



Volleyball Canada Board of Directors
Tuesday, 27th April 2021, 20:00 EST
Zoom Meeting

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Sylvie Bigras

Second: Parrish Offer

7-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Reports

- NORCECA
 - o more qualifying events being cancelled – utilizing rankings to select births for age class World Championships
 - o anticipating a board meeting in the next month
- FIVB
 - o Cancun Bubble
 - 600 + players, coaches, refs and officials
 - 25 days
 - 3 back to back events
 - 1000+ PCR tests
 - 3500+ Antigen tests
 - 2.2 M dollar investment
 - o Board of Admin meeting scheduled for May 18th
- COC
 - o New Tokyo Playbook came out – currently reviewing
 - o Virtual Session and associated meetings April 29th – May 1st
- OTP
 - o NSO info sessions are planned for June to review requirements for fall submissions

4. Finances

Attached (4 documents)

Notes:

- Audit is occurring the week of April 26-30
- Finalizing Year end data for audit- expected surplus approx. 165k for year end March 31 2021
- Cash on hand: 1.4m Cdn, 200k US
- 21/22 Budget: approved last meeting, implemented. CEWS/CERS and province of Ontario supports have since been announced that will be helpful- will work on forecast adjustments post-audit

Gov't:

- 21/22: finalizing administrative items for release of first instalment of gov't funding (Sport Canada amount 2,188,350)



- Lockdown subsidy for April available for Ottawa/Downsview. Expected to receive additional support for small business/ energy rebates in Ontario.
- CEWS/CERS to be extended to September (reduced amounts from June to September tbd).

5. Governance

- Governance
 - Call with ED's on proposed governance on April 22
 - No issues to report
 - Continue to work with programs on TOR
 - For approval: High Performance Management for approval Attached
 - Input has been sought from all HPDs.
 - For approval: National Indoor Committee Attached
 - Input received from Domestic Competitions and current chair Attached
 - For approval: National Beach Committee Attached
 - Input received from Domestic Competitions and current chair
 - For approval: Awards and Alumni Committee Attached
 - Input received from staff

Motion: To approve all 4 TOR's insuring inclusion statements and an Alumni definition

Moved: Dan MacIntosh

Second: Cam Wheelan

7-0

6. Operational Reports

Men's Program

- **Senior Team**
 - **Pro leagues.** Playoff conclusion on-going. Some players are back in Canada already. Others will follow in the next couple of weeks. Glenn landing in YUL on April 23.
 - **Nations League 2021.** We are still awaiting information on full schedule, hotel arrangements, etc
 - VNL Preparation will take place in Gatineau. Tentative start date with full team: May 10. A few athletes will start training around April 21 with Dan Lewis.
 - **Olympic Games.** No updates since last report
- **NextGen Program.** 16 athletes invited. 16 athletes accepted. Training to start on May 24. Joao Paulo Bravo (HC) - Matt Harris/Chris Voth (AC)
- **U21 Program.** Virtual selection process on-going. Deadline for submission is May 16. Training to start on July 5. World Championship in Bulgaria/Italy from September 23 to October 3. Ryan Marsden (HC) - Ian Eibbitt/Gabriel DeGroot (AC)

WOMEN'S PROGRAM

- **Senior team**
 - **Pro leagues.** Playoff conclusion on-going. 3 players are currently in Richmond training. Shainah Joseph is in Gatineau training in the Men's Center. The other athletes/staff will go to Italy directly from their club in Europe
 - **Nations League 2021.** We are still awaiting information on full schedule, hotel arrangements, etc
 - VNL preparation will take place in Italy. Players/staff who are in Canada will leave on May 1.
- **Staffing**
 - Search for Bree's replacement is completed. The new coordinator is Kevin Duquette. His first official day will be April 26
- **NextGen Program.** Athlete's video submission for virtual selection is on-going. Start date of the program is May 24. No competitions for this group this summer



Beach Update

- The Toronto COVID-19 Stay-At-Home/Lockdown continues. Beach National Team training continues under a High Performance Exception available only to National Teams and to professional sport teams (NHL, NBA, MLB, MLS...etc.).
- There will be 3 consecutive FIVB 4-Star events run in Cancun, Mexico from April 16-May 2, 2021. Canada has 7 teams currently registered:
 - Men: Sam Schachter / Sam Pedlow, Grant O’Gorman / Ben Saxton, Aaron Nusbaum / Mike Plantinga, Jake MacNeil / Will Hoey (Only playing in the 3rd event)
 - Women: Melissa Humana-Paredes / Sarah Pavan, Heather Bansley / Brandie Wilkerson, Julie Gordon / Shanice Marcelle
- Canadian Results at the first Cancun FIVB 4-Star event (April 16-20, 2021):
 - Women: Melissa Humana-Paredes / Sarah Pavan – 2nd Place, Heather Bansley / Brandie Wilkerson – 9th Place, Julie Gordon / Shanice Marcelle – 41st Place
 - Men: Grant O’Gorman / Ben Saxton – 25th Place, Sam Schachter / Sam Pedlow – 33rd Place, Aaron Nusbaum / Mike Plantinga – 41st Place
- The Beach National Summer Program training start date has been delayed to May 31st because of the Toronto COVID-19 Stay-At-Home order.

Sitting Update

- Men’s Qualifier in Germany has been confirmed for June 1st - 5th, will send a roster of 10 athletes and 4 staff to event
- Will have preparation training camp in Edmonton April 28 – May 2nd
- Women have been invited to the USA for friendly matches May 26-31st – unsure if team will attend due to COVID restrictions and quarantine on return, will have training camp if they do not attend

Athlete & Coach Pathways

Youth National Team Program – 2021

- U19 Men
 - Selection process underway: virtual ID process until end of April.
 - Potential opportunity to train with Team USA/Bulgaria/Puerto Rico in Anaheim
 - Program dates May-June 2021 Virtual and July 2021 in person at UBC
 - Lead Coach: Mike Hawkins
 - Assistant Coaches Named:
 - Dave Preston, Nathan Groenveld, Matt Krueger, Brock Davidiuk, Jared Brown
- U20 Women
 - 30+ applications for U20/Next Gen – Decision on programming by end of April
- U18 Women
 - Application completed for World Championships – Sept 2021
 - No plans for summer programming

National Excellence Program (NEP) – Women

- 18 athletes selected – 100% acceptance rate

Long Term Development

- LTD 3.0 manual – feedback presentations ongoing (TDs/EDs/DDC/Clubs)
- Athlete Development Matrix – resources for life skills/psychological skills being developed
- Grassroots Working group – actively meeting to support direction, promotion and resources for appropriate skill levels, along with metrics to determine growth



Coaching Development

- Advanced Performance Coach (new Level 4/5) and High Performance Coach (new Level 4/5) certification - Conditional Approval by Coaching Association of Canada
- Changed NCCP course term from "Elementary Volleyball Leader" to "Community Coach" in order to reflect the broader community VC wants to reach with this module.
- Development Coach workshop – Learning Facilitator training completed
- Revised course fee structure proposed to PTAs
- Development of NEW Community Coach workshop (ONLINE) – focused on club operated programs for 6-12 year old

Club Approval

- Finalizing the workflow process with Sportlomo
- Promotional items to be developed

Referee

- Referee Webinar Series
 - Delivered three of four sessions of the current referee webinar series
 - Safe Sport (February 21)
 - Systemic differences between mentoring males and females (March 14)
 - Participant relationships from the perspective of the coach/athlete (April 18)
 - Technical Analysis of Video (~~May 23~~, moved to May 30)
 - Participation levels continue to be positive with interest from all provinces
 - Bilingual delivery of all webinars continues to be well received by the Francophone members of the refereeing community
 - Summer webinar series (June – August) will be focused on beach volleyball
 - Indoor series will recommence in September
- Environmental Scan
 - Working with Julie and Caroline to conduct an environmental scan of the referee membership pertaining to Safe Sport
 - Primary goal is to identify gaps within the referee community and develop strategies pertaining to diversity, equity and inclusion
 - Survey was distributed to the referee membership on April 12th with a closing date of April 26, 2021
 - Current return rate is roughly 20% (469 of 2500) with the hope of reaching 30%+ by the submission deadline
- Referee Mentorship Program
 - Foundations of a national mentorship program have been drafted are undergoing peer review through the Referee Executive.
 - Following initial review, a working group will be formulated to start incorporating the PTA Referees into the process
 - Primary pillars of the program are based on technical, theoretical and human skill sets
 - Initiated some outreach to other NSOs to start collaborating on best practices of referee mentorship
- Annual Referee Meeting
 - Scheduled for June 12 – 13, 2021
 - Annual referee meeting be conducted in a virtual setting
 - We are looking to expand the agenda from standard administrative processes to be more inclusive of professional development opportunities



National Competitions

- Indoor youth Nationals to be officially cancelled by end of April
- Beach Nationals – still looking into options
- Road to Nationals social media campaign to extend May – September, topics on diversity, safe sport, beach, mental health
- Days of nationals social media campaign to be held in May; thank you to host cities, partners, etc
- Working with Comms on an HP 'best wishes' campaign for VNL and other major events.

International Events

- FIVB has announced that the 2021 Challenger events for VNL entry for 2022 have been cancelled. This means CAN is guaranteed to have both teams in VNL 2022.
- Spoke with Cristobal Marte, who indicated that it is looking difficult to have NORCECA events this summer. He is waiting for FIVB to announce their decisions on their events, then will convene a NORCECA SOC meeting to discuss NORCECA events for 2021.
- We have tentatively reserved the competition hall and hotels for the NORCECA Sr Men's Continental Championships, but otherwise no further preparations are being made
 - Hosting grant applications have been submitted for federally and provincially

VRS RFP Project

- Development and testing of the Sportlomo system continues.

IST

- Finalizing all IST staffing. Most contacts complete. MNT Jr. & Next Gen therapist posting closes Apr 25.
- Delayed test launch of Combine due to COVID. Now working on business model and partnership options with PSO's
- Expanded GMTM for virtual tryout process with PSO's. Intent for most to be using by 2022.
- Ongoing development of auto generating post event reports and opponent scouting reports for beach
- Extensive work being done on COVID protocols and testing for May training and international travel with VNL

Safe Sport/Diversity & Inclusion

- **Safe Sport:**
 - Safe Sport Presentation to OVA Board
 - Safe Sport Resource document created for PTA Boards and sent to PTA's.
 - VC/PTA Working Group being established for Screening and Training implementation
 - VC's Independent third-party Safe Sport Officer and Complaints Process being adopted by several PTAs. (BC, AB, MB, ON, NS confirmed)
 - Worked with several PTAs on Safe Sport cases
 - Launched Referee Environmental Scan survey with over 400 responses so far. Survey closes Friday with summary report being developed.
- **Diversity & Inclusion:**
 - Gender Equity and Indigenous training completed for all VC staff by March 31st, 2021.
 - Finalized an agreement with Women in Sport for participation in the Playbook Program – working with the Ryerson Institute on Diversity, examines gender equity in our sport and develops strategies and plans to address shortfall areas. Preparing to launch the program shortly.



Communications

- Update: Announcements distributed so far since last update: Men's NextGen Team, women's NextGen plans, Cancun Hub beach volleyball news (Silver Medal!!) and continues through early May. Coming soon is announcement regarding Nationals.
- Update: Auction promoted and completed, successfully meeting financial goals.
- Continue to focus communications/messaging on supporting a safe and positive "return to play." Including "Road to Nationals" and monitoring the international situation, i.e. Olympic/Paralympic qualification ... continue to adjust planning accordingly.
- Upcoming: VNL promotion for both men and women in the works. Taking guidance from FIVB (planned promotional seminar with FIVB – April 27) .
- Working with women's team to produce and coordinate retirement announcements (five out of seven completed, distribution TBA).
- Planning of virtual Hall of Fame content initiated.
- Video/photo content for beach Inter-squad tournament completed.
- Ongoing "coach profile" content created (web site and social media) to highlight the stories of outstanding volleyball coaches in our community. Positively received to highlight current coaches and inspire up-and-coming coaches.
- New alumni spotlight began on web and social media, similar to coach profiles, but highlight alumni achievements. Two shared so far: Indoor women and beach alumni highlighted so far.
- Revising comms plans for Tokyo 2020-1 for both Olympics and Paralympics. Engaging with both COC and CPC to align with their messaging surrounding the Games and how they may look different for all involved. Participating in Olympic Preparation Seminar (late April) and working with CBC to have content ready for Tokyo 2020.
- Continuing adjusting opps plan due to pandemic restrictions and postponed events.
- Fundraising: Completed "mission statements" and press release for new funds that will be administered through the Canadian Olympic Foundation. COF hosting the funding pages, which are actively receiving donations.

Partnerships:

- New in-kind partnership signed with PUSH
 - Official Strength and Conditioning Technology Partner
 - Allows us to monitor athletes S&C remotely
- New partnership with Nothers announced this week
 - Focus on awards and Hall of Fame
- Participant Engagement
 - Working internally on Olympic/Paralympic banner to engage VC athletes and Sponsors
 - To launch in next few weeks

Merchandise

- Working with Volleyball Stuff on May sale
 - Likely run the month of May
- Working to promote Team Canada indoor jersey
 - Likely a sale prior to Olympics
- Early discussion with Volleyball Stuff to continue partnership / Expires 2022



Operations

- Will be onboarding new staff in Richmond BC (Kevin Duquette- women's teams coordinator)

7. Next Meetings

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|-------------------------|-------------------------|----------|
| - May 19 th | Special Members Meeting | via zoom |
| - May 25 th | | via zoom |
| - June 22 nd | | via zoom |

8. In Camera

9. Adjournment