



**Volleyball Canada Board of Directors
Tuesday 17 January 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: Joanne Mortimore

Second: Parrish Offer

7-0

2. Conflict of Interest Declarations

- No conflicts declared based on agenda and distributed materials.

3. External Relations Update

NORCECA Mark

- Youth events starting much earlier this year.
- 2023 schedule of events being revised.
- Schedule change impacts our hosting of Final 6 pan am men in Edmonton

Sport Canada Mark

- New department created for accountability and compliance.
- Women and Girls Safe Sport Hearings are on going.
- Sport Canada, CAC, and COC hosting Safe Sport Round table and its application to High performance Sport.
- Sport Canada Hosting grants confirmation are coming in.
- Working on a return to sport project with the Minister's office
- OTP
 - Women's Indoor 200k
 - Women's Sitting 480k
 - Men's Indoor 925k
 - Beach combined 925k
 - Overall VC Increase of 330k

FIVB Mark

- Increase of 75k US for Women's indoor program – new total 275k US
- Still trying to secure beach hosts.
- World Ranking Policy to be modified for continental events.
- No release of Final VNL schedule or Olympic Qualifier City's and pools
- Commission meetings start On February 2nd



COC

Mark

- Olympic Bid is still a focus, trying to re-engage the BC government.
- Marg McGregor is retiring at the end of February.
- Eliminated High Performance Advisor roles and merged with OTP HPA's
- New roles being created for Lizanne Murphy and Aaron Nutting
- Confirmed an additional 85k for our youth safe sport learning tool
- Hosted a Session Member update to discuss the inclusion of Russia and Belarus athletes as neutrals in Paris
- Hosted a safe sport visioning session with representation from NSO's, MSO's, Sport Canada, COC and FTP's
- In person session meeting to be held in Toronto April 21st – 23rd

4. Finances

- Audit: Mid year audit/ sample testing underway weeks of Jan 9-20, 2023
- Cash on hand 600k CAD, 115k USD on hand. Additional 275k in GICS easily accessible
- 130k surplus now forecasted. Investment in HR staff coming, as well as Volleyballworld not agreeing to support presentation for VNL Calgary to same extent as VNL Ottawa (additional 40k lighting revenue, removed from forecast)
- Additional Above reference grants have been asked for from Sport Canada (Safe Sport/DEI focused items)

Internal Audit Committee meeting dates set for March 8th and 9th

Joanne

5. Governance

Mark

- Cromwell report questions Attached
 - Original list of questions came from Boris doing a review.
 - Joanne has already created a list and incorporated into the internal audit committee agenda
 - Gord Peterson is also reviewing and will be providing feedback
 - We will use the questions as a standing item under governance until all questions are reviewed
- Equity, Diversity, and Inclusion Workshop Outputs Attached
 - Finalized personas distributed, next steps being determined, linked to Sport Canada funding application
- Risk Matrix
- https://docs.google.com/spreadsheets/d/1k-LUg9NTTxTLu_FVorNRqj02C4ogVWNp/edit#gid=2037099254
 - Discussion around extreme likelihood of something occurring versus extreme risk if something occurs
 - Extreme risk items to be reviewed and mitigation strategies put in place to lower the risk
- Policy Updates Mark & Boris
 - A number of policies need review and updating, transgender and DEI are at the top of the list
 - Also continuing to work on updates to committee TOR.



6. Ethics Committee

Boris

- Current appeals, complaints etc.
 - o Some responses still being addressed.
 - o .PTA and club SafeSport Cases as per SafeSport report in Operations
 - o One PTA D&C Complaint

7. Athlete Council

Cam

- Updates and activity
 - o Scheduling a meeting with the athlete reps in March

8. Operating Reports

WOMEN'S PROGRAM

- Senior Team
 - o Still awaiting full VNL schedule AND Olympic Qualifier location and pool
 - o OTP funding announcement postponed until January 16
 - o FIVB Empowerment support increased by 75K USD for 2023 (now at 273K USD)
- NEP
 - o Concluded on December 16
 - o 2023 ID and selection currently underway
- Staffing
 - o Mischa Partridge no longer part of TCWV
 - o We are currently searching for a full-time Physio therapist/medical Coordinator. Deadline for applications is January 20. Projected start date: March 1st

MEN'S PROGRAM

- Senior Team
 - o Still awaiting full VNL schedule AND Olympic Qualifier location and pool
 - o OTP funding announcement postponed until January 16
- NEP
 - o Concluded on December 16
 - o 2023 ID and selection process currently underway
- Annual debrief (planning session) will take place on January 25-26 in Gatineau. In person.

Beach Update

- The VC Beach 2023 Next Gen Selection Camp took place December 2-4, 2022 at the Downsview BHPC. Below are the 2023 Next Gen Beach National Team athletes that were selected including four athletes Next Gen carded for the first time (New) in each gender:
 - o Women: Marie-Alex Belanger, Molly McBain (New), Anna Licht, Adriel Goodman (New), Lea Monkhouse (New), Devin Corah (New), Amanda Harnett, Shanice Marcelle
 - o Men: Sam Schachter, Daniel Dearing, Alexander Russell, Jake MacNeil, Tynan Kiva Gannett (New), Arran Chambers (New), Trent Ketrzynski (New), O'Gorman Grant, Eric Girard (New)
- The 2023 VC Beach Induction Camp took place January 4-6, 2023. Full-time Next Gen Training began on Monday January 9, 2023.
- Own The Podium (OTP) Beach Funding for 2023-24 (April 1, 2023 to March 31, 2024) will be communicated to VC on January 16, 2023.



-
- Upcoming FIVB (Volleyball World Beach Pro Tour) events:
 - Sarah Pavan/Sophie Bukovec will compete in the Beach Tour Finals in Doha. Qatar January 25-29, 2023.
 - Sarah Pavan/Sophie Bukovec and Melissa Humana-Paredes/Brandie Wilkerson are competing in the Doha Elite 16 event (February 1-5, 2023). This is the first event in the Paris 2024 Olympic Qualification System.
 - VC NORCECA Closed Trials will take place February 23-24, 2023 at the VC Beach High Performance Centre in Downsview Park. This event will determine the teams that represent Volleyball Canada at 2023 NORCECA Beach Tour events that occur in the first half of 2023.

Sitting Update

- Nicole, Ian and Mark E attended OTP Review on Nov 23 which went well
 - Funding recommendation expected Jan 13
 - Funding ask for 2023-24 was \$490,205 (increase from \$350,000 in 21-22)
 - increases included FT HPD, training/exhibition w BRA in April 23
- 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 exhibition TBD

2023 ParaVolley Pan America Zonal Championship (Edmonton, May 2023)

- \$250k received from Sport Canada
- PVPA expects participation from 8 men's countries and 6 women's countries, which would be largest Pan Am Zonal Championship ever held
- LOC is being formed, Alan A assisting as LOC chair

Athlete and Coach Pathways

Athlete:

NEP

- Women - ID for 2023 camps on going – 8 scheduled
- Men – ID through GMTM now open

Youth Programming 2023:

- Women - targeted athletes camps completed in Calgary and Toronto
- Continental Championships dates changed from Feb to May

Canada Cup:

- Contract signed for Canada Games Park/Brock University – July 19-23, 2023
- Press release to go out in late January

Coach:

NCCP:

- Delivering 5 Community Coach Workshops in the next few weeks
- Finalizing the Foundations Storyboard
- Master Coach Developer work in progress – focus on coach evaluators – updated documentation



Non NCCP:

- 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

- Finalizing Statement of Requirements and RFP to procure new LMS.
- CSAI project is finally under way. Equipment is ordered for 7 communities
- Launching the first 2 coach trainings in January (Listuguj, Pessamit) with others planned for February.

Referee

- Delivered training to the Referee Committee and Provincial Referee Leadership regarding UCCMS, OSIC and Safe Sport policies and procedures
- Providing Gender Equity training to the Referee Committee and all Provincial Referee Leadership
- Collaborating with the Women's National Team and NEP programs to develop year-round training opportunities for high performance referees
- Engaging current IST leads to look at potential opportunities to expand into referee programming on both the high performance and grass roots levels

National Competitions

- Registration successful overall. One minor glitch with 15UB. 15UB numbers higher than anticipated. Regina is tight on hotels, currently a 50ish teams on the waitlist; 96 teams in.
- 16U registration went very well – with invites tomorrow will be at 80 boys teams and 160 girls teams
- Jerry Dee Reached out to work with Nationals to identify top 24 16U – 18U female athletes. Wants to offer an all expenses paid trip for a showcase match in Toronto in Early June.
- Looking to work with various VC departments to visit the Territories in fall 2023 for a Combine along with other opportunities (referees, coaches, athlete development)

National Registrations Status:

This document doesn't include waitlists

Attached

15UB – 29

15UG – 79

16UB – 31

16UG – 66

**These numbers are not accurate as they have duplicates

International Events

- VNL
 - OC has begun work
 - Full package ticket sales to start Feb 14/16
 - Sport Canada hosting grant approved for \$400,000
- NORCECA Women's Continental Championships
 - Selected Quebec City as host; Aug 29 – Sep 3
 - NORCECA now wants to change dates
 - Site visit Feb 2
- NORCECA Men's Final 6
 - Edmonton selected as host; site visit and kickoff was Dec 12
 - Dates now changing; Sept 18/20-24
 - Sport Canada Hosting grant approved for \$175,000



- Beach Pro Tour
 - Have been assisting Ed with beach tour events in Montreal and Edmonton
 - Montreal seems a go; Edmonton not so sure
- Paravolley Qualifier
 - Contracts signed for Paravolley Qualifier event; to start inviting teams
 - Edmonton in May 10-14 in association with Nationals
 - Sport Canada hosting grant approved for \$250,000

VRL/LMS

- Nationals registration started Jan 11
 - One small issue encountered
 - Trying to keep up PIA certifications
- LMS RFP to go out next week

IST

All programs:

- Resigned a new 4yr agreement with Kinduct as our Athlete Management System provider for both men and women's indoor, and men and women's sitting.
- Officially, we were notified that PUSH (our S&C software and accelerometers) will be discontinued. PUSH was bought out by WHOOP, and they will be going in a different direction as a company. We recently purchased Team Buildr for our S&C programming software, and this has been adopted by all programs within Volleyball Canada. We are currently looking into accelerometer replacements.
- We will be having our first Volleyball Canada IST "water cooler" meeting this month between all programs. The intent is to share and collaborate resources and ideas across our programs.

MNT:

- We will be posting, by the end of January, a contracted position for a Mental Performance Consultant with our Senior Team
- 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.

WNT:

- Currently looking for a new Medical Coordinator and lead Physiotherapist. The position is currently being advertised until Jan. 20th. Anticipated start date is March 1.

Safe Sport/Gender Equity, Diversity & Inclusion

- An update on the number of Safe Sport Cases being reviewed by Abuse-Free Sport will be provided in mid-January. 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.
- The OVA has been selected by OSIC for an Environment Assessment based on a complaint that they received. OVA and VC will learn more about the process in an upcoming meeting with OSIC. The information posted on OSIC's website states:
 - *Assessment accepted - Scoping phase ongoing- Impacted sport environment: Ontario Volleyball Association - Alleged systemic issues: forms of discrimination and other prohibited behaviour under the UCCMS.*



-
- Caroline Sharp staged a workshop with the BC Volleyball Board in early January on the Abuse Free Sport Program and Complaint process. Julie Young staged a similar session with Referee leadership and PTA ROC's.
 - A Safe Sport Complaint process review session was staged in early January as part of the Beach HP Camp and sessions will be staged with each National Team Program for the new season.
 - The Youth Safe Sport training tool is progressing well, with Vantage Point initiating a survey to clubs regarding the tool. Meetings were staged with various clubs across the three sports of Volleyball, Athletics and Swimming to obtain input and feedback on the youth training tool. The next phase involves athlete/parent input. Vantage Point Consulting is working on finalizing an agreement with ITP to develop the content for the tool, including the production development. Work is on-going to seek funding from the COC for the next phase of the project and they have recently confirmed \$85,000 in additional funds.
 - 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 starts on Jan. 16. Focus on Nationals comms planning as well as overall comms assistance.
- Marketing and communications planning for international events – VNL marketing plan in progress. Campaign to begin in early Feb.
- Continue to work with all programs to support consistency in messaging and branding.
- 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

- Finalizing the contract with Mizuno, should be signed off in January. Team staff have begun the order process for 2023 season.
- Mikasa custom VC branded beach ball in the works. Targeted towards the recreational/adult league category.
- Left on Friday swimwear outfitted the women's beach team at the induction camp in January.
- Negotiations ongoing for eyewear and men's beach categories.
- Discussions ongoing to target new sponsors to fill additional categories

Hall of Fame

- Marlene and her committee have chosen the following individuals to be inducted into the 2023 Hall of Fame.
 - Kent Greves - Athlete
 - Pat Thorne - Official
 - Laurie Eisler - Coach
 - Doug Reimer – Coach

Location: Hôtel Le Concorde Québec



Operations

- Job posting for HR Coordinator circulating. Looking beyond Sport community (charity village, HR specific groups etc.) as well as sport community

9. Next Meetings

- 15 February 2023
- 7 March 2023

10. Other Dates

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

Proposed Dates:

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

Action: Proposed dates confirmed.

11. In Camera

12. Adjournment