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**Volleyball Canada Board of Directors**  
**Tuesday April 21<sup>st</sup>., 2020, 20:00 EST**  
**Zoom Meeting**

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**Minutes**

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**In Attendance** :Kevin Boyles; Monica Hitchcock; Joanne Mortimore; Dan MacIntosh; Julie Young; Marie Christine Rousseau; **Regrets:** Howard Hum **Staff:** Mark Eckert

- 1. Welcome** Kevin
- 2. Review and Approval of Previous minutes** Kevin

**Motion: Dan MacIntosh** **Second: Joanne Mortimore** **7 – 0**

**4. External Relations Update**

- NORCECA Mark
  - All Category I and II programming and funding cancelled
  - Elect
- Sport Canada Mark
  - Emergency Funding from Heritage announced.
  - Event Sunk costs can be claimed thru event hosting program
- FIVB Mark
  - VNL cancellation letter expected tis week
  - FIVB Congress Postponed from October to January
- COC Mark
  - All Category I and II programming and funding cancelled
  - Elect
- PTA's Kevin/Mark
  - President's Council meeting was positive everybody hoping to take advantage of situation to catch up planning, everyone has small reserves to hold out for a few months
  - Alberta Volleyball post President's Council went under major restructuring post President's Council Meeting

**3. Financial**

- 19/20 Year end projection
  - Closed the books yesterday, approximate forecast 55k loss
- 20/21 Budget
  - One worst case scenario, lot more work and scenario building required:
  - One with running all international events
  - One with no international events
  - One with a NORCECA event in the fall
  - All include running the Training Centres in the Fall Winter
- Audit
  - Audit will occur virtually next week
- Membership Financial Update
  - Work with Howard and Joanne on the communication



#### **4. Safe Sport**

As of April 1, 2020, anyone in any of the following roles within a Sport Canada-funded organization must be trained on conduct to prevent and address maltreatment:

##### **Decision-makers**

- Senior staff
- High-performance directors
- Case managers
- Adjudicators
- Investigators
- Operational Board members

##### **Those with direct athlete contact**

- National team athletes
- Parents of junior athletes
- Coaches
- High-performance staff
- National training centre staff
- Nationally appointed coach Developers
- Integrated support team personnel (mental, strength and conditioning, nutrition, physio, massage, etc.)
- Contractors
- Officials

##### **Those with no direct athlete contact**

- Organizing committee members
- Administration/finance staff
- Governance committee members
- Judicial board members
- Governance board members (no operational involvement)
- Event volunteers
- NSO office staff
- <https://safesport.coach.ca/>

#### **5. COVID – 19 Update**

- Environmental Scan ( Discussion took place under external reports )
  - ED's
  - President's Council
  - COC.



## 6. Strategic Planning Update

- Advisory Committee Updates

### Volleyball Canada Strategic Plan 2020 – 2024

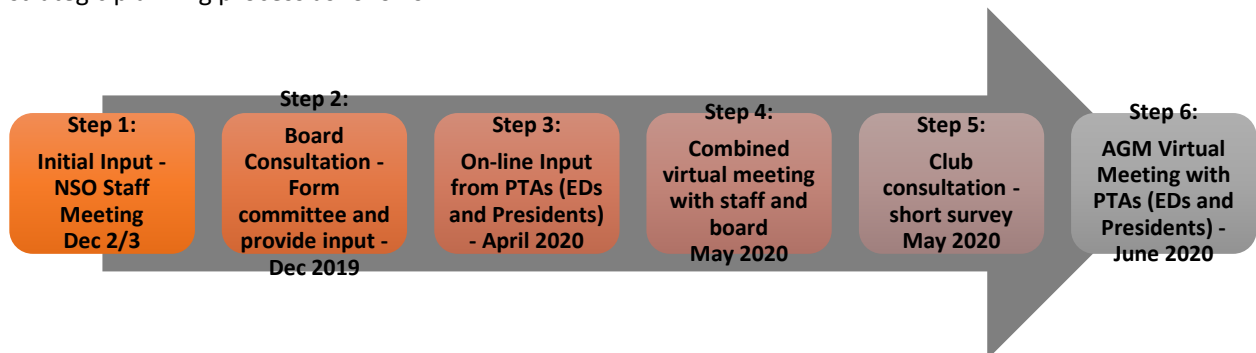
#### Process and Timelines for Completing the Plan – Updated on April 2020

##### Background

In September 2019, Volleyball Canada (VC) embarked on a process to create their next strategic plan. In the initial discussion on the planning exercise, VC envisioned a process to engage key members of their community (staff, board, PTAs, and clubs) to ensure a transparent, inclusive planning process that would result in a thoughtful and robust plan to guide the organization for the next quadrennial.

The organization proceeded with the strategic planning process in December with meetings of the national office staff (to prepare a first 1-page draft) and board (to provide input and identify people for the Strategic Planning Advisory Group).

In order to adapt to the changing circumstances due to Covid 19, the Advisory Group has adjusted the strategic planning process as follows:



**Step 1:** Engaging NSO staff – Completed in Dec 2019

**Step 2:** Consulting the Board - Completed in Dec 2019

**Step 3 – Survey PTAs** (Provincial/Territorial Volleyball Associations)

Each PTA will receive a survey and the current draft v1 of Volleyball Canada’s Strategic Plan 2020-2024, to discuss and provide feedback by April 30<sup>th</sup>, 2020 (PTAs updated on conference calls in April '20)

**Step 4 – Combined Staff + Board Mtg**

The combined staff and board meeting will be held via Zoom in May to review all input received

**Step 5 – Engaging Clubs**

VC invite input from clubs (e.g. “What is 1 thing that VC could do that would help your club)

**Step 6 – Meeting at AGM**

VC will host strategic planning meetings with the PTAs at the virtual AGM in June where the plan will be shared for discussion on implementation.

- Staff/Board Strat Planning Sessions
  - May 6<sup>th</sup> 1:00pm – 2:30pm



- May 7<sup>th</sup> 1:00pm - 2:30pm
- May 8<sup>th</sup> 1:00pm – 2:30pm

**Action:** Proceed with proposed dates

## 7. Convention/AGM/Hall of Fame

- Convention Dates
  - June 19<sup>th</sup> 3:00 – 4:30pm
  - June 20<sup>th</sup> 11:00 – 12:00pm., 2:30 – 4:30 pm
- AGM
  - June 21<sup>st</sup> 11:30am – 1:00pm
- Hall of Fame

**Action:** Proceed with proposed dates

## 8. Operational Reports

1 Year postponement **Men's Indoor**  
All summer programs currently on hold

### SENIOR TEAM

- All athletes now in Canada except for Blair Bann (Germany) and Jason DeRocco (Egypt)
  - Glenn Hoag and his wife are still in Turkey
- Athletes working out on their own. Physical training programs developed by Michael Cook.
  - Constant monitoring
- Mental performance sessions held on demand by Kyle Paquette
- Staff providing information regularly on TCMV Whatsapp group
- Review meeting with Sport Canada (AAP carding) scheduled for April 23
  - *List of "first wave" nominations on page 4*

### PARIS 2024 TEAM (B team)

- The original plan was to invite athletes to train for the summer
- Coaching staff currently developing the list of "invites"
  - Message to those athletes will be that they are still in the plans of Team Canada towards Paris 2024
  - Athletes may be added to our carding list at a later date

### LOS ANGELES 2028 TEAM (U21)

- U21 selection camp (April 29-May 3<sup>rd</sup>) postponed

### LOOKING AHEAD

- All staff committed to stay until Tokyo Olympics
- Possible drop in players' salaries in pro leagues
  - Possible difficulties for our athletes to find contract in the fall
- Current carding plan includes the possibility of carding our 16 "Olympic" athletes for the full 12 months
  - Equivalent to a \$21,180 yearly salary, tax free

## Women's Indoor



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All summer programs currently on hold

### **SENIOR TEAM**

- All athletes now in Canada
- Athletes working out on their own. Physical training programs developed by Tavis Bruce
  - Constant monitoring
- Mental performance sessions held on demand by Kyle Paquette
- Staff providing information regularly on TCMV Whatsapp group
- Review meeting with Sport Canada (AAP carding) scheduled for April 23
  - Current carding plan includes the possibility of carding our Senior A team athletes an extra 4 months after August (or add a few names to the current list)
  - *List of "first wave" nominations on page 5*

### **NEXTGEN (B) TEAM**

- Selection camp (May 3-7) was postponed. However...
  - Athletes from 2019 being supported by coaching/IST staff

### **NATIONAL EXCELLENCE PROGRAM (NEP)**

- Still planned for September
- Shannon in constant communication with all athletes and support staff/structures

### **LOOKING AHEAD**

- Tom committed to coach in VNL (unless it's this August)
- Other technical staff recruitment and hiring currently on hold
- Possible difficulties for our athletes to find contract in the fall




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**TEAM CANADA VOLLEYBALL (MEN AND WOMEN)**  
**LIST OF ON-GOING PROJECTS**

<b>PROJECT/AREA</b>	<b>LEAD (support)</b>	<b>TIMELINE</b>
Technical/Tactical review of 2019 competition season	Dan (Glenn/Gino/Lionel)	Apr 30
Head Coaches' contract negotiations	Julien (Mark/Linden)	May 1
Carding applications M&W	Julien (Glenn/Tom)	May 1
2020/2021 seasonal planning	Glenn (Assistants/Julien)	May 1
Video database (Pro season 2019 - Men and Women)	Lionel	May 31
Video database (International season 2019)	Lionel	May 31
Richmond Center renewal	Julien/Kerry (Bree/RHG)	Jun 30
Gatineau Center renewal	Julien (Frank)	Jun 30
Support to F NextGen athletes (pro/school season)	Shannon (IST staff)	Jun 30
NextGen athletes scouting	Dan (Lionel/Usports coaches)	Jun 30
NextGen M athletes support (communication)	Dan (IST staff)	Jun 30
Policy documents update (athlete agreements, carding, transfer fees, etc)	Julien (Frank/Bree)	Jul 1
Fall NEP planning	Shannon (Bree/IST staff)	Aug 31
Study on TCWV gap analysis (video analysis of Teams qualified for Tokyo 2020)	Shannon	Aug 31
Scouting methodology eBook	Lionel	Oct 31
Communication with Senior athletes	Glenn/Tom	On-going
Scientific/Physical/Technical Support to male athletes	Glenn/Kerry (IST staff)	On-going
Scientific/Physical/Technical Support to female athletes	Tom/Kerry (IST staff)	On-going
NextGen F athletes support (communication)	Shannon (IST staff)	On-going
Liaison with Usports/NCAA coaches	Shannon	On-going



**TEAM CANADA MEN'S VOLLEYBALL – MAY 2020 CARDING NOMINATIONS**

Pos	#	NAMES	19-20 Card	20-21 Card	# MTHS	Value	Total	Profile
LS	1	Nicholas Hoag	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
M	2	Graham Vigrass	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
S	3	Jay Blankenau	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
LS	4	Stephen Maar	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
M	5	Daniel Jansen Vandoorn	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
LS	6	Gord Perrin	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
L	7	Blair Bann	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
OPP	8	Sharone Vernon-Evans	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
OPP	9	Ryan Sclater	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
M	10	Arthur Szwarc	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
S	11	TJ Sanders	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
M	12	Lucas Van Berkel	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
LS	13	Riley Barnes	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
L	14	Steve Marshall	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
S	15	Brett Walsh	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)
LS	16	Jason DeRocco	SR	SR	4	\$1,765	\$7,060	2020 TEAM - (May-???)



## TEAM CANADA WOMEN'S VOLLEYBALL – MAY 2020 CARDING NOMINATIONS

Pos	RK	NAME	19-20 CARD	20-21 CARD	# MTHS	Value	Total	Profile
OPP	1	Kiera Van Ryk	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
OH	2	Alexa Gray	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
OH	3	Autumn Bailey	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
S	4	Danielle Smith	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
L	5	Jessie Niles	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
M	6	Jennifer Cross	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
M	7	Emily Maglio	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
S	8	Brie King	D	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
OPP	9	Shainah Joseph	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
M	10	Alicia Perrin	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
L	11	Kristen Moncks	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
OH	12	Marie-Alex Bélanger	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
M	13	Alicia Ogoms	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
OH	14	Kyla Richey	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
OPP	15	Jazmine White	C1	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
S	16	Megan Cyr	SR	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
M	17	Layne Van Buskirk	C1	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)
S	18	Kim Robitaille	C1	SR	4	\$1,765	\$7,060	A TEAM (May-Aug)

### Beach

- Cancellation or postponement of all FIVB World Tour Events from March 16 to August 23
  - The FIVB World Tour is on hold starting on March 16, 2020 with the earliest currently scheduled FIVB beach event scheduled for November 10-15, 2020 (U19 FIVB Beach World Championships).
- Proposed Relocation of VC Beach High Performance Centre (BHPC) to North Beach
  - Negotiations continue – a first draft of the Volleyball Canada/North Beach Lease Agreement prepared by Volleyball Canada is currently being reviewed by North Beach.
- Downsview Lease Payment Relief for 3 months
  - Downsview has agreed to give Volleyball Canada 3 months of lease payment relief for March, April and May of 2020. This results in a savings to Volleyball Canada of over \$90,000 in lease payments.
- Beach National Team Programs and Downsview Beach High Performance Centre
  - June 1, 2020 has been set as the current to “return-to-train” date for full-time beach national Team athletes and the start date for summer program athletes but this date will be adjusted based on the future recommendations of Health Professionals and the Ontario Government.





- Beach National Team Athletes (A and B National Team – 25 athletes)
  - Athletes continue to stay at home with the vast majority (20) in the Toronto area with the exception of Sarah Pavan (In Los Angeles, California) and 5 athletes in British Columbia (Melissa Humana-Paredes, Nicole McNamara, Megan McNamara, Grant O’Gorman and Ben Saxton).
  - Strength and Conditioning (S & C) equipment from the Downsview S & C Room has been signed out by beach national team athletes (Including BC based athletes) for personal use in their homes. This equipment will be returned to Downsview when a “return-to-train” date is realized.
  - Customized S & C programs were designed for each beach national team athlete taking into account the equipment available in their home.
  - National Team coaches and Integrated Support Team members are remaining in contact with each beach national team athlete with scheduled check-ins (Coaching, Mental Health, S & C...etc.) and specific projects (Enhanced performance analysis from Canadian Tire Analytics Team, video analysis including game plan development for specific opponents, quad planning for Tokyo 2020 (July 23-Aug 8, 2021) or Paris 2024...etc.).
- Volleyball Canada U19 FIVB World Championship Trials
  - FIVB U19 Beach World Championships, Roi Et, Thailand postponed from September 1-6 to November 10-15.
  - Women’s Trials rescheduled from May 30-31 to 18U Beach Nationals (August 14-16).
  - Men’s Trials rescheduled from June 6-7 to 18U Beach Nationals (August 14-16).
  - If Beach Nationals can’t be organized due to COVID-19 considerations then a back-up option is to run the Trials August 22-23 (Women) and August 29-30 (Men) in the Downsview Beach High Performance Centre.
- NORCECA Open Trials
  - Postponed from May 16-17 to September 5-6 in the Downsview Beach High Performance Centre.
  - Open Trials are for 4 events previously scheduled in Cayman Islands (Sept 24-28), Boca Chica, Dom Rep (Oct 1-5), Hato Mayor, Dom Rep (Nov 5-9) and Jamaica (Nov 12-16).
  - Results from the Closed NORCECA Trials (Feb 15-16) will continue to be used for 5 events originally scheduled before July 1 that may be postponed to later in 2020 (Nicaragua, La Paz – Mexico, Aguascalientes – Mexico, St, Kitts and Varadero - Cuba).

## **Sitting**

- Men’s Qualifier for Tokyo 2020 was cancelled the day before flying to the event
  - No date has been set for rescheduling
  - Men went into event ranked 3<sup>rd</sup> in pool with USA and Kazakhstan – have become very competitive with USA and extra time to prepare could work to our advantage
  - Possibility that this event could be combined with postponed World Cup 2020
- Selection Camp for both teams will occur once we are able to train, when COVID-19 isolation rules are lifted – timeline of September in schedule
  - Team currently utilizing zoom calls and whatsapp chats to update each other - home workouts, goal setting, mental health and connectedness has been focus



- Kerry has been successful with getting WPV to release a 4-year calendar – limited information but does allow to plan long term
  - Events in 2020 to be rescheduled:
    - World Cup – initially in China, then moved to Egypt, no information on 2021 location
    - Tokyo 2020 – postponed to 1-year later
      - Women will attend and stage prior to event, working through which host city, between 2 possibilities
  - Only event in 2020 cancelled was Men's Qualifier
  - Events in 2021
    - Zonal Championship – location and timeline TBD
    - Men have qualifier to attend
    - Women invited to Exhibition with USA
    - Super 6 – both genders, prize money but not WR points in the past (highly unlikely to have funds to attend)
    - Paralympics in Tokyo – women – August 25, 2021
- 2019/2020 Actual Expenses: \$ 303,650.00 (as per March 31YTD) for both programs
- 2020/2021 Budget expectation: \$438,850.00 with minimal number of competitions, not including Super 6 Event
- With increased costs, plan is to increase team fees to athletes to be %50 of carding money received – double what athletes have paid in the past
- OTP approved \$65,000 Next Gen support for the Women's Program in 2020-21
  - OTP funding request focussed primarily around increased support for technical leadership and IST
  - Added S&C coach to IST, increased Mental Performance support, nutrition will also be focus
- OTP and the Coaching Enhancement Program have added Christine (women's assistant coach) for enhanced support through the 360 assessment program

## **Domestic Competitions**

### **2020 Indoor National Championships**

#### **• COVID-19 Response**

As of March 24<sup>th</sup> 2020, 2020 Nationals were cancelled due to the COVID-19 pandemic. Notification was sent via email distribution to all registered teams, individuals signed up for the Nationals mailing list, and via social media.

On April 1<sup>st</sup> a full refund protocol was released to teams. Refunds for registration and event passes would be returned starting April 13<sup>th</sup> with completion the week of May 18<sup>th</sup>.

A 'Special Advisory' section was added to each Nationals page which listed COVID-19 updates from both VC and Nationals and also contains full refund details for teams.

All hotels were cancelled with no penalty to VC or to teams/parents. Teams (ABB & HFX) who booked via Event Connect had a non-refundable deposit which was converted into a credit for future use. This credit can be used outside of Nationals use.

Travel credits for staff travel may be lost due to timelines and/or individuals not able to participate in 2021 nationals. We will look into selling the credit to the individuals so they may use towards travel and VC can recuperate the loss.

To date, teams and parents have been very supportive of all measures taken by VC.



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- **Budget**

Due to the timing of the cancellation, we were able to save on a lot of Nationals expenditures. In addition, many items are transferable to 2021 Nationals and therefore the loss to the 2020 budget is not as significant as initially expected.

Items at a loss for 2020, most of which are due to being dated:

- Medal Ribbons
- Hotel gifting bags
- Water bottles
- Champions hats
- Player of the Wave gifting
- Schedule production (very useful resource for future planning)

- **Projects**

- Seeding review – identify if our system is working appropriately
- Schedule review/planning – update all scheduling templates and ensure we have thorough scheduling how-to guides
- Early planning for 2021 – getting ahead on as many 2021 planning items to reduce the pressure leading up to 2021 nationals
- Hosting Manual – Prepare a final 14U hosting manual to be shared with 2021 hosts.
- Staffing Plan- Review the current staffing plan for the national's team and identify changes would could increase planning efficiencies
- Communications Plan – establish a cohesive and functional communications plan that incorporates both indoor and beach and also manages 'down time'.
- 14U hosting goals and outlining the differentiation between 14U and 15-18U events
- Review possibility of hosting 13U nationals
- Surveys – conduct various surveys to collect feedback from members (registration, awards)

- **Beach National Championships**

The status of the 2020 Beach Nationals is still unknown, it is anticipated that a decision is to be made by the end of May at the latest. VC will be in communication with all PTAs to ensure open communication is made in regards to summer programs and tracking the cancellations, if any, of programs and events.

Budgets are being made in regards to reduced participation Nationals as well as a full cancellation. We are also looking into opportunities on variations of Nationals that could be run should smaller events be permitted by August. A hold has been placed on any spending in relation to Beach Nationals.

## **2021 Indoor National Championships**

VC is currently working on finalizing all MOUs for 2021 Nationals. Whereas some contracts were signed for 2021 it was determined that it would be best to proceed with the 2021 plan as opposed to running 2020 planned events in 2021.

We hope to have all MOUs signed shortly and notification to be sent to all PTAs in the coming week or two. Websites will be posted shortly however a formal public notification will only be shared at a later date.



## Hosts

City	Age	Dates	Facility	# courts
Ottawa	14U B & G	April 29 - May 2	Carleton University	12
Winnipeg	14U B & G	May 13 – 16	RBC Convention Center	11
Halifax	14U B & G	May 13 - 16	Canada Games Centre	5
Waterloo	15UB & 17UB	May 6 - 9	RIM Park	20
Regina	15UG	May 14 – 17 (Fri – Mon)	Evraz Place	27
Edmonton	16UG	May 13 - 16	Saville Centre	23
Montreal	18U B & G	May 22 – 25 (Sat – Tues)	Palais des Congrès	25
Regina	16UB & 17UG	May 20 – 23 (Th – Sun)	Evraz Place	27

This event schedule will prove to be a challenging year for VC with so many events being held in a short period of time. Due to the growth of the sport and the lack of size of facilities in the country the hosting plan made in 2017 is not feasible any longer (larger & fewer events). We are currently using the 'down time' to get ahead in planning and we hope that helps to alleviate some of the planning pressure to come in the next year.

## Athlete & Coach Pathways

### Athlete Pathways

- *Athlete Programs*
  - U19 Boys & U20/U18 Girls
    - Norceca - postponed events. All plans on hold at this time
  - NEP
    - 10 Regional ID Camps, 255 athletes attended
    - 16 athletes selected, of top 16 - one declined
    - BC – 5, AB – 4, SK - 1, ON - 5, NS - 1
    - Deposits due July 1.
  
- *Athlete Competitions*
  - Indoor Canada Cup
    - 2020 Update - May 1<sup>st</sup> decision. PTAs are not planning any travel for the summer of 2020.
    - Waiting for confirmation to host event in Calgary for 2021
  - Beach Canada Cup
    - 2020 Decision
      - Nextgen Coaches are preparing a Canada Cup format that is reflective of competition preparation for PT athletes.
      - Pending National Championships decision – mid-May.
  - Canada Games 2021
    - Updates/Technical Package –Draw format approved for 12 & 13 teams. Power Pool style format.
    - Coaching certification – in communication with Canada Games Council to ensure the coach certification requirements are attainable with the inability to offer courses. If they are not offered before mid-Sept, it won't be possible achieve certification. VC will continue to follow up with CGC on behalf of the PTA's.



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## Coach Pathways

- NCCP Performance Coach workshop –
  - Indoor - Planned for June 16-18, Calgary. May 1 decision to postpone to September, potentially with NEP in Richmond.
  - Beach – Planned would include Nationals – on hold until National Championship decision
- Coaching Development 2020-2021 Priorities
  - Development Coach Revision and Online module development
  - Data Mining and System Analysis for coach information
  - Application submitted for funding to Coach Association of Canada
- Coaching Development Opportunities –
  - Exploring opportunity to develop online content with National Team Coaching staff for coach professional development.
  - Cancelled - Coach development session at Nationals with Doug Beal
  - Promotion of coaching resources available with discount on modules – Foundations of Volleyball and Elementary
- Coach Certification policy – review of coaching certification policy for 2021

## Grassroots Development

- Creating a grassroots subcommittee to look at the connectivity and promotion of Smashball, Elementary Module and other resources.
- Promotion of the Smashball app is currently waiting for completion of translation

## Major Projects/Development Areas

- LTD 3.0 (Formerly known as LTAD) –
  - Created working group to revise Volleyball Canada's LTD model with alignment of the Gold Medal Profile/Athlete Development Framework/Coach Pathway and Sport for Life LTD 3.0.
  - Initial draft in first edits
  - A competition review is a significant step that would be a priority
- Gender Equity –
  - Working with Canadian Women and Sport, a gap analysis review and initial strategy plan work is in progress.
- Club Accreditation/Club Approval
  - Working with the PTA's to incorporate safe sport and best practices with a focus on club approval as a starting point/framework. This will include safe sport as a priority through educational modules.

## International Events

### Men's Continental Olympic Qualification Tournament

This event occurred on Jan 10-12, 2020 at the Pacific Coliseum in Vancouver and our Men's Team was able to qualify for the Tokyo Olympics.

The event was a success in most other respects with good attendance despite some poor weather in Vancouver. Financially, the net loss for the event was \$88,865, which was considerably better than we had budgeted. However we still are owing the US\$200k to NORCECA for the Rights Fee (they have agreed to allow us until the end of 2020 to pay this) and the depreciating Canadian \$ has eroded some of our profits.

### Men's Nations League



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We had announced Calgary as the Host City for Men's VNL on June 19-21, 2020 at Winsport Arena and had initiated ticket sales when FIVB announced the postponement of the VNL due to the COVID-19 pandemic. FIVB is considering the possibility of postponing this until Aug-Sep 2020. The FIVB is meeting with each of the hosting NFs and will convene a meeting of the VNL Council later this month. They have indicated a decision on VNL 2020 will be made by the end of April.

We also had planned to have the VC Annual Convention in association with the Men's VNL in Calgary however this will now occur as a virtual meeting.

### **Women's Nations League**

Similar to the Men's VNL, we had announced Ottawa as the Host City for Women's VNL on June 2-4, 2020 at TD Place Arena and had commenced ticket sales when the FIVB postponed VNL. We again are waiting on a final decision on the VNL by the end of April.

### **NORCECA U20/U21 Continental Championships**

We have announced to NORCECA that the City of Edmonton has decided that we could not have this event in May 2020 and NORCECA has subsequently decided to postpone the event. The intent had been to host the Girls' U20 Continental Championships on May 12-16 and the Mens' U21 Continental Championships on May 15-19, both in Edmonton in conjunction with the Nationals. These were planned to each be 8 team tournaments, and we would have had 2 competition courts at the Edmonton Expo Center – the feature court in Hall D while another court in Hall H. No decision has been made as to when and if it gets rescheduled. Unfortunately there were some costs incurred that we are trying to recover (mostly airfare for the Control Committee).

### **Sport Science, Medicine, Innovation**

- COVID Update Indoor National Teams:
- Tracked, supported and advised athletes on returning to Canada during the global escalation of COVID-19 cases world-wide.
- Since returning to home soil we have been developing a comprehensive support plan for all National Team Athletes. This includes:
  - Development of our remote monitoring platform on Kinduct.com.
  - Individualized S&C programming via Kinduct based on players equipment, physical needs, and medical status. Ongoing work on sourcing more equipment for athletes.
  - Custom rehab/prehab plans to address current issues, historic problems and mitigate future concerns via Kinduct
  - Mental Health Support,
    - Men: initial access to resources, constant ideas sharing via a specific WhatsApp group (COVID19 Sanity Guide) and onboarding of a clinical councillor that will run private and confidential remote sessions that athletes can request anonymously or staff/peers can refer athletes/staff to.
    - Women: Clinical councillor has reached out to each athlete individually and is conducting further one-on-one meetings as requested.
  - Sport Dietitian support
    - Men: started with generic recommendations and now working on individual support plans and strategies.
    - Women: Onboarding new dietitian that will be begin remote support initiatives in coming weeks.
  - Myself and Ryan MacDonald are Leads in a special task force looking at remote monitoring and developing in the physical domain in partnership with OTP.



- Women's Indoor Updates:
  - Onboarded a new Mental Performance Coach contractor, Billy Ryan. Works extensively with Tom Black at Georgia and worked with the team prior the last chance Olympic qualification event in January.
  - Onboarding a new Sport Dietitian contractor, following neutral & negative reviews of previous dietitian. Has athletes completing an initial evaluation survey before beginning team and individual support sessions.
- Men's Indoor Updates:
  - Have placed a hold on hiring new full-time S&C coach for Next Gen (interviews were conducted) and all IST staff for Jr. Program.
  - Developing weekly content to an extensive long-list of Next Gen athletes with resources for S&C, Rehab, Psychology and Nutrition,
  - Negotiating the purchase of Force Plate system for Gatineau Training Centre (portable) between 2 providers. Possible partnership opportunity.
  - Will be working on the creation of technical resource videos.
- Innovation & Research
  - 90% Completed our Sport Vision Training Innovation for Gold Project
    - Determined visual processing and reaction time specifics of our women's national team defenders, establishing a gold medal profile for this area.
    - Created a visual training video database that athletes can use to training the cue reading skills against top teams in the world.
      - Not quite complete, will collect more footage at one more event whenever competition resumes (money carried forward).
  - Submitted another I4G Grant to extend Sport Vision training work to look long-term, across more skills and include the men's teams.
  - Submitted an I4G grant to assess the use of collagen for improving tendon health with our men's indoor national team.
  - Signed deal with Kinduct to be our official Athlete Monitoring Platform through 2024. Work being done now in remote monitoring will be an added bonus in the future for the remote monitoring and support of athletes during pro and USports seasons.
  - Re-signed Partnership with Headcheck Health – Providing free access for baseline concussion testing and management for all National Team and Canada Cup teams.
  - Have been working with the Canadian Tire Analytics Group on beach analysis. Completed several steps in a long-term project:
    - Determine Key Performance Indicators for Men and Women
    - Developed match win probability dashboard based on set results - Can evaluate any world tour team
    - Developed Elo ratings of teams – used to determine probability of winning each match
    - Developed Win probability model to determine high pressure situations (+/- 1 point at a given score will change win probability by 'x')
  - In collaboration with the U of C's Sport Injury Prevention Research Center, finalizing injury surveys for 2020 club athletes to help assess injury rates this past year and in comparison to 2018 data. Also following up with the 1782 athletes from our 2018 survey. Will assess reason for drop-out for those who are no longer playing volleyball.
  - Completed a study in partnership with UBC Kinesiology to assess the validity of the VERT accelerometers (that our indoor teams use) on measuring ground impact forces.

In partnership with UBC Engineering, developing a visual object recognition system to track ball velocity, flight path specific info and resulting pass quality from video. Expected completion August 2020.





## Referee Development

As 2020 kicked off, the initial outlook of refereeing across Canada was extremely positive. Developmental training programs were established to see an influx of new referees, the established grassroots membership was excited for the commencement of PSO club seasons which would ultimately lead towards the culminating National Championships. Our high-performance referees were focused on the latter stages of the post-secondary seasons and for the select group of 24, the challenge of preparing for the coming National Championships in March. Unfortunately, due to the COVID-19 pandemic, the shape of refereeing (and all of our programs) was and continues to be severely impacted. Looking back on some of the key areas of the first quarter, highlights are as follows:

### National Championships

1. Volleyball Canada
  - a. Event planning was well under way
  - b. Projected participation of referees (including Management Team) across all events was going to exceed 400 unique members
  - c. Projected participation of referees (including Management Team) across all events was to include 12 PSOs (no representation from Nunavut), the United States and Puerto Rico
2. CCAA
  - a. Championships were played to completion albeit the event logistics surrounding the competition changed on a daily and sometimes hourly basis
  - b. The key takeaway for our referee group from these two events was the importance of understanding our own preparation and not allowing the changing environment to impact our performance standards
3. U Sports
  - a. Due to COVID-19, the championships were cancelled the evening prior to scheduled start date
  - b. Referee travel to the events was completed and the direction/communication from U Sports regarding return logistics following cancellation notice was limited and lacking clarity. This created both confusion and challenges for the referees at the events

### National Referee Committee

1. Annual Meeting
  - a. Originally scheduled for the June 26 – 28, 2020 @ Calgary
  - b. Has been moved to an online meeting format (same dates)
2. Transitions
  - a. The transition of referee chairperson from Scott Borys to Scott McLean continues to progress smoothly
  - b. Scott M will be looking to make personnel changes within the National Referee Committee and have a greater diversity of participants in key roles
3. Domestic Development
  - a. Planning for 2020-21 volleyball season is underway
  - b. Core material revisions (Rulebook, Development Programs, etc.) are nearing completion
  - c. Beach: Established the core members that will comprise the sub-committee to start driving the program
4. International Development
  - a. Everything is on hold pending the impact of COVID-19 on FIVB and NORCECA events and programs





### **Referee Engagement Centre**

1. Supplemental data requests to the final reporting requirements of the OTF grant were completed and successfully submitted
2. Grant file has been formally closed
3. Soft launch testing of the platform was conducted with the post-secondary championship referees. Feedback is being reviewed for potential implementation
4. Continuing to develop a video resource library for future content additions
5. Continuing to develop e-activity modules for professional development and future additions
6. Working with the platform developers on various quality of life updates

### **Referee Projects**

1. Reshaping the referee development program
  - a. Creation of e-modules that can be utilized as pre-learning program requirements to streamline grassroots and introductory programming
  - b. Creation of annual renewal testing modules
  - c. Expansion of training programs focused on the developmental leaders (E.g. Train the trainers, Master clinicians, etc.)
  - d. Enhancement of non-technical training materials
  - e. Implementation of new non-technical training materials (E.g. Safesport, Respect in Sport, etc.)
2. Beach Referee Committee
  - a. Establish current training materials for the development of new beach referees
  - b. Build a correlation between the beach and indoor developmental models
3. Update to Referee Policy Manual
4. National Mentorship Program
  - a. Program scope that is not focused solely on technical training of referees
5. Professional Development Program
  - a. Exploration of a referee specific certification maintenance program
6. Volleyball Registration System renewal project

### **Communications**

#### **2020 – Jan. to Mar.**

- Overall, pre-pandemic, there was quite a bit of positive activity as a result of Olympic/ Paralympic qualification.
- The success of Sarah Pavan and Melissa Humana-Paredes winning the Worlds and securing an early spot in the Olympics brought unprecedented attention to the beach program. Other beach teams were on the path to qualify.
- The indoor men qualifying in January 2020, after a successful event in Vancouver, provided a positive beginning to the year. The event met its attendance goals, and there was good exposure over CBC online (live audience for final match: 30,000) and general media coverage.
- The final international volleyball event hosted in Canada before the “lock down” was the Women’s Paralympic Qualifier held in Halifax in February 2020. It was the first time CBC online aired a full sitting volleyball event, with a cumulative tournament live audience of approximately 15,000. As well, the local media coverage was excellent thanks to the partnership of Volleyball Nova Scotia.
- Plans were also well underway to maximize Olympic and Paralympic exposure. (Now postponed). VNL planning/marketing was well underway for both men and women.
- The annual auction, held in February (Feb. 13 to 20), raised approximately \$37,000 (about the same as the 2019 total.) We were encouraged by some new donors, including local small businesses. To date, only one pandemic-related refund has been requested. A review of the auction is currently being undertaken as part of the staff projects while events and programs are on hold.



**2020 – Mar. to June**

- See submitted “**Communications plan**”
- *Other projects:*
- Resume work on VC app, and create a promotional for plan Smashball app (which is already available, but the promotion will begin once schools/programs are able to run again).
- Data-mining: look into audience data from social media and past web-cast broadcast numbers to help us decide how to best use resources moving forward. Also helpful for marketing/sponsorship plans/proposals.
- Research and implement better ways to collect, store and maintain alumni information for fundraising and communication purposes.

**Communications plan – March to June 2020**

*Key messages:*

- This is an unprecedented time for sport in Canada; and the goal is to work together to get through the pandemic in the most responsible and safe way.
- All teams and programs have been affected - from domestic competition to the Olympic Games. The health and safety of participants across the country is a key concern.
- It’s our responsibility to share reliable, trusted information.
- Volleyball Canada staff is working behind the scenes to be ready for the time when it’s safe to resume events and programming. In the meantime, there are projects underway that will help facilitate future operations.

<p>March 15 to 31, 2020</p> <p><i>Focus: crisis management</i></p>	<ul style="list-style-type: none"> <li>• Manage messaging surround new restrictions regarding sport and facilities</li> <li>• Convey latest information to volleyball community via direct e-mail message; web site and social media.</li> <li>• Keep “COVID” page updated on web site:</li> <li>• <a href="https://volleyball.ca/en/news/volleyball-canada-update-covid-19">https://volleyball.ca/en/news/volleyball-canada-update-covid-19</a></li> <li>• Adapt to fully remote office environment (all)</li> <li>• Work with local hosts to package messaging regarding VNL postponement</li> <li>• Work with VC advisors and Nationals team to manage communication regarding cancellation of Nationals and other cancellations/postponements</li> <li>• Share info on mental health:</li> <li>• <a href="https://volleyball.ca/en/news/responding-to-uncertainty-during-coronavirus">https://volleyball.ca/en/news/responding-to-uncertainty-during-coronavirus</a></li> <li>• Help launch and promote #RallyTogetherApart initiative with Volleyball stuff on social media channels, etc.</li> </ul>
<p>April 01 to April 15</p> <p><i>Focus: positive progress/support reliable messaging.</i></p>	<ul style="list-style-type: none"> <li>• Work with merch provider on communication regarding #RallyTogetherApart Share mid-way numbers regarding timelines</li> </ul>



<p><i>Development of meaningful content moving forward.</i></p>	<ul style="list-style-type: none"> <li>• Share social media posts from partners and athletes who are following the “stay home” messaging.</li> <li>• Cross post FIVB content on FB (Canadian match “replays”)</li> <li>• Sitting volleyball (April 10) male and female athlete Instagram takeover.</li> <li>• Create social media graphic to support messaging regarding stay at home, be smart, etc (English produced, French in progress).</li> <li>• Share reliable partner/sponsor campaigns (ie. COC, CSIs, PTAs)</li> </ul>
<p>April 15 to 30</p>	<ul style="list-style-type: none"> <li>• Announce Nationals dates for future 2021/22 after refund process begins for 2020 cancelled events.</li> <li>• Communication on the fate of VNL should be known by April 30 or sooner</li> <li>• Women’s team Instagram takeover (Date TBA).</li> </ul>
<p>May 1 to 30</p> <p><i>Focus: ready for the future!</i></p>	<ul style="list-style-type: none"> <li>• #Rallytogetherapart wrap-up release on totals raised for charity</li> <li>• Updates on VC programs/facilities if any available</li> <li>• Clarify Beach Nationals situation (ie postponed, cancelled?)</li> <li>• Web site article thanking those that helped athletes during lockdown.</li> <li>• Create a social plan (with Nationals staff) to engage Nationals sponsors and vendors in online promotions during the period when Nationals was scheduled</li> </ul>
	<ul style="list-style-type: none"> <li>• Revise advice on physical distancing, social gatherings etc as government restrictions begin to gradually loosen on recreational facilities, parks, beaches</li> <li>• Share info on international events as that comes available.</li> <li>• Web and social content relevant to status of events and programs. Program updates/athlete profiles, etc.</li> <li>• Launch app (tentative).</li> </ul>
<p>JUNE</p>	<p>TBA</p>



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## Partnerships/Policies

### Sponsorship

VC has been in regular contact with all partners throughout COVID-19. Prior to Nationals being cancelled, each were warned of the possibility of cancellation, and advance notice when the decision to cancel was made. All partners understood and supported VC's decision.

A majority of VC's partners are now working from home. Performance Health and Mikasa continue to operate their warehouses.

### Volleyball Stuff

On March 27, VC and Volleyball Stuff launched the #RallyTogetherApart campaign, which includes the Nationals clothing line and a standalone line. The campaign will see Volleyball Canada donating its royalty, matched by Volleyball Stuff, to Food Banks Canada. Prior to Easter Weekend, Volleyball Canada and Volleyball Stuff donated \$15,000 to Food Banks Canada. The sale will end on April 30<sup>th</sup>. Merchandise purchased will be printed in early May and shipped in mid-May.

VC is working with Volleyball Stuff to promote its sponsors, including co-branded Mizuno and lululemon. A back-yard contest is in the works that would promote Mizuno and Performance Health.

### Mizuno

VC has been in touch with Mizuno who has closed down its warehouse and offices for the time being due to COVID-19. VC is exploring working with Mizuno on a social media piece to recognizing coaches. VC continues to explore other ways to promote the partnership on social media with Mizuno.

Mizuno will likely face the biggest impact from COVID-19 with sports possibly not resuming until mid-summer.

### Performance Health

VC has been working with Performance Health on a promotional campaign. Performance Health has supplied 20 athletes with some Theraband resistance bands who will promote their workouts with the products on social media. The campaign is benefitting some VC athletes who didn't have access to strength equipment while promoting the partnership with a sponsor whose contract expires at the end of the year.

### Wilson

A partnership renewal package was sent to our new contact at Wilson. A decision is pending, however, COVID-19 has delayed all decisions from Wilson. Volleyball Canada contract with Wilson has expired but have given first right of refusal to Wilson.

## Governance

### Pan Canadian Policies

The proposed set of Pan-Canadian policies are intended to establish a consistent, harmonious set of policies for volleyball in Canada on common issues. It is recommended that these draft policies be stand-alone policies.

For the last year, VC has worked through an Ad-Hoc Committee on establishing a set of Pan-Canadian Policies that would apply to all VC Members. In March, VC was ready to submit a draft to provinces, however at the last minute received a note expressing concern.



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Over the last several weeks, VC has worked closely with a provincial association to address concerns they expressed on the draft Pan Canadian Policies. The latest draft is improved and more consistent.

It is recommended that these draft policies will be reviewed at the upcoming Volleyball in Canada meetings to take place in June 2020. A key to moving forward would be to have Provincial and Territorial Associations approve the document in principle with a firm deadline for formal approval.

A revised timeline for the Pan-Canadian Policies would be as follows:

- April 21 – Signal check with VC Board of Directors
- April 22 – Send to the Provincial/Territories for Comment
- May 22 – Provincial/Territorial Comments to VC due
- June 2020 – Present Pan Canadian Policies for Approval in Principle
- October 2020 – Formal Approval of Pan Canadian Policies

Should the board agree, VC would send out the proposed timeline and draft policies.

**Action:** Proceed with proposed dates

**9. Appeals and Code of Conduct**

Dan

- o No Appeals filed

**10. Next Meetings**

- May 19th

Zoom Call

**11. In Camera**

Kevin

**12. Adjournment**