



Volleyball Canada Board of Directors
Thursday, 27 January 2021, 20:00 EST
Zoom Meeting

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Boris Tyzuk

Second: Marie Christine Rousseau 7-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Relations Update

- NORCECA Mark
 - Still juggling the competition calendar
 - Reviewing our ability to participate in all youth NORCECA events
- Sport Canada Mark
 - Funding Update
 - Waiting on announcement for recovery funds
 - Core and Safe Sport requests are due Feb. 15th
 - Return to Community Sport applications due March 4th, 80 million over 2 years
 - OTP overall increase of 365k over previous year
- FIVB Mark
 - Commission meetings are now back on
 - Staff and committee chair in person, members are virtual
 - FIVB Congress scheduled in person to coincide with Women's World Championships
 - Snow Volleyball Stop in Calgary as part of Chinook Blast downtown Olympic Plaza
- COC Mark
 - Finalizing our Diversity, Equity and Inclusion piece with Deloitte and the COC
 - 325k in VIK
 - April 1st launch
 - Attempting an in-person Session meeting in late May or early June



4. Finances

- Budgeting:
 - Sport Canada submission (final) including Safe Sport, and Excellence funding finalization/submission will occur by Feb 15.
 - OTP numbers for 22/23: Para- 350k, Beach 850k, Indoor M- 1m. Net increase of 365k from 21/22
 - Working through program budget drafts, still awaiting finalization of some revenue/funding numbers
- Current year finances:
 - Small changes since last update, current forecast 175k deficit- some savings from employee departures, and finalizing old registration system finances.
 - Cash on hand: 1.2m CAD, 120k USD
 - Mid-Year audit Jan 24-28, Finance & Audit Committee meet in Feb
- New Subsidies from Federal Gov't
 - Tourism & Hospitality Recovery Program: Applied for. We should continue to qualify for Wage and Rent subsidies for the next couple of months
 - Provincial subsidy: Ontario- utilities relief for January likely to come

5. Governance

- Boris has been reviewing and cleaning up language in our by-laws
 - Similar process to occur with Committee TOR
- Linden, Julie and Caroline are submitting updates to Sport Canada regarding the Governance Report Card

6. Ethics Committee

Boris

- Current appeals, complaints etc

7. Athlete Council

- Updates and activity

Cam

8. Operating Reports

Men's Program

- OTP funding announced - \$1,000,000 received (\$25,000 less than last year)
- 2 assistants for the Senior team secured. Announcement will be made shortly. Staffing for other teams on-going.
- Still awaiting announcement from FIVB re: VNL full schedule
- Latest calendar of events attached



TEAM CANADA MEN'S VOLLEYBALL - 2022 CALENDAR OF EVENTS - UPDATED JANUARY 18

MAY 2022							JUNE 2022							JULY 2022						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
25	26	27	28	29	30	1	30	31	1	2	3	4	5	4	5	6	7	8	9	10
							ARGENTINA IN GATINEAU - TBC							Final 6 Pan Am Cup - Mexico						
2	3	4	5	6	7	8	6	7	8	9	10	11	12	VNL #3 - JAPAN						
NG Selection camp??							VNL #1 - OTTAWA							11	12	13	14	15	16	17
9	10	11	12	13	14	15	13	14	15	16	17	18	19	VNL FINALS						
NG Selection camp??							VNL #2 - BULGARIA							18	19	20	21	22	23	24
16	17	18	19	20	21	22	20	21	22	23	24	25	26	VNL CHALLENGER CUP - LOCATION TBD						
23	24	25	26	27	28	29	27	28	29	30	1	2	3							
							F6 - PAC - MEX													
AUGUST 2022							SEPTEMBER 2022							OCTOBER 2022						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
1	2	3	4	5	6	7	5	6	7	8	9	10	11	3	4	5	6	7	8	9
				PAN AM CUP - GATINEAU			WORLD CHAMPIONSHIP - RUS													
8	9	10	11	12	13	14	12	13	14	15	16	17	18	10	11	12	13	14	15	16
PAN AM CUP - GATINEAU							U21 PAN AM CUP - CUBA							17	18	19	20	21	22	23
15	16	17	18	19	20	21	19	20	21	22	23	24	25	24	25	26	27	28	29	30
			WAGNER MEM. - TBC				WORLD CHAMPIONSHIP							31						
22	23	24	25	26	27	28	26	27	28	29	30	1	2							
				WORLD CHAMPIONSHIP - RUSSIA																
29	30	31	1	2	3	4														
SENIOR TEAM							NEXT GEN							U21 TEAM						
POSSIBLE SENIOR TEAM																				

Women's Program

- OTP funding announced. No support recommended
- Interviews for open positions are on-going this week: Team Coordinator, Full Time S&C coach/IST lead, Full time Therapist/Medical coordinator. Staffing for all programs is on-going
- Still awaiting announcement from FIVB re: World Championship draw/pools, VNL full schedule
- Latest calendar of events attached



TEAM CANADA WOMEN'S VOLLEYBALL - 2022 CALENDAR OF EVENTS - UPDATED JANUARY 18

MAY 2022							JUNE 2022							JULY 2022						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
25	26	27	28	29	30	1	30	31	1	2	3	4	5	4	5	6	7	8	9	10
							VNL #1 - USA													
2	3	4	5	6	7	8	6	7	8	9	10	11	12	11	12	13	14	15	16	17
				NG Selection camp			U20 PAN AM CUP - MEX (TBC)							VNL FINALS						
9	10	11	12	13	14	15	13	14	15	16	17	18	19	18	19	20	21	22	23	24
NG Selection camp			U14 NATIONALS - OVAL				VNL #2 - PHILIPPINES							U18 PAN AM CUP - USA (TBC)						
16	17	18	19	20	21	22	20	21	22	23	24	25	26	25	26	27	28	29	30	31
		EXHIBITION - EDMONTON - TBC					VNL #3 - CALGARY							VNL CHALLENGER CUP - LOCATION TBD						
23	24	25	26	27	28	29	27	28	29	30	1	2	3							
EX - TBC																				
AUGUST 2022							SEPTEMBER 2022							OCTOBER 2022						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
1	2	3	4	5	6	7	5	6	7	8	9	10	11	3	4	5	6	7	8	9
							Final 6 Pan Am Cup - Dom. Rep.							PRE WORLDS - FRA						
8	9	10	11	12	13	14	12	13	14	15	16	17	18	10	11	12	13	14	15	16
							PRE WORLDS - FRA (TBC)							WORLD CHAMPIONSHIP						
15	16	17	18	19	20	21	19	20	21	22	23	24	25	17	18	19	20	21	22	23
				SR PAN AM CUP			WORLD CHAMPIONSHIP													
22	23	24	25	26	27	28	26	27	28	29	30	1	2	24	25	26	27	28	29	30
SR PAN AM CUP - MEXICO							WORLD CHAMPIONSHIP													
29	30	31	1	2	3	4								31						
				Final 6 Pan Am Cup																
SENIOR TEAM							NEXT GEN TEAM							YOUTH TEAMS						
POSSIBLE SENIOR TEAM																				

Beach Update

- The 2022 Beach National Team Virtual Induction Camp (Senior and Next Gen) was held January 5-7, 2022. Training at the Downsview Beach HPC began Monday January 10, 2022. The first 2022 FIVB Beach Pro Tour (Formerly the FIVB World Tour) events are scheduled for the second half of March 2022.
- 2022-2023 Own the Podium (OTP) funding for the VC Beach National Team increased to \$850,000 (An increase of \$125,000 from 2021-2022). This is the 7th consecutive year of OTP funding increases for the VC Beach National Team (OTP Funding for the VC Beach National Team started at \$150,000 in 2016-2017).
- VC Beach National Team Staff update:
 - Srdjan Veckov (Team Coach Melissa Humana-Paredes and Sarah Pavan) , Ricardo de Freitas (Team Coach Brandie Wilkerson and Sophie Bukovec plus Heather Bansley) and Adam Schulz (Team Coach Sam Schachter and Dan Dearing) are currently coaching at the Downsview HPC and mentoring our NextGen Head Coaches (Josh Nichol and Adriana Bento).
 - Bryce Tully has been hired as the Manager of Culture Development and Mental Performance Services



- The Beach Working Group continues to regularly meet to improve the high-performance culture and the athlete development pathway within the Beach National Team Program.
- A Beach Spring Break Camp (Athletes aged 12U to 15U years old) will be organized at the Downsview Beach HPC March 14-18, 2022. Ten athletes have already registered for this event.
- The 2022 Summer Program Carding Selection Camp will take place May 13-15, 2022, in Toronto (Either the Downsview Beach HPC or the outdoor courts at Ashbridges Bay).

Sitting Update

- OTP 2022-23 recommendation for women's program – team has changed from Targeted Sport to Core Sport with an increase from \$85,000 to \$350,000 (4.1x) in annual funding
 - Enhanced Excellence: \$300,000
 - Next Generation: \$50,000
 - 75% of \$350k guaranteed annually through Paris with Core Sport status
 - Staff enhancements and IST additions will occur April 1 including Nicole to full time HC
- Women's training and competition schedule as presented previously – Boston March 2-6, 2022 and World's May 12-12, 2022
- Men's schedule has changed as KAZ was no longer an option (COVID and political unrest) - will attend Germany March 22-28th and Worlds May 12-25, 2022
- WNT had successful training camp in February at Edmonton Volleyball Pickleball Centre (EPVC), will continue to train at Saville as well but EPVC facility interested in hosting program full time. Potential partnership opportunity for future WNT centralization program as part of OTP funding.

Athlete & Coach Pathways

Youth National Team Program – 2022

- U18 Women –
 - Planning for 32-36 athletes – training & top 12 attending Pan Am Cup, remaining athletes participate at Canada Cup
- U19 Men & U 20 Women –
 - Program Details finalized -

National Excellence Program (NEP) – Women

- In Person NEP ID Camps – BC & AB completed, SK – Feb 5, other provinces on hold

Coaching Development

- Adv Dev/PC Coach Workshops –In blended learning format
- Community Coach Workshop in development phase
- Initial investigation into VC Coaching Centre opportunities

Pathway Updates:

- Delivery of Coach Education, Coach Credentials, Canada Cup, Canada Games, Youth National Team programs – priority
- Sport for Life Quality Sport Division Report Card Received
 - Quote (Carolyn Truno) - As you can see and as always, Volleyball Canada continues to advance and raise the bar for quality sport development. As we say, Volleyball Canada is a great example of “kaizen” - continuous improvement. We look forward to working with you in the future.
- James Sneddon to support Territories – coaching development
- LTD Resource Development– Two Page/stage in development for distribution



Referee

- Developing a statement of requirements for a referee learning management system
- Working with Pathways to research a viable learning management system provider
- Actively engaged with CCAA / U Sports partners on event management and COVID related challenges
- VC National Championship planning continues with obvious considerations for COVID related challenges
- Grassroots referee development across the PTAs is hampered by the continually changing environment and COVID related challenges

National Competitions

- Combine will be held in Edmonton on Jan 22 and Calgary Jan 23. Registration numbers are low (approx. 50 per event) but we will run anyway to train technical staff and promote the event.
- Nationals registration will be delayed, instead of opening in early February the first age category will open Feb 22.
- Currently anticipating good registration at 14U events due to regional participation (driving distance). Edmonton may be as low as 50% due to teams not being willing to travel via plane – we will still run and event with low numbers as long as we are not restricted by facilities or government mandates.
- A candidate has been offered the Domestic Competitions Coordinator role, replacing Josh T. If she accepts her anticipated start date is Feb 7

International Events

Calgary VNL:

- Have selected Seven Chiefs as the venue for the event; proceeding to contract now
- Still in process of determining hotel
- finalizing the Organizing Committee
- municipal contribution of \$100k, waiting on AB (\$225k) and CAN (\$300k) hosting grant decisions

Ottawa VNL

- planning underway, delaying the start of ticket sales until large venue spectator restrictions start to be removed.
- Municipal grant confirmed at \$150k, province confirms at \$250k, waiting on Sport CAN request at \$300k

Sr Mens Pan Am Cup

- Confirmed at Centre Slush Puppie and at Crowne Plaza hotel.
- Submitted QC and Sport CAN host grant applications
- Municipal contribution will be VIK use of the venue.

VRS RFP Project

- The peak of membership registration has occurred with some problems but not too bad overall
- Focus now on event registrations, similarly a stream of some problems but mostly getting resolved.
- Effort now on follow up on PIA checks through the system.

IST

- Michael and Julien covering Kerry's duties where needed. Michael helping with the hiring of new staff on the Women's program.
- Almost finished interviews for the Lead IST/S&C Women's Indoor. Hoping to have this person in place early February. Really great candidates and proving to be difficult to choose.
- Starting interviews for the Medical Coordinator/Therapist Women's Indoor next week and hoping to have this person in place soon after the above position. Ideally at the same time. Again, strong candidates applying.



- The idea will be to on board the above two positions and have standardize approaches for data collection, intake, testing and monitoring across the men and Women's team. The goal is to find opportunities to create efficiencies between men and women's indoor programs across as many areas as we can within the IST.
- Assisting with the development of technical leads across the country for our Combine events.
- Continuing to develop relationships with University IST staff to align strategies and targets for our Next Gen and U21 athletes.

Safe Sport/Gender Equity, Diversity & Inclusion

- Delivered a revised Safe Sport presentation to the Beach Volleyball National Team Program athletes
- Youth Safe Sport Training Project group (Athletics, Swimming and Volleyball) has met twice and are working to finalize the concept outline and investigating platform options for the tools. This initiative is being led by VC with funding through the COC NSO Enhancement fund.
- With assistance from COC, several meetings have been staged with Deloitte who are proposing a framework for the VC Diversity and Inclusion initiative that includes a research component (data analysis, surveys), workshops and planning meetings. The desired outcome is to have a concrete framework/plan for initiatives to be implemented in the years ahead. The framework is system-wide – looking at increasing diversity and inclusion for volleyball in Canada. VC is currently evaluating a Deloitte proposal with COC funding.
- Women and Sport recently issued the draft Gender Equity Playbook Action plan to conclude our work with them. The Action Plan has been distributed to the VC working group for completion and feedback. More work still needs to be completed.

Communications

- Communications planning initiated for a return to international event hosting. Meetings beginning for VNL (men and women) with local organizing committees. Currently creating marketing/comms events plans for international events. Ready for ticket launch announcements.
- Reviewing staffing needs for 2022 with increased capacity for a larger schedule of domestic and international events.
- Staffing adjustments made in Partnerships (Courtney Killion assumed coordinator role in late 2021, as well as Josh Bell to take on more communications duties beginning Feb. 01)
- Continue to work with all programs, including coach pathways, safe sport and diversity, to support these areas with consistency in messaging and branding.
- Creating a graphics package for fundraising programs. Tag time "Power & Passion" (first phase complete Jan. 2022).

Partnerships / Merchandise

- Continue with meetings this week ASICS and SPEEDO and Left on Friday regarding new indoor apparel/footwear/beach categories.
- Positive progress on a new partnership with CROSSNET. lululemon not renewing beach partnership.
- Initiating our sponsorship sales efforts for VNL in Ottawa and Calgary.
- We are in the process of restructuring our partnership with Bodylogix (supplements) towards a more valuable initiative.



Operations

- Hiring Processes underway: Event Coordinators (Domestic championships), Team Coordinator (Richmond- Indoor W), S&C Coach (Indoor W), Med Coordinator/Therapist (Indoor W), Admin Clerk (Ottawa)
- Mike Cook- Interim IST Lead, Indoor Volleyball. Ian Halliday- Interim HPD Para, and continuing with Coach Pathway duties
- Review of future requirements for staffing ongoing

9. Next Meetings

- | | | |
|-------------------------|---------|------|
| - March 8 th | 8pm EST | Zoom |
| - April 5 th | 8pm EST | Zoom |
| - May 10 th | 8pm EST | Zoom |

10. In Camera

11. Adjournment