champs)
  - Men's Attendees: Brazil, USA, Canada, Costa Rica, Columbia, Peru
    - Beating Brazil and USA will be very challenging
    - Jason Trepanier to attend as Team Manager
  - Women's Attendees: USA, Brazil, Canada, Peru
    - Beating Brazil will be challenging but not impossible
    - Kerry MacDonald will attend as Head of Delegation
- Selection Camps were April 25-28 (Women) and May 1-5 (Men)
  - Both camps have been extended 1 day to increase training but decrease overall cost
- Last Chance Qualifier for Tokyo 2020 will be held in March 2020. Locations will be announced on March 31st, 2019. For the Men's tournament, candidates are Korea, Thailand, USA and Brazil. For the women, candidates are Italy, Thailand and Brazil.
  - Having this event and Lima in 1 fiscal year puts great strain on our training budgets
    - All men's training camps are being held in conjunction with a team fundraiser to attempt to recover cost of each camp
    - In addition to annual athlete fees there will likely be a second expense to the athletes if we are to attend the last chance qualifier.
- OTP approved \$57,500 Next Gen support for the Women's Program.
  - OTP funding request focussed primarily around increased quality competition and support for technical leadership and IST
    - Including attending the Tokyo test event (May 20-27)
    - Women finished 3rd at test event held in Chiba, Japan – positive event as they competed against Italy, a team moving up in the world rankings – very close match but Italy won 3-1 when they played – likely to see them at a last chance qualifier
- OTP and the Coaching Enhancement Program have selected Nicole for enhanced support through the 360 assessment program, she attended the High Performance Coaching Summit in April
- A transition plan that will share HPD responsibilities between Kerry MacDonald and Nicole Ban (TCWSV HC) has been developed.
  - Providing mentorship opportunity for Nicole and allows her to keep coaching through Tokyo 2020

## **2019**

- Women's Team attended the Colorado Crossroads Exhibition event in Denver from March 14-17 and played 5 matches against the USA
  - Competed better than they have before and went to 5 with USA on Sunday, losing 15-10, first time to do this against them
- Men had a training camp in March with some new athletes, showing a lot of potential to build, will impact 2020 qualification but even more so 2024
- Both programs have confirmed they will have an athlete-funded camp in June in Edmonton.
  - Women will use remainder of budget to centralize from July 22 until the Parapan Am Games to train daily as a team
- Men are hoping to do a brief centralization prior to Parapan Am Games, in Toronto, if funds are available

## **Fundraising**

- Events have started to be planned, a tournament on June 15th and a pub night to follow
  - Another will take place during the women's centralization in July/August (date to be confirmed)
  - With the loss of City of Edmonton as a sponsor, looking to make up for these funds to support training goals before Parapan Ams
- VA has donated \$16,000 to the women's program as an agreement of selling sport courts, this will ensure the women can fund their centralization and will have additional funds for a last chance event
- The men's team has continued support from Peace Hills Insurance and FCAVA – on court and networking events done with these companies
- Discussions in place with SAIT in Calgary as a possible host partner for men's training camp events.

# Domestic Development Committee

The Domestic Development Committee is responsible for providing recommendations to the Board of Directors based on the principles of Volleyball Canada's Long Term Athlete Development (LTAD) Model for the promotion and growth of volleyball at the domestic level. The decisions are based on consistent communication with our provincial and territory partners as well as research through pilot projects and data collection. For 2018-2019, the DDC work included the following program areas and initiatives:

## Coach Pathways

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

- Workshops & Evaluations
  - 112 delivered across Canada (DEV and ADV DEV)
  - 3 Performance Coach workshops (Ottawa, Toronto, Calgary)
  - 60 passed evaluations
- International Coaches Symposium
  - 220 participants
- Staff visits to Newfoundland and Ontario (NCCP and Athlete Development Alignment)
- The VC Coaching Centre website continued to operate well in its fourth year.
  - 1445 coaches completed the Foundations of Volleyball e-module
  - 161 coaches completed the Elementary Volleyball Leader e-module.
- Coaching Requirements Policy
  - Third year of the policy

## Athlete Pathways

### Alignment and LTAD

A Technical Summit was held in December 2018. Attendees included technical and executive directors, national team coaches, high performance directors and committee members. The intent of the summit was to review Athlete Development/ High Performance plans and progress since the 2017 Technical Summit with key stakeholders in order to ensure and enhance system alignment and integrity.

The outcomes of the facilitated sessions were:

- Group agreed to move forward with a proposed National Excellence Program (Indoor Women) in September 2020. PTA's agreed to financially contribute to the program. VC expects PTA's to sign on June 7th, 2019.
- Further clarity of National Team HP programs achieved by all stakeholders, including PTA's
- The continued development of an athlete evaluation tool for team selection. The work is being achieved through the coaching and athlete pathways sub-committee, along with a shared HP HUB containing resources for selection criteria, testing protocols and report cards for athlete feedback.
- Validation of the first draft of the LTAD 3.0 document, and e-module learning outcomes.

## **Domestic Development Committee Update**

A review of the outcomes from the 2017 summit were presented along with discussion to support the continued focus on the VC Operational Plan. In review, the committees and target areas were recommended to include the following:

- Coaching and Pathways Committee
- Grassroots Committee

The remaining committees from the 2017 Technical Summit were recommended to be revised to incorporate within other program areas and therefore, remain inactive within the DDC:

- Targeted Projects Committee
- Lobby Committee
- Competition

Outcomes of the DDC Meeting were as follows:

- Greater clarity regarding Volleyball Canada Domestic Development operational plan
- Revision of the terms of reference for the DDC
- Continued focus on research based principals in decision making process. Ensuring the data is used to formulate any rule changes and adjustments to sport development.

## **Pathways Vision**

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

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

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

National Excellence Program (NEP)

## **Program Overview**

The National Excellence Program is designed to accelerate the training environment of Canada's top athletes. Our vision is to prepare athletes to perform at the highest level of our sport and to continue their development towards the National Senior Team Program and/or playing professional volleyball. It offers individual technical and tactical skill development as well as team play refinement. Athletes are exposed to an array of Sport Science and Sport medicine services, dispensed by leading Canadian practitioners in a holistic high-performance environment. Athletes, through training, competition, and tours are exposed to leading volleyball programs.

The objectives of the program are to:

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

Approximately 14-16 nationally identified high school athletes would be committed for the duration of the program and would not participate in other club or school-based programs during the program (Sept-Dec). The program would integrate online and/or classroom learning to support excellence in academics while managing a high-performance training load.

## Provincial Excellence Program (PEP)

The Provincial Excellence Program is an undeveloped concept designed to train 17/18U athletes not identified for the NEP. The goal for this program is to have athletes train for 10 months in a sport school environment. The delivery method will vary by province, with some Provincial Associations choosing to deliver the team directly, while others choosing to deliver through a Club Accreditation program. At this time, Quebec will be the first to openly adopt this concept for September 2019.

## Regional Excellence Program (REP)

The direction of the REP program has shifted to include a larger number of 13-15 year olds, and a fewer number of 16-18 year olds. Each Centre's target number of training hours ranges from 60-180 hours depending on the regions' needs.

	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
# of Centres	16	24	21	18	18	17	14
# of Athletes	630	760	877	856	700	725	675
# of Coaches	42	67	75	66	50	50	50

VC plans to maintain these Centres, and expand partnership involvement to enhance delivery of the program and create further linkages to Provincial and National Team programs in 2019-20.

The REP team is still looking to further develop the curriculum and engaging school districts in the adoption and development of a Skills Academy. The REP North Vancouver and Burnaby are programs based on an integrated school based curriculum working with the School districts to open opportunities for athletes to receive PE credit through online educational services. This will ensure student athletes and coaching resources are being developed in all regions.

## Youth High Performance Programs

### 2018 Overview

#### Youth Men

28 athletes selected through PTA and National Championship Identification

Coaching Staff: Matt Harris, Shawn Sky, Mike Hawkins, Nathan Janzen, Joel Dyck

Training: Mt. Royal University

Competition: HP Championships, Tulsa, OK

Division: International Youth Men: 4th & 5th Place

Roster: 15 – 2000 born, 10 – 2001 born, 3 – 2002 born

#### Junior Women

14 athletes selected through PTA and National Championship Identification

Coaching Staff: Gina Schmidt, Dan Huzar, Monette Boudreau-Carroll

Training: Brock University

Competition: HP Championship, Tulsa, OK

Division: International Junior: 3rd Place

Roster: 8 – 2000 born, 6 – 2001 born

## Youth Women

14 athletes selected through PTA and National Championship Identification

Coaching Staff: Dale Melnick, Jimmy El-Turk, Tania Harrison, Chris Dahl, Geoff Mabey

Training: Brock University & Niagara College

Competition: HP Championship, Tulsa, OK & Norceca U18 Girls Continental Championship

Division: International Junior: 4rd Place & 2nd place\*

Roster: 10– 2002 born, 3 – 2003 born

\*Qualification for 2019 U18 World Championships

## Indoor Canada Cup

In 2018, the Canada Cup combined both men and women with 2 divisions at the Richmond Olympic Oval. There were 35 teams in attendance, over 500 athletes and 80 coaches.

Women		Men	
Division 1	Division 2	Division 1	Division 2
BC Select	ON Neilson	ON Black	ON Red Delaney
ON Black	AB Blue 16	Alberta	SK Green 17U
AB 17	ON Red Venn	BC Select	AB 16 Black

## Beach Canada Cup

In 2018, the Beach Canada Cup, held in Toronto, included 5 days of Education, Training and Competition with 8 teams competing in each gender.

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

## Grassroots Development

In 2018-2019, Volleyball Canada received a participation grant from Sport Canada to study the effect of introducing Smashball as an activity in the school setting to increase enjoyment and participation in volleyball.

The grant was composed of two elements:




1. Research the effectiveness of the teacher education module through providing the module to teachers and gathering data on their experience.
2. Introduce Smashball as an activity into the afternoon/lunch hour school setting and gathering data on the student's engagement and enjoyment to further pursue the sport within the community.

Through the grant, Volleyball Canada has been developing an online application for teachers, community programs and coaches to easily access program delivery support including rules of the game, lesson plans, drills, and additional resources. Expected launch is late June for program development in September.

## Club Approval and Recognition Program

A major focus for 2018-2019 included many Safe Sport initiatives. One project that will continue to be further developed to address Safe Sport and Quality Sport Environment will be the club approval and recognition program. This will include both grassroots development as well as high performance, gender equity, safe sport practices, and will include athlete engagement.

The initial step will include the Club Approval, followed by Club Recognition. The following is a draft:

CLUB APPROVAL		
Purpose: Safety, Growth, Quality		
STANDARDS Verified Jan 3, 2020		
All registered adults working directly with minors must have a valid police record check.		
<b>All members</b> complete a Safe Sport eLearning module		
All coaches on the roster have completed: <ul style="list-style-type: none"> <li>• Make Ethical Decisions Online Evaluation</li> <li>• Making Head Way</li> <li>• Foundations of Volleyball</li> </ul>		
<b>Head Coaches</b> working with 14U-16U teams must be a CERTIFIED: <ul style="list-style-type: none"> <li>• Development Coach within 2 years (beginning in 2017)</li> </ul>		
<b>Head Coaches</b> working with 17U-18U teams must be a CERTIFIED: <ul style="list-style-type: none"> <li>• Advanced Development Coach within 3 years (beginning in 2017)</li> </ul>		
Club agrees to PTA tracking and providing support to improve the following metrics: <ul style="list-style-type: none"> <li>• the number of incidents of verified sexual, physical, verbal, and emotional abuse.</li> <li>• the number of players, coaches and referees per club and associated retention rates</li> </ul>		
Club promotes one recognition badge (Gold, Silver, Bronze, or Approved)		
CLUB RECOGNITION		
GOLD	SILVER	BRONZE
		
Purpose: Quality		
Gender Equity Badge	Gender Equity Badge	Gender Equity Badge
Health Badge	Health Badge	Health Badge
Accessibility Badge	Accessibility Badge	Accessibility Badge
3 Additional Badges (Fun, Performance, Grassroots, Coach Education, Beach, Sitting, Multi-Sport, Financial)	2 Additional Badges (Fun, Performance, Grassroots, Coach Education, Beach, Sitting, Multi-Sport, Financial)	1 Additional Badge (Fun, Performance, Grassroots, Coach Education, Beach, Sitting, Multi-Sport, Financial)

# Alumni and Awards

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

This past year the induction was held in Ottawa, during Volleyball Canada's AGM. Our inductees were: Paul Duerden, Brigitte Soucy-Anderson, Dennis Pomeroy and Hugh Wong

In 2019, the Hall of Fame Induction ceremony will take place in Ottawa at the Volleyball Canada AGM. The ceremony will be held on Thursday, June 6th, 2019. Our inductees are: Former National team athlete

Janis Kelly, International Official Don Pfeifer, Pan Am Gold Medal Beach Team Jody Holden and Conrad Leinemann and the 1984 Canadian Men's Olympic Team.

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

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

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

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

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

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

Marlene Hoffman  
Committee Chair

# National Championships Report

## Indoor Nationals

2019 Indoor Nationals saw VC's largest registration to date with 962 teams participating in 7 events in 6 cities.

### Weekend #1 - May 2 to 5, 2019

- Ottawa, ON, 14U Boys & Girls: Carleton University

### Weekend #2 - May 9 to 12, 2019

- Richmond, BC, 14U Girls: Richmond Olympic Oval
- Halifax, NS, 14U Girls & Boys: Canada Games Centre
- Edmonton, AB, 15U Girls & 14U Boys: Saville Community Centre
- Toronto, ON: Enercare Centre
  - Tournament 1 (17U Boys & Girls, 18U Boys)
    - May 9 to 11
  - Tournament 2 (16U Boys, 18U Girls)
    - May 12-14

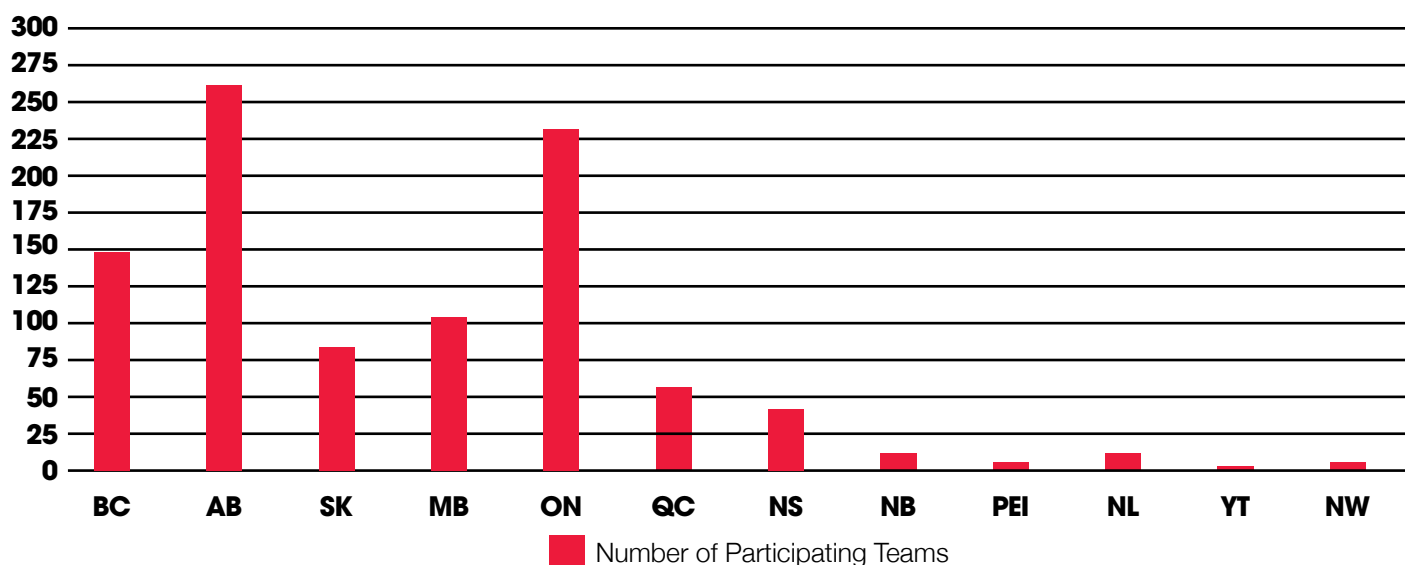
### Weekend #2 - May 9 to 12, 2019

- Regina, SK, 15U Boys & 16U Girls: Evraz Place

The following are some event statistics:

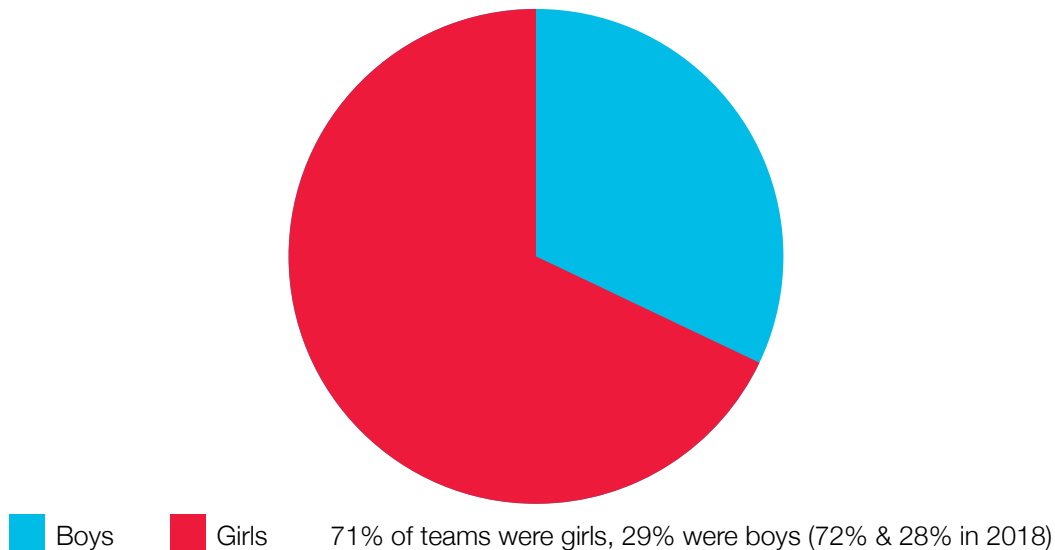
- We had teams from all provinces and territories except Nunavut
- Over 11,500 participants
- 123 Courts
- Over 4400 matches played
- 550 local and travelling officials, 150 Staff

### Number of Participating Teams per Province



Consistent trend with host provinces having higher participation numbers

## Team Gender Distribution



## Hosting Model

2019 was the first year that VC implemented the new hosting model of running all 15U – 18U events while subcontracting all 14U events during a non-festival year. This new format was determined in 2017 during the June meetings in Edmonton, AB.

This new model displayed both some positives and negatives which should be thoroughly considered before the next RFP for a non-festival year (2021).

### Positives

- Consistent look at all 15U – 18U events
- Consistent operational set up at all 15U – 18U events
- Consistent financial management at all 15U – 18U events
- Good start at establishing a different product for 14U vs 15U – 18U events

### Negatives

- Two of the 14U hosts did not have volleyball hosting experience which led to a lot of work taken on by VC staff to support the events
- Too much work to take on with only 3 full time staff both leading up to and on site
  - Leads to a lot of errors and burn out of staff

## Special Events

### Specialty Rooms

2019 did not offer a Parents room or Coaches Lounge, for the most part this was not a problem however there were some negative comments in Toronto from coaches who were seeking a lounge. The sponsor for the coach's lounge had pulled out last minute for both Toronto and Regina so we had decided to pull the room completely. In hindsight we should have kept the space event if it would have simply been a quiet area for coaches to get away.

### Sitting Volleyball

Toronto highlighted the new 3 v 3 sitting volleyball court which was a big success. Members of the Men's National Team were on site to provide demonstrations and interactions with the players. In addition, the court was frequented by players and children on a regular basis.

## **One Volleyball**

On Saturday night during Toronto nationals, One Volleyball played a men's and women's feature match which was open to the public. Additional time and resources would have allowed for a more interactive experience however the matches were deemed a success.

## **National Team Activations**

Members of the Men's and Women's national teams were on site to assist with medal ceremonies in Ottawa and Richmond. In addition, the women's team worked as staff during the event, assisted with medal presentations and also hosted a meet and greet with participants.

## **Staffing**

The majority of Senior staff were from the local PTA hosting partner however a few outside PTA staff or staff from Edmonton 2018 were brought in to support in Senior Staff roles. We hope to expand our staffing capacity to not have to rely solely on the hosting partner to fill staffing roles for future events.

A local event crew was hired in each city to support all staffing needs. Over 100-150 local crew were hired to work in the 6 cities across the country. These individuals came from local volleyball clubs, families of volleyball players, local high school students, and also the general public. These individuals filled in very important roles and ensured that our events could run efficiently. We have now seen consistent support from some staff in Edmonton who continue to support our events year after year.

## **Social Media**

For 2019, social media was managed by 1 to 2 individuals on site at each event and was overseen remotely by VC staff. This allowed for good access to content onsite with support from the VC Communications Department to monitor content and support Q & A via social media.

With 4 events hosted on weekend 2 we were limited in the number of posts per event so as not to overload Twitter and Instagram. This was not ideal however we were still able to provide good coverage. Social media staff worked with on-site photographers to ensure a daily supply of photos were provided.

## **Vendor Hall/Merchandise Sales**

The Nationals Expo Hall was set up in both Toronto and Regina. The primary vendor was Volleyball Stuff who was our event merchandise provider. As with previous years, vendors have been difficult to get on site and this is an area of growth for our event. Toronto did have several groups come in however they were provided space for free in order to ensure there were services on site (massage, hair braiding, not for profit group promotion, tourism).

The Vertical Challenge was a huge success in both Toronto and Regina. Lots of athletes, coaches, and even parents took part in the challenge.

## **Signage/Sponsor Servicing**

Signage and sponsor servicing was strong in 2019. The branding which is applied at events really helps to ensure that nationals stand out as a VC event and not as a provincial event.

Both Toronto and Regina had staff from the sponsor department on site to assist with the signage set up which ensured strong sponsor servicing without requiring too much from the national's staff.

## **Webcasting**

Webcasting was offered at all events except for Richmond and Ottawa. Toronto provided webcasting of 4 courts while all other venues offered coverage on 1 court. 2019 tested a different company in each city which offered VC the opportunity to test various service providers for future events. All webcasts were directed through the VC YouTube page and can be viewed post event as well.

This is definitely an area of growth as it is many times organized last minute and not to the best as to what it could be. Time available for current staff is definitely a major reason for this.

## Awards

Awards ceremonies were held at all 7 events providing medals to the Gold, Silver, Bronze medalists of Div 1 Tier 1 as well as Gold and Silver of each additional Tier. In addition to the standard medal presentations, VC awarded a male and female all-star team and MVP for all age categories except for the 14U. A fair play award was distributed to a male and female team and was identified by the VC reps.

The Player of the Wave award was continued in 2019. This was well received once again however there were still many teams who did not participate. We will need to increase the promotion of this award on site to encourage teams to take advantage.

Mizuno sponsored the Outstanding Coach award once again which was distributed a minimum of 2 coaches per age/gender category hosted. The VC reps identified the coaches to be honoured with this award. This award was a great success once again and was well received by coaches.

## Referees

Referees were once again well managed for 2019. They ensured that all matches ran accordingly and communicated well with event staff any courts which were delayed. Communications between referees and event/VC staff has been an area of focus over the past few years and it has definitely proved its value. We look forward to the addition of Ryan Bunyan to the team for 2020 preparations as this will improve this area even more.

## Areas for Improvement

**Schedules** - Schedules were a bit of an issue for 2019. Once on site it was identified that nearly each schedule had problems. This led to a lot of confusion with teams who had access to a draft schedule and also a lot of issues and corrections which were required in ISET. Draft schedules were pulled from the website which eliminated the issue of teams carrying the wrong schedule however it did not allow teams to see how their progression would flow throughout the tournament.

Schedules were distributed for review in early April however due to time and lack of understanding of schedules many issues were not identified in advance.

**Rosters** - The uploading of rosters from PTAs is a very labour intensive activity and created a large back log and also issues with rosters which were uploaded. Several key issues:

- VC only receives rosters post provincial championships – this puts a lot of pressure on staff from late April through May.
- Some provincials occur only the weekend prior to nationals which shortens the timeline event more
- Teams indicate once on site that rosters don't match their provincial roster – VC then must get in contact with the PTA which can be difficult during off hours.
- Teams are not properly reviewing their rosters at check-in and are approving rosters which aren't correct.

**Roster Exemptions** - Once again, VC staff end up having a lot of roster exemption requests in the weeks leading up to or during nationals. The exemption process can be quite time consuming and also difficult if provincial staff are on break following their championships. We had identified that there are flaws with our reviewing system as teams indicate that they are down to 7 players however we upload their full roster post provincials which has 10+ players.

**ISET** - Unfortunately for 2019 ISET was a major source of problems. The server could not handle the public and administrative access load and crashed on a regular basis, weekend 2 was the heaviest hit. At times staff could not run operations which led to issues with teams knowing where they played next during the day.

Having a limited support staff for ISET was also a major issue, especially since the primary support individual was coaching during 2 of the event weekends and was not accessible.

## Youth & Senior Beach Nationals - August 17th-19th, 2018

### Ashbridges Bay, Toronto, ON

**Overview:** Youth & Senior Beach Nationals were run by Volleyball Canada staff in collaboration with the Ontario Volleyball Association. With such a large space at Ashbridges Bay, we were able to expand our capacity and run 50 courts in addition to our 2 feature courts set up with seating and signage. Additionally, VC rented out 4 courts to Toronto Sport and Social Club to run a recreational tournament alongside Beach Nationals.

**Participation:** 178 teams from 9 provinces competed in 9 Divisions: 14U Boys – 18 Teams

14U Girls - 19 Teams

15U Girls - 14 Teams

16U Boys - 21 Teams

16U Girls - 25 Teams

18U Boys - 16 Teams

18U Girls - 28 Teams

Senior Women - 20 Teams

Senior Men - 17 Teams

**National Beach Team Opportunity:** Both Steve Anderson (National Team Head Coach) and Adriana Bento (National Team Assistant Coach) were on-site this year to help promote the national team and engage with athletes. Steve Anderson spoke at the Athlete meeting so that everyone was aware of their presence. Here are a few other activations we did with the coaches:

- Skills with Steve
- Skyball Contest with Adriana Bento (and Mark Heese)
- Medal Presenters
- Provincial Champions Clinic (two clinics, both Steve & Adriana – invite only sent to those who won a Gold medal at their PTA championships).

**Alumni Engagement:** VC extended an invitation to the local alumni to attend and participate in activations at Beach Nationals. The hope was to have enough to do a showcase match, however due to the tardy invitations, we did not gather enough people. However, we did get enough people involved to run a couple of activities:

- Spike ball tutorial with Josh Binstock & the McNamaras
- Spike ball contest with Rich VanHuizen
- Medal Presentations with Kristen Casimir-Manley
- Medal Presentations with Martin Reader
- Skyball with Mark Heese (and Adriana Bento)

Inviting the alumni to take part in the event is something we hope to expand on for next year with the hope that this becomes an annual gathering. Next year we will start communications early to attempt to grow the interest.

**Social Media #BeachNats:** For the second time, Snapchat and a Beach Nationals Instagram account were used. All accounts were actively used throughout the weekend as sponsor prize packs were up for grabs with social media contests. The @vcnats Instagram page grew to a total of 3561 followers.

**Results:** There were 39 medals handed out at the Youth Beach National Championships with the following breakdown:

Ontario: 10 Gold, 10 Silver, 11 Bronze

Quebec: 1 Gold, 2 Silver, 2 Bronze

Alberta: 2 Gold,

British Columbia: 1 Silver

#### **Senior Results:**

##### **Men**

1st - Binstock/Schachter

2nd - Nusbaum/Plantinga

3rd - Reka/Vukets

##### **Women**

1st - McNamara/McNamara

2nd - Gordon/Bukovec

3rd - Pischke/Broder

**Text Messaging Service:** VC worked with SMSnet to provide text messaging services to teams, staff and head referees. The use of this service was to test the function and to identify if this would be a program to be implemented in future indoor and beach national championships. Overall, the service was useful, however depending on the scale of the event, it could be quite expensive as after a certain number, it is billed per text.

**Sponsor Activations:** VC worked hard to work with Boardwalk this year to purchase the sponsorship rights on the beach. This resulted in quite a difficult process and we were not able to get a contract signed before the event. This is one area that needs to be resolved for future years.

**Sponsors who were activated on-site:**

- Wilson (signage and prizing)
- lululemon (clothing, lululemon sessions and signage)
- Performance Health (recovery station, signage and welcome package giveaways)
- Government of Canada (signage)
- Interpipeline (signage)

**Areas of Improvement:**

1. **Weather Policy** - this policy needs to be re-worked we need to add more detail. As we experienced a lightning delay this year, there was not enough information written in the policy to make a clear decision. It was only “up to the discretion of the competition director”
2. **Human Resources** - this is an area that we have struggled with for Beach Nationals for a few years. It is clear that we are too limited with staffing to run this event properly (without a hosting partner). An increase in volunteers and staff would help this event immensely.
3. **Sponsor Management on-site** - Managing the sponsors and vendors we discovered should not be the role of the Competition Director. In future, we will assign a separate staff member to be the point of contact for all contractors, volunteers, sponsors and vendors.
4. **Volunteer Recruitment** - It would be better if VC took back the responsibility of recruiting volunteers and simply got help from the host PTA. This year we relied on the OVA to get volunteers via their website sign-up and there wasn't enough follow up to ensure we had the numbers necessary.
5. **Separating Competitions Directors for Youth & Senior** - the needs of both of these tournaments are very different and it would be nice to have one person dedicated to senior and one person dedicated to youth.

# National Referee Committee

The National Referee Committee has had another busy but successful year for the 2018-2019 season. Our registration numbers continue to be higher than past years with ~2,800 Indoor Referees in Canada along with approximately 80 Beach Referees and the slow beginnings of a program for Sitting Volleyball Referees.

The Committee created several priorities to assist in the achievement of this new direction which included creating a national referee development system, supporting individual growth, continuing communication, servicing National Championships, providing and improving quality control and financial management, and celebrating success.

## **Domestic Development Sub-Committee**

The 2019 Volleyball Canada National Championships were held in various locations in May. In total, the Referee Committee provided referee services which included ~457 referees and 76 Referee Development Team members (Supervisors, Mentors and Assignors) for these events.

During the National Championship held in Regina in May, we hosted a Mentor training session and had 13 referees participate. We will look to host a Supervisor clinic in 2020.

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

The evolution of the high performance and international referee development continues. Canadian International Referees continue to perform and represent Volleyball Canada on the FIVB world stage. During 2018 Scott McLean (AB), Andrew Robb (ON), Andrew Cameron (ON) and Scott Dziewirz (QC) received nominations for FIVB VNL matches with Scott McLean and Scott Dziewirz receiving nominations for FIVB Senior Men's and Women's World Championships. After many years of international service Scott McLean (AB) and Azad Hosein (MB) retired from active international duty due to FIVB regulations. However, they continue to support the domestic high performance program which currently has 12 referees engaged. The program continues to support high performance referee development with 28 referees from 9 PTAs participating in U Sport and CCAA National Championships. For 2019 it is expected that Canadian high performing referees will participate in a NORCECA Continental International Referee Course.

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

The 2019 season will be on the slow side for our International and Continental International Beach Referees. There were a tentative 5 events scheduled in the Norceca Region in which most of our Referees would have received (and in fact had received) FIVB nominations. Unfortunately, at the time of producing this report only the Canadian event (Edmonton) is still on for 2019. So, 3 events in the USA and 1 in Mexico were announced but then cancelled early this season. There is a rumour that the event in Mexico could take place later this year. If so, this should give more opportunities for our Canadian Referees.

Norceca Office has announced another joined Volleyball and Beach VB Continental Referee Course to be held next November in Santo Domingo. If such a course happens, Canada will be sending 2 Beach Candidates Marcia Quaquarelli (QC) and Geoff Stewart (NS). They have both showed excellent potential and we are convinced they will be great Candidates for Canada in Beach Volleyball.

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

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

## **Women Referee Development**

The mandate of this portfolio is to improve the number of female officials we recruit and to retain those presently in our program. Further, the goal is to move more females to the high performance program.

The 2018/2019 season has seen some positives for our female referees, with lots of representation across the country and at all levels.

Even with the progress we've made, women are still severely underrepresented in almost all roles, but regardless of these numbers all of our membership agree that any referee, male or female, should only be given an opportunity because of their capability. That includes, a major assignment at a championship, an opportunity to mentor or any upgrade!

It is important that our association encourages more female leadership as it is important for young girls to see themselves in positions of authority, which includes both as referees and as coaches in our sport. Those leaders will act as role models and mentors for young women. Women are great mentors for other women in general and are much more likely to actively spend time talking with other women, thus making them feel more welcome. Of course, this has to be a team effort, or gender disparities will continue to persist.

Supporting female referees of all levels must be our focus. We further need to insure our talented female referees are identified and that they continue to have the opportunity to advance. Also, it must be understood that we can't interpret the behaviour of a strong woman as "bossy or bitchy" when in actuality they are assertive. That in no way should be given a negative connotation as that same attitude in men is considered as a strength.

Much has been discussed about the Harassment Policy over the past year and one of the areas where we are moving forward is the support of our fellow male referees. The policy of "If you see something, say something", is really resonating with all of our membership. We also need to report those smaller incidents of inappropriate behaviour as those humans that continually make us uncomfortable are the ones that create the atmosphere that causes us to lose not only female referees, but both genders of referees. I also must commend the initiative of Volleyball Canada in moving forward to address the issue of risk management and Code of Conduct issues. Simply being provided with the phone number of the Canadian Sport Helpline is an extremely helpful piece. I trust we will continue to make our sport not only safe, but comfortable for all who participate.

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

Long Term Referee Development program, (LTRD) is to improve the development and delivery of referee educational services to the membership of the participating organizations and aligning educational programs with the already successful and recognized long term athlete development model through the enhancement of referee recruitment, development and retention programs while establishing a culture of inclusiveness amongst all participants. A web-based referee engagement centre has been developed and tested within Ontario and during the U Sport and CCAA national championships. The focus of the referee engagement centre is to improve the volleyball experience for all participants. As a result of a web-based program we can touch more referees and encourage their personal development through the provision of an online resource centre. The referee engagement centre is currently being tested and populated with resource material and is expected to be fully ready for launch during the fall of 2019.

## **Challenges and Opportunities**

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

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

- The need for a national system which is embraced by all provinces/territories for the development of referees (LTRD program)
- The need to address the behavioural issues facing referees in Canada by participants and spectators.
- Ensure succession planning is being done across the PTAs and Volleyball Canada to ensure seamless transition occurs as people take a step back.

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

- Succession Planning for the Chair and Sub-Committee Chairs of the National Referee Committee.
- Final Year of the Long Term Referee Development (LTRD) model
- Create a Sitting Volleyball development program

### **Many Thanks**

As I close out my 7th year and look ahead to my final year as the Chair of the National Referee Committee, I would like to thank the Provincial/Territorial Regional Referee Chairs for their continued support of volleyball development in Canada, the members of the National Referee Committee for their support, commitment and leadership across Canada, and the staff of Volleyball Canada for their support and encouragement. Without the dedication of these individuals, we would certainly not be where we are today! We continue to have the pleasure of working with many superb individuals across our country, and whose dedication to volleyball is unbelievable.

I would like to welcome Ryan Bunyan to the role of Referee Development Manager and thank Volleyball Alberta for being the first to spearhead a full time referee position in the PSO. Ryan comes to us with a tremendous amount of knowledge and experience gained while with Volleyball Alberta.

This weekend, we will be discussing a recommendation for a successor as NOC at our Regional Officials' Committee meeting. The intent would be to transition the role over this upcoming year with the new NOC in place next June.

Respectfully submitted,

Scott Borys

Chair, National Referee Committee

# 05 Provincial & Territorial Reports



# Yukon

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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	56	2
Number of Female registered players	96	6
Number of Male registered coaches	14	1
Number of Female registered coaches	7	1
Number of Male registered referees	4	2
Number of Female registered referees	0	0
Number of Male recreational/Associate Level Members	3	6
Number of Female recreational/Associate Level Members	4	2
Number of Registered Clubs (Youth)	2	1
Number of Registered Clubs (Adult)	1	1
Number of Registered Teams (Youth)	N/A	5
Number of Registered Teams (Adult)	4	4
Number of 14U Male players	N/A	0
Number of 9-12 Male players (participated in a PTA program or club)	14	N/A
Number of 9-12 Female players (participated in a PTA program or club)	14	N/A
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	5	N/A
Number of fines given for Coaches without proper certification	3	0
Number of Coaches with criminal record check	14	2

## Major Events Hosted

- Yukon Championships Indoor
- Beach CArcross Desert Championships

## Major Corporate Sponsors

- Pepsi/Northland Beverages

## New Initiatives for the Upcoming Year

- Beach development
- More community exposure to Beach Volleyball

## Current Challenges

- Lack of accessible indoor facilities
- Lack of beach facilities
- Lack of a technical director

## Strategic Plan

<https://drive.google.com/open?id=0B-XnfxERWspRE9rLUQxYU02aUp0eXIBUG4yNG1Ua2JoMFh3>

# Nunavut

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N/A

## 2018 / 2019

	Indoor	Beach
Number of Male registered players	50	N/A
Number of Female registered players	50	N/A
Number of Male registered coaches	N/A	N/A
Number of Female registered coaches	N/A	N/A
Number of Male registered referees	N/A	N/A
Number of Female registered referees	N/A	N/A
Number of Male recreational/Associate Level Members	N/A	N/A
Number of Female recreational/Associate Level Members	N/A	N/A
Number of Registered Clubs (Youth)	N/A	N/A
Number of Registered Clubs (Adult)	N/A	N/A
Number of Registered Teams (Youth)	N/A	N/A
Number of Registered Teams (Adult)	N/A	N/A
Number of 14U Male players	N/A	N/A
Number of 9-12 Male players (participated in a PTA program or club)	N/A	N/A
Number of 9-12 Female players (participated in a PTA program or club)	N/A	N/A
Number of Members in Bad Standing	N/A	N/A
Number of Coaches not meeting certification requirements	N/A	N/A
Number of fines given for Coaches without proper certification	N/A	N/A
Number of Coaches with criminal record check	6	N/A

## Major Events Hosted

- 18U Territorial Championship

## Major Corporate Sponsors

- First Air
- Calm Air

## New Initiatives for the Upcoming Year

- NOVT (Adult) Championships
- 2019 WCSG

## Current Challenges

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

## Strategic Plan

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

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

# Volleyball Northwest Territories

## President

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## Board of Directors

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Ron Chiasson  
Darren Horn  
Terrel Hobbs

Mike Thompson  
Jeannie Mathison  
Stacey Christie

## Staff and Email Contacts

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## Executive Director

Melanie Thompson  
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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	572	N/A
Number of Female registered players	579	N/A
Number of Male registered coaches	5	0
Number of Female registered coaches	2	0
Number of Male registered referees	7	0
Number of Female registered referees	1	0
Number of Male recreational/Associate Level Members	0	0
Number of Female recreational/Associate Level Members	0	0
Number of Registered Clubs (Youth)	2	0
Number of Registered Clubs (Adult)	1	0
Number of Registered Teams (Youth)	86	6
Number of Registered Teams (Adult)	39	17
Number of 14U Male players	240	0
Number of 9-12 Male players (participated in a PTA program or club)	72	N/A
Number of 9-12 Female players (participated in a PTA program or club)	72	N/A
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	N/A	0
Number of fines given for Coaches without proper certification	0	0
Number of Coaches with criminal record check	13	0

## Major Events Hosted

- VNT Territorial Championships
- Northern Region Championships
- Behchoko Tournament

## Major Corporate Sponsors

- Mikasa

## New Initiatives for the Upcoming Year

- Coach Development Workshop & Evaluation

## Current Challenges

- Cost of travel
- Lack of certified/trained coaches & officials

## Strategic Plan

[http://nwtvolleyball.ca/news\\_images/org\\_2703/files/NWTVA\\_Strategic%20Plan%202016-19\\_Poster.pdf](http://nwtvolleyball.ca/news_images/org_2703/files/NWTVA_Strategic%20Plan%202016-19_Poster.pdf)

# Volleyball British Columbia

## President

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## Executive Director

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## Board of Directors

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Doramy Ehling	Lies Reimer	Chantz Strong
Rob Hill		

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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	1262	904
Number of Female registered players	3665	468
Number of Male registered coaches	420	0
Number of Female registered coaches	326	0
Number of Male registered referees	174	16
Number of Female registered referees	149	7
Number of Male recreational/Associate Level Members	671	523
Number of Female recreational/Associate Level Members	690	449
Number of Registered Clubs (Youth)	70	0
Number of Registered Clubs (Adult)	0	0
Number of Registered Teams (Youth)	430	0
Number of Registered Teams (Adult)	0	0
Number of 14U Male players	286	0
Number of 9-12 Male players (participated in a PTA program or club)	308	N/A
Number of 9-12 Female players (participated in a PTA program or club)	719	N/A
Number of Members in Bad Standing	2	0
Number of Coaches not meeting certification requirements	177/1084 (15%)	N/A
Number of fines given for Coaches without proper certification	64	N/A
Number of Coaches with criminal record check	ALL	N/A

## Major Events Hosted

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

## Major Corporate Sponsors

- Natura Solutions
- Victory Creative Group Inc.
- Stanley Park Brewing
- Dunbar Cycles
- Baden Canada
- Canuck Volleyball
- GLC Solutions
- Belair Direct

## New Initiatives for the Upcoming Year

- Sitting Volleyball partnership with Let's Play and Wheelchair Basketball
- Working with ISPARC to include coach mentorship and inclusion in our BC Cup 15U event
- Hiring of temporary Member Services position to help achieve Strategic Plan directives

## Current Challenges

- Facilities
- Female coaches for provincial team programs (and club)
- Sponsorship

## Strategic Plan

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

# Volleyball Alberta

## President

Leigh Goldie  
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## Executive Director

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## Board of Directors

Ken Briggs	Jim Merrick	Aaron Heinemann
Dave Johnson	Stephanie Shostak	Bruce Edwards
Michelle White	Jonathon Goldie	Travis Rott
Jeff Anderson	Raynell Prince	

## Staff and Email Contacts

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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	1382	195
Number of Female registered players	4534	424
Number of Male registered coaches	775	N/A
Number of Female registered coaches	415	N/A
Number of Male registered referees	245	N/A
Number of Female registered referees	209	N/A
Number of Male recreational/Associate Level Members	1327	N/A
Number of Female recreational/Associate Level Members	4215	N/A
Number of Registered Clubs (Youth)	136	N/A
Number of Registered Clubs (Adult)	12	N/A
Number of Registered Teams (Youth)	~503 - 510	88
Number of Registered Teams (Adult)	12	45
Number of 14U Male players	300	18
Number of 9-12 Male players (participated in a PTA program or club)	114	0
Number of 9-12 Female players (participated in a PTA program or club)	294	N/A
Number of Members in Bad Standing	0	N/A
Number of Coaches not meeting certification requirements	129/446	N/A
Number of fines given for Coaches without proper certification	N/A	N/A
Number of Coaches with criminal record check	1142	N/A

## Major Events Hosted

- 2018 Volleyball Canada National Championships - Edmonton

## Major Corporate Sponsors

- Mikasa Canada
- Elite Sportswear & Awards

## New Initiatives for the Upcoming Year

- 3 Star FIVB Beach Event - Edmonton

## Current Challenges

- Continued growth in youth club causing facility
- coach and referee challenges

## Strategic Plan

<http://www.volleyballalberta.ca/who-we-are-strategic-plan-and-bylaws>

# Volleyball Saskatchewan

## President

Darren Cannell  
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## Executive Director

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## Board of Directors

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

## Staff and Email Contacts

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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	1392	701
Number of Female registered players	4246	1101
Number of Male registered coaches	287	6
Number of Female registered coaches	296	7
Number of Male registered referees	261	3
Number of Female registered referees	236	1
Number of Male recreational/Associate Level Members	623	556
Number of Female recreational/Associate Level Members	1005	700
Number of Registered Clubs (Youth)	87	5
Number of Registered Leagues (Adult)	8	0
Number of Registered Teams (Youth)	263	N/A
Number of Registered Teams (Adult)	N/A	N/A
Number of 14U Male players	198	14
Number of 9-12 Male players (participated in a PTA program or club)	185	N/A
Number of 9-12 Female players (participated in a PTA program or club)	1006	N/A
Number of Members in Bad Standing	2	0
Number of Coaches not meeting certification requirements	44	N/A
Number of fines given for Coaches without proper certification	18	0
Number of Coaches with criminal record check	512	13

## Major Events Hosted

- 2018 Indoor Provincial Volleyball Championships
- 2018 Booster Juice Sask Cups
- 2018 Beach Provincial Volleyball Championships

## Major Corporate Sponsors

- Sask Lotteries
- Booster Juice
- Tourism Saskatoon
- Tourism Regina
- Just Volleyball
- Mikasa

## New Initiatives for the Upcoming Year

- We are working on revising our High Performance Plan and introducing Club Accreditation in 2020 and a High Performance League in 2021.
- For 2019 Sask Volleyball began selling our own merchandise directly to members instead of through Just Volleyball.

## Current Challenges

- Access to Facilities
- Club Governance

## Strategic Plan

Yes

# Manitoba

## President

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## Executive Director

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## Board of Directors

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Tom Neufeld  
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Roger Labossiere  
Tim Au  
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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	1398	227
Number of Female registered players	1760	374
Number of Male registered coaches	247	0
Number of Female registered coaches	198	0
Number of Male registered referees	98	8
Number of Female registered referees	31	5
Number of Male recreational/Associate Level Members	850	227
Number of Female recreational/Associate Level Members	677	374
Number of Registered Clubs (Youth)	52	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	205	60
Number of Registered Teams (Adult)	64	129
Number of 14U Male players	232	24
Number of 9-12 Male players (participated in a PTA program or club)	21	N/A
Number of 9-12 Female players (participated in a PTA program or club)	111	N/A
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	5	N/A
Number of fines given for Coaches without proper certification	5	0
Number of Coaches with criminal record check	444/445*	N/A

## Major Events Hosted

N/A

## Major Corporate Sponsors

- Mikasa
- Canad Inns
- Adidas

## New Initiatives for the Upcoming Year

- Hosting 2019 NORCECA Championship

## Current Challenges

- Age Class policies, guidelines and structure
- Facility access and options for larger events
- Beach Volleyball program alignment
- Implementation and transition to new NCCP
- Staffing to support growth of programs

## Strategic Plan

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

\*11 coaches had incomplete record checks, 10 of which were in process (receipts provided) and are to submit once results were received.

# Volleyball Ontario

## President

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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	2500	492
Number of Female registered players	6618	1042
Number of Male registered coaches	1052	65
Number of Female registered coaches	636	34
Number of Male registered referees	492	49
Number of Female registered referees	208	17
Number of Male recreational/Associate Level Members	941	765
Number of Female recreational/Associate Level Members	911	1744
Number of Registered Clubs (Youth)	93	0
Number of Registered Clubs (Adult)	0	0
Number of Registered Teams (Youth)	849	0
Number of Registered Teams (Adult)	0	0
Number of 14U Male players	462	100
Number of 9-12 Male players (participated in a PTA program or club)	205	N/A
Number of 9-12 Female players (participated in a PTA program or club)	676	N/A
Number of Members in Bad Standing	3	0
Number of Coaches not meeting certification requirements	263	N/A
Number of fines given for Coaches without proper certification	263	0
Number of Coaches with criminal record check	1688	99

## Major Events Hosted

- Indoor Youth Grand Prix
- Ontario Championships
- OVA Beach Tour and Grand Slams
- Ontario Summer Games - Indoor and Beach Volleyball
- ParaSport Winter Games - Sitting Volleyball

## Major Corporate Sponsors

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

## New Initiatives for the Upcoming Year

- Address club alignment and support development
- Progress safe sport initiatives (education/awareness and further policy development)
- Deliver festival-style 2020 Indoor Ontario Championships
- Deliver Parent and Player curriculum
- Continue with a 11U girls and 12U boys to competition stream
- Support deliverables of the Officials Development Ontario Trillium Fund grant

## Current Challenges

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

## Strategic Plan

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

# Volleyball Quebec

## President

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## Executive Director

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## Board of Directors

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Christiane Larouche  
Marie-Andrée Lessard  
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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	710	260
Number of Female registered players	1874	428
Number of Male registered coaches	280	incl. with Indoor
Number of Female registered coaches	166	incl. with Indoor
Number of Male registered referees	221	1
Number of Female registered referees	222	0
Number of Male recreational/Associate Level Members	218	127
Number of Female recreational/Associate Level Members	577	328
Number of Registered Clubs (Youth)	36	incl. with Indoor
Number of Registered Clubs (Adult)	15	incl. with Indoor
Number of Registered Teams (Youth)	260	115
Number of Registered Teams (Adult)	29	152
Number of 14U Male players	209	51
Number of 9-12 Male players (participated in a PTA program or club)	30	N/A
Number of 9-12 Female players (participated in a PTA program or club)	75	N/A
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	N/A	N/A
Number of fines given for Coaches without proper certification	N/A	incl. with Indoor
Number of Coaches with criminal record check	633	incl. with Indoor

## Major Events Hosted

- Omnium Volleyball Québec, novembre 2018
- Coupe du Québec, mars et avril 2018
- Championnats de Volleyball Québec, plusieurs villes, mars et avril 2018
- Men's FTTC Gatineau 2018-19
- Championnats universitaire canadien, U. Laval en mars 2019
- Circuit Québec excellence, plusieurs villes, été 2018
- Championnats de volleyball de plage, plusieurs villes, été 2018
- Camps estivaux volleyball et volleyball de plage, Sherbrooke, été 2018

## Major Corporate Sponsors

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

## New Initiatives for the Upcoming Year

- Lancer l'Académie Volleyball Québec
- Revoir notre structure d'excellence
- Améliorer notre offre de services en volleyball de plage
- Poursuivre le Centre d'excellence régional affilié à l'équipe nationale en volleyball de plage
- Croître nos initiatives de levées de fonds pour poursuivre l'expansion de Volleyball Québec
- Poursuivre le nouveau camp École d'Excellence
- Augmenter la capacité d'accueil de nos camps estivaux

## Current Challenges

- Améliorer la cohérence des actions des clubs, des programmes Sport-études et de Volleyball Québec pour la mise en place du DLTA et un meilleur positionnement du Québec à l'échelle canadienne. Ceci s'effectuera au travers d'une expansion de notre équipe de permanents œuvrant au développement de l'excellence.
- Augmenter le nombre de participants et la qualité de l'encadrement des joueurs à tous les niveaux (plus spécialement chez les garçons et en minivolley).
- Promouvoir le volleyball auprès d'un maximum de Québécois.

## Strategic Plan

[http://www.volleyball.qc.ca/wp-content/uploads/2019/05/PRO\\_PlanStrategique\\_VolleyballQuebec\\_19-21.pdf](http://www.volleyball.qc.ca/wp-content/uploads/2019/05/PRO_PlanStrategique_VolleyballQuebec_19-21.pdf)

# Volleyball New Brunswick

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## Board of Directors

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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	417	14
Number of Female registered players	1414	54
Number of Male registered coaches	107	0
Number of Female registered coaches	102	2
Number of Male registered referees	128	0
Number of Female registered referees	113	2
Number of Male recreational/Associate Level Members	62	0
Number of Female recreational/Associate Level Members	147	0
Number of Registered Clubs (Youth)	37	1
Number of Registered Clubs (Adult)	22	0
Number of Registered Teams (Youth)	107	20
Number of Registered Teams (Adult)	26	14
Number of 14U Male players	96	8
Number of 9-12 Male players (participated in a PTA program or club)	44	N/A
Number of 9-12 Female players (participated in a PTA program or club)	104	N/A
Number of Members in Bad Standing	2	1
Number of Coaches not meeting certification requirements	7	N/A
Number of fines given for Coaches without proper certification	7	0
Number of Coaches with criminal record check	209	2

## Major Events Hosted

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

## Major Corporate Sponsors

- Papa Johns
- Subway

## New Initiatives for the Upcoming Year

- Responsible Coaching Movement

## Current Challenges

- Continue to grow Male volleyball
- Implementation of our PEP program (many conflicts because of our seasons being the opposite of the rest of the country)

## Strategic Plan

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

# Volleyball Prince Edward Island

## President

Brenda Millar  
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## Executive Director

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## Board of Directors

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Harvey Mazerolle  
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Kate Dawson  
Peter Bolo  
Joe Ryan  
Max Arsenault

## Staff and Email Contacts

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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	9	6
Number of Female registered players	48	28
Number of Male registered coaches	2	1
Number of Female registered coaches	9	2
Number of Male registered referees	10	0
Number of Female registered referees	5	0
Number of Male recreational/Associate Level Members	96	6
Number of Female recreational/Associate Level Members	503	28
Number of Registered Clubs (Youth)	16	1
Number of Registered Clubs (Adult)	0	1
Number of Registered Teams (Youth)	51	17
Number of Registered Teams (Adult)	12	2
Number of 14U Male players	38	0
Number of 9-12 Male players (participated in a PTA program or club)	0	N/A
Number of 9-12 Female players (participated in a PTA program or club)	40	N/A
Number of Members in Bad Standing	0	0
Number of Coaches not meeting certification requirements	most (Yr. 2 of cert)	N/A
Number of fines given for Coaches without proper certification	0	0
Number of Coaches with criminal record check	11	3

## Major Events Hosted

- Atlantic Beach Tour Stop
- Summerside Lobster Carnival Beach Event
- 16U Girls Beach Tournament
- Provincials for Indoor & Beach Development & Advanced Development Coach Courses
- New & Returning Officials Clinics
- Officials Mentoring Program

## Major Corporate Sponsors

- Government of Prince Edward Island
- Mikasa

## New Initiatives for the Upcoming Year

- Canada Cup teams for indoor and beach

## Current Challenges

- Finances: as in our money that we get for "performance" from our province doesn't come close to what we have planned yearly
- Male athlete numbers continue to be low
- Short fall season (schools) which is where many kids get introduced to the sport for the first time; competition with other sports - many multiple sport athletes
- Our best coaches are involved in everything so we have to be careful to avoid coach burnout; age of our officials is fairly high so recruiting/retaining officials is a priority

## Strategic Plan

In progress

# Volleyball Nova Scotia

## President

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## Executive Director

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## Board of Directors

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Lauren Sears	Denise Chiasson
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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	271	22
Number of Female registered players	1521	32
Number of Male registered coaches	192	1
Number of Female registered coaches	246	1
Number of Male registered referees	68	3
Number of Female registered referees	84	2
Number of Male recreational/Associate Level Members	175	67
Number of Female recreational/Associate Level Members	424	136
Number of Registered Clubs (Youth)	34	1
Number of Registered Clubs (Adult)	17	0
Number of Registered Teams (Youth)	166	63
Number of Registered Teams (Adult)	28	46
Number of 14U Male players	84	96
Number of 9-12 Male players (participated in a PTA program or club)	34	N/A
Number of 9-12 Female players (participated in a PTA program or club)	121	N/A
Number of Members in Bad Standing	5	0
Number of Coaches not meeting certification requirements	27	N/A
Number of fines given for Coaches without proper certification	27	0
Number of Coaches with criminal record check	438	0

## Major Events Hosted

- Eastern Elite Championships
- Sr. Men's Maritime Open
- Atlantic Beach Tour Championships
- Nova Scotia Championships

## Major Corporate Sponsors

- Mikasa
- Mizuno
- Sportwheels
- LifeMark

## New Initiatives for the Upcoming Year

- Strategic Plan
- Referee Development Plan
- Hosting Canada Cup
- Elementary Leader Program

## Current Challenges

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

## Strategic Plan

In progress

# Volleyball Newfoundland

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## 2018 / 2019

	Indoor	Beach
Number of Male registered players	32	N/A
Number of Female registered players	62	N/A
Number of Male registered coaches	165	N/A
Number of Female registered coaches	114	N/A
Number of Male registered referees	122	N/A
Number of Female registered referees	64	N/A
Number of Male recreational/Associate Level Members	1121	N/A
Number of Female recreational/Associate Level Members	3003	N/A
Number of Registered Clubs (Youth)	7	N/A
Number of Registered Clubs (Adult)	0	N/A
Number of Registered Teams (Youth)	224	N/A
Number of Registered Teams (Adult)	164	N/A
Number of 14U Male players	144	N/A
Number of 9-12 Male players (participated in a PTA program or club)	N/A	N/A
Number of 9-12 Female players (participated in a PTA program or club)	N/A	N/A
Number of Members in Bad Standing	0	N/A
Number of Coaches not meeting certification requirements	10	N/A
Number of fines given for Coaches without proper certification	11	N/A
Number of Coaches with criminal record check	279	N/A

## Major Events Hosted

- VolleyFest
- VolleyCentral
- Molson Senior Provincials
- Adult League

## Major Corporate Sponsors

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

## New Initiatives for the Upcoming Year

- Coaching Certification Policy
- New Elementary Volleyball Leader Program in 20 schools
- Using ISET for all Events
- Canada Cup Teams for 16U
- Team Atlantic for Canada Cup 18U Male and Female
- Fall-Winter-Spring Skills Sessions

## Current Challenges

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

## Strategic Plan

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

06

# External Representation Reports



# International Relations Report

2018-2019 was a memorable year for Volleyball Canada on the international stage both on and off the court.

In 2018 Canada hosted the following:

- Women's Continental Challenge Cup Qualification Tournament - Edmonton
- FIVB Men's Nations League – Ottawa

We recently completed hosting the 2019 Women's Continental Challenge Cup Qualification Tournament in Chateauguay Quebec (May 31-Jun 2), and we have had considerable activity in preparations for the 2019 VNL and the Senior Men's Continental Championships to be held in Winnipeg in September. Canada also will be returning as a Three Star FIVB Beach Tour host with an event in Edmonton July 17th – 21st. It will be the only tour stop in North America.

FIVB Congress was held in Cancun Mexico. Mark Eckert represented Canada at the Congress. It was a non- electoral Congress, with the focus being the VNL and Snow Volleyball.

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

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

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

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

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

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

# NORCECA & FIVB Beach Commission

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

Due to funding cuts from the FIVB there was no NORCECA Beach Commission Meeting held in 2019. The 2019 NORCECA Beach Tour continued with the reduced conditions for NORCECA Beach Tour Events such as hotel rooms covered Thursday to Sunday for players as opposed to Wednesday to Sunday and NORCECA officials being placed in double rooms as opposed to single rooms. For 2019, there are ten (10) confirmed NORCECA Beach Tour events (Mexico (3), Dominican Republic (2), Cayman Islands, Nicaragua, Cuba, Bonaire and Jamaica) which is double the number of 2018 NORCECA Beach Tour Events (5).

The 2019 FIVB Beach Commission Meeting was held at the FIVB Offices February 11, 2019. The meeting notes are below:

## FIVB Beach Commission Meeting Notes

Attendance: Ary Graca (FIVB President), Vicente Araujo (FIVB Beach Commission President), Fernando Lima (FIVB), Michel Everaert (FIVB Beach Commission Secretary), Ed Drakich (Member - CAN), Marcelo Wangler (BRA), Angelo Squeo (FIVB), Yu Cao (FIVB), Lori Okimura (Member – USA), Tomoki Kimishima (Member – JPN), Craig Carracher (Member – AUS), Julius Brink (Athletes Member – GER), Liu Bing (Member – CHN), Lara Marich (FIVB), Maria Garcia Munoz (FIVB), Raheleh Ahadpour (FIVB), Leo Morales (FIVB), Steve Tutton (FIVB), Katya Gay (FIVB)

### Monday February 11, 2019

1. Ary Graca gave opening remarks. This Beach Commission Meeting is the final FIVB Commission meeting of 2019. So far each of the previous 11 FIVB Commission meeting has been a success. Over \$500,000 USD have been saved by having many video conference meetings. In 2020, the next FIVB Beach Commission Meeting will be via video conference.

Beach Volleyball is at a crossroads. During the Olympics Beach Volleyball is a huge success however, in between Olympics there has been no evolution in the World Tour. The FIVB must find a way to improve the World Tour. The athletes are professional so they must earn money. Perhaps a radical solution must be made to improve the World Tour. The contract with Beach Majors will expire in 2019 but the contract may not be extended. The FIVB/Beach Majors contract with the FIVB was for 4 years. This Beach Majors system was not good for the FIVB but it was good for the players. The main Beach Major sponsor, Red Bull, will not continue to spend so much money on Beach Volleyball. The Beach Majors events focused on VIP items and not on the sport.

Dr. Graca wants the FIVB Beach Commission to be broken into working groups to decide on the future and not have everything decided by the FIVB Beach Department. Dr. Graca doesn't understand why Beach promoters are always asking for more money but yet they don't leave the sport. Perhaps the promoters are making money regardless of what they say. Perhaps the FIVB should consider a VNL model (Where the FIVB runs everything) for the FIVB BVB World Tour. How can the FIVB Beach Commission help this problem?

The FIVB World Tour has grown to 63 events (1-Star to 5-Star). Perhaps to 1-Star, 2-Star and 3-Star events should be run by the Continental Confederations or the National Federations. Also, who will monitor the Continental Confederations and National Federations if they do these events?

There are some National Federations such as Caribbean Federations that will never have a strong indoor volleyball team but beach volleyball represents an opportunity for these countries.

China is organizing 9 FIVB BVB World Tour Events in 2019. How will Beach Volleyball be organized in the United States? All 2019 World Tour events in the USA have been cancelled.

The FIVB must move into the digital world quickly. Let's move forward with solutions.

2. Vicente Araujo welcomed the Beach Commission members to the meeting and thanked Dr. Ary Graca for his opening. No items can really be changed before the Tokyo 2020 Olympic Games.

3. Self-Introduction of each Beach Commission Member and past year activities.
4. Yu Cao presented on the 2018/2019 Beach Volleyball Season Key Highlights:
  - A video for the FIVB World Tour was shown
  - 44 events for men, 47 events for women, \$US 7.325 M is total prize money
  - Europe = 17 events, Asia = 29, USA = 3, Brazil = 2 and Africa = 1
  - FIVB will empower Confederations to manage World Tour 1-Star and 2-Star events
  - 66 NFs participated in the World Tour (Up from 39 in 2013) with 41 countries on the podium, 4,400 matches played.
  - There are 23 FIVB Technical Delegates and 11 Referee Delegates
5. 2019 FIVB Beach Volleyball World Championships
  - Hamburg June 28-July 7, 2019
  - 13,000 spectator capacity stadium (Largest tennis stadium in Germany) with retractable roof
  - 3 competition courts
  - Inspection Visit March 19, 2019
  - Confederations deadline April 29, 2019
  - Wild card application deadline May 1, 2019
  - Entry Deadline May 3, 2019
  - Confirmed Entry List May 27, 2019
  - Drawing of lots June 4, 2019
  - Warm-up court at the university with emergency warm-up court at the tennis centre
6. 2021 FIVB Beach Volleyball World Championships
  - Rome 2021 FIVB Beach Volleyball World Championships to be announced shortly
  - FIVB, FIPAV (NF) and CONI (NOC) a partnership between all three parties (33% each)
7. In 2021 a new FIVB Beach Volleyball product will be announced
  - The 3-way partnership (FIVB, NF and Promoter or NOC) will be the new model for 12 events per year
  - The events will be of the same consistency including broadcast, stadium...etc.
  - This is the strategy to make beach volleyball relevant between the Olympic Games
8. Tokyo 2020 Update by Yosake Hatano
  - Venue – Shiokaze Park (1 stadium, 4 training courts and 2 warm-up courts) 6 km from village
  - July 25 – August 8
  - 3 sessions per day (Morning, afternoon and evening)
  - 24 teams per gender (Host, 1 WC, 2 OQT, 15 Olympic Ranking, 5 Continental Cup)
  - Ito Hotel (Hotel Villa Fontaine Ariake) 4km from beach venue
  - Branding Beach – Indigo Blue
  - Test Event:
    - Daiba, Tokyo Japan (Same area as the Olympic Games)
    - July 24-28, 2019
    - 4-Star event with Olympic Format (MD = 24 teams, QT = 40 teams)
9. 2019-2020 Continental Cup Qualification System by Yohsuke Hatano:
  - Each Continent has a different progression
  - Confederations must have a minimum of 12 NFs involved (Except CSV which minimum is 50% or 6 NFs)

- Competition format is Country vs Country (2 teams per NF per gender)
- Either best of 3 matches (Golden Match) or best of 5 (Golden Set)
- All Continental Cup Finals to be the same week: June 22-28, 2020

#### 10. 2018 Youth Olympic Games by Raheleh Ahadpour

- October 6-17, 2018
- Located in Green Park in Buenos Aires
- 2 competition courts and 2 warm-up courts
- 32 teams per gender representing 52 NOCs from all 5 Confederations
- A very successful event with a full stadium

#### 11. 2022 Youth Olympic Games Dakar, Senegal (May/June 2022) by Raheleh Ahadpour

- IOC will be more involved
- Beach Volleyball likely in Saly (Village in Diamniadio)

#### 12. 2019 Rome World Tour Finals by Lara Marich

- September 4-8, 2019 in Parco del Foro Italico
- Same as 5-Star event points and number of teams (32 MD and 32 QT)
- Joint venture – CONI (NOC), FIVB and FIPAV (NF)
- 4-year program 2019 (WTFs), 2020 (TBC), 2021 (TBC) and 2022 (TBC)

#### 13. Olympic Qualification Tournament by Leo Morales

- Haiyang, China September 18-22, 2019
- 1 Team per NF
- 16 teams per gender – 1 Host plus 15 vacancies as per the FIVB World Ranking as of July 16, 2019 (After Gstaad 5-Star event)
- Seeding by the FIVB World Ranking on July 16, 2019 (Host seeded 1st)
- No prize money or ranking points

#### 14. ANOC (Association of National Olympic Committees) World Games by Leo Morales

- 17 Sport Disciplines
- October 10-15, 2019 in South Mission Beach San Diego, USA
- 4 vs 4 Beach Volleyball (6 players including 2 subs plus a head coach)
- 8 teams per gender (Host, 5 Confederation berths using FIVB BVB World Ranking June 30, 2019 plus 2 wild cards)
- 2 pools of 4 followed by single elimination
- Travel for athletes is covered
- Stadium 2,500 spectators, side court 500 seats
- Venue shared with Beach Tennis finals

#### 15. Angelo Squeo presented new event business

- New Events and Snow Volleyball department established April 2017
- 5-Star events have been difficult to organize
- Four events upgraded from 3-Star to 4-Star
- 6 new countries and 16 new cities
- Want to establish a better World Tour including more iconic cities
- Need events in USA

16. Snow Volleyball by Katya Gay

- First played in Wagrain, AUT 2009
- 2011 recognized by Austrian Volleyball Federation
- 2019 1st FIVB Snow Volleyball World Tour
- Demonstration sport Lausanne 2020 Youth Olympic Games
- 2021 FISU Winter Universiade
- Beijing 2022 Olympic Games – a showcase event

17. Jose Casanova discussed referee issues:

- 2018 Beach Summary Report
  - Medical Timeout protocol proposals were discussed
  - Medical timeout is for bleeding only
  - Proposed for recovery interruption (Traumatic injury): 1-minute credit with a limit of 5 x 1-minute credit for one incident and 10 x 1-minute credits within 12 months

18. Proposals:

- Sport Regulations:
  - Maternity points: Less than 365 days = 100%, After 365 days = 75% (Approved)
  - To have all 3rd place teams advance in 2-Star events (Approved)
  - Keep using the term “Lucky Loser” (Approved)
  - Remove points penalty for Late Minute Withdraw (Not approved)
  - Legal Commission – remove the playing in un-sanctioned events rule as it is illegal (Approved)
  - Special allocation of 2-Star points for Host Confederation Teams - Only if to the benefit of the players (Paused until after Tokyo 2020)
  - Limit foreign players to 25% of National Tour events (Framework approved with flexibility)
  - Withdraw window between Wednesday 3 weeks prior and free withdraw until Monday 15:00 Swiss time 2 weeks before (Approved)
  - Last-minutes Withdraw 2 time per year (Not approved)
  - Limit 2 wild cards per year to 2 foreign wilds cards per year (Approved)
  - Create a completely transparent wild card process (Not approved)
  - Weight of ranking for Continental Championships (Not approved)
  - Removing country quota (Not approved)
- Post 2020 Beach Volleyball Strategy
  - 10-12 Top events (Similar to 4-star and 5-star events)
  - Commission members to send proposals to Yu Cao by March 20, 2018
  - March 27, 2019 15:00PM Swiss time Video Conference for FIVB Beach Commission

19. Julius Brink discussed Athletes Commission updates and issues:

- Player relationships, FIVB Athletes Commission Election process
- FIVB Anti-doping and Competition Manipulation Courses
- Athletes Career Program
- FIVB Athletes into FIVB Properties
- FIVB Athletes engagement on Social Media

20. Ary Graca gave closing remarks.

21. Meeting adjourned 5:15PM.

# International Beach Volleyball Referees Committee

## 2019 ROC meeting

The 2019 season will be on the slow side for our International and Continental International Beach Referee. They were a tentative 5 events scheduled in the Norceca Region in which most of our Referees would have received (and in fact had received) FIVB nominations. Unfortunately, at the time of producing this report only the Canadian event (Edmonton) is still on for 2019. So, 3 events in the USA and 1 in Mexico were announced but then cancelled early this season. There is a rumour that the event in Mexico could take place later this year. If so, this should give more opportunities for our Canadian Referees.

Norceca Office has announced another joined Volleyball and Beach VB Continental Referee Course to be held next November in Santo Domingo. If such course happens, Canada will be sending 2 Beach Candidates Marcia Quaquarelli (QC) and Geoff Stewart (NS). They have both showed excellent potential and we are convinced that they will be great Candidates for Canada in Beach Volleyball.

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

### Omid Mojtahedi:

- FIVB World Tour in Edmonton, CAN
- Pan American Games in Lima, PER

### Brian Hiebert:

- FIVB World Tour in Itapema, BRA
- FIVB World Tour in Edmonton, CAN
- AVP May Huntington Beach (Referee)

### Jasen Boyko:

- FIVB World Tour in Edmonton, CAN

### Lucie Guillemette:

- FIVB Challenge Referee WT Finals in Rome, IT

### André Trottier:

#### FIVB Referee Delegate:

- FIVB World Championships U21 in Udonthani, THA
- FIVB World Tour in Gstaad, SUI
- FIVB WT in Moscow, RUS
- FIVB World Tour in Edmonton, as Referee Manager
- Pan American Games in Lima, PER
- Norceca Tour in Mexico
- Norceca Tour in Nicaragua

#### FIVBa / Norceca Referee Commission:

- Meeting in Lausanne at the FIVB Headquarters – January
- Norceca Continental International Referee Course in Santo Domingo - November

# FIVB Rules of the Game and Refereeing Commission

The FIVB Refereeing and Rules of the Game Commission uses a workshop format for discussions. There are four working groups:

1. Referee categorization and statistics – Leader Sergey Titov (RUS)
2. Referee education and teaching material – Leader Sandy Steel (SCO)
3. Rules of the game and regulations – Leader Laszlo Herpai (HUN)
4. Beach volleyball – Leader Jose Casanova (ESP)

For the purposes of discussion of the 2018 meeting Groups 2 and 3 held a conjoint session.

## Group 1 – Referee Categorization and Statistics Report

- NORCECA had 26 volleyball referees considered for categorization for 2019
- 22 referees were accepted for categorization
- There are four levels of categorization for Volleyball A, B1, B2, and C
- Three referees were not considered for categorization due to the current FIVB Board of Administration policy regarding age that referees beyond the age of 45 will not be eligible for categorization
- One referee was invited to maintain FIVB categorization beyond the age of 55

## Group 2 and 3 Conjoint Report

### Referee Education Courses

As a result of the suspension of the international referee candidate courses by the FIVB and the introduction of Confederation Continental courses it is now clear that the Confederation Referee Commissions must take a greater role in the development of International referees for both beach and volleyball. There will be a number of continental International referee courses held in 2019 by various confederations. The FIVB will host an Elite Referee Course in 2020. For those confederations that are hosting continental international referee courses it was clearly defined that all characteristics and criteria for the course must meet FIVB standards, including:

- Competency of instructors – FIVB Certified only
- Course curriculum (FIVB to provide an outline)
- Quality of venue
- Local transportation
- Accommodations and meals
- Participants must meet all FIVB criteria including age requirements and health management standards

### Overview of FIVB Elite Referee Course 2020 (working title)

- Comment: In the past Confederation's would nominate/approve referees to participate in an international candidate course. However the technical quality and the practical ability of the candidates were not always equal.
- FIVB has moved to a merit based referee nomination process – only those referee's whose competency is at a high level will be nominated for FIVB events
- Quota system or nominations based upon political influence are no longer in effect.

- This philosophy will also be used for the identification potential candidates for the FIVB Elite Referee Course 2020
- Nothing is automatic, quality over representation
- Successful candidates will become FIVB Category C Referees
- Over time as referees retire and retire due to age there will be two classes of international referees Continental International Referees and FIVB Categorized Referees
- The elite referee course will be designed for referees who are not currently categorized as a level C referee. This also includes any referee who currently holds a FIVB International referee designation and not just Continental Referees.
- The FIVB Elite Referee Course it is meant for the best of the best
- There was also a discussion that each confederation would be able to nominate potentially five referees. Furthermore, that these referees will be pre-evaluated by an external referee evaluator (not by continental evaluators further to reduce political interference) to determine if they meet FIVB criteria to attend the course.
- There is a potential that a confederation for example may nominate five referees and no one will be accepted. The elite course is about quality not representation.
- This new format will require further discussion as to how we as the NORCECA Referee Commission will approach this concept for our beach and volleyball referees

#### **Other discussions:**

- Rule modifications
  - For volleyball the coaches restriction line has been removed
  - For volleyball: End of Court Judges
    - When the Hawk Eye Challenge system is used the four-line judges will be eliminated
    - Replaced by two end of court judges who will observe ball touch balls and crossing space infractions
    - This will be tested during the 2019 VNL competition in matches where the FIVB technical delegate is also a referee delegate
- Challenge referees
  - The FIVB has approved the use of dedicated referees to act as challenge referees
  - Confederations will be asked for their opinion regarding potential nominees
  - Individuals nominated as Challenge referees Will participate in an online webinar for training and orientation
- Professional referee concept
  - The concept of professional referee was introduced to the commission and the President of FIVB
  - It was agreed that a working group would be established to continue the investigation regarding this concept
  - The FIVB President fully endorsed the concept but requested more detail regarding finances, the logistics of payment, the selection criteria, long term development criteria, who will oversee the referees, process for evaluation
- General Comments from FIVB President
  - Generally very pleased with the performance and behaviour of referees during Volleyball Nations League and the World Championships
  - Very pleased with work of the Refereeing and Rules of the Game Commission meeting
  - Will rely on the commission to do its work and will not interfere
  - FIVB is a professional organization and expects the referee corps also be professional
  - The FIVB will not interfere within the referee development process and future nominations must be made on merit versus political influence



# 07 Sponsorship Report



# Overview 2018-19

In 2018-19, Volleyball Canada continued to work with sponsors on an activation plan, a document that highlighted key opportunities for partners for the year. Activation plans will serve as a starting point for annual sponsor reports and will help ensure partners understand the impact of their partnership.

Volleyball Canada used the Edmonton 2018 Nationals as the focal point for its sponsor activation for the year. At Edmonton 2018, each one of Volleyball Canada's partners activated and engaged with registered participants. As a means to create partner awareness, Edmonton 2018 provided naming rights to competition halls. To complement this, Volleyball Canada made a large investment in new signage, both permanent (could be used in future years such as banners) and single use (non-reusable such as sponsor court stickers).

At Edmonton 2018, Volleyball Canada partnered with Volleyball Stuff to establish an event store that contained co-branded Mizuno merchandise, Volleyball Canada branded merchandise, event merchandise and volleyball goods. The event saw the push to create a store like set-up which looks like it will continue going forward. Edmonton 2018 also welcomed a lululemon pop-up store that was well received and allowed for registered participants to purchase co-branded merchandise.

Volleyball Canada continues to work with its partners on co-branding. The Volleyball Canada logo continues to appear on certain packaging with Mizuno and Active Ankle, and a large push to offer co-branded apparel from lululemon and Mizuno.

In January 2019, Volleyball Canada announced a five-year partnership with Mikasa Canada. The move was aimed to better align the organization with the majority of provinces and territories in Canada. Volleyball Canada looks to introduce a co-branded volleyball with Mikasa for retail starting next year. Mikasa will be the Official Indoor Ball for Nationals and Canada Cup.

In January 2019, Volleyball Canada signed a four-year agreement with Volleyball Stuff who will act as the Official Merchandise provider for Volleyball Canada. The partnership will ensure Volleyball Canada merchandise is available at all of its events, including Nationals and international events. In addition, the partnership will work on further developing the Volleyball Canada e-store. The long-term partnership will allow Volleyball Canada to continue to promote its brand, event merchandise and co-branded items.

SportBrand Canada continues to pursue long-term sponsors with the goal of increasing the self-generated revenue for Volleyball Canada. The current focus involves securing new national partners of higher dollar amounts that include rights and benefits throughout Volleyball Canada's programs, events and teams and spending less time on signing smaller event or program specific sponsors.

SportBrand will focus on using the remainder of 2019 to sell '2020 forward' sponsorship packages that include rights to our most valuable programs; the National Beach Teams, the Indoor National Teams and the 2020 National Championships.

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

Key categories being targeted include: Quick Serve Restaurant (Healthy), Automobile, Banking, Haircare/Salon, Sun Care, Telcom and Nutrition/Supplements.

The 2020 Tokyo Olympics and Paralympics will once again be a great platform to highlight the success of our National Teams and utilize the increased visibility to engage with potential partners and renew with current partners whose agreements terminate in 2020.

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

08

# Communications Report



Volleyball  
Canada



# Media and Communications

The half-way mark of the Olympic cycle is the “calm before the storm” with Olympic/Paralympic qualification on the horizon for all our National Teams.

However, 2018 was still an exciting year for volleyball with our first VNL (which included hosting in Ottawa), indoor world championships for both genders, and a lot of upward movement on the Beach World Tour.

There were also high-level coaching changes both on the men’s and women’s indoor teams.

The Olympic qualification will present PR/promo opportunities, as will VNL again this year.

## Key Messages

- Teams (indoor, beach and Para) continue to make progress on the world stage. With the departure of both the men’s and women’s coaches in 2018, the replacements signaled stability (men’s head coach Glenn Hoag’s return), strength and high-level international experience (with both Hoag and new women’s coach, Tom Black).
- Olympic qualification is the goal for all teams, as is Paralympic qualification on the sitting volleyball side.
- Although not new, communicating the importance of safe sport is a priority. However, it’s also important not to jump to quick “band-aid” solutions and ensure that we are taking our direction based on a solid national strategy moving forward.

## Social media

Social media continues to be a communications growth area, with all channels steadily increasing. Nationals, with a record 962 teams, proved to be a popular event on our social media channels, especially Instagram, which is popular with a younger audience (18-24).

VC social media platform	May 2019
Facebook	164,500 (used now more for advertising of events via boosted posts to reach new audiences )
Instagram	49,000 (av. weekly impressions 300k +)
Twitter	42,700 (used for “breaking news”)
YouTube	3,500 subscribers

## Webcast/TV

In 2018, we attempted to funnel as much webcasting through our VC YouTube portal, so that audiences would have a one-stop destination for Nationals/Beach Nationals webcasts. As well, YouTube will be the destination for domestic development/instructional videos.

International events were more challenging, as FIVB launched a pay-per-view online portal, and was not able to come up with a free Canadian distribution option in 2018. However, after much encouragement by VC, the FIVB and CBC have come to an agreement to distribute VNL. This will provide a free web stream at [www.cbcsports.ca](http://www.cbcsports.ca) for the Canadian audience. In the build-up to the Olympic Games, visibility of the sport is crucial, creating excitement and knowledge of our teams.

## **Auction**

In its second year on a new auction platform, the week-long online event ([www.volleyballauction.ca](http://www.volleyballauction.ca)) featured more than 200 items up for bid. The original goal of \$35,000 was surpassed, and the auction raised a total of over \$39,000 for Volleyball Canada's national team programs.

The most popular items were in the travel category (flights, travel credits), the Whistler condo vacation, and Volleyball Canada branded Lululemon packages.

## **Moving Forward**

- Content (news, images, video) is continuously needed to feed the web site and social media channels, as well as to promote our events, programs and athletes.
- To maximize exposure, fostering solid partnerships is of utmost importance. Association with strategic partners helps support VC's efforts on many levels.
- With the scope and diversity of our programs, resources are needed to help promote and highlight all our activities.... The ongoing challenge is financial resources, as the demand for quality content, including web casting, is growing year after year.

09

# Financial Report



Financial Statements of

# **CANADIAN VOLLEYBALL ASSOCIATION**

Year ended March 31, 2019



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## INDEPENDENT AUDITORS' REPORT

To the Members of the Canadian Volleyball Association

### ***Opinion***

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

- the statement of financial position as at March 31, 2019
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

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

In our opinion, the accompanying financial statements, present fairly, in all material respects, the financial position of the Entity as at March 31, 2019, and its results of operations and its cash flows for the year then ended in accordance with Canadian Accounting standards for not-for-profit organizations.

### ***Basis for Opinion***

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

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

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



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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

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

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

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

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

We also:

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

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.



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

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants, Licensed Public Accountants

Ottawa, Canada

May 23, 2019

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Financial Position

March 31, 2019, with comparative information for 2018

	2019	2018
<b>Assets</b>		
Current assets:		
Cash	\$ 1,824,534	\$ 2,102,423
Accounts receivable	202,819	222,427
Inventory	147,202	140,224
Prepaid expenses	606,517	540,873
	2,781,072	3,005,947
Tangible capital assets (note 2)	98,266	110,416
	\$ 2,879,338	\$ 3,116,363

## Liabilities and Net Assets


Current liabilities:		
Accounts payable and accrued liabilities (note 3)	\$ 704,763	\$ 386,950
Deferred revenue (note 4)	1,560,388	2,425,416
	2,265,151	2,812,366
Net assets (note 5):		
Investment in tangible capital assets	98,266	110,416
Unrestricted	515,921	193,581
	614,187	303,997
Commitments (note 6)		
Contingencies (note 7)		
	\$ 2,879,338	\$ 3,116,363

See accompanying notes to financial statements.

On behalf of the Board:

  
\_\_\_\_\_

Director

  
\_\_\_\_\_

Director

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Operations

Year ended March 31, 2019, with comparative information for 2018

	2019	2018
Revenue:		
National competitions	\$ 3,446,274	\$ 1,611,959
Sport Canada contributions - cash	2,377,790	2,406,000
Membership fees	1,088,089	967,898
Team Canada indoor volleyball	1,009,463	857,846
Domestic development	789,251	736,007
Team Canada beach volleyball	747,853	672,138
Nations league	482,692	886,901
Referees	433,614	300,384
National office operations	276,629	373,658
Pan American Championships	229,188	535,556
Sport Canada contributions - in-kind	133,960	79,000
Merchandising	120,685	129,033
Team Canada sitting volleyball	96,765	207,591
Other	37,500	50,000
Grand Prix	-	415,579
	11,269,753	10,229,550
Expenses:		
Team Canada indoor volleyball	2,689,559	2,464,217
National competitions	2,434,645	1,215,020
Team Canada beach volleyball	1,541,047	1,370,349
National office operations	1,415,592	1,197,804
Domestic development	956,620	641,424
Nations league	659,898	979,412
Pan American Championships	412,230	782,477
Referees	404,347	310,916
Team Canada sitting volleyball	338,256	416,773
Merchandising	107,369	121,969
Grand Prix	-	792,660
	10,959,563	10,293,021
	310,190	(63,471)
Unrealized gains on foreign exchange	-	18,092
Excess (deficiency) of revenue over expenses	\$ 310,190	\$ (45,379)

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Changes in Net Assets

Year ended March 31, 2019, with comparative information for 2018

	Unrestricted	Investment in tangible capital assets	Total 2019	Total 2018
Net assets, beginning of year	\$ 193,581	\$ 110,416	\$ 303,997	\$ 349,376
Excess (deficiency) of revenue over expenses	310,190	-	310,190	(45,379)
Loss on disposal of tangible capital assets	-	-	-	-
Tangible capital asset additions	(28,947)	28,947	-	-
Amortization of tangible capital assets	41,097	(41,097)	-	-
Net assets, end of year	\$ 515,921	\$ 98,266	\$ 614,187	\$ 303,997

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Statement of Cash Flows

Year ended March 31, 2019, with comparative information for 2018

	2019	2018
Cash provided by (used in):		
Operating activities:		
Excess (deficiency) of revenue over expenses	\$ 310,190	\$ (45,379)
Items not involving cash:		
Amortization of tangible capital assets	41,097	36,389
Loss on disposal of tangible capital assets	-	1,358
Changes in non-cash operating working capital:		
Accounts receivable	19,608	282,764
Inventory	(6,978)	(83,287)
Prepaid expenses	(65,644)	(111,564)
Accounts payable and accrued liabilities	317,813	(378,886)
Deferred revenue	(865,028)	1,124,306
	(248,942)	825,701
Investing activities:		
Tangible capital asset additions	(28,947)	(95,121)
Increase (decrease) in cash	(277,889)	730,580
Cash, beginning of year	2,102,423	1,371,843
Cash, end of year	\$ 1,824,534	\$ 2,102,423

See accompanying notes to financial statements.

# CANADIAN VOLLEYBALL ASSOCIATION

## Notes to Financial Statements

Year ended March 31, 2019

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

### 1. Significant accounting policies:

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

(a) Basis of presentation:

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

(b) Revenue recognition:

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

(c) Inventory:

Inventory consists of referee uniforms. Inventory is measured at the lower of cost and net realizable value. Costs are assigned on a first-in, first-out basis.

(d) Donated supplies and services:

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

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2019

## 1. Significant accounting policies (continued):

### (e) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Association has elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Association determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Association expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

### (f) Tangible capital assets:

Tangible capital assets are stated at cost. Betterments which extend the estimated life of an asset are capitalized. When a tangible capital asset no longer contributes to the Association's ability to provide services, its carrying amount is written down to its residual value. Amortization is provided using the following methods and annual rates:

Asset	Basis	Rate
Computer equipment	Declining balance	30%
Leasehold improvements	Straight-line	Term of lease

### (g) Expenses:

In the statement of operations, the Association presents its expenses by function. The Association does not allocate expenses between functions subsequent to initial recognition.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2019

## 1. Significant accounting policies (continued):

### (h) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the period. Actual results could differ from these estimates. These estimates are reviewed annually and as adjustments become necessary, they are recognized in the financial statements in the period in which they become known.

## 2. Tangible capital assets:

				2019	2018
	Cost	Accumulated amortization		Net book value	Net book value
Leasehold improvements	\$ 235,309	\$ 192,404	\$	42,905	\$ 56,949
Computer equipment	92,458	37,097		55,361	53,467
	\$ 327,767	\$ 229,501	\$	98,266	\$ 110,416

Cost and accumulated amortization at March 31, 2018 amounted to \$298,820 and \$188,404, respectively.

## 3. Accounts payable and accrued liabilities:

As at March 31, 2019 and 2018, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2019

## 4. Deferred revenue:

	2019	2018
National championship	\$ 1,026,800	\$ 2,055,303
National team funding	369,000	264,500
Trillium grant	80,161	78,921
Other	84,427	26,692
	\$ 1,560,388	\$ 2,425,416

## 5. Net assets:

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

The Association is not subject to externally imposed capital requirements and its overall strategy with respect to capital remains unchanged from the year ended March 31, 2018.

## 6. Commitments:

The Association has entered into lease commitments for office premises, a training centre and office equipment. The minimum lease payments under these commitments are:

2020	\$ 272,605
2021	280,391
2022	132,566
	\$ 685,562

# CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2019

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## 7. Contingencies:

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

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

## 8. Financial risks and concentration of credit risk:

### (a) Liquidity risk:

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

### (b) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Association is exposed to credit risk with respect to the accounts receivable. The Association assesses, on a continuous basis, accounts receivable and provides for any amounts that are not collectible in the allowance for doubtful accounts. At year-end, \$24,232 was allowed for in accounts receivable.

### (c) 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 subject to interest rate risk arising from its holdings of US cash of \$296 (2018 - \$62,743).

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

## 9. Comparative information:

Certain 2018 comparative information has been reclassified to conform with the financial statement presentation adopted for the current year.

# CANADIAN VOLLEYBALL ASSOCIATION

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

Year ended March 31, 2019

	Sports Development	Enhanced Excellence	Next Generation Request	Total
<b>Mainstream Core Revenue:</b>				
General administration	\$ 45,000	\$ -	\$ -	\$ 45,000
Governance	5,000	-	-	5,000
Salaries, fees and benefits	95,000	-	-	95,000
Coaching salaries and professional development	115,000	-	67,500	182,500
National Team program	300,000	1,071,040	98,750	1,469,790
Official languages	11,500	-	-	11,500
Operations and programming	38,000	-	-	38,000
	<b>\$ 609,500</b>	<b>\$ 1,071,040</b>	<b>\$ 166,250</b>	<b>\$ 1,846,790</b>
<b>Mainstream Core Expenses:</b>				
General administration	\$ 423,024	\$ -	\$ -	\$ 423,024
Governance	57,262	-	-	57,262
Salaries, fees and benefits	837,279	-	-	837,279
Coaching salaries and professional development	679,052	-	-	679,052
National Team program	2,767,880	1,071,040	-	3,838,920
Official languages	24,316	-	-	24,316
Operations and programming	4,390,308	-	-	4,390,308
Next generation initiative	204,896	-	166,250	371,146
	<b>\$ 9,384,017</b>	<b>\$ 1,071,040</b>	<b>\$ 166,250</b>	<b>\$ 10,621,307</b>
<b>Mainstream Above Core Expenses:</b>				
<b>Athletes With A Disability Core Revenue:</b>				
General administration	\$ 7,500	\$ -	\$ -	\$ 7,500
Salaries, fees and benefits	5,000	-	-	5,000
Coaching salaries and professional development	15,000	-	12,500	27,500
National Team program	53,000	-	10,000	63,000
Official languages	3,000	-	-	3,000
	<b>\$ 83,500</b>	<b>\$ -</b>	<b>\$ 22,500</b>	<b>\$ 106,000</b>
<b>Athletes With a Disability Core Expenses:</b>				
General administration	\$ 11,409	\$ -	\$ -	\$ 11,409
Salaries, fees and benefits	54,732	-	-	54,732
Coaching salaries and professional development	16,156	-	-	16,156
National Team program	136,179	-	-	136,179
Official languages	3,500	-	-	3,500
Operations and programming	40,276	-	-	40,276
Next generation initiative	53,504	-	22,500	76,004
	<b>\$ 315,756</b>	<b>\$ -</b>	<b>\$ 22,500</b>	<b>\$ 338,256</b>

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

# CANADIAN VOLLEYBALL ASSOCIATION

## Schedule B - Revenue and Expenses - Volleyball Nations League

Year ended March 31, 2019

	2019
Revenue:	
General revenue:	
Ticket sales	\$ 229,034
Government of Canada	200,000
Provincial	200,000
Municipal	25,000
Sponsorship	9,220
Miscellaneous	19,438
	682,692
Expenses:	
General expenses:	
Advertising and promotion	40,839
FIVB TV rights fee	126,432
Floor set-up and shipping	9,277
Hosting - accommodation	83,560
Hosting - local transportation	22,841
Hosting - meals	87,819
Hosting - other	34,454
Hosting - venue	121,082
Medical	6,720
Meetings and VC staff travel	4,242
On-site promotion and talent	17,987
Other legacy and development	33,261
Photographer and press clipping	3,492
Printing and signage	5,695
Sport court and equipment legacy	36,971
Staffing and overhead expense	21,789
Volunteer support and development	3,438
	659,899
Net surplus	\$ 22,793

# 10 Partners



Partners

# Thank You!

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

PLATINUM PARTNER



NATIONAL PARTNERS



# Thank You!

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

## GOVERNMENT PARTNERS



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## SPORT PARTNERS



