



**Volleyball Canada Board of Directors
Wednesday 15 February 2023, 20:00 EST
TEAMS Meeting**

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Sylvie Bigras

Second: Boris Tyzuk

7-0

2. Conflict of Interest Declarations

- No conflicts declared based on agenda and distributed materials.

3. External Relations Update

- NORCECA Mark
 - Dates have been finalized for NORCECA events and playing regulations coming out.
 - 200 day backlog for VISA applications to Canada
 - Participating in all competitions except U19 boys and U21 women

- Sport Canada Mark
 - SFAF funding (core) frozen for another year.
 - Received 498kk for a return to sport application.
 - It has a DEI focus and a non-traditional club model
 - Received 82k in recovery funding.
 - Discussed Soccer Canada funding and labour issues.

- FIVB Mark
 - CAN/USA initiative to change the rules around ranking points in Confederation points was successful
 - Empowerment Commission meetings were held 2 weeks ago
 - VNL schedule and cities has been distributed.
 - We received and accepted wildcards for U19 girls and U21 men's World Championships
 - Next board meeting will be May 18th -20th in the Dominican

- COC Mark
 - Pan Am Games funding discussion for indoor taking place.
 - Retirement function for Marg McGregor being held in Ottawa.



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- PTA's Mark
 - Participation has increased across the country
 - In some cases 16 to 20 percent
 - Extraordinary efforts to find human and physical resources to accommodate the growth.

4. Finances

- Current cash on hand:
 - USD: 290,000
 - CAD: 2.7m (National Championship)
 - National Championships revenues for 23/24 fiscal has begun coming in to bump up our cash holdings
- Interim audit work for first 6 months conducted with KPMG. No issues noted

5. Governance

Mark

- Nominations report

Attached

Action: Mark and Gord to review name spelling in Nominations report

Action: Gord to attend next meeting to brainstorm succession planning

- Cromwell Update

Attached

- Updated into a chart containing Boris and Gord's feedback
- Still several items to address.

- Risk Management Update

Mark

Action: Updating mitigation strategies for any items still identified as extreme

6. Ethics Committee

Boris

- No update provided from OSIC
 - Concern over the timeliness of OSIC

7. Athlete Council

Cam

- Discussion on rewards for athletes doing referrals for perspective sponsors.

Action: Colin to prepare a grid based on level of engagement



8. Operating Reports

WOMEN'S PROGRAM

- Senior team
 - Full VNL schedule has now been announced. Still waiting for Olympic Qualifier location and schedule.
 - OTP support announced: \$200,000
- Staffing
 - 3 candidates interviewed for the Physiotherapist/medical coordinator position. Top candidate offered the position on February 8. Awaiting final answer

MEN'S PROGRAM

- Senior team
 - Full VNL schedule now out - Canada matches in Ottawa:
 - Tuesday June 6 - VS Cuba
 - Friday, June 9 - VS Argentina
 - Saturday, June 10 - VS USA
 - Sunday June 11 - VS Germany
- OTP support announced: \$925,000 (75K decrease from last year)
- Annual debrief (2023 planning session) held in Gatineau on January 25-26. Report attached

Beach Update

- Own The Podium (OTP) Beach Funding for 2023-24 (April 1, 2023 to March 31, 2024) is \$925,000 an increase of \$75,000 from 2022-23.
- FIVB (Volleyball World Beach Pro Tour) results:
 - 2022 Beach Pro Tour Finals, Doha, QAT January 26-29, 2023
 - Sarah Pavan/Sophie Bukovec – 9th Place
 - 2023 Doha (QAT) Elite 16 February 1-5, 2023 (First event in the Paris 2024 Olympic Qualification System)
 - Melissa Humana-Paredes/Brandie Wilkerson – 5th Place
 - Sarah Pavan/Sophie Bukovec – 9th Place
 - Alex Russell/Jake MacNeil – 21st Place
- 2023 Canadian FIVB and NORCECA Beach Events:
 - 2023 Edmonton Challenge – July 20-23, 2023
 - 2023 Montreal Elite 16 – July 26-30, 2023
 - 2023 Halifax NORCECA Beach Tour event – August 25-27, 2023
- Upcoming VC Beach Trials:
 - NORCECA Closed Trials - February 23-24, 2023 at the VC Beach High Performance Centre in Downsview Park to represent Canada on the 2023 NORCECA Beach Tour until the end of August 2023
 - ANOC Beach (4 vs 4) Games Trials – June 3-4, 2023 at Ashbridges Bay, Toronto to represent Canada at the 2023 ANOC Beach Games in Bali, INA August 6-12, 2023 (Participation TBC)
 - Junior Commonwealth Games Trials – June 3-4, 2023 at Ashbridges Bay to represent Canada at the 2023 Junior Commonwealth Games in Trinidad & Tobago August 4-11, 2023
 - FIVB U21 Beach World Championships Trials – August 18-20, 2023 at the U20 Age Group in VC Beach Nationals to represent Canada at the FIVB U21 World Championships Roi-et, THA November 8-12, 2023
 - NORCECA Open Trials – September 2-3, 2023 at Ashbridges Bay to represent Canada on the 2023 NORCECA Beach Tour from September to December 2023



Sitting Update

- OTP Funding recommendation for W Sitting Volleyball for 2023-2024 was \$480,000
 - Funding request for 2023-24 was \$490,205 (increase from \$350,000 in 21-22) so very positive recommendation
 - Key funding enhancements include training camp in Sao Paulo with BRA, enhanced competition support and enhanced HPD position (FT)
- MW National Teams are beginning preparations for Zonal Championship in May 2023 (Edmonton)
 - **Women**
 - Jan training camp, Feb training camp, March exhibition with USA, April exhibition with BRA
 - **Men**
 - Feb training camp, Mar training camp, April training camp in USA
- 2023 ParaVolley Pan America Zonal Championship (Edmonton, May 2023)
 - Received Agreements to Participate from following nations, although we still have concerns about visas and funding available for some of these teams to attend:
 - **WOMEN (5 teams)**
CAN, BRA, USA, VEN, PER
 - **MEN (7 teams)**
CAN, BRA, USA, ARG, VEN, COL, CRC

Athlete and Coach Pathways

Athlete:

NEP

- Women – ID through GMTM – 138 submissions
- Men – ID through GMTM now open - 15 submissions

Youth Programming 2023:

- Women – U19 NORCECA (Puerto Rico – May) and World Championships (Croatia/Hungary – August) planning underway
- Women – U21 NORCECA – awaiting invitation
- Men – U19 NORCECA – unable to attend

Canada Cup:

- Canada Games Park/Brock University – July 19-23, 2023
- Planning underway

Coach :

NCCP:

- Community Coach Workshops on-going – 111 coaches trained
- Updated Foundations E-learning Module – plan for Sept 2023 new release
- Development and Advanced Development Workshops – ongoing through PTAs

Non NCCP:

- Collaborating with WNT to provide coaching development with NEP ID Camps - ongoing
- Planning for collaborations with men's indoor – nutrition and beach – coach symposium
- Support to LOC's for coach development at international event hosting
- Planning for Canada Cup Coach development opportunities



Sport Development

- Statement of Requirements and RFP release for LMS
- CSAI project – Indigenous communities – ongoing support – coach education and equipment
- Launching the first 2 coach trainings in January (Listuguj, Pessamit) with others planned for February.

Referee

- National Referee Committee has advised that they will host their annual meeting separate from the date changes associated with the VC Convention, AGM and Hall of Fame. They intend to meet this coming June likely in alignment with the VNL competition in Ottawa.
- Preparing for the implementation of a referee focused ParaVolley developmental program to support PTAs that have grassroots structures in place and to support the ParaVolley Zonal Championships as a legacy initiative.
- VC National Championship logistical planning for referees in conjunction with the support of PTAs is ahead of projections with the next steps to finalize individual event participants and secure necessary transportation requirements.

National Competitions

- Nationals:
 - Registration –1230 teams! Was not able to secure sufficient rooms in Regina to invite all interested teams.
 - Gerry Dee All Star Event – We are working with Gerry Dee to help him select 16UG, 17UG, 18UG all stars via Nationals. He will host an all-star event June 3-4 in Toronto
 - Will need to do a formal review on the hosting format and priorities for Nationals – Growth greatly exceeding resources (facilities, staff, referees).
- Combine – interest has been very low. Edmonton & Calgary events were cancelled. Will be reviewing the format of the event to find something that is more desirable.
- Beach – nationals dates released for 2023 – 3 events from late Aug./early sept.
- Territories project – bringing several VC departments together to host a combined 'training' event in the Territories to be hosted fall 2023. Interest from Territories is high.

VC Systems

VRS:

- Considerably busy with the start of club season and Nationals registration
- Still much effort in undertaking Person-in-Authority checks

Learning Management System:

- RFP issued Feb 8; deadline for proposals March 10

International Events

VNL:

- Match schedule has been announced today (Feb 9), which allows us to know contact teams and arrange details.



Zonal ParaVolley:

The following teams have declared their intent to attend:

- **WOMEN**
 - CAN – agreement received, deposit not required
 - BRA – agreement received, **no deposit received**
 - USA – agreement received, **no deposit received**
 - VEN – agreement received, **no deposit received**
 - PER – agreement received, **no deposit received**

- **MEN**
 - CAN – agreement received, deposit not required
 - BRA – agreement received, **no deposit received**
 - USA – agreement received, **no deposit received**
 - ARG – agreement received, **no deposit received**
 - VEN – agreement received, **no deposit received**
 - COL – agreement received was not from recognized PVPA member organization – PVPA/ WPV needs to follow up
 - CRC – no agreement, no deposit but PVPA says that they are coming. Need follow up.

Pro Beach Tour

- Canada has been confirmed for 2 stops in 2023:
 - Edmonton July 20-23
 - Montreal July 27-30
- Met the Montreal event promoter last week and toured the venue
- Edmonton event being run by VW directly with help from local promoter

Women's Continental Championships

- Laval University, Quebec City
- Had venue inspection and press conference last Thursday in QC
- Very capable and motivated Org Committee

Men's Pan Am Final 6

- Dates and format final confirmed with NORCECA
 - 6 day competition Sept 19-24

IST

All programs:

- Have had two (2) Volleyball Canada IST “water cooler” meetings this year, between all programs. The intent is to share and collaborate resources and ideas across our programs. Going very well with the start of collaboration and knowledge sharing across the programs.

MNT:

- We will be posting our professional development opportunity for a University Strength and Conditioning Coach to spend time with our programs May-June and be involved in the VNL prep and the Ottawa VNL week. This is part of our goal to continue building relationships with universities along with developing capacity within our programs on the pathway.
- Building plans and logistics for upcoming international season with IST members and Head Coach.



WNT:

- Held interviews on Thursday Feb 2nd for the position of lead therapist & medical coordinator. The hiring committee is in the final stages of selecting an applicant to offer the position to.
- Early stages of developing the YTP for the upcoming season, waiting on competition dates from FIVB
- Looking into updating the Gold Medal Profile in conjunction with the Men's program

Safe Sport/Gender Equity, Diversity & Inclusion

- Several new Safe Sport cases have been reported to OSIC since the January report. We have asked Abuse-Free Sport for an update on the number of cases and what stage they are at in their system. Boris Tyzuk will update if it is received by the Board meeting date.
- Rick Hunger from Abuse-Free Sport reached out to Caroline Sharp to discuss how VC is managing the PTA/Club aspect of complaints. With increased media attention, other NSOs are now interested in taking the same approach as volleyball. The slowness and lack of updates was discussed as well. He was not aware of the extent of this issue.
- Work is progressing on developing a system for better managing Code of Conduct and Safe Sport Complaints at VC National Championships.
- Ensuring Safe Sport compliance for Persons in Authority (PIAs) for VC National Championships in the VRS has been initiated. PTA compliance in completing and/or uploading PIA information in the VRS is weak and a memo has gone out to PTAs reminding them of this important Safe Sport requirement and obligation.
- The Youth Safe Sport training tool continues to progress well, with surveys out to club programs for volleyball, swimming, and athletics. Vantage Point Consulting is finalizing an agreement with ITP to develop the content for the tool, including the production development. Funding has been secured by COC for \$85,000 towards additional costs related to the tool.
- Caroline Sharp and Julie Young met with Resource Centre staff for OSIC regarding the Youth Safe Sport tool and the next steps required to receive approval as an accredited tool for Safe Sport.
- The DEI framework project with Deloitte is completed following a session staged in December. VC will be working on the next steps and action plan.

Communications

- Staffing update: New communications coordinator started on Jan. 16. Onboarding with both Nationals comms tasks as well as general comms assistance going well.
- Marketing and communications planning for international events – VNL marketing plan in near complete. Ticket sales open to public on Feb. 15 for VNL Ottawa. Also working with NORCECA (Laval) to form its marketing plan. Ticket sales for women's event in Laval go public on Feb. 22.
- Upcoming announcements: Para event (Paris qualifier) in May to be officially announced; NORCECA events ticket sales announcements.
- Continue to work with all programs to support consistency in messaging and branding.
- Announcement coming for Mizuno renewal of clothing sponsorship: Continue to work with partnership coordinator to integrate partner/sponsor content on key channels.
- Developing content calendar for 2023 based on information currently available.



Partnerships / Merchandise

- Mizuno contract has been finalized and team orders are underway.
- Mikasa custom VC branded recreational beach ball in the works. Release date of spring 2024.
- Left on Friday swimwear outfitted the women's beach team on the world tour in Doha.
- Negotiations ongoing for eyewear and men's beach categories.
- Discussions ongoing to target new sponsors to fill additional categories

Operations

- HR Coordinator posting closed, going through candidature process.
- Linden at Queens for course MBA course work Feb 3-14

9. Next Meetings

- 7 March 2023

10. Other Dates

- VC Convention: Tuesday August 29th – 30th
- AGM: Thursday, August 31st
- Hall of Fame: Wednesday, August 30th.

11. In Camera

12. Adjournment