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**Volleyball Canada Board of Directors  
Tuesday, 19 January 2021, 20:00 EST  
Zoom Meeting**

**Minutes:**

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**In Attendance** :Kevin Boyles; Sylvie Bigras; Joanne Mortimore; Dan MacIntosh; Marie Christine Rousseau; Parrish Offer; Cam Wheelan **Staff:** Mark Eckert; Robin Guy

**1. Review and Approval of previous minutes**

Kevin

**Motion: Parrish Offer**

**Second: Dan MacIntosh**

**7-0**

**2. Conflict of Interest Declarations**

- no conflicts declared based on agenda and distributed materials

**3. External Reports**

- NORCECA
  - o Board of Admin to meet next to review the FIVB Congress agenda and proposals and propose changes.
  - o Sport Organizing Committee to meet next week to assess viability of upcoming events.
- Sport Canada
  - o Own the Podium 2021 funding announced
    - beach 775k, up 75k
    - men's indoor 1M 20k down 50k
    - Women's Sitting 85k up 20k
  - o Currently preparing our annual funding submission
  - o Waiting for the assessment of our Governance Report Submission
- FIVB
  - o VNL Council to meet January 26<sup>th</sup> to determine format.
  - o Congress will be held virtually January 5<sup>th</sup>, 6<sup>th</sup> and 7<sup>th</sup>.
- COC
  - o No Team Sports for Youth Pan Am Games in Cali, Columbia.
  - o January 27<sup>th</sup> Tokyo plan update meeting is being held.

**4. Financial**

- Approx 2.2m CDN cash available, 40k USD
  - o Updated forecast reflects close to break even for 20/21 fiscal year. Can be attributed to extension of CEWS/CERS projected subsidies
  - o Membership revenues forecast: 300k. Over 200k received to date
- Gov't:
  - o CERS and CEWS: on going. Continue to qualify. Applied for shutdown top up relief for Beach Training Centre and Ottawa office will apply for next period
  - o Sport Canada Above Reference Request received to support Para Men's Qualifier- 53k. Moved into next fiscal year as that is the anticipated time line indoor excellence funds
  - o Annual funding application for Sport Canada Support due mid- Feb 2021



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5. Operations Plan/Strategic Plan Attached

6. Terms of Reference Attached

- **Memo - Recommendation on Board Elections Implementation Plan**
  - Memo has been updated reflecting comments from last board meeting.
  - Attached for reference only
  - This will be included on President's Council Meeting next week for informal discussion and comment
  - Formal circulation will take place following the meeting.
  
- **Terms of Reference (General)**
  - Seeking approval of the attached TOR for Ethics, Critical Issues, Nominations and Elections and Finance
  - Consulted with Sport Law and Strategy and reviewed the TOR of NSOs that were available.
  - Recommended that if approved we post to VC website in accordance with good governance standards and the Sport Canada governance report card.
  - The Chair of the Board shall appoint the Chair of the Committee.
    - Best practices are the Chair of the Committee would then select the rest of the committee in consultation with the Chair of the Board
      - Naturally the Board can suggest people for committee
      - Empower the Chair to run their committee
  - Chair is appointed for a two year term
    - Other committee members one year unless otherwise decided.
    - It was recommended by Steve Indig that we add a clause in TOR that provides the Board the right to remove a chair or a member at any time.
  - For all committees, the Chair of the Board and CEO are ex-officio and non-voting members of the committee.
  - Ethics Committee (TOR)
    - Straight forward and consistent with existing TOR.
    - At least 1 member and not more than 3
    - Duties are outlined in S14-16
      - Main point to highlight is the chairperson will serve as discipline chair
    - Other NSOs combine Governance with Ethics, but not necessary
  - Critical Issues (TOR)
    - Revised from Legal Committee to expand the scope of the Committee a bit
    - Maintains the purpose of the Legal Committee to assist with critical issues that fall within VC's jurisdiction
    - Chairperson should be a lawyer and familiar with our policies
  - Nomination and Election (TOR)
    - Maintaining similar to previously approved
    - Members shall not be up for election as it is a conflict of interest
  
  - Finance (TOR)
    - Maintaining similar TOR from last
    - Introduced the Vice-Chair of the Committee will be the Chief Operating Officer (COO), unless otherwise determined, who is the Treasurer of the Organization. This position shall be a non-voting member of the Committee. The Vice-Chair will assist the Chair as necessary.

**To approve TOR for Ethics, Critical Issues, Nominations and Elections and Finance**

**Motion: Parrish Offer**

**Second: Dan MacIntosh**

**7-0**



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## 7. OPERATIONAL REPORTS

### INDOOR NATIONAL TEAMS UPDATE

#### Men's Program

- Senior Team
  - **Pro leagues.** No update from last report.
  - **Nations League 2021.** FIVB to announce proposed altered format now postponed until the end of January
  - Michael Cook officially **full-time** Strength and conditioning coach since January 1
- NEP (Winter edition) to start as planned on January 18, despite stronger Covid-19 restrictions in Québec since January 9
  - 20 athletes will train in Gatineau, including Daniel Jansen Van Doorn who is still recovering from back surgery
  - Program will run for 10 weeks, until March 26
- Miscellaneous. The new Sport Complex in Gatineau (host of the 2021 Men's Norceca Championship) will be called **Centre Slush Puppie**. See below

#### Women's Program

- Staffing
  - Shannon Winzer officially full-time Women's Head coach since January 1
  - Staffing/training/competition plan for 2021 is on-going
- Senior team
  - All our senior athletes now with Pro contracts (Alicia Ogoms:Italy - Dani Smith: Romania). Only Autumn Bailey remains in Richmond (still in rehab)
  - **Pro leagues.** No update from last report.
  - **Nations League 2021.** FIVB to announce proposed altered format now postponed until the end of January
- NEP wrapped up on December 18. Currently no athletes training in Richmond (except for Autumn Bailey)

#### Beach Program

- On January 11, 2021 Josh Nichol became the Interim Men's Next Gen Head Coach
- The 2021 Beach National Team Induction Camp is taking place virtually the week of January 11-15, 2021
- Both Senior and Next Gen training begins at the Downsview HPC on January 18, 2021. Mandatory Next Gen Training begins January 25, 2021.
- On January 14, 2021 Ontario is entering into a strict 28-day lockdown but the Beach National Team can still train under a High Performance Exception available only to National Teams and to professional sport teams (NHL, NBA, MLB, MLS...etc.)
- Volleyball Canada U19 (Athletes born in 2002 or later) FIVB Beach World Championship Trials have been rescheduled to May/June 2021 (Ashbridges Bay, Toronto) since the FIVB U19 Beach World Championships in Roi Et, Thailand March have been postponed for a second time to September 15-19, 2021

#### Sitting Program

- Men's Qualifier postponed until June 1-5<sup>th</sup>, will still be hosted by Germany
- January training camp in Edmonton, AB was cancelled for both the women's and men's programs due to sport restrictions in the province
- Both teams will run virtual camps and weekly team meetings as majority of athletes are in isolation without training facilities (HP exemptions available in some provinces)



- Kerry and Nicole working on plan for Return to Training, including testing and isolation after air travel to training camps, will be monitoring case numbers and restrictions to determine best plan of action
- Saville Centre in Edmonton is no longer available for training (likely until Summer, 2021) as they had a pipe burst, have to find different training facility which includes an increase in costs

## **Athlete & Coach Pathways**

### Regional Excellence Program (REP)

- North Vancouver, Burnaby and Okanagan ONLY due to Covid restrictions

### Long Term Development

- Indigenous pathway – education modules underway for staff, report submitted to Sport for Life with 16 recommendations – incorporated into Operational Plan

### Youth National Team Program – 2021

- World Championships – U21 Men and U18 Girls will qualify based on points
- U19 Men/U20 Women – in discussion

### National Excellence Program (NEP) – Women

- 2020 Program Completed – final report forthcoming, positive reviews
- 2021 Virtual ID Process will be activated February 1

### Coaching Development

- Development Coach Revision – 2<sup>nd</sup> pilot completed, LF resources in revision
- Ian Halliday – parental leave – March 1-August 30, planning for coverage with current resources

### Grant Applications

- CAC COVID Relief Funds - \$10k: Approved
- Sport for Life Indigenous Pathway Support – 10K: Approved
- JumpStart Community Development – 9K: Declined
- FIVB Coach Development – NEP – 36 Francs (2 years): Approved

## **Referee**

- Referee Webinar Series
  - Nearing finalization of topics (4) for our next webinar series:
    - Systemic differences between mentoring males and females
    - Participant relationships from the perspective of the coach/athlete
    - Respect in sport
    - Technical video analysis
    - The value of training across disciplines
  - Anticipated schedule commencement is February through May
- Registration System
  - Working closely with Alan to ensure that the existing aspects of referee registration are retained and that we expand and capture new, pertinent referee data in the registration process
  - Planning to review Sportlomo's established Referee Management System to determine if the functionality is ideal for the volleyball referee environment with respect to event management, historical documentation of nominations and assignments, etc.
- Referee Committee
  - Started discussions on restructuring our High Performance Committee



- Focus is on creating a greater degree of congruency between the Level 4 and 5 programming
  - Working to expand participation in our domestic development committees
- Communications
  - Established and proposed draft meeting schedules to the PSO Referee Chairs. Finalization of the schedule moving forward will be completed on the 17th
  - Second edition of the referee newsletter is nearing draft completion. Anticipated distribution moved to February.

### **National Competitions**

- Youth Indoor Nationals will be postponed to the summer
  - Registration to be postponed to May/June
  - Hoping to confirm dates/locations by Feb
  - May reduce total number of events to 4 from 7
- Adult Indoor Nationals will be postponed or cancelled

### **International Events**

- VNL Council meeting is scheduled for Jan 26. It is expected that they will propose an alternative format for VNL in 2021.
- NORCECA SOC meeting to be scheduled in next few days
- Planning is ramping up for the Men's NORCECA Championships in Gatineau in August.

### **VRS Project**

- System setup has begun
- Sportlomo is setting up initial portals for VC, PTSOs, clubs.
- Working thru the system interfaces from Sportlomo to external systems.
- Working thru learning management support for coaches and refs.

### **IST**

- Michael Cook has started Full Time with the MNT (Jan 4th start)
- Working with Shannon on IST staffing plan for 2021
- Investigating all COVID screening options for WNT (BC), MNT (QC/ON) and Sitting (AB).
- Reviewing all medical and athlete monitoring processes from fall NEP programs to improve summer plans
- Completing an exit review and establishing a needs analysis for Performance Analyst position with Beach

### **Safe Sport**

- "Open and Observable Environments" (Rule of 2) document finalized and being developed into an info-graphic for promotional purposes to be shared through various platforms, including through PTO's and clubs.
- Prepared resource document (EN and FR) and PPT presentation for a Safe Sport Info session for Beach National Team Program held on Jan. 11. Feedback from the session will be used to update info sessions for other programs.
- Working on Club Approval program details for launch in 2021.
- Working on VC Risk Matrix
- Working with a PTO on a potential Safe Sport case.



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### **Diversity & Inclusion:**

- Drafting a Gender-equity info-graphic for coaching.
- Investigating Canadian Women in Sport's Gender Equity Playbook program which will assess VC's Equity, Diversity, and Inclusiveness, as well as assist in the development of action plans.

### **Communications**

- Update: Announcements distributed early Jan. 2021: coaching update (beach program adjustments); Nationals postponement. Coming up: Men's NEP list (Gatineau); new VRS provider announcement.
- Update: Auction dates revised and a "save the date" will be sent out shortly: March 25 to April 1, 2021 at [www.volleyballauction.ca](http://www.volleyballauction.ca)
- Fundraising: Working on "mission statements" for new funds that will be administered through the Canadian Olympic Foundation.
- Continue to focus communications/messaging on supporting a safe and positive "return to play." Including 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. Working on Smashball promo content – completed. Waiting for some school restrictions to lift to promote.
- Video content for NEP completed: English and French versions ready to go for release in late Jan. 2021 to coincide with recruitment outreach.
- Ongoing coach profile resumes 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: Exploring ways to incorporate Indigenous content.
- Revising comms plans for Tokyo 2020-1 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**

- Conversation/communication has taken place with all partners regarding Nationals 2021. Still interest for partners to engage wit participants.
- Close to possible deal with Canadian protein company.

### **Merchandise**

- Rally Together campaign continues on e-store. \$5 from t-shirts; \$10 from hoodies will go to national team programs.
- Working with Volleyball Stuff on formalized plan for 2021 and revising plans for Nationals 2021.

### **Governance**

- Governance Report Card submitted to Sport Canada for review. Awaiting results.
- Revised Memo on Board Elections attached per comments from December Board Meeting.
  - Will be shared with PTAs for meeting week of January 25, 2021.



### **Human Resources**

- Ian Halliday- parental leave approx. March 1- Aug 30 2021 anticipated

### **Corporate Operations**

- Applications for summer positions has begun
- Restructure of program delivery in Beach NextGen program: Steve Anderson no longer part of program, Josh Nichol Interim Coach, sourcing resources for NextGen assistant coach and Data analyst

### **8. Next Meetings**

- February 23<sup>rd</sup> via zoom
- March 23<sup>rd</sup> via zoom
- April 20<sup>th</sup> via zoom

### **9. In Camera**

### **10. Adjournment**