



Volleyball Canada Board of Directors
Thursday, 25 February 2021, 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

1. Review and Approval of previous minutes

Kevin

Motion: Parrish Offer

Second: Marie Christine Rousseau

7-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Reports

- NORCECA
 - o SOC meeting coming up, still working on decisions of cancelling or rescheduling events within a 90 day window
 - o BOA meeting was held prior to FIVB Congress to discuss proposals
- Sport Canada
 - o 21-22 Sport Funding Application submitted Feb. 12th.
 - o Governance Report Card Submissions have not been evaluated
- FIVB
 - o Congress Highlights:
 - maximum age for running for President lowered
 - Volleyball World created to operate commercial properties, a one third share was sold for 100M US
 - Mark voted onto the Board
 - Josh Binstock voted onto the athlete commission
 - Announced project "Empowerment" as a funding platform for National Federations, this is in addition to the current Development platform
 - o VC looks to be a pilot country with Project Empowerment and the Women's Indoor Team
- COC
 - o Spring Session will be virtual and held in April
 - o Tokyo Playbook released.

4. Internal Audit Report

- o Meeting De-brief
- o Written Report Approval

Joanne

Motion: Joanne Mortimore

Second: Sylvie Bigras

7-0



5. Financial

- Approx 2.15m cdn cash available, 37.5k USD
 - Updated forecast reflects close to break even for 20/21 fiscal year. Can be attributed to extension of CEWS/CERS projected subsidies
 - Membership revenues forecast: 300k. Over 200k received to date. NOTE: OVA & SVA over collected, so have an allowance for refunds (brings down revenue number to approximately 180k)
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- Gov't:
 - CERS and CEWS: on going. Continue to qualify, and also received lockdown subsidies. Awaiting extension of program details (to June 2021, we don't know rates yet)
 - Have allowed carry forward of excellence funds to 21/22, must be spent by Sept. 30 2021
 - Annual funding application for Sport Canada Support submitted. Anticipate 2,188,350 for 21/22 (2,187, 800 for 20/21)

6. Governance

- AGM/Convention Dates
 - proposed a September date. Must occur within 6 months of year end
 - Special Membership Meeting
 - Propose a May date. Membership must be given a 45 day notice of the meeting
 - Power Point of By-law Changes (for Special Meeting)
 - incorporates feedback from President's Council
 - Memo has been updated reflecting comments from last board meeting.
 - Terms of Reference
 - summary of committees and membership
 - have vacant positions that we should try to fill, board first then external
 - Committee Member Contract
 - will start implementation process
- Terms for Approval**
- Ad-Hoc Committee on HP Centres
 - Ad-Hoc Committee on Strategic Planning

To approve TOR for HP Centres and Strategic Planning

Motion: Dan MacIntosh

Second: Cam Wheelan

7-0

ACTION: Please contact Kevin or Mark if you have an interest in Chairing the HP Centre or Strategic Planning Committee.

- Draft TOR for Athletes Council attached for discussion.
 - Examples used in drafting:
 - <https://olympic.ca/wp-content/uploads/2019/01/ac-terms-of-reference-en.pdf>
 - <https://paralympic.ca/athletes-council>
 - <https://athletescan.com/en/education/resources/athletes-council-guide>
 - <https://athletics.ca/federation/governance/committees/>
 - Many team sports do not currently have athletes' councils.
- Key discussion points:
 - Minimum number of athletes at one per program or one per gender?
 - Should council be focused on Retired or Current athletes
 - Election to council information



- Determination of the Athlete Director on the Board
 - suggesting no by-law changes at this point.
- Clarity on role

ACTION: Cam and Robin to revise TOR based on Board feedback for next meeting

7. Operational Reports

Men's Program

- Senior Team
 - **Pro leagues.** No update from last report.
 - **Nations League 2021.** Details (location, exact dates, schedule) to be announced before the end of February
 - Canadian Government quarantine rules might affect **VNL and Olympic Games preparation.** We will explore preparing outside Canada
- NEP still going. 5 more weeks to go. End date is March 26
- MOU with Gatineau ready to be signed. Partnership renewed until December 2024

Women's Program

- Staffing
 - Senior A Team secured 2 assistant coaches (Lauren Bertolacci - Vincenzo Mallia) and 1 statistician (Pablo Sanchez)
 - Search for a NextGen (B team) is on-going. Deadline for applications is March 1
- Senior team
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- MOU with Richmond ready to be signed. Partnership renewed until December 2022

Beach Update

- The Toronto COVID-19 Lockdown has been extended to March 8, 2021. Beach National Team training continues under a High Performance Exception available only to National Teams and to professional sport teams (NHL, NBA, MLB, MLS...etc.).
- On March 1, 2021 Felipe Humana-Paredes will become the Interim Performance Analyst and Next Gen Assistant Coach.
- The Doha, Qatar 4-Star event (March 8-12, 2021) will be the first major FIVB World Tour Event since the COVID-19 pandemic began in March 2020. Canada has 3 teams registered: Melissa Humana-Paredes/Sarah Pavan, Heather Bansley/Brandie Wilkerson and Grant O'Gorman/Ben Saxton.
- A Beach National Team Inter-squad tournament will take place at the Downsview Beach High Performance Centre from March 18-20, 2021.

Sitting Update

- Have received a High Performance Exemption for Alberta, will return to small group training in Edmonton and Calgary this week with team training camps mid-March
- World Cup has been tentatively confirmed for December 10-15, 2021 in Egypt
- Pan Am Zonal event will be in the USA in late October or early November (information from USA as they are in the bid process)



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- Tokyo CPC Planning and Prep meeting occurred February 18, information provided to start planning process but more information to come in April
 - Men's qualifier still scheduled for May 28-June 6, working through details of quarantine on return and testing protocols at event
 - Women have been invited for friendly matches with USA on May 26-30, working through similar process of quarantine and testing

Athlete & Coach Pathways

Long Term Development

- Podium Pathways currently being finalized
- Athlete Development Matrix – resources for life skills/psychological skills being developed
- Grassroots/First Contact Working group – reactivated to support promotion and resources moving forward

Youth National Team Program – 2021

- U19 Men/U20 Women – program planning in development

National Excellence Program (NEP) – Women

- 2021 Virtual ID Process – approx. 60 applicants to date
- Info session webinar – Feb 23 – 200+ participants

Coaching Development

- Development Coach Revision – Learning Facilitator Training – March 6 & 7
- VCCE front end upgrade – ongoing, centralized database
- Coaching Manager duties being delegated amongst Pathways department for March 1-August 30

Referee

- Referee Webinar Series
 - Finalized the topics and schedule and have commenced delivery of product to the membership
 - Safe Sport (February 21)
 - Systemic differences between mentoring males and females (March 14)
 - Participant relationships from the perspective of the coach/athlete (April 18)
 - Technical Analysis of Video (May 23)
- Environmental Scan
 - Working with Julie and Caroline to conduct an environmental scan of the referee membership pertaining to Safe Sport
 - Primary goal is to identify gaps within the referee community and develop strategies pertaining to diversity, equity and inclusion
 - Data will also help to guide referee programming into the future



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- National Referee Committee
 - High Performance Programming
 - Separately engaged with the Level 4 and 5 development programs to discuss how to bridge the gap between high performance domestic development and high performance international development
 - Joint meeting with the committee chairs this coming week to start developing the framework for congruency
 - Domestic Development
 - Actively working with our indoor and beach committee chairs to establish consistency and standardization in the referee training programs across the two disciplines
 - Heavily focused on referee retention with our PSO partners as we look forward to the eventual return to competition
 - Referee Newsletter
 - Content of the second edition is fully drafted
 - Final edits, translation and distribution should be complete for the end of month
 - With a general framework established, the Referee Chair is starting to look at ways to enhance the content and make the newsletter more robust

National Competitions

- Indoor & Beach Nationals looking at adjusting the hosting format to reduce travel and event size
- Regional approach to be discussed with PTAs – potential to host one event for every 2 provinces
- Will not be called nationals nor will it resemble nationals

- Information on new nationals schedule to be shared with PTAs for feedback – to be launched in 2022

International Events

- Developed a COVID risk management plan and associated budget for the Sr Men's NORCECA Championships (Aug 2021)
- Reviewed various COVID management plans from other sports events hosted in Canada and discussed with Sport Canada
- Created (or updated) hosting grant applications for Quebec and Sport Canada for the NORCECA Championships event

VRS Project

- Continued work in preparing the Sportlomo system for VRS
- Considerable effort in understanding how to implement coaching development management and the interrelationship with the CAC Locker and the VC Coaching Center
- Work in developing a strategy for integration of SafeSport and background checking, and supporting the various sport integrity initiatives

IST

- Completed an exit review and establishing a needs analysis for Performance Analyst position with Beach
- Hired a data analyst (3-month contract) for beach. Creating auto generating reports.
- Finalizing all IST staffing and support needs for Indoor M/W for 2021
- Gaining clarity on all international travel restrictions and testing options for all National Team programs
- Finalizing all medical and athlete monitoring processes/reports for summer programming



Safe Sport/Diversity & Inclusion

- **Safe Sport:**
 - “Open and Observable Environments” (Rule of 2) info-graphic for promotional purposes finalized in English and being drafted in French. (attached)
 - Referee Safe Sport Webinar staged Feb. 21 and over 70 referees took part.
 - VC Risk Matrix/Registry drafted for Board review.
 - Working with a PTO on a potential Safe Sport case.
 - General Safe Sport requirements document created for the website and currently being translated for posting.
 - VC background screening and safe sport training renewals memo distributed to all VC staff.

- **Diversity & Inclusion:**
 - Drafting a Gender-equity info-graphic for coaching.
 - Gender Equity and Indigenous training required for all VC staff by March 31st, 2021.
 - Reviewing the potential to launch the Women and Sport Playbook program in March/April 2021.

Communications

- Update: Announcements distributed so far in 2021: coaching update (beach program adjustments and new positions); Nationals postponement, Men’s NEP list (Gatineau); new VRS provider announcement; new partnership with Bodylogix. Upcoming: Renewal of Richmond Women’s Centre agreement; new women’s IST staff and launch of new fundraising program.

- Update: Auction dates revised and a “save the date” posted: March 25 to April 1, 2021 at www.volleyballauction.ca

- Fundraising: Completed “mission statements” for new funds that will be administered through the Canadian Olympic Foundation. COF is currently building the donation pages and VC promotion will proceed upon completion of the portals for each fund.

- Continue to focus communications/messaging on supporting a safe and positive “return to play.” Including “Road to Nationals” and monitoring the international situation, ie Olympic/Paralympic qualification ... continue to adjust planning accordingly.

- Continue to work with all areas (coaching, hp, etc) to assist and develop appropriate content moving forward. Currently, working on safe sport graphics (in progress) and materials to promote coach education and development.

- Video content for NEP completed: English and French versions released in late Jan. 2021 to coincide with recruitment outreach. Working with men’s centre on video content for U19 recruitment.

- Ongoing coach profile resumed Jan. 15. 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...

- New alumni spotlight to begin this month on web and social media, similar to coach profiles, but highlight alumni achievements.



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- Revising comms plans for Tokyo 2020-21 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.
 - Continuing adjusting opps plan due to pandemic restrictions and postponed events.

Sponsorship

- Working with sponsors on off court activations
 - Coach Profile “powered by Mizuno”
 - Mikasa Road to Nationals
- Announced new agreement with Bodylogix who becomes “Official Protein”
 - 1 year partnership

Operations

- Ian Halliday- parental leave approx. March 1- Aug 30 2021 anticipated
- Related to Ian’s leave, Wes Chen extended to Sept 30 2021 (Athlete & Coach Pathways support, as well as Men’s JR. National Team program)
- Applications for summer positions filed
- Looking to slowly re-open office
- Restructure of program delivery in Beach NextGen program: Steve Anderson no longer part of program, Josh Nichol Interim Coach, Felipe Humana-Peredes NextGen assistant coach and Data analyst to start March 1

8. Next Meetings

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| - January 19th | via zoom |
| - February 25th | via zoom |
| - March 23 rd | via zoom |
| - April 20 th | via zoom |

9. In Camera

10. Adjournment