



Volleyball Canada Board of Directors
Tuesday, 15 March, 2022, 20:00 EST
Team 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: Cam Wheelan

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
 - Sport Organizing Committee meeting held Wednesday March 7th
 - All Commission meetings to be held by March 31st
 - Summer competition calendar has been finalized
- Sport Canada Mark
 - Funding Update - Hosting
 - o 300k Men's VNL - received
 - o 300k Women's VNL – received
 - o 200k Men's Pan Am Cup – not received
 - Funding Update – Recovery
 - o 755k – 2021 – 2022 recovery
 - o 2022- 2023 recovery and sport safety to be announced next week
- FIVB Mark
 - Russia
 - o Removed Russia from hosting VNL in Russia
 - o Removed Russia from participating in VNL
 - o Removed Russia from hosting Men's World's Championship
 - o No Russian athlete or officials participation in any discipline
 - March 17th drawing of lots for the Women's World Championships
 - Board of Directors in person meeting March 20th – 23rd
- COC Mark
 - Deloitte contract for DEI finalized
 - Linden selected by COC for the Smith School MBA
 - In person Session meeting in Montreal – conflicts with VC AGM
- PTA's PTA's
 - Sharepoint link provided, activity up to date for all PTA's except Newfoundland



4. Board Elections

Attached

- Call for Nominations
 - Director Profiles
 - VC Skills Matrix Memo
 - Board Self-Assessment
 - Memo to PTAs re Director Nominations
- Athlete Director and one Director position up for 2022 Elections

5. Finances

- Recovery funding received from December applications for 2021/22: 755,000 (new money)
- Sport Canada Event funding (international): 800,000 to be matched by expenses- this is for 22/23 events, likely to be paid in 21/22 fiscal year
- Awaiting confirmation of 22/23 Recovery funding, and Safe sport funding for 22/23 from Sport Canada. Budget is being worked on, and can be finalized once we receive this
- Cash on hand: 2.2m CDN, 170k USD
- Year End forecast: see details below and comparable to last year. Expected approx 250k net surplus at this time

(see below chart and attached report)



INCOME STATEMENT	2021/22 Budget	2021/2022 FORECAST	2020/2021 BUDGET	2020/2021 FORECAST
REVENUES				
National Competitions	\$ 40,000.00	\$ 100,927.59	\$ 165,000.00	\$ 163,812.07
Domestic Development	\$ 488,132.18	\$ 592,659.56	\$ 372,432.18	\$ 349,320.22
Regional Excellence Programs	\$ 302,500.00	\$ 277,117.84	\$ 364,500.00	\$ 249,162.45
Merchandising	\$ 99,000.00	\$ 70,681.01	\$ 81,500.00	\$ 60,628.55
Marketing & Communications	\$ 228,500.00	\$ 234,500.00	\$ 252,250.00	\$ 287,432.33
Corporate Operations	\$ 1,189,782.00	\$ 1,589,581.94	\$ 1,323,500.00	\$ 1,078,251.96
Beach Training Centre (Downsview)	\$ 553,235.68	\$ 591,173.64	\$ 299,043.00	\$ 383,972.74
National Team- Beach	\$ 1,272,380.00	\$ 1,321,405.17	\$ 1,076,500.00	\$ 1,067,609.26
National Team - Beach Athlete Support	\$ -	\$ 25,135.00	\$ -	\$ 13,336.29
National Team - Men's Indoor	\$ 1,994,161.00	\$ 2,132,305.99	\$ 900,259.09	\$ 1,053,947.00
National Team Men - Athlete Support	\$ 120,000.00	\$ 169,600.23	\$ 70,000.00	\$ 106,947.00
National Team - Women's Indoor	\$ 841,750.00	\$ 1,020,404.34	\$ 592,650.00	\$ 427,767.80
National Team Women - Athlete Support	\$ 65,000.00	\$ 112,032.94	\$ 97,500.00	\$ 75,545.54
NORCECA Championships (W)	\$ -	\$ -	\$ 25,000.00	\$ -
NORCECA Championships (M)	\$ 1,102,000.00	\$ 127,289.83	\$ 150,000.00	\$ -
Referees Development	\$ 218,750.00	\$ 208,375.88	\$ 216,650.00	\$ 61,530.51
Team Canada Para Volleyball	\$ 363,043.50	\$ 470,515.12	\$ 380,818.00	\$ 289,776.83
Volleyball Nations League (W)	\$ -	\$ 300,000.00	\$ 8,000.00	\$ 14,200.13
Volleyball Nations League (m)	\$ -	\$ 300,000.00	\$ 17,500.00	\$ 23,997.00
VC Overhead	\$ 344,116.10	\$ 384,610.26	\$ 208,680.00	\$ 208,796.60
TOTAL REVENUE	\$ 9,222,350.46	\$ 10,028,316.34	\$ 6,601,782.27	\$ 5,916,034.34
EXPENSES				
National Competitions	\$ 232,000.00	\$ 346,162.32	\$ 371,525.00	\$ 373,725.35
Domestic Development	\$ 438,616.00	\$ 515,002.91	\$ 350,916.09	\$ 338,599.65
Regional Excellence Programs	\$ 347,500.00	\$ 330,466.94	\$ 339,000.00	\$ 232,392.87
Merchandising	\$ 97,200.00	\$ 99,027.82	\$ 101,200.00	\$ 60,553.68
Marketing & Communications	\$ 398,500.01	\$ 431,474.45	\$ 457,225.83	\$ 471,142.03
Corporate Operations	\$ 1,039,625.00	\$ 1,088,514.19	\$ 1,027,000.00	\$ 997,473.24
Beach Training Centre (Downsview)	\$ 478,980.74	\$ 481,583.80	\$ 384,349.84	\$ 281,939.29
National Team- Beach	\$ 1,405,940.00	\$ 1,393,521.03	\$ 1,133,830.00	\$ 1,073,826.56
National Team- Beach Athlete	\$ -	\$ 25,134.63	\$ -	\$ 25,384.73
National Team - Men's Indoor	\$ 1,891,266.10	\$ 2,047,684.77	\$ 865,500.00	\$ 903,974.32
National Team Men - Athlete Support	\$ 67,600.00	\$ 150,988.90	\$ 87,500.00	\$ 82,162.61
National Team - Women's Indoor	\$ 979,325.00	\$ 1,132,427.27	\$ 542,415.00	\$ 408,411.11
National Team Women - Athlete Support	\$ 65,100.00	\$ 111,274.20	\$ 98,000.00	\$ 52,404.19
NORCECA Championships (JR W)	\$ -	\$ -	\$ 10,000.00	\$ -
NORCECA Championships (JR M)	\$ 1,127,360.00	\$ 202,608.71	\$ 332,900.00	\$ (2,111.29)
Referees Development	\$ 226,625.00	\$ 225,087.59	\$ 223,415.00	\$ 125,385.94
Team Canada Para Volleyball	\$ 614,200.00	\$ 598,938.85	\$ 438,350.00	\$ 267,092.25
Volleyball Nations League (W)	\$ -	\$ 304,140.55	\$ 11,250.00	\$ 14,200.13
Volleyball Nations League (m)	\$ -	\$ 303,324.25	\$ 22,950.00	\$ 26,058.48
Program Area Surplus (Deficit) Carryover	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENSES	\$ 9,409,837.86	\$ 9,787,363.18	\$ 6,797,326.76	\$ 5,732,615.14
SURPLUS (DEFICIT) CURRENT YEAR	\$ (187,487.40)	\$ 240,953.16	\$ (195,544.49)	\$ 183,419.20
previous years	\$ 746,285.36	\$ 746,285.36	\$ 562,866.16	\$ 562,866.16
position march 31 2022	\$ 558,797.96	\$ 987,238.52	\$ 367,321.67	\$ 746,285.36

5.1 Finance and Audit Report

Joanne

April 2022 – March 2023 Workplan

- Review the existing cash flow and investment progress towards the \$1M target and develop a long-term sustainability policy that combines timing towards the target and the usage of funds once the target is met.
- Incorporate investment financial reports from the Canadian Olympic Committee into the normal cycle of financial reporting to the Board of Directors.
- Develop an annual compensation report to be submitted to the Board of Directors annually as part of the budget process including salary bands, benefits including RRSP contributions & professional development goals and levels and any bonus structure.
- Investigate the possibility of a VAT tax review either independently or as a broader NSF initiative.
- Prepare a membership fee recommendation beginning 2023-2024 recognizing the final \$1 annual increase concludes in 2022-2023.
- Include WIP recommendations from 2020-2021. (Risk planning and FAC workplan & compliance dashboard)



Action: Finance and Audit committee to review and recommend a 2022 – 2023 Budget to the Board at the April meeting.

Action: VC Staff to provide quarterly reports on the VC funds within the COF along with a detailed annual narrative.

6. Convention - Draft Wednesday 8 June

- 09:00 – 17:00 Technical Directors Meeting

- **Thursday 9 June**
- 09:00 – 12:00 TD / ED Joint Meeting
- 13:30 – 16:30 Discipline and Complaints Process
- 17:00 – 18:30 Board of Directors Meeting
- **20:00 – Hall of Fame**

- **Friday 10 June**
- 08:30 – 12:00 Volleyball Canada Convention Session 1
- 12:00 – 13:30 President's Council – working lunch
- 13:30 – 17:30 Volleyball in Canada Convention Session 2
- **19:30 - VNL Canada vs. France**

- **Saturday 11 June**
- 09:00 – 10:00 Annual General Meeting
- 10:00 – 11:30 Board of Directors Meeting

7. Ethics Committee

Boris

- Current appeals, complaints etc.
 - o No active cases at present.

8. Athlete Council

- Updates and activity Cam
 - o Cam is currently reviewing the Athlete Council Terms of reference to determine the requirements to replace the female beach athlete position. Position is now open as Heather Bansley has retired and become a VC employee.



9. Operating Reports

Men's Program

- The events in the Ukraine have impacted on our main competitions:
 - Russia no longer in VNL. Tunisia will replace them
 - World Championship no longer hosted by Russia. Volleyball World is currently looking for new host. Format has been amended. No more 2nd round. Pool play (6 pools of 4), then top 16 go to knock-out phase. More details to come in late March.
- Olympic champion France confirmed to arrive in Canada early the week before the VNL week in Ottawa. Will train and play in Gatineau at the Centre sportif. Official matches most likely to be May 2 and 4. Stay tuned for more details
- Brazil (U23) confirmed to arrive in Gatineau 5 days before the Pan Am Cup. Will train and play in Gatineau at the Centre sportif.

Women's Program

- The events in the Ukraine have impacted on our main competitions:
 - Russia no longer in VNL. Awaiting decision on who will replace them
 - World Championship drawing of lots postponed and moved to Lausanne. Awaiting official date.
- Dominican Republic (W) confirmed to come to Edmonton for friendly matches during VC Nationals (May 17-28). First match will be on May 18. 2 more matches will be played. Exact dates to be confirmed.
- 3 new full time staff hired. Makaela Smithers (program coordinator) started on February 14. Rob Hooper (S&C coach/IST lead) and Misha Partridge (Therapist/Medical coordinator) started on February 22

Beach Update

- VC Beach National Team Staff update:
 - Heather Bansley has been hired as the Next Gen Assistant Coach for both the men's and the women's programs
 - Iman Hassan has been hired as the Next Gen Mental Performance Consultant
- 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. Twenty-four (24) athletes are participating in this camp.
- The Volleyball World Beach Pro Tour (Formerly the FIVB World Tour) begins with the following events in Mexico (Showing participating Canadian teams):
 - Tlaxcala Challenge (March 16-20, 2022):
 - Main Draw: Ben Saxton/Grant O'Gorman
 - Qualification: Dan Dearing/Sam Schachter, Nicole McNamara/Megan McNamara and Brandie Wilkerson/Sophie Bukovec
 - Rosarito Elite 16 (March 23-28, 2022):
 - Main Draw: Melissa Humana-Paredes/Sarah Pavan
 - Qualification: Nicole McNamara/Megan McNamara
 - The list of 2022 Volleyball World Beach Pro Tour events can be found here:
<https://en.volleyballworld.com/beachvolleyball/competitions/beach-pro-tour-2022/events/>
- 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

- World Championships (MW) have been postponed indefinitely with no alternate dates presented. Originally scheduled for May in China. WPV has put out another RFP for host that closed this week. Ongoing COVID-19 restrictions internationally and conflict in Europe is making it challenging to find a new host.
- W Para just returned from exhibition event in Boston with USA. M Para were scheduled to go to GER at end of March but that was cancelled due to conflict in Europe.
- With WC cancellation, we are looking to bring in international opponents for both MW to host a friendly exhibition at Edmonton 2022 National Championship.
- Will be partnering with Volleyball Alberta to offer online 50/50 at Edmonton NC and W VNL in June. Finalizing details with provider (Rafflebox).
- Posted Para NT Team Coordinator position which will be 0.5 FTE and based out of Edmonton. Position closes March 20. Positive response so far.

Athlete & Coach Pathways

Youth National Team Program – 2022

- U18 Women –
 - ID Process continuing with GMTM reopened and press release sent out
- U19 Men & U 20 Women –
 - No U19 Men's summer training
 - NEP Men – promotion started
 - U20 W – selection process underway, training & competition in June.

National Excellence Program (NEP) – Women

- In Person NEP ID Camps – all regions in person ID camps

Coaching Development

- National Championship Coach Eligibility in process
- Community Coach Workshop – LF Guide in edit stage
- Learning Management Centre Business proposal in edit stage

Pathway Updates:

- Priority Areas: Learning Management System, Delivery of Coach Education, Coach Credentials, Canada Cup, Canada Games, Youth National Team programs

Referee

- Engaging with provincial leadership (non-referee) to identify challenges and develop strategies for better referee support systems
- Engaging with Pathways to finalize a statement of requirements for future learning management system provider
- VC National Championship logistical planning and referee recruitment is progressing nicely
- Continue working with CCAA / U Sports on 2022 championship planning and COVID related challenges
- Building a framework for an in person referee meeting to coincide with the VC Convention



National Competitions

- Nationals currently has 975 teams – highest numbers yet (aside from 2020)
- We are still looking to expand 18U, 16U, 14U Richmond based on hotel availability
- Highest ever participation for 18U boys and girls
- We opened with majority of teams being sent to waitlists to ensure the new system could handle the load and to ensure we didn't overestimate participation – this sent most teams into a panic.

Combine

- One more combine scheduled for early 2022 in QC, most likely to be held May 28
- Will host a Jump-off in Edmonton during Nationals, will be a great promotion of the Combine
- We will be pairing the Combine with women's NEP program in 2022/23 season

International Events

- VNL: Russia has been excluded from VNL; no news on how they will fill their spot and if it will affect the schedule
- VNL – Ottawa
 - Ticket sales have started. Started sales of full tournament passes: 275 tournament passes sold as of March 10
- VNL – Calgary
 - Preparing for the launch of ticket sales
 - Need to create seat maps in new ticketing system
 - Preparing marketing plan
 - Venue plan is coming together well; finding contractors for build out
 - Confirmed the adjacent high school for training venue
- International matches at Nationals
 - Confirmed Dominican Republic to come play our Canadian Women at the Nationals
- Sr Men's Pan Am Cup
 - Confirmed the venue (Centre Slush Puppie), training hall (Centre Sportif) and hotel (Crowne Plaza)
- Started assembling the OC. Definitely have some challenges since VC staff are not available to support the event.

VRS RFP Project

- Completed Nationals registrations
 - Had a system crash due to volume on the first day
 - For subsequent days we throttled the flow by placing registrants on the waitlist first, then accepting them after
 - This caused some of the usual frustrations for those on waitlist, waiting to hear if they got in. Ultimately they got accepted pretty quickly and frustrations subsided.
 - Overall the VRS handled the registrations quite well
 - Still some issues with handling waitlists
- Continue to have problems with the interface to the Locker. CAC has not been responsive at all in solving these issues.
- Have commenced plans to look at a Learning Management System for VC



IST

- Very happy to announce that Rob Hooper and Mischa Partridge were hired for the IST Lead/S&C Lead and Therapist/Medical Coordinator in full time positions for the Womens Indoor Program. Their first day was Feb 22nd.
- Men and women's indoor programs are now able to align our processes as an IST with the hiring of the above positions.
- Tracy Blake, who was our Lead Therapist with the Men's Indoor Senior Program, has moved on. That position will be posted this week March 7th).
- We are linking the Combines to our NEP identification Processes for the 2022-23 program and currently ironing out the Combine schedule for the Fall and Winter months. Combines will still be open to all athletes but we are aligning with the NEP Identification schedule and will have joint promotion. The combine venture will become a talent identification/monitoring tool while introducing young athletes to the testing process. There are also plans to add in resources to help young athletes improve in specific physical capacities that are identified via the combine testing.

Safe Sport/Gender Equity, Diversity & Inclusion

- Youth Safe Sport Training Project group (Athletics, Swimming and Volleyball) is meeting weekly and will be working with Vantage Point Consulting to help us develop and implement the digital training tool for youth. Vantage Point will help us with internal/external research, project requirements, vendor assessment and vendor contract negotiations. VC and AC have sought additional funding from Sport Canada and the feedback has been positive. VC will be developing an MOU with the partners involved in the project.
- Julie Young has completed follow ups on annual renewals for Safe Sport Training and Screening requirements.
- Work is being completed on resources for PTAs related to best practices for Discipline and Complaints processes.
- Deloitte, VC and COC have come to an agreement for Deloitte to work with VC on the development of a framework for the VC Diversity and Inclusion initiative. The project will kick off in April and includes a research component (data analysis, surveys), workshops and planning meetings. The desired outcome is to have a concrete system-wide framework/plan for initiatives to be implemented in the years ahead.
- VC will be meeting with SDRCC in March to discuss the SDRCC's Independent Safe Sport Mechanism and VC's potential transition to their Sport Canada funded program.

Communications

- Communications planning/execution initiated for a return to international event hosting. Meetings fully underway for VNL (men and women) with local organizing committees. Currently creating marketing/comms events plans for international events. Ticketing launch started for Ottawa and coming soon for VNL Calgary.
- Reviewing staffing needs for 2022 with increased capacity for a larger schedule of domestic and international events.
- Online auction underway Mar. 10 -17.
- Continue to work with all programs, including coach pathways, safe sport and diversity, to support these areas with consistency in messaging and branding. Working on developing "volleyball voices" to include stories of indigenous volleyball community members.
- Participating in NORCECA event planning and press commission meetings.



Partnerships / Merchandise

- still trying to sign ASICS to a long term partnership for our indoor teams and programs, may be a delayed start given the global supply chain issues
- left on Friday swimwear is looking positive as a three year sponsor of our Women's beach program. Still working on men's beach sponsor.
- a new two-year partnership with CROSSNET is in formal agreement stage.
- sponsorship sales efforts for VNL in Ottawa and Calgary ongoing.
- VC Annual Fundraising Auction has launched and looks great

Operations

- New Admin Clerk to start March 21
- Numerous new staff brought on since mid February- WNT, Beach, Corporate Ops
- Transitioning to MS Teams as an organization- less reliance on Zoom, dropbox, Google Suite over time expected

Hall of Fame

- The Committee has approved the induction of the following:
 - Builder: Michel Paiement,
 - Coach: Kristine Drakich
- The Induction Ceremony will take place in Ottawa at the Ottawa Marriott Hotel on June 9th

10. Next Meetings

- | | | |
|--------------------------|---------|------|
| - April 12 th | 8pm EST | Team |
| - May 10 th | 8pm EST | Team |

11. In Camera

12. Adjournment