



Volleyball Canada Board of Directors
Tuesday February 11th, 2020 19:00 EST
Dial in details: 1-877-385-4099
Code: 8946592

Minutes:

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

1. Welcome

2. Review and Approval of Previous minutes

Motion: Monica Hitchcock

Second: Dan MacIntosh

7 – 0

3. External Relations Update:

- NORCECA
 - o Central Zone meeting March 6th Santo Domingo
 - o Board of Admin meeting March 7th & 8th Santo Domingo
- OTP
 - o Beach funding increased
 - o Indoor men decreased (too many teams in Team Sport Pool)
 - o Sitting women's funding increased
- Sport Canada
 - o Funding applications due February 14th
 - o Submitted a 98k above reference request
- FIVB
 - o Olympic pools and schedule are now out
 - o Evaluating running a Snow Volleyball Tournament in Calgary

4. Financial:

UPDATE:

- Since Nov 2019 board report, improvement in forecast- expected deficit has dropped to approx. 210k, from 295k
 - Olympic Qualifier ticket sales approx. 40k above projection
 - BC membership a big unknown currently- implementing new system
 - Budgeting for 2020-21 in progress- just received confirmed funding from COC/OTP/Sport Canada this week (finalized)
 - Sport Canada funding applications due Friday Feb 14.
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5. Safe Sport

- Universal Code of Conduct
 - o Now published and to be used by all NSO's
- Respect in the Workplace Training
 - o Negotiating contract, to be deployed to all staff and board
 - o Details and log on info to follow

6. Strategic Planning

- Nora Sheffe provided a summary report with recommended next steps
 - o April 18th is currently scheduled for the next strat plan meeting in Ottawa
- Advisory Committee Confirmed
 - o Joanne Mortimore, Julie Young, Marie Christine Rousseau, Terry Gagnon, Felix Dion, Nora Sheffe, Mark Eckert

7. Richmond Training Centre Renewal

- Timelines
 - o End of February deadline to confirm funding partners
 - o March 17th Board Meeting to decide on next steps
- Working Group(s)
 - o We will establish working groups in all functional areas to make recommendations on how to address the identified gaps

8. Operational Reports

MEN'S PROGRAM

- Summer and Olympic preparation is on-going
 - o Pre camp in Shiwa, Japan, is confirmed. MOU will be signed shortly
 - o Currently finalizing dates and staff of our summer programs (B team (20204 group) and Junior Team (2028 group))
- OTP funding announced on January 14
 - o Total OTP support for 2020-2021: \$1,070,000 - 60K less than last year

WOMEN'S PROGRAM

- Debrief meeting with Tom in Calgary on December 14 did not take place. Moved to February 10-11 in Calgary.
 - o Topic of discussions:
 - o Brief season review
 - o Staff/athletes 2019 survey feedback
 - o 2020 Competition plan
 - o 2020 Staffing plan
 - o Relationship Shannon/A team
 - o 2020-2021 budget
 - o 2020-2024 Quad plan
 - o Meeting notes to be circulated shortly after
 - 2020 NEP (National Excellence program). Shannon's identification camps are on-going.
 - o TORONTO - 6-8 December
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- ALBERTA - 14-15 December
- MANITOBA - 17-18 January
- SASKATCHEWAN - 19 January
- HALIFAX - 1-2 February
- MONTREAL - 23 February
- BC - TBD

- **BEACH TEAM**

- Proposed Relocation of VC Beach High Performance Centre (BHPC) to North Beach

Background:

- VC's current lease at Downsview Park expires July 31, 2021
- Downsview has informed VC that beginning in May 2025 VC will have to move out of Downsview Park for extensive building upgrades that will last up to 24 months

Mutually Agreed to Terms of Reference to Relocate VC BHPC to North Beach:

- Target Move-in Date August 2021 (VC Downsview lease expires July 31, 2021).
- North Beach to build approximately 6,000 square foot space (Separately heated and air conditioned) with the design option of separate levels (Similar to the existing non-court facilities at Downsview Park with office space, strength and conditioning room, athletes lounge, video analysis room, therapy room, washrooms/change rooms, storage rooms...etc.) for exclusive use by Volleyball Canada with a separate entrance to the parking lot. Volleyball Canada will pay for architectural fees for the design of the VC space once a memorandum of understanding is finalized.
- Volleyball Canada will apply for all applicable government grants including a Trillium Grant (Which Volleyball Canada was successful getting \$250,000 in 2011 for Downsview Park) and will pass through any grant money received to North Beach to offset construction costs. Volleyball Canada would be responsible for any normal repairs, maintenance and alterations or up keep to its space and mechanicals and equipment during its occupancy.
- Volleyball Canada rent including all utilities (Gas, hydro, water...etc.) will be \$250,000 per year plus HST (\$20,833.33 per month plus HST) with annual escalation of 1.5% August 1st each year. Any other required services would be considered a Volleyball Canada expense (E.g. phone lines, internet, content insurance, signage...etc.).
- Volleyball Canada will enter into a lease agreement with 7 years guaranteed. Volleyball Canada must give 24 months' notice to move out of North Beach.
- Volleyball Canada will be responsible for cleaning and maintenance of their individual spaces. Both parties (North Beach and Volleyball Canada) agree to leave the sand in a reasonable condition for the other party.
- North Beach agrees to give Volleyball Canada exclusive access to 4 beach courts at North Beach from 7AM to 5PM weekdays year round.
- Volleyball Canada will give the approximately 900 tons of FIVB specification sand plus the associated padding and netting at Downsview Park to North Beach free of charge for use on the 4 Volleyball Canada courts. Volleyball Canada and North Beach will share 50/50 in the cost to move the sand/padding/netting to its new location in North Beach. Both parties (Volleyball Canada and North Beach) will each respect historic events that require special consideration.
- In exchange for allowing Volleyball Canada to have the potential to use some or all courts in North Beach for mutually agreed upon events free of charge, Volleyball Canada agrees to split 50/50 all Volleyball Canada event net profits with North Beach.
- North Beach agrees to provide beach national team athletes with a preferred court rental rate for rare weekend court rentals for National Team training only (Subject to availability and times).

VC Benefits of Proposed Relocation to North Beach

- A net savings of \$80K annually of lease/utilities/maintenance costs versus at Downsview Park
 - 4 indoor sand training courts at North Beach instead of 3 indoor sand training courts at Downsview Park
 - Double the area for the Strength & Conditioning Room at North Beach (1600 sq. ft. vs 800 sq. ft.)
 - Custom built offices, boardroom, therapy room, athletes' lounge ...etc. designed by VC including two separate entrances (One outside, one inside) and dedicated VC washrooms/change rooms/showers
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- Access to an 8-court indoor beach facility (north Beach) that is licensed to serve alcohol and food for events
 - 2 outdoor beach courts at North Beach versus none (0) at Downsview
 - North Beach is 16km closer to Ashbridges Bay and 11km closer to CSIO than Downsview Park
 - North Beach owns their building so they will not be put out of business under new owners as Beach Blast was in January 2020 when their lease rate was increased by 250% from \$6 per sq. ft. to \$15 per sq. ft.
- **SITTING TEAMS UPDATE**
 - Men**
 - February 19-23: will have a self-funded/fundraising camp in Lloydminster with the Lakeland Rustler's Men's Volleyball team
 - March 13-22: will attend the Men's Last Chance Paralympic Qualifier in Edmond Oklahoma – will take a roster of 10 athletes – have not received schedule or confirmed teams
 - Schedule for next fiscal will depend on budget and qualification – essential to train/compete enough to keep carding
 - Women**
 - Received \$65,000 from Own The Podium (\$7,500 more than last year's amount) – money has been allocation to Coaching staff, continuing to build IST and athlete DTE/monitoring
 - January 8-12: Women had a self-funded camp in Edmonton, Alberta – was very successful in beginning preparation for Last Chance Qualifier – heavy focus on match simulation, game strategies and prepping for opponents
 - February 5-9: Women will have another camp in Edmonton as last team preparation before Last Chance
 - February 21-22: Western-living athletes have chosen to pay their way to Edmonton for training prior to Halifax Last Chance – will fly together to event from Edmonton on Feb 22 evening
 - February 23-March 1: Last Chance Event in Halifax, NS – 5 confirmed teams are CAN, UKR, GER, FIN, SLO
- **IST**
 - **BEACH:**
 - Innovation 4 Gold Study of behavioral strategies, reaction times, and occlusion video training bank:
 - Eye behavior for Next Gen. beach and Sr. athletes now completed.
 - Now developing video occlusion training platform for Sr. athletes that will have footage from top 16 teams internationally. This is used to help develop our read skills of opposing attackers.
 - Canadian Tire Analysts have received match data from every World Tour (3-star and above) from Jan 2018 to present and is completing an in-depth analysis of Key Performance Indicators to begin. Deeper and more specific analysis to come.
 - **INDOOR M:**
 - Received an additional \$10k support for nutritional items in preparation of January Qualifier. Provided all meals for training block, was very well received.
 - Completed further testing in training block and we have had dramatic improvements in Low Energy Availability and Lean Muscle Mass since May and August 2019.
 - All athletes have returned to pro except TJ who is training and rehabbing in Calgary.
 - Planning to hire a Full-Time year round S&C coach/IST Lead to build and monitor workout programs for National Team athletes year round.
 - **INDOOR W:**
 - Autumn Bailey will be continuing her rehab in Vancouver in med-February until May.
 - **SITTING W:**
 - Some funds from OTP will be going toward the hiring of an S&C coach in 2020, first time for this program.
- **INTERNATIONAL EVENTS**
 - NORCECA Olympic Qualification Tournament
 - Very successful event; achieved goals in terms of spectators and ticket sales revenue
 - Appears we will be on or better than budgeted
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- Good entertainment and media coverage
 - Very good broadcast ratings on CBC
 - Still waiting on official confirmation of Sport Canada hosting grant
 - We qualified for Tokyo!
 - U20/U21 NORCECA Championships
 - Hosting in Edmonton in conjunction with the Nationals
 - U20 (Women) May 12-16 and U21 (men) May 15-19 could have up to 8 teams each
 - Main Competition court in Hall D (as last time), plus a secondary comp court in Hall H
 - Teams will sleep, eat and train at MacEwan university
 - Logistically very challenging; 8 matches a day during overlap period.
 - Some budgetary advantages in hosting 2 events in parallel; will be challenging to find sufficient volunteers
 - Women's VNL
 - Ottawa at TD Place June 2-4
 - Marriott hotel for accommodation
 - Challenge: will the women's event have the spectator interest as the men have had?
 - Men's VNL:
 - Winsport Arena in Calgary June 19-21
 - Hotel is Sheraton Four Points
 - Partnership arrangement with Tourism Calgary
 - VC AGM to occur in parallel with this.
 - **NATIONAL CHAMPIONSHIPS**
 - Largest nationals registration yet! 1053 teams as of Friday, Jan 31; room for another 54 over all events
 - maxed at 52 courts in EDM
 - Playing up deadline didn't add as many teams as desired (fewer than 20 total)
 - BOD roles at Nationals: Anyone who is on site and doesn't have a role could assist with awards & surveys, possibly other roles (reach out to Sandra)
 - Adult event will be held at Concordia & Expo
 - Approx. 12 teams total
 - Round robin @ Concordia, finals @ Expo
 - Details still to be finalized.
 - Finalizing awarded bids for all 2021 events & 2022 14U events
 - Cannot stick to reduced facility/events plan from 2017 due to considerable growth
 - Will have 8 events in 2021
 - **PARTNERSHIPS**
 - Final Draft of Policy Alignment to be sent to Provinces in February. Will seek comment from PTAs by April 1. Approval for June Volleyball in Canada Meetings
 - Wilson Beach Volleyball sponsorship renewal ongoing. Hope to have resolved by next week
 - Ongoing conversation with Partners re: Activations for Nationals 2020.
 - **ATHLETE & COACH PATHWAYS**
 - **Coaching Development:**
 - Lynne Leblanc – on contract to manage the coaching program interm
 - Performance Coach Workshop – scheduled for June 2020
 - Review of Coach Evaluators & Coach Developers ongoing
 - Connectivity between VC Coaching Centre and The Locker (CAC) – ongoing improvements
 - **Athlete Development:**
 - Smashball App – Final stages of testing
 - LTAD 3.0 committee formed and initial review ongoing
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- Canada Cup Beach – review underway to ensure program is meeting the needs of PTAs and athlete development
- U20Girls/U19Boys/U18Girls 2020 Norceca program plans in development
- NEP – ID Camps – 10 camps, 7 provinces, 226 athletes to date (QC remaining), invitations to be sent in early March.

2019 Summit Presentations:

- Link to Dropbox folder
- <https://www.dropbox.com/sh/01626nd8v59sg61/AADzWLCq-uj3lui7vcWtRfi7a?dl=0>

- **COMMUNICATIONS**

Current focus:

- Successful Olympic qualifier (men) complete with good coverage and web cast numbers
- Planning underway for 2 weekends of VNL (both men and women) with ticket launches coming later this month
- Last preparations for sitting volleyball Paralympic qualifier (Halifax) later this month
- Planning underway for pre-Olympic period
- Nationals/NORCECA age class tournaments coming in May.

- **LTRD/REFEREES**

- LTRD Platform
 - Gender Equity symposium focusing on referees was conducted in Toronto on January 17 – 19, 2020
 - Participation from AB, SK, MB, ON, QC and many members of the National Referee Committee
 - Two days of conversation helped provide many initiatives for our referee programs, including a new direction and focal points specific to our female referee development programs
 - OTF Grant is officially at an end
 - Completed Referee Engagement Centre material is being populated
 - Referee Engagement Centre is ready for soft launch
 - Discussion regarding when to launch and around what events is currently in progress
- 2020 National Championships
 - Continue working with the PTAs to finalize the referee participation at the championships
 - Working closely with Alan and the International group to ensure we can provide the best support for the NORCECA championships without impacting the domestic events
- CCAA and U Sports Championships
 - High-performance referee nominations have been finalized and all have now been accepted
 - Working with the hosts and organizations on preparatory planning for the respective championships

9. Appeals and Code of Conduct

Dan

10. Nominations for VC Board of Directors

Attached

11. Human Resources – Staffing Update

- James Sneddon has been moved over from Short Term leave to Long term leave. Evaluating how to support Domestic initiatives

12. Next Meetings

- March 17th
- April 17th – 18th
- May 18th

Conference Call
In-Person
Conference Call

13. In Camera

14. Adjournment