



Volleyball Canada Board of Directors
Thursday 31 August 2023, 10:00 EST
Hilton Quebec Hotel, Artisan Room

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Boris Tyzuk
Parrish Offer

7-0

Second:

2. Conflict of Interest Declarations

- No conflicts declared based on agenda and distributed materials.

3. External Relations Update

- NORCECA
 - In in full event now
 - Travel and Visa's are posing a real challenge
 - We will have Zonal meetings and elections this fall
 - Men's NORCECA Championships in Charleston West Virginia
- Sport Canada
 - Mark
 - New Minister of Sport in the latest cabinet shuffle
 - Pascale moved to Heritage – definite promotion
 - Carla Q to Sport
 - Sport Ministry now includes Physical Activity
 - Safe Sport funding
 - NSO's was about 10 percent oof what was asked
 - In many cases this is a reduction from the previous year
 - In essence Safe Sport has become an unfunded mandate
 - Gender Funding
 - Applications will be accepted in October
 - Sport Canada Compliance and Accountability Unit
 - New department has been established
 - Hired an outside company to finalize the Universal Code of Governance
 - Parliamentary Hearings
 - Women and Girls in Sport has submitted a report
 - Heritage Hearing has not yet submitted a report
 - Sport Canada has 90 days to respond upon receiving the formal reports



- FIVB
 - Mark
 - Youth World Age Class Championships are currently under way (U19 and U21)
 - Olympic Qualification tournaments are about to start. Women first then men.
 - Women will stage in Korea and the men In Japan
- COC
 - New 18 month NSF enhancement program being launched
 - 95k ask for governance and safe sport support focused on supporting clubs
 - COC has initiated a survey to determine and support where Canadians are on International Boards
 - Mercer Compensation Report coming out 2nd or 3rd week of September
 - Untranslated draft will come out as soon as available
- PTA's
 - Sport Lomo meeting
 - Club Governance
 - Safe Sport Funding

4. Governance

- Sport Canada Sport Reform
 - Mark
 - Action Plan by 2024
 - Goal would be to have must items in place by spring of 2024
 - By-laws and Policy's to review and or Update
 - Attached
 - Boris, Gord and Mark have done a review of the proposed Governance Code and identified areas where VC needs to take action.
 - From a compliance perspective we hope that most changes will be policy driven and not requiring constant by law revisions and member approval
 - Discussion on how best or even if to expand our current board size, specifically. adding a second athlete representative, a number of alternatives were discussed.
- National Officials Committee Chair
 - One nomination was received for Scott Borys, Nomination Chair reviewed and subsequently recommended to the board chair. The chair accepted the recommendation.
 - Kevin went on to acknowledge Scott McLean for his work as previous chair.
- Volleyball Canada Directors – Election Report
 - Mark
 - Attached
 - A of the election report was provided as information
 - Served as a reminder to discuss our board and chair succession planning



5. Finances

- Audited Financial Statements
Attached
 - For information, approved at last BOD
- Cash on hand Aug 22: 1.8m CAD, 240k USD
 - A 100k CAD term GIC (non-redeemable) from referee savings
 - 7 GICS totalling approx. 780k, cashable.
- Bank recs and VRS reconciliation to June 30, Credit cards to June 30(Visa) /July 7 (amex)
- Audited FS for March 31 2023 included in annual report
- Forecast- Budget:
 - -125k right now from original budget.
 - Budgeted 200k for safe sport revenue (feds), awarded 26.5k (-173.5k)
 - International travel for indoor/ para teams continues to be high due to airline/accommodations costs increase
 - Nationals looks to be 250k better than budgeted: Merch/clothing sales very positive, cost controlled staffing and venue dressing well. To improve: Referee services.
- COF investments value as at June 30 2023:
 - General: 1,044,672
 - Wong Family: 39,048
 - Ng family: 38,532
 - Hoag family: 37,971
 - Still working on refining reporting and presentation
- Onboarding new finance staff (Val will take on payment processing /accounts receivable, Nuri Kim to lead accounts payable/referee admin). Working on process improvements for the fall to implement over winter.

6. Ethics Committee

Boris

- Current appeals, complaints etc.
 - 2 current beach carding appeals – resolved
 - See Safe Sport Report in Operating for updated case numbers etc.
 - Still concerns about the timeliness of OSIC cases

7. Athlete Council

Cam

- Updates and activity
 - Cam attended the AthletesCan Conference in Vancouver
 - Cam clarified that we are a Governance Board
 - Felt we are doing well
 - Discussion around adding an additional Athlete Rep, pros of a second voice, and succession planning. Most of the discussion occurred earlier in the Sport Reform under governance

Action: Boris and Mark to identify solutions that comply with the Not For profit Act and Universal Code of Governance to add an Athlete Director or an additional Director should the board find it necessary



8. Operating Reports

WOMEN'S PROGRAM

- Senior team
 - Finished 10th in VNL (12th in 2022). 6 wins/6 losses. Maintained its spot for 2024
 - Finished 8th at Pan Am Cup in Puerto Rico (the team travelled without 4 starters)
 - The team will travel to Québec City on August 26 to attend the NORCECA Championship (Aug. 27-Sept. 3)
 - The team will leave for Seoul, Korea (Olympic Qualifier prep) on September 7, then on to Ningbo, China on September 14.
- NextGen team
 - Finished 5th at the U23 Pan Am cup in Mexico.
 - Currently playing at the NORCECA Final 6 in Santo Domingo. The program will end its activities after that event (September 27)
- Staffing
 - Carolyn O'Dwyer's last day with VC is August 28. Matt Krueger will officially replace her as NextGen coach starting on September 1st

MEN'S PROGRAM

- Senior team
 - Finished 12th in VNL (15th in 2022). 3 wins/9 losses. Maintained its spot for 2024
 - Currently training in Gatineau. Will attend the NORCECA Championship in Charleston, WV, USA from September 3-10
 - The team will leave for Tokyo, Japan (Olympic Qualifier prep) on September 19 then on to Xi'an, China on September 26
- NextGen Team
 - Just finished 1st at the Pan Am Cup in Guadalajara. Beat Brazil 3-1 in the final. 1st ever gold medal for our men's team at Pan Am Cup
 - The team will reconvene in Edmonton on September 16 for the NORCECA Final 6 tournament.
- U21 team
 - Finished 11th at the U21 World Championship

Beach Update

- 2023 Edmonton Challenge (July 20-23) – Canadian Main Draw Results:
 - Heather Bansley / Sophie Bukovec – 9th Place
 - Sarah Pavan / Molly McBain – 17th Place
 - Amanda Harnett / Lea Monkhouse – 19th Place
 - Arran Chambers / Liam Kopp – 19th Place
- 2023 Montreal Elite 16 (July 26-30) – Canadian Main Draw Results:
 - Melissa Humana-Paredes / Brandie Wilkerson – 1st Place
 - Sarah Pavan / Molly McBain – 9th Place
 - Sam Schachter / Dan Dearing – 13th Place
- 2023 Junior Commonwealth Games in Trinidad & Tobago August 4-11, 2023 – Canadian Results
 - Men: Oliver Toomes / Andon Kiriakou (ON) – Gold Medal
 - Women: Katarina Drozd / Calinda Kok (ON) – Gold Medal
 - Closing Ceremony Flag Bearers: All four (Oliver, Andon, Katarina and Calinda) were chosen to be the Canadian Flag Bearers at the Closing Ceremonies as they were the only Canadian Gold medalists at the 2023 Junior Commonwealth Games



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- VC NORCECA Open Trials, Ashbridges Bay, Toronto (August 13-14, 2023):
 - Men:
 - Sam Schachter / Dan Dearing – 1st Place
 - Liam Kopp / Aaron Chambers – 2nd Place
 - Jake MacNeil / Alex Russell – 3rd Place
 - Women:
 - Heather Bansley / Sophie Bukovec – 1st Place
 - Marie-Alex Belanger / Lea Monkhouse – 2nd Place
 - Devin Corah / Adriel Goodman – 3rd Place
 - 2023 Beach Nationals, Ashbridges Bay, Toronto (August 18-20, 2023):
 - Senior Men:
 - Sam Schachter / Dan Dearing – 1st Place
 - Jake MacNeil / Alex Russell – 2nd Place
 - Max Losier / Robert Kemp – 3rd Place
 - Senior Women:
 - Marie-Alex Belanger / Lea Monkhouse – 1st Place
 - Heather Bansley / Sophie Bukovec – 2nd Place
 - Akash Grewal / Nicole McNamara – 3rd Place
 - 20U (VC Trials for FIVB U21 World Championships Roi-et, THA November 8-12, 2023):
 - Men: Colin Lash / Charlie Ellinas – 1st Place
 - Women: Ruby Sorra / Emma Glagau – 1st Place
 - 2023 Volleyball World Beach Pro Tour Challenger and Elite 16 Events (Showing Canadian results):
 - Gstaad. SUI Elite 16 (July 4-9, 2023):
 - Melissa Humana-Paredes / Brandie Wilkerson – 5th Place
 - Sarah Pavan / Molly McBain – 21st Place
 - Espinho, POR Challenge (July 13-16, 2023):
 - Sarah Pavan / Molly McBain – 9th Place
 - Nicole McNamara / Megan McNamara – 9th Place
 - Upcoming 2023 Canadian FIVB Beach Events:
 - 2023 Halifax Futures – September 21-24, 2023

Sitting Update

- TCWSV Preparations for World Cup (November – Cairo, EGY)
 - September – Training Camp
 - October – Centralization & Training Camp
 - November – staging in Val de Reuil, France prior to World Cup
 - Val de Reuil will be staging location prior to Paralympics if qualified
- TCMSV Preparations for World Cup (November – Cairo, EGY)
 - September – Training Camp
 - October – Training Camp
- World Cup – MW
 - Participating teams confirmed (as of Aug 21):
 - WOMEN: Brazil*, Canada, China*, Congo, Egypt, Germany, Kenya, Mongolia, Slovenia, Ukraine, USA*



- MEN: Algeria, Brazil*, Canada, China, Congo, Egypt, France, Germany, Great Britain, Iran*, Japan, Kenya, Nigeria, Ukraine, USA
*denotes already Paris2024 qualified
- Tournament schedule and competition format to be released. We have expressed concern around a qualification event with qualified and unqualified teams competing together – provides opportunity for match fixing. WPV is not receptive to feedback on this matter.
- Highest finishing men's team and highest finishing women's team not already qualified for Paris2024 will receive berth.
- TCWSV Culture of Excellence Project and the Culture Audit and Assessment Tool ongoing – survey closed, data presented to HPD and shared with CEO and COO. Next steps include Culture Coalition within team to review data further and develop action plans.
- Upcoming NextGen ID Camps (Pilot):
 - September 23 – Toronto
 - September 24 – Montreal
 - Sessions led by Nicole and current NT athletes with support from Regional Coaches

Athlete and Coach Pathways

- Above Reference Funding Received for Community Sport for All Initiative - Newcomers
 - Final Report completed.
- Community Sport for All Initiative – Indigenous Communities in Quebec
 - Final Report – in progress
- 2023-2024 Grant Application Submitted –
 - \$700k request – focus on resources, marketing plan, mentorship within communities
- Team Canada U19 Women:
 - World Championships (August 1-11, Budapest)
 - 19th place finish
- Team Canada Red/White Canada Cup
 - Gold & Bronze @ Canada Cup
- Coach Pathways
 - 2024 Coach Eligibility – Committee Feedback incoming
 - Performance Coach Workshop – Quebec City - August
 - Community Coach Schedule for fall – being updated
- Canada Cup
 - July 19-23, 2023 – Canada Games Park and Brock University
 - Successful event with 39 teams.
 - 2024 location to be announced by Sept 1
- Canada Games 2025+
 - Technical 1 Meetings in NFLD in September
 - 2029 Sport Application – due Sept 8.
- Department Staffing Update
 - Coordinator, Athlete and Coach Pathways: Lara Schroeder



Referee

- **Referee Committee Meeting**
 - Held June 24 – 25, 2023 in Calgary
 - Held in lieu of Referee Committee attendance at the AGM / Convention
 - Referee Committee was advised that future meetings are in conjunction with the AGM / Convention schedule but they are welcome to increase their general meeting schedule in a digital format
- **Referee Committee Chair Nominations Procedure and Results**
 - Current Chair second term expires with the 2023 AGM / Convention
 - Worked with the Nominations Committee to solicit potential interests in the position of Referee Committee Chair
 - One nomination submitted in full by the August 18 deadline
 - Nomination Committee will be putting forward Scott Borys' name to chair the Referee Committee for the new term (2023-2025)
- **International Competitions**
 - Five NORCECA certified referees have all actively participated in at least one competition throughout NORCECA or Pan-American championships
 - Six FIVB certified referees have all received at minimum one nomination to an FIVB event
 - Canada is the only country with six different referees participating on the FIVB schedule in 2023
 - Six of Seven Beach international referees have actively participated in one FIVB competition
- **International Development**
 - Canada will have one referee participating in the 2023 FIVB Beach Volleyball Referee Candidate Course (November '23 @ Thailand)
 - Canada is preparing the for the possibility of both beach and indoor participation in a NORCECA referee course in 2024

National Competitions

- Youth Nationals Toronto complete – overall success with 276 youth teams and 64 Sr teams
 - Increase in event size and scope will require additional staffing to avoid burnout.
- Vancouver Beach Nationals runs this weekend, increase in 2022 numbers. University event is the following weekend; we had sufficient last minute registrations to run but it is quite small this year (25 teams)
- Looking to run a registration lottery for 2024 indoor youth nationals to remove pressure on teams and VRS
- Sr Nationals will be turned into an East and West Open in an effort to build a base of teams interested in competing.
- Combine is scheduled for two stops in the territories for 2023/2024; also, will be in 4 – 5 provinces, will work with NEP if timing works out.

International Events

Beach Pro Tour –Edmonton

- Very successful for a first time event
- Marketing by Volleyball World was not great; ticket sales were OK
- Technically a very good event
- Need to reassess venue/location for next year

Beach Pro Tour – Montreal

- Outstanding event, well organized; excellent venue
- Tickets sales very good, sold out on Saturday and Sunday
- FIVB rep: “best first time event ever”



- Great result: Melissa/Brandie win!

NORCECA Women's Championships

- Ticket sales have been very good
- Local OC very strong and well mobilized
- NORCECA has been late and disorganized

Pan Am Final 6

- NORCECA late and disorganized
- Have engaged local marketing support (Do North)

Beach Pro Tour - Halifax

- Futures event, Sept 21-24
- Planning going well

2024 Events

- VNL 2024 will return to Ottawa June 4-9
- Discussions have commenced re Beach Pro Tour event dates for Edmonton, Montreal; difficult to schedule due to the Olympic break
- Sport Canada has informed of significant cuts to the Sport Hosting program starting in 2024; preference will be given to A team, OTP program events

VRS/LMS

- VRS: some challenges with Sportlomo responsiveness; review being undertaken
- LMS RFP process has been suspended due to workload with other activities

IST

MNT:

- Currently mid-way through training camp for OLY Qualifier. A new initiative, that we are hoping to continue in the coming years, is that we are feeding our Senior athletes to help maximize recovery from training, to continue improving body composition and energy availability for training, and removing a stressor from the daily athlete lives.
- Finalizing strategies for IST support to our targeted U21 and Next Gen athletes as they return to University and Pro Clubs.
- Finalizing IST details/delivery for the start-up of NEP, next month.

Combines:

- Finalizing schedule with events and currently finalizing content for the visit to NWT in the Fall.

WNT:

- Currently in the final training phase heading into Norceca's in Quebec, and Olympic Qualifiers in China
- Out mental performance coach has joined the DTE and will remain with us until the end of the season
- Working with our dietitian to create a plan for safe protein options while competing in China
- Creating a sleep and light exposure plan using the INS app "Perform Away" to help with jetlag on our trip to Asia



Safe Sport/Gender Equity, Diversity & Inclusion

- VC has received its quarterly report for April 1 to June 30, 2023, and had the following summary of volleyball cases from Abuse-Free Sport:
 - Complaints/Reports Received during the reporting period - **21**
 - Cases Open - **16**
 - Cases Closed - **5**
 - Cases Deemed Admissible - **13**
 - Admissibility Determination Pending - **3**
 - Total Cases Under Independent Investigation on March 31, 2023 - **8**
 - Total Cases with Provisional Measures in effect on March 31, 2023 - **8**
 - Total Cases with Sanctions imposed on March 31, 2023 - **1**
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- VC currently has 9 individuals on the Abuse-Free Sport Registry with Provisional measures applied pending the completion of their cases.
- VC has renewed its agreement with Abuse-Free Sport. VC has been notified that its annual fee with Abuse-Free sport will remain the same as 2022-2023.
- In order to be fully compliant with UCCMS and insurance requirements, VC is requiring that all Persons-In-Authority (PIAs) be fully compliant with Safe Sport requirements before their membership status is approved for the 2023-2024 season. This has been communicated to PTOs.
- VC manually completed PIA Safe Sport checks for the 2023 Beach National Championships.
- VC has received a complaint from the VC Beach National Championships which is being reviewed with follow up by the Discipline Committee Chair.
- We are continuing to meet biweekly with ITP on the development of the Youth Safe Sport resources, which are in production. Filming has taken place for volleyball and plans are being finalized for a volleyball national program athlete to present as part of the video.
- VC is applying to COC for Safe Sport funding to assist PTAs and Clubs with managing Safe Sport requirements.

Communications

- NOTE: Due to the departure of the comms. coordinator in early summer; and search for replacement (near completion), plans were modified to use freelance assistance where possible. Needless to say, the summer has been a challenge given the number of teams and events in progress. Content creation has been ongoing and executed for summer events.
- Event support completed for international Beach events (onsite in Edmonton & Montreal)
- Communication support for all teams (media releases, social media and other content where possible.)
- Event (comms/marketing) support for NORCECA events hosted in Canada (Quebec & Edmonton)
- Continue to work with all programs to support consistency in messaging and branding. Planning for Sport for All legacy materials, such as photos/video, completed. Worked with contractors on this project. See the latest Sport for All article here: <https://volleyball.ca/en/news/volleyball-is-helping-build-bridges-for-the-muslim-community-in-winnipeg>
- Hall of Fame video materials coordinated to meet deadline.



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- Continue to work with Safe Sport Director and staff to reinforce VC's safe sport messaging, especially surrounding media/public inquiries.
 - Ongoing: Developing content calendar for 2023-2024 based on information currently available. Announcements and coverage of major National Team activities ongoing. Developing plan for Road to Paris. Planning to resume when new coordinator hired.
 - See partnerships/sponsorships update for developments in that area.

Partnerships / Merchandise

- Sponsors activated at Beach Nationals and event merchandise was in high demand
- Jumplete & Left on Friday had a large presence at Beach Nationals in Toronto, and were the official team uniforms
- Mikasa custom VC branded recreational beach ball in the works. Release date of spring 2024
- Custom Team Canada Mizuno shoe in the works for Christmas 2023 release
- Ongoing discussion with Sport Chek
- Focus on selling 2024 Nationals Title sponsorship and National Team 'Jersey' sponsors.

Human Resources

- Hiring process for new position: Manager, Member Services
- Hiring for Communications Coordinator replacement
- Onboarding for both new hires, Pathways Coordinator and Office/Referee Administrator
- Strategy and planning for Employee Handbook-to improve HR Policies and orientation guide
- Process improvements for hiring and onboarding-ongoing
- Compensation Review-Ongoing and pending Mercer Survey results in early September

9. Next Meetings

- September 14th Sport Canada Reform Meeting 8pm
Teams
- October 10th Board Meeting 8pm
Teams
- November 14th Board Meeting 8pm
Teams
- VC Staff and Board of Directors Sandman Hotel - Ottawa
 - Tuesday, 28 November - out of town arrivals
 - Wednesday, 29 November
 - Thursday, 30 November
 - Friday 1st December (departures in the late afternoon)

10. In Camera

11. Adjournment