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**Volleyball Canada Board of Directors  
Tuesday 13 September 2022, 20:00 EST  
Teams Meeting**

**Minutes:**

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**In Attendance** :Kevin Boyles; Joanne Mortimore; Marie Christine Rousseau; Parrish Offer; Cam Wheelan; Sylvie Bigras; Boris Tyzuk **Staff:** Mark Eckert

**1. Review and Approval of previous minutes**

Kevin

**Motion: Parrish Offer  
Wheelan**

**7-0**

**Second: Cam**

**2. Conflict of Interest Declarations**

- no conflicts declared based on agenda and distributed materials

**3. External Relations Update**

- NORCECA

Mark

- Friday is Board and Executive meeting
  - o Discussion around number of events
- Saturday is the NORCECA Congress, virtually, Jackie is our delegate
- Additional meeting in Netherlands September 22<sup>nd</sup>

- Sport Canada

Mark

- SFAF eligibility due September 15<sup>th</sup>. – 1<sup>st</sup> update since 2012
- Revised an additional 243k for a First nations project in Northern Quebec
- OTP meetings scheduled for November
  - o Men and women – Team Sport
  - o Sitting – Core
  - o Beach - Strategic
  - o Innovation project has advanced

- FIVB

Mark

- Board meeting September 23<sup>rd</sup>. Netherlands
- Congress (Non electoral) September 23<sup>rd</sup> – 25<sup>th</sup>
- Congress happening in conjunction with Women's World Championships
- Kevin is the voting VC delegate

- COC

Mark

- Not a lot of engagement over the summer
- Lots of winter bid discussions and workshops on legacy
- Requesting more resources for the youth safe sport tool



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#### 4. Finances

**Attached**

- Current Year Financial:
  - Cash on hand approx. 1.2M CAD
  - Updates for COF attached (June 30<sup>th</sup> update)
  
  - Finances- look to be approx., +/- 30k from approved budget at this point, many things to come. Of note, flight costs have been much higher than projected for international travel
- Sport Canada Update : Funding announcements since the last update:
  - Safe Sport funding: 45,500 (85k previous year, decrease with addition of 3<sup>rd</sup> party funding)
  - Recovery funds: awarded 328,000 (in line with projections)
  - Community Sport for all initiative (new): 243k, 136-project based
  - New funding evaluation has started-data collection phase

#### 5. Governance

- Revised Policies for review and approval. Policies have been revised to be in compliance with the UCCMS
  - Discipline and Complaints **Attached**
  - Abuse Policy **Attached**
  - Code of Conduct and Ethics **Attached**

**Action: Review updated policy's for potential approval at next meeting**

**Action: Provide link on VC website to current UCCMS**

#### 6. Ethics Committee

Boris

- Current appeals, complaints etc.
  - Completing and sending follow up letters from all incidents at Nationals
  - OSIC has received 7 complaints, 4 accepted, 1 is VC

#### 7. Athlete Council

- Updates and activity 

Cam

  - Planning next meeting based around comp schedule of active athlete reps



## 8. Operating Reports

### MEN'S PROGRAM

- Senior Team
  - VNL - Finished 15th - 2 wins/10 losses - Maintained spot for 2023
  - Pre-World Championship - Friendlies VS Bulgaria - 2 losses
  - World Championship in Slovenia - Finished 17th - 1 win/2 losses
- NextGen Team
  - Finished 2nd at Bicentennial Cup - June 19-24 - Rio de Janeiro, BRA
  - Finished 2nd at Pan Am Cup Final 6 - July 10-17 - Tepic, MEX
  - Finished 2nd at Pan Am Cup - August 8-14 - Gatineau, CAN
- U21 Team
  - Will train in Langley, BC from September 21-28
  - Will attend U21 Pan Am Cup in Havana, CUB - October 2-8
- National Excellence Program (NEP)
  - Started in September 7 - 15 athletes training

### WOMEN'S PROGRAM

- Senior Team
  - VNL - Finished 12th - 4 wins/8 losses - Maintained spot for 2023
  - Pre-World Championship - Invitation tournament in France - September 9-18 - 6 teams: FRA-ARG-BEL-CAN-COL-JPN
  - World Championship - Holland/Poland - September 24-October 15 - Canada in Pool C: USA-SRB-GER-BUL-KAZ
- NextGen Team
  - Finished 9th at Pan Am Cup - August 19-27 - Hermosillo, MEX
  - Currently playing at Pan Am Cup Final 6 - September 3-10 - Santo Domingo, DOM
- U21 Team
  - Finished 7th at U21 Pan Am Cup - June 6-12 - Baja California, MEX
- U19 Team
  - Finished 6th at U19 Pan Am Cup - July 18-23 - Tulsa, USA
- National Excellence Program (NEP)
  - Training starts on September 12 - 19 athletes selected

### Beach Update

- 2022 Volleyball World Beach Pro Tour Challenge and Elite 16 Events **before** World Championships (Showing Canadian results):
  - Doha, Qatar Challenge (May 5-8, 2022):
    - Nicole McNamara/Megan McNamara – 5<sup>th</sup> place
    - Sam Schachter/Dan Dearing – 9<sup>th</sup> place
    - Alina Dormann/Amanda Harnett – 19<sup>th</sup> place
    - Alex Russell/Jake MacNeil – 25<sup>th</sup> place
    - Katharine Wuttunee/Darby Dunn – 33<sup>rd</sup> place



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- Devon May/Myriam Robitaille – 33<sup>rd</sup> place
  - Kuşadası, Türkiye Challenge (May 19-22, 2022):
    - Brandie Wilkerson/Sophie Bukovec – 9<sup>th</sup> Place
    - Nicole McNamara/Megan McNamara – 9<sup>th</sup> place
    - Sam Schachter/Dan Dearing – 25<sup>th</sup> place
    - Alina Dormann/Amanda Harnett – 33<sup>rd</sup> place
    - Katharine Wuttunee/Darby Dunn – 33<sup>rd</sup> place
    - Devon May/Myriam Robitaille – 33<sup>rd</sup> place
  - Ostrava, CZE Elite 16 (May 25-29, 2022):
    - Sarah Pavan/Melissa Humana-Paredes – 9<sup>th</sup> place
  - Jurmala, LAT Elite 16 (May 19-22, 2022):
    - Sarah Pavan/Melissa Humana-Paredes – **1<sup>st</sup> Place (Gold)**
  - Rome 2022 Beach Volleyball **World Championships** (June 10-19, 2022)
    - Brandie Wilkerson/Sophie Bukovec – **2<sup>nd</sup> Place (Silver)**
    - Sarah Pavan/Melissa Humana-Paredes – 5<sup>th</sup> place
    - Sam Schachter/Dan Dearing – 17<sup>th</sup> place
    - Nicole McNamara/Megan McNamara – 17<sup>th</sup> place
  - 2022 Volleyball World Beach Pro Tour Challenge and Elite 16 Events **after** World Championships (Showing Canadian results):
    - Gstaad, SUI Elite 16 (July 6-10, 2022):
      - Brandie Wilkerson/Sophie Bukovec – 5<sup>th</sup> Place
      - Sarah Pavan/Melissa Humana-Paredes – 5<sup>th</sup> place
      - Nicole McNamara/Megan McNamara – 25<sup>th</sup> place
    - Espinho, POR Challenge (July 14-17, 2022):
      - Nicole McNamara/Megan McNamara – 9<sup>th</sup> place
      - Alina Dormann/Amanda Harnett – 33<sup>rd</sup> place
    - Agadir, Morocco Challenge (July 21-24, 2022):
      - Nicole McNamara/Megan McNamara – 4<sup>th</sup> place
      - Sam Schachter/Dan Dearing – 19<sup>th</sup> place
      - Jake McNeil/Alex Russell – 25<sup>th</sup> place
      - Alina Dormann/Amanda Harnett – 25<sup>th</sup> place
      - Anna Feore/Anna Licht – 33<sup>rd</sup> place
    - Hamburg, GER Elite 16 (August 10-14, 2022):
      - Brandie Wilkerson/Sophie Bukovec – 5<sup>th</sup> Place
      - Sam Schachter/Dan Dearing – 17<sup>th</sup> place
  - Birmingham 2022 Commonwealth Games (July 30-August 7, 2022)
    - Sarah Pavan/Melissa Humana-Paredes – **1<sup>st</sup> place (Gold)**
    - Sam Schachter/Dan Dearing – **2<sup>nd</sup> Place (Silver)**
  - Beach National Team Announcements:
    - Myriam Robitaille and Alina Dormann have retired from the Beach National Team
    - Sarah Pavan/Melissa Humana-Paredes have ended their partnership



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- VC Beach High Performance Program Staffing Changes
    - Ryan MacDonald (VC Beach High Performance Manager) has departed the VC Beach High Performance Program to pursue an opportunity with Ryerson University
    - Kerry Macdonald has been hired as the new VC Beach High Performance Manager on a part-time basis
  - Charlottetown NORCECA Beach Tour event scheduled for August 26-28, 2022, has been postponed to **August 25-27, 2023**
  - Brandie Wilkerson/Melissa Humana-Paredes finished in 2<sup>nd</sup> place at the AVP Chicago Open (September 2-4, 2022)
  - Volleyball Canada organized the first ever University/College Championships (Ashbridges Bay, Toronto September 3-4, 2022)
    - 28 women's teams and 25 men's teams from 31 post-secondary institutions from across Canada (Eight (8) provinces total)
    - Both partners must attend the same University or College in 2022 (Show a student card)

### **Sitting Update**

- World Championships (MW) will take place November 1-12, 2022, in Sarajevo, BIH.
  - First place team from each of W and M competition will receive berth to Paris 2024
  - 14 W teams and 15 M teams participating
  - W are looking at staging in ITA prior to travel to Sarajevo. M will leave directly from CAN.
- W Para NT participated in NED invitational tournament in July. 3<sup>rd</sup> place finish. Beat BRA for the first time ever.
- W Para NT athletes are centralizing in Edmonton around training camps for summer/ fall in preparation for WC.
- M Para NT have continued monthly training camps and will travel to Edmond, OK (USA) in October for their WC prep.
- CAN was recently awarded the 2023 ParaVolley Pan Am Zonal Championship. Event will be held in Edmonton in May 2023 as part of 15U/16U B National Championship.
  - One Paris 2024 berth per gender will be available for highest finishing team not already qualified
  - More details including competition dates and schedule will be released once confirmed.

### **Athlete and Coach Pathways**

#### Youth National Team Program – 2022

- U21 and U19 Women –
  - U21:
    - Competed at Pan Am Cup – June – Finished 7<sup>th</sup> – Did not qualify for 2023 World Championships
  - U19:
    - Travel Roster: Competed at Pan Am Cup – July – Finished 7<sup>th</sup> – did not qualify for 2023 World Championships
    - Team Canada Red and White: Competed at Canada Games, Finished 7<sup>th</sup> and 8<sup>th</sup> – highest finish by a non-Canada Games team.



#### National Excellence Program (NEP) – Women

- 19 athletes – September 11-Dec 16
- Sandra Lamb – confirmed – Assistant Coach

#### Canada Cup – Calgary, AB – July 2022

- 42 teams, including Canada Games teams
- 7Chiefs Sportplex
- Location for 2023 – TBD

#### Canada Games – Niagara 2022 – August 2022

- Beach – Venue – Canada Games Park
  - Overall, good event.
  - Challenges with venue set-up.
  - NSO Tech Rep: Cherie Campbell
- Indoor – venue – Canada Games Park
  - Overall, good event
  - Challenges – venue - lighting/equipment/seating.
  - NSO Tech Reps: Luke Harris and Shelby Prilisauer

#### Coaching Development

- Community Coach NCCP Course – Pilot completed – Edit stage
- Foundations of Volleyball - Working group established
- Development Coach Course – Review completed – new release, Fall 2022
- Advanced Development Coach Course – Pilot of blended learning completed, edit stage
- Learning Management System - ongoing

#### Pathway Updates:

- Community Sport for All Initiative Grant Approved -
  - Partial Funding (1/2 of requested amount) - Project 1: Volleyball Services to Indigenous Communities in Need – Quebec
  - Not Approved - Project 2: Providing Quality Volleyball Experiences for Newcomers to Canada – BC, Manitoba, Ontario
- Innovation Grant –submission send to Sport Canada, no update at this time.
- Sport for Life Grant – completed, final report in submission – 7 clubs to receive approx. - \$1500 of support funding post Covid.
- LTD and Development Matrix – release planned for late September

#### Referee

- Finalizing all technical materials for the 2022-23 season of play
- Completed the transition of all members of the Referee Committee
- Reviewing strategic plans to align with the vision of the new members of the Referee Committee
- Started redeveloping the developmental pathway to eliminate the segregated structure of each discipline

#### National Competitions

- 3 Beach Nationals events held recently
  - Toronto Youth & Sr – 241 teams (50 Sr teams)
  - Vancouver 14 – 16U (76 teams)
  - University (53 teams)
- implemented a new coach certification program
- tested a new scheduling system – will be collecting feedback in Sept



- Looking to start hosting Combines this fall
- Updated 2023 indoor hosting dates to provide all events with a weekend date

### International Events

- NORCECA Pan Am Cup event completed successfully in Gatineau Aug 9-14 (with 8 teams)
  - Though there were many difficulties in organizing hotels/meals (and many other issues) it all worked out quite well in the end.
  - Facility was outstanding; attendance somewhat disappointing
  - Budgetary challenges, inflationary pressures in all areas
- VNL 2023: this will be awarded to Ottawa for men (June 5-11)! ***(Please treat this as confidential until announced by Volleyball World.)***
- 2022 events were extremely demanding for us due to labor and supply chain issues.
- NORCECA 2023 events:
  - Women's Continental Championships (Aug 26-Sep 3)
  - Men's Final 6 (Oct 14-23)
  - Host city selection process to commence shortly

### VRS RFP Project

- Wrapped up 2021-22 membership year and setup 2022-23.
- Smooth so far....
- Commencing project to look for a Learning Management System

### IST

#### Men's Indoor:

- For VNL and World Championships we added a travelling Chiropractor to our IST to complement our Therapeutic services to the athletes.
- For the Worlds Training Block, we had "all hands-on deck" and had our entire IST compliment in the gym/at the center during practices and implemented some of our new strategies (i.e., fuelling throughout practices, educational sessions). We also had research updates from our dietitian related to Low Energy Availability/RED-S. The work that Erik Sesbrano has completed, with our athletes, is now being utilized as a corner stone project by other Canadian National Teams. Erik's work will be published soon as he completes his PhD.
- Currently getting things in place for our OTP review.
- Currently establishing the IST framework for our upcoming NEP cohort. This is an important part of our long-term development framework, and the goal is to establish habits and awareness of what will be required for Brisbane 2032.
- Currently establishing how our IST will be further supporting our Pro athletes and targeted University athletes. Key strategies will include further developing the relationships with USport Head Coaches and their Strength and Conditioning/High Performance Managers. Supporting the targeted University aged athletes will be critical as we build them towards Paris 2024/LA 2028.



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## Women's Indoor

- For the pre-VNL training blocks in Richmond and Edmonton, we had our new Mental Performance Coach attend in person. He also joined us for the 1<sup>st</sup> week of World Championships preparation in Richmond and will be accompanying us to Worlds in Europe.
- Currently finalizing IST for NEP this fall, including new a Mental health and performance practitioner to work in the NEP and Next Gen programs.
- Investigating new ways to measure training load beyond the jump counts we currently use, and potentially create new KPIs.
- Designing IPPs to present to athletes showing established KPIs and training targets
- Also currently establishing how our IST will be further supporting our Pro athletes and targeted University athletes. Key strategies will include further developing the relationships with USport Head Coaches and their Strength and Conditioning/High Performance Managers. Supporting the targeted University aged athletes will be critical as we build them towards Paris 2024/LA 2028.

## Safe Sport/Gender Equity, Diversity & Inclusion

- VC completed the requirements and agreement to sign on with The Office of the Sport Integrity Commissioner (OSIC), an independent division of the Sport Dispute Resolution Centre of Canada (SDRCC) responsible to administer the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). Lise Maclean is no longer contracted by VC.
- The transition to OSIC has required some amendments to VC Pan Canadian Safe Sport policies which Boris Tyzuk will be presenting to the Board.
- Most of the PTAs are also using OSIC and there are currently three PTA complaints going through the system. VC also has one complaint with OSIC.
- VC implemented Safe Sport training and screening requirements for all coaches and persons in authority (for underage teams) for the Beach Volleyball Nationals. This was a challenging process for everyone but will hopefully become easier moving forward.
- Vantage Point Consulting is completing the requirements phase for the Safe Sport Training tool for youth and meetings are currently being staged with a group of Volleyball PTAs. Vantage Point is also finalizing their research on other existing tools and platforms. Phase one of the plan is nearing completion and a final stage one meeting is planned in September with key leaders from Swimming, Athletics and Volleyball.
- A draft resource has been completed for PTAs related to best practices for Discipline and Complaints processes. Meetings will be staged through the fall with PTAs to provide guidance in managing Discipline & Complaints. (non-Safe Sport issues.)
- Deloitte is completing the research portion of the Diversity, Equity and Inclusion Framework and Implementation Plan. A workshop was staged at the AGM and a survey was deployed in May which has now closed with VC receiving close to 1,000 responses. Deloitte will soon publish the results of the survey and are now working on more focused interviews with individuals in different roles within the sport to gain more detailed insight into the status of DEI within volleyball.





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## Communications

- Executed a busy summer of international hosting including VNL Ottawa, VNL Calgary and NORCECA event in Gatineau. Assisting with post-event reporting in areas of marketing, communications, and media relations.
- Other major events included Commonwealth Games (Jackie), Canada Summer Games beach (Josh), Canada Summer Games indoor (Courtney) as well as covering various NORCECA events and overseeing Beach Nationals (Josh) comms.
- Continue to work with all programs to support consistency in messaging and branding. Launched “volleyball voices” in June to include stories of indigenous volleyball community members. Working with programs on team announcements/retirements, etc.
- Worked with Partnership Coordinator Courtney Killion to launch new beach sponsor Left on Friday as well as continue to work on other sponsor social media promotions/communications.
- World Championship (indoor) communications ongoing (men’s completed) and women’s upcoming. Promote CBC as Canadian rights holder.

## Partnerships / Merchandise

- Our main focus remains a new indoor footwear and uniform sponsor and have a meeting on Sept 14th with ASICS for a final decision.
- Left on Friday (Women’s Beach Program through 2024) and CROSSNET (General through 2023) partnerships have been finalized.
- Beach Nationals provided an opportunity for our new sponsors to activate (Crossnet, LOF)
- TAZA our presenting sponsor for VNL was happy with the event and is looking for support future events if they happen.
- Working with Mikasa to create a custom VC branded beach ball targeted towards the recreational/adult league category
- Discussions ongoing to target new sponsors to fill additional categories

## Operations

- People updates:
  - Sandra Lamb hired to work with WNT/pathways
  - Nextgen Men’s beach coach (Adam Schulz) in place, FIVB funded position
  - Canada Summer Jobs- wrapping up Gatineau/Richmond positions

## 9. Next Meetings

- November 15<sup>th</sup>
- December 2-3 In person (Ottawa)

## 10. Adjournment

## 11. In Camera

## 12. Adjournment