



**Volleyball Canada Board of Directors
Saturday 3 December 2022
Sandman Hotel, Ottawa ON
Hunt Club Room**

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Boris Tyzuk

Second: Marie Christine Rousseau

7-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Relations Update

- NORCECA Mark
- Sport Canada Mark
- FIVB Mark
- COC Mark
- Commonwealth Countries Mark

- No report provided based on time constraints of meeting and travel

4. Finances

Linden

- Linden presented an update on the current financial position, highlights below.

- COF Funds

- Summary of COF funds at Sept 30, 2022 (see attachments for details):
 - Hoag: \$31,856.74
 - Wong: \$35,736.99
 - Ng: \$36,417.28
 - General: \$970,302.99
- 2022 Deposits into Funds (bracket is VC deposit/reinvestment amount):
 - Hoag: \$7,847.67 (VC:4,078.15)
 - Wong: \$8,791.13 (VC:8,322.47)
 - Ng: \$2,027.49
 - General: \$518,877.74 (VC: 518,877.74)



- **2022-2023 Position**

- March 31st2022 Net Asset Position
\$1,195,589
- Approved Budget for 2022-2023
\$200,000(approx.)
- Current Projected Surplus
\$170,000(approx.)
- Projected March 31st. Net Asset Position
\$1,367,000

- **2022 -2023 Financial Challenges**

- International travel costs and travel cancellations
- number of international events hosted

- **Actions:**

- Prepare use agreements for how the COF will be used
- Registrant fees to be established for the next quad
 - nonteam 5,000
 - PAN AM CUP(MEN)-155,000
 - National Team (Men)-275,000

5. Communication/Safe Sport Workshop

Jackie

- Jackie presented lessons learned from Safe Sport messaging thru case studies
- Main message was to keep the conversation going around positive change and being as transparent as possible about the work being done to make the sport safer and more inclusive
- Also highlighted the importance of not repeating mistakes from the past

6. Governance

Mark

- Cromwell Report Follow up:
Action: Boris to review
- Recruitment of additional member(s) for ethics committee
Action: Boris to follow up
- Legal Committee Chair status
Action: Mark to follow up with Jesse Mighton and Gord Peterson
- Risk Management Matrix
Action: Updated Matrix https://docs.google.com/spreadsheets/d/1k-LUg9NTTxTLu_FVorNRqj02C4ogVWNp/edit#gid=563243954

7. Ethics Committee

Boris

- Almost have all letters and follow ups completed from Nationals
- Creating a standardized reporting tool for our events to report incidents
- Lead with Caroline a session on the Complaint process with staff and PTA leaders
- Reported on case numbers reported to OSIC



8. Athlete Council

- No report

9. Operating Reports

WOMEN'S PROGRAM

- Senior team
 - VNL locations now known: Turkey (Ankara), China (Hong Kong), Thailand (Bangkok). Still awaiting full schedule.
 - No other update - all players are currently involved with their pro clubs. **See attached for whereabouts**
- National Excellence program (NEP)
 - Training is on-going in Richmond
- Annual debrief held on November 3 and 4 in Richmond. **Report attached.**
- Presentation to OTP, held on November 15. Now awaiting funding announcement during the 2nd week of January

MEN'S PROGRAM

- Senior Team
 - New head coach announced on November 3rd. Tuomas Sammuelvo, originally from Finland, silver medal with Russia at the Tokyo Olympic Games. Currently coaching the club Zaksa in Poland. **Introductory video provided.**
 - VNL locations now known: Canada (Ottawa), France (Orléans), Philippines (Pasay City). Still awaiting full schedule.
 - No other update. All players currently involved with their pro clubs. **See attached for whereabouts**
- National Excellence Program (NEP)
 - Training is on-going in Ottawa/Gatineau
- The annual debrief will take place on January 23-24 in Gatineau. In person.
- OTP review meeting, held on November 15. Now awaiting funding announcement during the 2nd week of January

Beach Update

- Heather Bansley was the successful candidate for the VC Women's Beach Next Gen Head Coach interviews on November 11, 2022 (Official start date December 1, 2022)
- An External Culture Audit will be conducted of the VC Beach High Performance Program will by Dina Bell-Laroche
 - Date: Thursday November 24, 2022
 - Location: VC Beach High Performance Centre (BHPC), Downsview Park, Toronto
- The VC Beach 2023 Next Gen Selection Camp will take place December 2-4, 2022, at the Downsview BHPC
- The VC Beach National Team Program will be closed from December 24, 2022, to January 2, 2023. Beach National Team training will begin on January 3, 2022
- The 2023 VC Beach Induction Camp (Virtual) will take place January 4-6, 2023



Sitting Update

- World Championships (MW) November 1-12, 2022, in Sarajevo, BIH.
 - **CANADA W – 2nd place** (lost in 5 to BRA in the Final)
 - Individual awards: Heidi Peters – MVP, Danielle Ellis – Best Attacker, Jolan Wong – Best Libero
 - CANADA M – 11th place
 - A mid “quad” debrief will take place with both teams in November and December
- Updated Paris 2024 qualification pathway for CAN W and M
 - World Championships, Sarajevo (Nov 2022) – 1 berth per gender
 - BRA – W
 - IRI - M
 - Zonal Championship, Edmonton (May 2023) – 1 berth per gender
 - World Cup, Egypt (TBD 2023) – 1 berth per gender
 - Last Chance Qualifier (TBD 2023/24) – 1 berth per gender
- 2023 ParaVolley Pan America Zonal Championship (Edmonton, May 2023)
 - Awaiting responses on grant requests submitted to all levels of government funding
 - Facility, accommodation, transportation planning to pick-up now that WC are over.
- Own the Podium High Performance Plan (Sitting VB Women) submitted on Nov 9
 - 33% increase in financial ask from 2022-2023
 - OTP review taking place Nov 23 in Ottawa (Mark, Nicole and Ian attending)

Athlete and Coach Pathways

Athlete:

NEP

- ID for 2023 open in GMTM
- ID in person camps being finalized

Youth Programming 2023:

- Two holiday camps planned for targeted athletes in Calgary and Toronto
- Preparation for U19 Continental Championships – Feb 5-13
- GMTM contract signed for Volleyball Canada Athlete ID platform

Canada Cup:

- Awaiting contract for Canada Games Park/Brock University - 2023 event

Coach:

NCCP:

- Delivery of Community Coach workshops, including the training of Learning Facilitators.
- Continuing work with Foundations of Volleyball redesign
- Master Coach Developer work in progress

Non NCCP:

- Gathering video content from NEP. To provide content to the coaches, clubs, and athletes
- Collaborating with WNT to provide coaching clinics alongside NEP ID camps across Canada
- 2023 National Championship Coach Eligibility policy in place and continued communication efforts in place
- Working with SportLomo on participation tracking capability for 2023.



Sport Development

- Planning and delivery of Community Sport for All Initiative – Project 1: providing Volleyball services for indigenous communities in Quebec
- Soft Launch of LTD 3.0. Currently on the VC - LTD webpage.
- Finalizing French version of Volleyball Development Matrix for release in coming weeks. The Matrix will be released without links and resources initially and updated to include links by January.
- Building a "How to Run a Smashball Program" document
- Finalizing Statement of Requirements and RFP to procure new LMS.

Referee

- Contracts with CCAA and U Sports either finalized or near completion. Critical focus on including specific language towards conflict resolution and the UCCMS.
- Initiated creation of a referee focused Paravolley developmental program to align with the already established volleyball and beach volleyball disciplines
- Studying referee recruitment and retention in relation to the current growth of the game from a participant perspective and also in relation to pre-pandemic values
- Engaged all PTA referee groups to start logistical preparations for the 2023 national championships

National Competitions

- Combine hosted in NB & NL this fall, numbers were low however feedback was very positive.
- Combine to be hosted in Ottawa (Nov) and Montreal (Dec) & 7 additional throughout 2023 – working with women's NEP program on 2023 combines.
- Call for nominations out for committee members for both indoor and beach committees
- Majority of teams are confirming details for early registration for youth Nationals (of 36 eligible via 2022 Championship Tier Medalists)

International Events

2022 Event Wrap Up:

- We have completed the final reports for our 2022 events and are wrapping the final financials. Note that for the larger government grants we are required to get our financials audited; waiting to do that in conjunction with the year-end audit. Note this will delay the final disbursements from these

VNL 2023:

- VNL Host cities were announced by VW on Nov 11
- The Ottawa Organizing Committee has been constituted and commenced monthly meetings.
- Ticket sales to commence in February

2023 Women's Continental Championships

- No bids received in response to RFP deadline of Oct 31.
- Subsequently have recruited potential hosts; down to two candidates now
- Plan is to have the VC Convention/AGM in conjunction with this event

2023 Men's Pan Am Final Six:

- Awarded to Edmonton
- Competition venue is Expo Center (Hall D)



VC Systems

VRS:

- Considerable effort in ensuring Persons-in-Authority checks are getting done
- Considerable effort in ensuring PIA checks and coach certification requirements can be checked in the system

LMS:

- Compiling requirements for an LMS RFP; should be issued by mid-December
- To be used for training materials for VC coaches, referees, athletes, admin/staff

IST

Men's Indoor:

- Wrapped up all summer debriefs with IST members.
- Wrapped up OTP review meetings.
- Currently working with OTP to see if we can utilize the Culture Assessment Tool and Framework to help provide the incoming coach with a snapshot of the landscape. This is also linked to the new Integrated Wellness Plan we will be completing as per OTP submission. More to come in this space.
- Currently investigating a replacement for our strength and conditioning programming software as PUSH will not be available moving forward. Looking to have this in place asap so we can prepare the new system for the spring/summer.
- Continuing to support Professional and University athletes with IST support. Will be sending out our tri-annual Mental performance Assessment this week to set up our off season MPC support initiative.

Women's Indoor

- Implemented de-centralized athlete monitoring system, while supporting the athletes remotely during their professional and school seasons.
- Developed process for onboarding new/external staff (contract therapist, etc.)
- Planning hydration strategies with Dietitian for next international season
- In the process of finding new platform to deliver S&C programs to athletes
 - Teambuilder, Output
- In discussions with Kinduct on new contract, reviewing terms, conditions, and deliverables.
- Athlete intake process from 2022 is under review, looking for improvements to implement in 2023
- Beginning to plan goals and timelines with each IST member for 2023 season

Safe Sport/Gender Equity, Diversity & Inclusion

- An update on the number of Safe Sport Cases being reviewed by Abuse-Free Sport will be provided during the December Board meeting. We are aware that several new cases have been added since the last update and all at the PTA or Club levels. Several members have had interim membership suspensions and/or other interim measures imposed as part of the Abuse-Free Sport Complaint process.
- Presentations and workshops with PTA's and staff will be staged in the December meetings related to all Safe Sport topics and the transition to Abuse-Free Sport for Complaints. The revised policies approved by the Board will also be reviewed in detail.
- A Safe Sport Complaint process review session was staged in November with HP Beach Volleyball Program staff members to review best practices and the changes with Abuse-Free Sport.
- Work has started on clarifying the process for incident reporting at VC events, ensuring that all parties (VC, Hosts, Referees etc.) are working together through a clear process. Training will also be provided with the next steps clearly outlined.
- Phase one of the plan for the Youth Safe Sport training tool is completed, and the working group is now seeking club and athlete/parent input across the three participating sports (Athletics, Swimming and Volleyball). Vantage Point Consulting is also meeting with community professionals for providing Safe Sport content. (ITP Sport.)



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- The DEI framework project with Deloitte is nearing completion with a session being staged at the December meetings to review key outcomes and establish strategies/next steps.

Communications

- Men's team coaching announcements – completed.
- World ParaVolley Championship coverage completed – promoted on all channels, as well as direct daily press releases. Great engagement on social media, especially due to the silver medal performance of the women's team.
- Staffing update: Currently interviewing for a new communications coordinator position. Received more than 50 applications. Interviewed five people and now in the process of deciding on the top candidate.
- Planning for VNL Ottawa marketing in initial stages. Meetings initiated.
- Continue to work with all programs to support consistency in messaging and branding. Launched "volleyball voices" in June to include stories of indigenous volleyball community members. Planning to develop future stories.
- Continue to work with partnership coordinator to integrate partner/sponsor content on key channels.
- Developing preliminary content calendar for 2023 based on information currently available.

Partnerships / Merchandise

- Our main focus remains a new indoor footwear and uniform sponsor. In negotiations with Mizuno on a long-term deal.
- Working with Mikasa to create a custom VC branded beach ball targeted towards the recreational/adult league category
- Proposals in the works for eyewear and men's beach categories.
- Discussions ongoing to target new sponsors to fill additional categories

Operations

No updates

10. Next Meetings

- TBC

11. Other Dates

- VC Convention: Thursday 30 August – 1 September
- AGM: Saturday, 2nd September
- Hall of Fame: Thursday, 31 August

Location TBC

12. In Camera

13. Adjournment