



Volleyball Canada Board of Directors
Tuesday March 17th, 2019, 20:00 EST
Dial in details: 1-877-385-4099
Code: 8946592

Minutes

In Attendance :Kevin Boyles; Monica Hitchcock; Joanne Mortimore; Dan MacIntosh; Julie Young; Marie Christine Rousseau; Howard Hum **Staff:** Mark Eckert

1. **Welcome** Kevin

2. **Review and Approval of Previous minutes** Kevin

Motion: Julie Young **Second: Monica Hitchcock** **7 – 0**

4. External Relations Update

- NORCECA Mark
 - Mark elected central zone President
 - Finalizing competition schedule
- Sport Canada Mark
 - They are currently working on messaging on COVID-19.
 - Excellence funding to come out in early April
- FIVB Mark
 - VNL postponed, considering running post Olympics
 - Beach Events postponed to end of summer, modifications to tour points for Olympic Qualification coming

3. Financial

- 19/20 Year end projected to be approx. 75k deficit:
 - Additional funds received to support Olympic qualification events (women's indoor training & comp)
 - BC membership growth significant this year, projected dollar increase of 25k+
- 20/21 Budget, approx. 75k deficit currently budgeted:
 - VNL events- one expected surplus, one budgeted on break even
 - 2 NORCECA JR. events, expected high costs
 - Some uncertainty in VNL structure due to health uncertainty, could disrupt travel/hosting
 - Sport Safety Manager position, allocated for start approx. June 1 2020
 - Creating new budgets without Nationals
- Internal Audit Joanne/Howard
 - Reviewed segregation of duties
 - Current financial processes
 - Cash flow and reserves were discussed
 - Items that require board approval put in the revised financial policy



- Financial Policy Update

Joanne/Howard

Motion to Approve:

Motion: Howard Hum

Second: Joanne Mortimore

7 – 0

4. Safe Sport

- First aid certification to be completed by majority of events staff this week
- Respect in the Workplace e-module to be put in place for all staff, with implementation beginning shortly
- CAC- nearing completion and launch of free learning module (April 2020). VC to integrate across Coach, Referees, Sports Leaders etc.
- Reallocating our third party. Sport Canada requested that it be a different group, as we use this group for some paid services (Sportlaw & Strategy Group currently)

5. COVID – 19 Update

attached

- Discussion
 - Discussed financial implications and mitigation strategies
 - Virtual AGM, postpone Hall of Fame.
 - Staffing implications
 - Some relief programs have been announced.
 - National Team training
 - Trying to pivot to projects

all

Action: Board to meet in 2 weeks to discuss implications

6. Strategic Planning Update

- Advisory Committee established
 - Terry Gagnon, Felix Dion, Joanne Mortimore, Marie-Christine Rousseau, Julie Young, Mark Eckert
 - Follow up meeting to occur next week.

7. Richmond Training Centre Renewal

- Funding Confirmations
 - Richmond Oval
 - Volleyball BC
- Working Groups
 - TBD



8. Operational Reports

MEN'S PROGRAM UPDATE

- Summer coaching staff finalized (and press release sent out)
- **Senior A Team (Tokyo 2020):** Head Coach: Glenn Hoag - Assistant coaches: Gino Brousseau/Dan Lewis/Joao Paulo Bravo
- **Senior B Team (Paris 2024):** Head Coaches: Dan Lewis/Joao Paulo Bravo - Assistant coaches: Matt Harris/Chris Voth
- Competition: Senior Pan Am cup – August 22-30 – Veracruz, Mexico
- **Junior Team (LA 2028):** Head Coach: Ryan Marsden - Assistant coaches: Ian Eibbitt/Gabriel De Groot
- Competitions: U21 Norceca Championships – May 13-20 – Edmonton, Canada/U21 Pan Am Cup August 29-September 9 – Colorado Springs, USA
- All flight bookings on hold until further notice because of uncertainty of competitions due Corona virus frenzy
- Junior Selection camp info now on our website (https://volleyball.ca/uploads/National_Teams/Indoor/Junior/2020_TCMV_Jr_team_info_Web_EN_G_-_Final.pdf)

WOMEN'S PROGRAM UPDATE

- Summer coaching staff still not finalized. Shannon and Tom are discussing options
- All 16 athletes invited to join the NEP in September have accepted except for 1 athlete. We will have 15 of the top 16 athletes identified
- Just like the men, all flight bookings on hold until further notice
- NextGen selection camp info (May 3-7) will be posted (and sent out) on our website this week. Shannon is expecting 50+ athletes

BEACH TEAM

- VC Beach Spring Break Camp March 16-20
- First time pilot event
- 8AM to 5PM at Downsview Park
- includes beach coaching, strength and conditioning, nutrition and video analysis
- Cost \$495 + HST
- Athletes aged 12U to 15U
- 8 registered athletes (6 female and 2 male)

SITTING TEAMS UPDATE

Women:

- Qualified for Tokyo 2020 Paralympics beating Ukraine 3-0 (25-21, 25-17 and 25-23) in the final in Halifax Qualifier
- Preparations and schedule for Paralympics have begun – events/schedule will depend if upcoming tournaments occur
- Will centralize in Edmonton for 3 weeks prior to games and will stage in Japan 1 week prior to games (budget pending but is the plan as of now)

Men:

- Attending Qualifier in Oklahoma March 16-22, in a pool with USA and Kazakhstan – need to place top 2 to move to semi-final
- Summer schedule will depend on qualification but do have selection camp and training camps scheduled



Both:

- Selection camp and Sitting Volleyball Nationals tournament to occur at Nationals 2020 in Edmonton
- Upcoming World Cup event has been moved from China to Egypt – travel dates are April 21-May 1. WPV says event will run but are monitoring COVID-19. We are unsure if we will send team

IST

- **BEACH:**
 - Have submitted for an a 2nd year of Innovation 4 Gold Study support from OTP to keep assessing visual behaviour in our beach athletes and purchase our own in house eye tracking hardware (\$51k ask)
- **INDOOR M:**
 - Posting for full time year round S&C lead just closed. Will have new hire in place for early April
 - Have submitted an Innovation 4 Gold grant request to look at the use of collagen supplementation for improved tendon health with our Olympic Roster in lead up to Tokyo.
 - Posting for Jr. Team Athletic Therapist about to open.
- **INDOOR W:**
 - Autumn Bailey has returned to Vancouver and is rehabbing well however a secondary scope is being performed to address continued pain in full extension. Not considered a significant set-back but will not be available for VNL.
 - Hiring for Sport Dietician and Next Gen Athletic Therapist Ongoing.
- **SITTING W:**
 - In final stages of a hiring a S&C lead for the team. Will coordinate individual programming and be mentored by Mens Sr. Indoor Team S&C Michale Cook from U of Alberta.

INTERNATIONAL EVENTS

- **NORCECA Olympic Qualifier**
 - We received verbal notification of the Sport Canada ISSE grant approval in the amount of \$150,000.
 - We have largely completed the wrap up for this event
 - Our forecast net position is a loss of \$64,430, which is a favorable improvement over the forecast loss of ~\$110,000 in November.
 - Staging this event was a very challenging project given the tight timelines and the inconsistent requirements between the FIVB and NORCECA. A big congratulations to our staff and our hosting partners in BC for pulling off the event, and to our team for a great result!
- **U20/U21 NORCECA Continental Championships (Edmonton)**
 - A very challenging project, with two 8 team tournaments being hosted in parallel in Edmonton in conjunction with the Nationals. U20 Women will run May 12-16, U21 Men: May 15-19.
 - All teams will stay, eat and train at MacEwan University, allowing us to minimize accommodation, food and transportation costs
 - Will not charge admission to the matches directly, will be open to anyone who has a venue pass for the Nationals.
- **Women's VNL – Ottawa**
 - Weekend pass ticket sales have commenced. Ticket sales may be challenging, with mid-week matches.
 - Coaches symposium to occur the weekend prior on May 30/31.
 - Note that FIVB is examining the impact of COVID-19 on VNL. March 13 they are supposed to announce their plans.



- Budget: hoping to break even, though this will be dependent on ticket sales revenue.

- **Men's VNL – Calgary**

- Weekend pass ticket sales have commenced with robust sales.
- VC AGM to be held in parallel with VNL.
- Budget: hoping to break even.
- As above – waiting to hear FIVB plans after COVID-19 risk assessment.

INDOOR NATIONALS

- Check in at all events will have a pilot project where OVA teams will not have to check their age on site. OVA will have a staff member/intern checking all players prior to OCs. OVA has experienced a technical difficulty with this but still hoping it will run.
- Corona virus notification has gone out to teams – working on identifying areas where teams/parents have financial considerations and what refunds may be. Also working on on-site precautions (ball washing, court washing, hand washing stations, washing frequently touched areas). New area on website 'Special Advisories' to keep teams updated.
- Adult event – pending review of options to host. Working with Monica to identify what adult community is seeking.

ATHLETE & COACH PATHWAYS

Coaching:

Performance Coach

- Workshop - June 17-19, Calgary
- Gathering interest for additional workshop, if necessary – Atlantic based
- Beach Workshop – gathering interest
- Priority – Canada Games Coaches

Working group created to look at coaching pathway, VCC, administration issues

Completing update on coach educators with CAC database and individual provinces/territories

CAC Grant project evaluation and future planning with CAC - ongoing

Lynne Leblanc – on contract to provide coaching development support

Renewed Mizuno Coach Award with National Championships staff

Athlete Pathways:

U18G/U20G/U19B – planning ongoing

- Difficult with Norceca calendar changes
- 2 events per age group in 2020
- U20G – team will compete at U20 Norceca Championships in Edmonton
- All other selections will be done at national championships

National Excellence Program

- 15 of 16 first round invitations accepted, one spot will be finalized asap.
- Priority is finalizing homestay families and education support
- PTAs support is excellent for program and direct athlete support

Development:

Smashball

- App – live – download on Apple or Android – Smashball Trainer
- Sport Canada Innovation grant – evaluating the elementary teacher module pilot phase 3 & 4 is considered incomplete by Sport Canada. Extensive learnings gained from pilot.

Long Term Development 3.0

- Working with Sport for Life to update VC LTAD from 2006. Expert days have included 2.5 days of program overview. Moving forward to update LTD to an online version.



Gender Equity

- Continued work on evaluating and ensuring focus on gender equity projects with information gathering & review of high performance pathway support.

LTRD/REFEREES

OTF and Referee Engagement Centre

- Soft launch of the engagement centre is being conducted in conjunction with the U Sports and CCAA championship referees
- Primary focus of soft launch involves video review and analysis, publication of championship specific documentation and theoretical testing
- OTF final report submission was completed.
- Minor edits were required to the report with completion and resubmission earlier this week
- 2020 National Championships
 - PTAs referee numbers are finalized and referee data submissions are required at week's end (13th)
 - Applications to be part of the Referee Development Team have been reviewed and invitations have gone out to the selected members
 - Confirmation of acceptance required next week
 - Working closely with Alan and the International group to ensure we can provide the best support for the NORCECA championships without impacting the domestic events
- CCAA and U Sports Championships
 - Championships are this week and it is expected for great competition
- Redesign of the Referee Certification Crest
 - After developing several potential options for a new referee certification crest, the working group narrowed the selection to 3 options (attached)
 - Option 1: maintain the current design with an update to the logo
 - Options 2 and 3: new design that focuses on the standards of the VC brand guidelines
 - Input from the PTA referee chairs, Referee Committee and a small sampling of members is favorable towards option 2
 - Manufactured proofs are currently in development
- National Referee Committee Meeting
 - Confirmed for the weekend of June 26 – 28, 2020
 - Will be hosted in Calgary

PARTNERSHIPS

Governance

- Additional feedback received has delayed Pan Canadian Policy. Have gone through most, but some still remain.
- The big comment back was that he felt we weren't giving enough time for June approval. Compromise reached that we would "approve in principle" at the June convention, with a firm date for PTA Board approval within 3 months of being approved in principle (September/October).
 - The approval in principle would be on key policy issues, with allowing for minor changes to language but keeping the intent the same.
- With the feedback our timeline has changed to the following:
 - circulate changes to ad-hoc committee
 - Feedback from ad-hoc committee within week of sending
 - Out to all PTAs by end of March



- PTA Comment/Review (4 weeks)
- Approval in principle by June 2020
- Final approval by PTA September-October

Merchandise

- COVID 19 has delayed production of some pieces of merchandise given factories were closed. Not too concerned about not getting pieces.
- Discussions ongoing on best way to proceed with Nationals merch given date on products.

COMMUNICATIONS

- Successful Para qualifier, with very good exposure (incl. web cast on CBC, excellent local media coverage, and good social media engagement).
- Current priorities – Nationals, VNL (men and women), and road to Olympics/Paralympics .
- Supporting risk management for major events due to COVID-19 situation – taking lead from local health authorities and sport medical staff of COC/CPC/CSIs in various provinces, as well as FIVB. Fast moving situation. Direct communication with Nationals participants has already taken place.
- App (delayed for several reasons) design phase is continuing.
 - Promotion of safe sport as programs and training become more clearly defined.

- **Appeals and Code of Conduct**

Dan

- No new cases

9. Human Resources – Staffing Update

- Caitlin Devlin departed VC for COC position (NSO Team services), end of February
- Josh Bell (intern) has been hired part time, to replace some of Caitlin's roles. Will do a full evaluation of Domestic events team post May events
- Looking at Domestic Development staff resources to better support Director, now with certainty that James will be away indefinitely
- Summer events staff being put in place. Wes Chen has agreed to return, and applications submitted for Canada Summer jobs positions across the country

10. Next Meetings

- March 31st. Conference Call
- April 21st Conference Call
- May 18th Conference Call

11. In Camera

Kevin

12. Adjournment