



Volleyball Canada Board of Directors
Tuesday, 15 December 2020, 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; Robin Guy

1. Review and Approval of previous minutes

Kevin

Motion: Dan MacIntosh

Second: Marie Christine Rousseau

7-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Reports

- Sport Canada
 - o carry-over of government funding (except emergency funding) will be allowed to September 30th
 - o governance report card submissions were due today, we submitted about a week ago – feedback to be provided in early January
 - o I did a presentation at the Sport Canada Staff retreat December 14th
- FIVB
 - o Congress is moving to a virtual format February 5th, 6th and 7th.
 - o FIVB approved 36k CH towards women's national team coaching
 - o VNL Commission to meet early January to review format options
 - likely some form of a bubble
 - o Josh Binstock has been nominated by Volleyball Canada and NORCECA as a candidate for the FIVB athlete commission
- NORCECA
 - o Sport Organizing Committee met November 30th and cancelled all January and February scheduled events (2 were ours) – 200k savings on our forecast
 - o Events were age class qualifiers for World Championships – without the events, qualification will be determined by NORCECA rankings
 - o The group will meet monthly to work on a 90 day advance calendar
- COC
 - o Updated protocols being finalized for athlete appearances
 - o Friends and Family meeting was held and Tokyo Organizing Committee will release details on protocols (quarantine, testing etc.)
 - o completed our reporting for the App project

4. Operational Planning Meetings

- Agenda from operational planning meetings was shared.
- Staff are quite engaged in the process
- Links to be provided at our next meeting



5. Grants

- Summary attached, somewhat feels like we have become a grant writing agency..

6. FINANCE & OPERATIONS

- 2.4m+ cash in bank as of Dec 10th
 - discussion on whether we need to look at some spending
 - although we have cash on hand, the majority of the money is targeted and will carry forward
 - still aspiring to have a reserve as the board mandated
- Updated forecast reflects under 100k deficit for 20/21 fiscal year
 - Removed NORCECA hosting obligation
 - Membership revenues forecast: has been brought down to under 25% of previous year (approx. 300k)
- Canada Emergency Rent Subsidy: Qualified for period 8-10, Sept- December 2020. Approx. Subsidy expected = 60k to Dec 19 2020. More info to come regarding 2021
- Sport Canada:
 - Above Reference Request received to support Para Men's Qualifier- still scheduled for Feb 2021
 - Flexibility in excellence funding communicated, which may allow for carry forward into first ½ of next fiscal year- likely useful for men's indoor excellence funds
- Audit plan
Formalized audit plan is new, but a good practice to reflect what the auditors will be doing

7. Governance

- Board Term Report and Recommendations attached
- By Law Recommendations attached
- Terms of Reference for Approval attached
- Governance Report Card submitted to Sport Canada for review. Early completion allowed VC to engage with our Program Officer for advice. Believe VC in strong position with new format which allows for comments/explanations.
- Pan Canadian Policies continue to be adopted by PTAs
 - Signed MOUs with Alberta, Nova Scotia, PEI, Yukon, Manitoba
 - BC signed however looking more into Discipline and Complaints and Appeals
 - Quebec will not sign on given provincial government rules around these types of documents
- Memo on Board Elections attached for discussion at meeting.
- **Summary of discussion and next steps**
 - been added.
 - S.4.4 has been amended to read three years from the previous term that was 2 years.
 - S.4.5 has been amended too read "directors may not serve more than 2 terms or a maximum of six consecutive years." As opposed to 3 terms at 3 years
 - S.4.6. has been added to outline the chair position
 - Must have sat for at least 2 years on



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- Maximum 2 terms as chair
 - Maximum 11 years on the board ****Discussion on making this 3 terms**
 - ****Adjust to 14 years****
 - 6 years (2 terms as director) + 8 years (2 terms as chair)
 - As with any position, any partial terms would not be considered a term under the bylaws
- ****No one starting from 1; adjust to continue on previous terms**
 - Is it possible that someone may not have opportunity to be chair?
 - Feeling that we could attract better people with the terms limits
 - Less of a commitment
 - 2 year min on board before running as chair
 - 3 terms max period regardless discussed, but original proposal might be best
 - To a maximum of 13 years
 - Take out charts before sending to members
 - Too confusing as is.
 - Seeking approval of Next Steps
 - *work to provide a briefing package to be sent to the Active Members*
 - *Informally present to the Active Members via President's Council of the proposed changes to the bylaws answering any questions before a formal special meeting has been called.*
 - *In the new year, Volleyball Canada would inform the Active Members at a minimum of 45 days, a special meeting of its Active Members to change the bylaws.*
 - *In Winter 2021, a special meeting of the Active Members will take place to vote on the proposed bylaws.*
 - *Changes would be applied for 2021 Annual Meeting*
 - Bylaw Change highlighted
 - Amend 5.1 to remove International Relations Officer

Memo on Board Elections was approved with changes discussed revised memo attached.

Motion: Parrish Offer

Second: Sylvie Bigras

7-0

8. OPERATIONAL REPORTS

INDOOR NATIONAL TEAMS UPDATE

Men's Program

- Senior Team
 - **Pro leagues.** No update from last report.
 - **Nations League 2021.** FIVB to announce proposed altered format before the end of the calendar year.



- **Norceca Championship 2021.** Canada scheduled to host. Gatineau new Sport complex will be open and accessible to VC. Tentative dates are August 22-30.
- NEP in its last week. Last day is December 11
 - **Covid update.** Since the start on September 2, only 2 athletes with mild symptoms, both tested negative.
 - **Winter NEP.** Invitations sent out on November 5. The group is now complete (19 athletes) and things are getting in place. Exact dates are January 18 to March 26 (10 weeks)
- OTP review meeting (all virtual) attended on November 16. Positive feedback. Funding decision will be announced mid-January

Women's Program

- Staffing
 - New Senior Head Coach hired on December 1. Press release sent out on December 7. Official start date is January 1.
 - Most pressing action items: Establish staffing/training/competition plan for 2021 in January/February.
- Senior team
 - FTC halted for 2 days due to Covid-19 restrictions increase in BC. Back to normal now. Last day is December 18
 - Alicia Ogoms just signed a contract in Turkey. Dani Smith has an option in Switzerland
 - Pro leagues still operating with many matches being postponed
 - **Nations League 2021.** FIVB to announce proposed altered format before the end of the calendar year.
- NEP still going on. Last day will be December 18
 - No update since last report

Beach Program

- Beach National team training continues at the Volleyball Canada Downsview Beach High Performance Centre. The training has been modified to meet additional COVID-19 restrictions in the Toronto region applied from November 23, 2020 until December 21, 2020
- Beach National Team training will continue until December 18, 2020.
- The 2021 Beach National Team Induction Camp (Virtual) will take place January 11-15, 2021. Beach National Team training will resume January 18, 2021.
- The FIVB U19 (Athletes born in 2002 or later) Beach World Championships have been rescheduled a second time from March 24-28, 2021 to September 15-19, 2021 in Roi Et, Thailand. Volleyball Canada plans to run a FIVB U19 World Championship Trials at Ashbridges Bay, Toronto in June 2021.

Sitting Program

- Men & Women Sitting Teams had one final training camp in November before Alberta Health Restrictions shut down team sport
- Received \$52k in above reference funding for Men's Last Chance Qualifier
- Men's Last Chance Qualifier in Germany has been postponed from February to May/June
- CPC is wanting to fund W-Sit for a competition opportunity before April, 2021. Currently assessing all available options
- Will be assessing a multitude of options, including hosting outside of Alberta, to allow teams to return to training in late January or February.



Communications

- Update: Coaching announcements completed (women's team) – women's coach departure; announcement of new coach well received.
- Update: Announcement of new Rally Together fundraiser completed and supported; new Give5 women's team fundraiser announced.
- Continue to focus communications/messaging on supporting a safe and positive "return to play." Including monitoring the international situation, ie Olympic/Paralympic qualification ... continue to adjust planning accordingly. Monitoring Nationals situation (adult nationals just announced), and working with Nationals on other announcements (revised registration dates) and content for social media (Road to Nationals).
- Continue to work with all areas (coaching, hp, etc) to assist and develop appropriate content moving forward. Working on Smashball promo content – gathered feedback on design draft, production underway.
- Beginning process of graphics/comms plan for safe sport key messages. Plan for production and roll out in New Year.
- Working on video content with the NEP in Richmond. First draft complete. Also working on NEP wrap up article.
- Ongoing coach profile project: content created (web site and social media) to highlight the stories of outstanding volleyball coaches in our community. One profile released every two weeks beginning in mid-July. Positively received to highlight current coaches and inspire up-and-coming coaches. – ongoing... extended past coaches week to highlight wider range of coaches.
- 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.
- Working on 2021 opps plan.

Sponsorship

- IPL conversation took place to get more background on decision. It was unexpected from staff, but they are cutting back most of their sponsorships.
 - Happy to discuss being involved in local events should they be in Calgary
- Performance Health contact leaving organization puts relationship back to unknown. Have agreed to a one-year extension into 2021.
- Mizuno interested in supporting Rally Together Campaign in some way. Informal ideas shared and waiting for feedback
- lululemon extension signed for one-year.

Merchandise

- Rally Together campaign launched November 27. \$5 from t-shirts; \$10 from hoodies will go to national team programs. Marketing strategy focused on continual sales into 2021. Sales from Volleyball Stuff website
- Rally Together has also put more attention on VC e-store. Masks, generic VC hoodies and lululemon co-branded products remain best sellers over last month.
- Working with Volleyball Stuff to update e-store for Winter 2021.



IST

- Moving forward on competition planning for Men's Sitting in Germany (received \$53k above reference)
- Working on a testing solution for Men's NEP in January. Will be pilot for summer training
- 2 more confirmed COVID-19 cases with MNT abroad. Total = 8 MNT & 3 WNT between Sr. & Next Gen
- Autumn Bailey continuing to make slow progress in rehab
- Captured and Edited video for Virtual Tryout Process. Platform will be ready in coming weeks.

National Competitions

- Participation Survey results show nearly 500 teams interested in playing in 2021
- A quick reference guide is being developed for snow volleyball to share with PTAs
- Looking into moving youth indoor nationals to July/Aug 2021
- Adult nationals most likely delayed to summer/fall 2021
- New nationals schedule in final review phase

International Events

- We received communication from FIVB that VNL options are still under discussion, and that there will be a VNL Council meeting in January to firm up the format for 2021. They advise at this time that we should assume no change to the current format.
- We received confirmation that Gatineau could make their new hockey rink available Aug 20-30 to host the NORCECA Men's Continental Championships.
- The NORCECA SOC met on Nov 30. NORCECA events in January and February were cancelled. The SOC will meet again in January to consider events again for 2021.

VRS Project

- Contract has been signed with Sportlomo and the implementation project has commenced. Participation agreements have been signed with most PTSOs. Note that Quebec is likely to go with Spordle.
- Had our kickoff meeting, and commenced info gathering to allow initial configuration of the system
- Schedule has been developed to target a Sept 1 go-live

Human Resources

- Staff away from office: Dec 19th2020 - Jan 3rd 2021

SPORT SAFETY / DIVERSITY & INCLUSION

Safe Sport:

- Work on-going on a database and system for tracking safe sport training and screening for VC. Includes processes and procedures for annual tracking.
- Working on systems to ensure tracking for screening and training through the new VRS.
- "Open and Observable Environments" (Rule of 2) document finalized and being developed into an info-graphic for promotional purposes to be shared through various platforms, including through PTO's and clubs.
- Operational planning being completed for 2021.
- Working on Club Approval program details for launch in 2021.



- Planning for Safe Sport Info session for Beach National Team Program for January 2021. Feedback from the session will be used to update info sessions for other programs.

Diversity & Inclusion:

- Researching and planning for capturing data/demographics through the VRS.
- Gender-equity info-graphic for coaching being developed.
- Continuing to work with VC program staff to apply for funding from Organizations supporting Gender Equity, Diversity, and Inclusion projects where possible and in support of existing objectives.

Athlete & Coach Pathways

Regional Excellence Program (REP)

- Two academy programs (North Van and Burnaby) scheduled to continue into January

Long Term Development

- Work under way on Indigenous pathway research
- Podium Pathway

Youth National Team Program – 2021

- World Championships – U21 Men and U18 Girls will qualify based on points

National Excellence Program (NEP) – Women

- 2020 Program Completed - Dec 18
- 2021 Virtual ID Process will be activated by February

Coaching Development

- Development Coach Revision – 2nd pilot underway

Grant Applications

- CAC COVID Relief Funds - \$10k: Approved
- Sport for Life Indigenous Pathway Support – 10K: Approved
- JumpStart Community Development – 9K: Submitted - partnership VBC
- FIVB Coach Development – NEP – 36 Francs (2 years): Approved

Referee

- Referee Webinar Series
 - Our first webinar series concluded with the final session on December 6th
 - Participation levels across the entirety of the series suggest that this was well received
 - We are currently researching new sessions topics with the plan to commence a new series in early 2021
- Registration System
 - Working closely with Alan to ensure that the existing aspects of referee registration are retained and that we expand and capture new, pertinent referee data in the registration process
 - Planning to review Sportlomo's established Referee Management System to determine if the functionality is ideal for the volleyball referee environment with respect to event management, historical documentation of nominations and assignments, etc.
- Strategic Planning
 - As all staff are, the focus is on establishing the translation of strategic plan from vision to objectives, initiatives and operational requirements
- Communications



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- Established and proposed draft meeting schedules to the PSO Referee Chairs. Finalization of the schedule moving forward will be completed in January
 - Second edition of the referee newsletter is nearing draft completion with anticipated distribution to occur in January
 - International Relations
 - Established in principal, an agreement with NORCECA to generate and distribute referee uniforms for the international referees that fall under the Confederation

Provincial Updates

- Most Provinces have seen increased restriction and a reduction in activity in the past few weeks
- Ontario & Alberta have implemented mandatory mask policies, Saskatchewan must as per provincial health requirements
- Most Provinces are looking at extending their club season later into May & June
- Great resource sharing and dialogue occurring between PTA's on common issues

9. Other Business

10. Next Meetings

- January 19th via zoom
- February 23rd via zoom
- March 23rd via zoom
- April 20th Ottawa

11. In Camera

12. Adjournment