



**Volleyball Canada Board of Directors
Wednesday, 23 June 2021, 20:00 EST
Zoom Meeting**

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Cam Wheelan

Second: Joanne Mortimore

6-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Reports

- NORCECA
 - o Challenges in hosting NORCECA men's championships
 - NORCECA rejected original quarantine proposal
 - Agreed to all teams being fully vaccinated
 - Health Canada does not acknowledge a number of vaccines used in the Caribbean
 - o Looking at alternative hosts
- FIVB
 - o Project Empowerment Launched
 - All National Federations Eligible
 - Targeted and application based
 - Applied for both streams for the Women's program
- Sport Canada
 - o Update attached
- COC
 - o Focus is on Tokyo and Beijing
 - o Mark has been appointed to the COC Team Selection Committee

4. Finances

- Audited Statements attached, and recommended for Approval by VC audit committee. Also included for reference, Management representation letter, and engagement letter
- Updated CEWS/CERS projections to continue in step down fashion(First 4 periods status quo, 60% for July 31, 40% for Aug 28, 20% for Sept 25)
- Volleyball BC- transferred full membership collected for 2564 members (6371 previous year), as programming will occur
- Cash on hand June 15: 1.4m CAD, 85k USD. COF General fund 400k invested
- Membership revenue projections reduced by 245k as facility access is still a concern across the country



Approval of audited statements

Motion: Joanne Mortimore

Second: Dan MacIntosh

6-0

- Current YTD high level:

PROGRAM	budget 21-22	2021-22 YTD	Forecast	NOTES
National Competitions	\$ (192,000.00)	\$ (29,452.04)	\$ (203,544.47)	Based on no events occurring
Domestic Development	\$ 49,516.18	\$ 3,566.65	\$ 44,313.24	
Regional Excellence Programs	\$ (45,000.00)	\$ 9,308.64	\$ (45,000.00)	
Merchandising	\$ 1,800.00	\$ (4,136.58)	\$ (1,930.77)	Based on resumption of activities in September
Marketing & Communications	\$ (170,000.01)	\$ 30,038.12	\$ (174,000.01)	
Corporate Operations	\$ 150,157.00	\$ 374,977.66	\$ 262,227.93	Adjustment from CEMS (incorporated estimates until Sept 25th-original budget only first 3 periods)
Beach Training Centre (Downsview)	\$ 74,254.93	\$ (1,949.57)	\$ 116,274.81	Adjustment from CERS (incorporated estimates until Sept 25th-original budget only first 3 periods), less rental income
National Team- Beach	\$ (133,560.00)	\$ 385,822.30	\$ (128,567.57)	
National Team - Beach Athlete Support	\$ -	\$ 4,514.50	\$ -	
National Team - Men's Indoor	\$ 102,894.90	\$ 156,709.48	\$ 124,390.98	Adjustments expected with constant programming & competition changes
National Team Men - Athlete Support	\$ 52,400.00	\$ (19,368.87)	\$ 52,400.00	
National Team - Women's Indoor	\$ (137,575.00)	\$ (14,615.16)	\$ (255,363.74)	Took out above reference ask (\$0k) until program has more certainty at Sport Canada end, and investment in coaching resource
National Team Women - Athlete Support	\$ (100.00)	\$ (35,235.91)	\$ (100.00)	
NORCECA Championships	\$ -	\$ -	\$ -	
NORCECA Championships	\$ (25,360.00)	\$ -	\$ (99,476.62)	Constantly evolving based on COVID rules
Referees Development	\$ (7,875.00)	\$ (7,733.18)	\$ (7,764.31)	Based on resumption of indoor activities
Team Canada Para Volleyball	\$ (251,156.50)	\$ 148,694.88	\$ (205,824.39)	Above Reference funds for Mens LCQ not budgeted for
Volleyball Nations League (W)	\$ -	\$ -	\$ -	no event
Volleyball Nations League (M)	\$ -	\$ -	\$ -	no event
overhead	\$ 344,116.10	\$ -	\$ 340,216.69	
Net	\$ (187,487.40)	\$ 1,001,140.92	\$ (181,148.24)	
	2021/2022 BUDGET	2021/2022 YTD	2021/2022 FORECAST	
SURPLUS (DEFICIT) CURRENT YEAR	\$ (187,487.40)	\$ 1,001,140.92	\$ (181,148.24)	
previous years	\$ 727,800.41	\$ 727,800.41	\$ 727,800.41	
projected position march 31 2022	\$ 540,313.01	\$ 1,728,941.33	\$ 546,652.17	

- Report for COF funds (March 31 2021)

Attached

5. Governance

- Updated Bylaws have been reviewed for grammar and will be uploaded to VC website
 - Grammar reviewed by Comms
 - Bylaws went through gender lens review
- Working with communications on updates to the governance website
 - Terms of Reference now translated
 - Plan to include on website moving forward
- Terms of Reference for Referee Committee attached Board approval.
 - Feedback received following referee meetings
 - Have added term limits similar to other TOR
 - Have amended size to follow other committees and make more manageable

Approval of referee terms of reference

Motion: Parrish Offer

Second: Dan MacIntosh

6-0



6. Operational Reports

Men's program update

- **Senior Team**
 - **Nations League 2021.** As of June 17, the team record is 3 wins/8 losses (13th place). 3 players are going home on June 18. The group will now be composed of only 14 players
 - **Post VNL camp in Turkey now finalized.** June 24-30: vacation in Cesme. June 30-July 12: Training in Izmir
 - **Olympic Games.** Preparation for Pre-Games camp and the Games in full swing.
- **NextGen Program.** Training in its 4th week. Joao Bravo will NOT be coming to Canada. Larry McKay will act as head coach until the end of the summer
- **U21 Program.** Virtual sessions now underway. Training to start on July 5. World Championship in Bulgaria/Italy from September 23 to October 3. Ryan Marsden (HC) - Ian Eibbitt/Gabriel DeGroot (AC)

Men's program upcoming

- U21 World Championships - Canada in Pool D (RUS-BRA-CAM-CAN - Sofia, Bulgaria)

Women's program update

- **Senior team**
 - **Nations League 2021.** As of June 16, the team record is 3 wins/9 losses (13th place). Only 3 more matches to go
- **NextGen Program.** Training in its 4th week. Team will train until July 23

Women's program upcoming

- Time off for Senior Team - Training will resume late July to prepare for Norceca Championships (August 24 to September 1 - Mexico)
- U18 World Championships - Durango, MEX - Canada in Pool A (MEX-CAM-SRB-POL-CAN)

Beach Update

- Melissa Humana-Paredes/ Sarah Pavan will be Seeded #1 at the Tokyo Olympics following the conclusion of the Olympic Ranking Period (Best 12 events as a team on the FIVB World Tour between September 1, 2018 and June 13, 2021).
- Heather Bansley / Brandie Wilkerson qualified for the Tokyo Olympic Games through the Olympic Ranking with the #9 position. Since the host Japan will be Seeded #6, Heather / Brandie will be in the draw group for seeds #10/#11/#12 in the Tokyo Olympics but they can't be in the same pool as Melissa / Sarah by rule so they will be either seed #10 or seed #11.
- Sam Schachter/ Sam Pedlow and Ben Saxton / Grant O"Gorman will compete in the NORCECA Continental Cup Finals in Colima, Mexico June 24-27, 2021 - the last chance to earn a berth to the Tokyo Olympics. Should they earn a berth to Tokyo then the VC Canadian Olympic Trials will take place in Colima on Monday June 28 at 5 PM Colima time (6 PM Eastern time).
- Melissa Humana-Paredes / Sarah Pavan are participating in an government approved Training Bubble at the CSIO in Toronto June 10-21, 2021. Volleyball Canada constructed a new beach court (With financial support from OTP/COC) adjacent to the CSIO for this Training Bubble. Nicole McNamara, Megan McNamara and Ivan Reka have joined this Bubble to support Melissa / Sarah.



-
- Volleyball Canada signed a lease extension with Downsview Park until May 31, 2025.
 - Next Gen and Summer Program athletes began outdoor training at Ashbridges Bay on June 14, 2021.
 - Beach National Team Departures: Mike Plantinga (Retirement), Nicole McNamara, Megan McNamara and Devon May.

Sitting Update

Men's Sitting:

- Men's team have completed an initial quad debrief report that is the first step in debrief and establishing our quad plan towards 2024
- Next training camp will not occur until late August/early September

Women's Sitting

- Currently in Oklahoma training and competing with USA
- Will be holding bubbled training camp in Toronto for quarantine
- Now finalizing final training camp dates in Edmonton and Tokyo staging process
- Still awaiting final accreditations for Tokyo from CPC

Athlete & Coach Pathways

Youth National Team Program – 2021

- U19 Men
 - Training block in Vancouver – July 18-August 5

National Excellence Program (NEP) – Women

- Education Advisor in place
- Homestay recruitment - ongoing

Long Term Development

- LTD 3.0 manual – updating based on feedback from stakeholders
- Rules of the game for youth (6-14 year old) for rulebook update.
- Strategies for implementation of first contact programs with a focus on inclusivity and accessibility.

Coaching Development

- Performance Coach Working Group – 2 indoor and 1 beach course planned for Fall 2021, modified for ½ online delivery and 1.5 days in person
- Continued development of NEW Community Coach workshop (ONLINE) – focused on club operated programs for 6-12 year old

Club Approval

- Implemented into Sportlomo, along with marketing material in development

Referee

- Terms of Reference
 - Formulating resources to better educate referees on how the structure of the National Referee Committee fits into Volleyball Canada
 - Formulating resources to better educate the referees on the relationship between the PSO referees and the National Referee Committee
 - Developing resources that better define the succession planning requirements for the National Referee Committee
- Referee Environmental Scan



- Garnered a commitment from all PSO referee chairs to develop mitigation strategies with a means of improving referee to referee maltreatment
- Referee Executive will work with Julie/Caroline/VC to continuing developing strategies that will reduce participant to referee maltreatment
- Referee Executive will work with Julie/Caroline/VC to develop strategies that close identified gaps within the referee community pertaining to equity, equality and inclusion
- Recruitment and Retention
 - As we prepare for a potential return to competition, referee retention is a concern across all provinces
 - Depending on the region, it is anticipated we could see a reduction in numbers ranging between 30 – 70%
 - Working with the PSO referee chairs to establish best practices for recruitment with the goal of minimizing retention challenges
- Referee Uniform
 - Formulated a working group to review all materials associated with the referee uniform and sales through the VC shop
 - As a short term goal, we need to source and develop a long sleeve shirt that will supplement the current referee uniform
 - Long term vision is to redesign the referee uniform with the following considerations:
 - Align the referee uniform with the brand guidelines of Volleyball Canada
 - Incorporate the colours of Volleyball Canada
 - Explore the potential for partnership and marketing opportunities

Summer Projects:

- In preparation of launching the registration system:
 - We will be working with all provinces to eliminate paper registrations
 - We will be working with all provinces to ensure that the necessary Safe Sport requirements are understood and being implemented such that they can be accurately tracked
- Referee Development
 - Continue working with all disciplines to develop an interrelated developmental model
 - Update all developmental materials to align with the incoming changes at the FIVB and the new quadrennial
 - Finalize and implement a national referee mentorship strategy
- Referee Communications
 - Drafting and distributing a summer edition of the referee newsletter
 - Establishing the framework and content for the next referee webinar series likely to commence in September

National Competitions

- Beach Nationals cancelled on June 11th, restrictions for participation are still too tight in Ontario
- 2022 Indoor Youth and Adult Nationals event dates and locations to be launched the week of July 12th via comms release, website, social media and a promo video
- Domestic Events Department to start playing a larger role in supporting Canada Games and Canada Cup planning/administration

International Events

- We produced a detailed COVID Risk Management Plan and submitted that to the provincial and federal health authorities
 - Plan is based on the assumption that foreign teams/officials will be fully vaccinated and would then have minimal quarantine and testing requirements.
 - NORCECA has agreed to impose the requirement of full vaccinations on teams



- We have received a favorable (verbal) response from the Gatineau health authority in support of the NORCECA Men's Championships to be held there.
 - We have formalized our request to them and are awaiting a letter of support
 - Currently Gatineau would be able to allow up to 2500 spectators at a time for the event
- Now waiting on formal approval of our plan

VRS RFP Project

- Training on the system began at June 17, 18 for all PTSO/VC staff.
- Have approximately one month of testing before acceptance of the system
- Some development still ongoing

IST

- Establishing a Rapid Antigen testing process for all training locations in Canada & Ottawa office
- Completing testing for all indoor Next Gen teams
- Finalized a Gold Medal Standards report in Kinduct to be shared with PSO's and College/University teams
- Transitioned all Strength and Conditioning programming over to PUSH and now sharing program with OVA's Team O program (pilot program)

Safe Sport/Gender Equity, Diversity & Inclusion

- **Safe Sport:**
 - Safe Sport presentations completed with U19 and U21 programs since the last update. Presentations have been completed for all Senior National Teams and most Development teams in all disciplines.
 - VC/PTA Safe Sport Working group will be meeting again shortly to address Safe Sport Training and a unified process for addressing issues identified through screening results.
 - Referee Environmental Scan Report completed and being circulated to all referees. VC Referee Committee and ROC's met to review results and are developing recommendations to address issues. Recommendations will be developed by Safe Sport staff to address abuse directed towards Referees by athletes, coaches, and parents.
- **Gender Equity, Diversity & Inclusion:**
 - Women and Sport Playbook Gender Equity Program has been launched and VC is finalizing the completion of an extensive questionnaire to be submitted by June 21st. Women and Sport will then review the data and meet with VC three weeks later. The goal will be to move into action planning by the fall.
 - We have met with Basketball Canada representatives for feedback on the "Canadian Congress on Inclusive Diversity and Workplace Equity." It is clear that this organization can help with the development of a framework to work towards a cultural shift, but other organizations may be needed for different phases of implementation. The goal is to start on this initiative in the fall after the Women in Sport Playbook program is near completion.



Communications

- Update: Announcements distributed so far since last update: VNL updates, Beach Tour updates, sitting qualifier update, Beach Nationals cancellation and more..
- Big focus on VNL promotion for both men and women, especially with content across social media platforms. Working with CBC Sports to promote the streaming and Canadian broadcast plans. So far great coverage from CBC on three consecutive weekends.
- Planning of virtual Hall of Fame content initiated.
- Preparing for Olympic and Paralympic announcements: tentative plan is June 30 for Indoor men; July 05 for Beach Olympic Team; TBA for Para women (but working with CPC and team on a plan).
- Planning for NORCECA in Gatineau has begun. Still a lot of question marks, but planning underway.
- Summer focus: Olympic and Paralympic Games!

Partnerships:

- Partners have been engaged on the #RallyTogether for Team Canada Volleyball campaign to send well wishes to our athletes

Merchandise

- Planning Canada Day / Olympic Sale with Volleyball Stuff

Hall of Fame

- To be conducted virtually this year (1st attempt)
- Combination of pre-prepared content, and live time speeches
- Looking to make open to all who would like to participate (technology being investigated)
- Expected to be same week as Convention

Convention

- Looking into expanding group of participants to include PTA staff
- Offering both pre-recorded and live sessions
- Pre-recorded sessions will offer greater accessibility to information
- Addition of more interactive sessions vs only reporting based

7. Next Meetings

- | | | |
|---|-----------------------------|----------|
| - August 31st | Board Meeting | via zoom |
| - September 16 th – 18 th | Convention/Hall of Fame/AGM | via zoom |

8. In Camera

9. Adjournment