



Volleyball Canada Board of Directors
Tuesday, 30th March 2021, 20:00 EST
Zoom Meeting

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Parrish Offer

Second: Sylvie Bigras

7-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Reports

- NORCECA
 - o very quiet, no official communications over the last month
 - o anticipate a Board meeting mid-April
- Sport Canada
 - o attached the power point of the new funding framework
 - 10 years in the making
 - uncertain it will be able to meet proposed timeline
 - o today was our final day to confirm one time carry over funds, they are reflected in the 2021-2022 budget
 - o received 70k in above reference support for Tokyo long listed athletes for quarantine costs when returning to Canada
- FIVB
 - o details of the VNL bubble have been released – currently being reviewed
- COC
 - o an update meeting on the Universal Governance Code was held today, document is a good guideline but still lacks alignment with Sport Canada Governance requirements
 - o Tokyo 2020 has confirmed no overseas spectators, we are currently in the process of getting refunds for tickets and accommodations
 - o Tokyo 2020 announced yesterday that the Guest Accreditation program will be cancelled
 - o COC Session meetings (virtual) have been moved to the first weekend in May

4. Finances

Motion: Approval of 2021 -2022 Budget

Moved : Joanne Mortimore

Second: Parrish Offer

7-0

Notes:

Approx. 1.55 CDN m cash available, 90k USD available

4.1. Updated forecast reflects slightly above break-even for 20/21 fiscal year. See attached summary- 50k+ projected net income

4.2. Budget for 21/22see a draft attached with assumption/unknown notes 190k deficit. This has been reviewed by the Finance & Audit Committee



- 4.3. Membership revenues forecast: 160k. Over 200k received to date- NOTE OVA over collected, so have an allowance for refunds (brings down revenue number to approx. 180k)
 - 4.4. 200k transferred to COF General fund, and 25k to Hoag Family fund, 27k to Wong Family fund Gov't:
 - 4.5. CERS and CEWS: on going. Continue to qualify, and also received lockdowns subsidies. Up to 75% or Cap confirmed until June 2021 for CEWS, CERS at 65% (with additional lockdown). Additionally, claiming backdated amounts for "new" employees- a change in the policy CEWS policy end of August was pointed out and being pursued
 - 4.6. Have allowed carry forward of excellence funds to 21/22, must be spent by Sept 30 2021
- discussion on long term cash flow and the impact to the goal of growing the reserve to an adequate size.

Action: Mark to distribute long term net projections

5. Governance

- Notice of Special Membership Meeting attached
 - AGM/Convention/Hall of Fame (September 16th – 18th)
- Power Point of By-Law Changes (revised for special meeting) attached
- Pathways Terms of Reference attached
 - for information, to be reviewed by Domestic Development Committee

- Athlete Council Terms of Reference – for approval
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- **Motion: Cam Wheelan** **Second: Marie Christine Rousseau** **7-0**

- Nominations Committee Chair attached
 - asked Gord Peterson to sit as Nominations Chair and he has agreed

6. Operational Reports

Men's Program

- **Senior Team**
 - **Pro leagues.** Slowly winding down. Playoffs have started. Athletes will start returning to Canada shortly

- **Nations League 2021.** Prelim info received from FIVB. We are still awaiting information on full schedule, health and safety regulations, hotel arrangements, etc
- VNL Preparation will take place in Gatineau. Tentative start date with full team: May 10
- **Olympic Games** most recent info: competitions will take place without foreign spectators
- **NEP** wrapping up this week. Last day is March 26
- **Other summer programs.** Planning is underway and going well. See Appendix for details on each Program.
- **MOU with Gatineau.** Ready to be signed. The City requires a Resolution from our Board of Directors. **See motion in attachment**
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- **Moved: Cam Wheelan** **Second: Dan MacIntosh** **7-0**



Women's Program

- **Senior teamPro leagues.** Slowly winding down. Playoffs have started. Some athletes return to Canada, some will stay in Europe
- **Nations League 2021.** Prelim info received from FIVB. We are still awaiting information on full schedule, health and safety regulations, hotel arrangements, etc
 - VNL preparation will take place in Italy. Tentative start date: May 6
- **Staffing**
 - Bree has just resigned. She is taking on a new job at UBC. Her last day will be April 7. We are currently working on replacing her short term (VNL prep) and beyond.
- **Other summer programs.** Planning is underway and going well. See Appendix for details on each Program.
 - NextGen Team staff announced. Gina Schmidt (Head coach) and Jeff Ross (Assistant coach)

Beach Update

- The Toronto COVID-19 Lockdown continues. Beach National Team training continues under a High Performance Exception available only to National Teams and to professional sport teams (NHL, NBA, MLB, MLS...etc.).
- The Doha, Qatar 4-Star event (March 8-12, 2021) was the first major FIVB World Tour Event since the COVID-19 pandemic began in March 2020. Canada had 3 teams competing:
 - Melissa Humana-Paredes / Sarah Pavan (2nd Place), Heather Bansley / Brandie Wilkerson (9th Place) and Grant O'Gorman / Ben Saxton (25th Place)
- A Beach National Team Inter-squad tournament took place at the Downsview Beach High Performance Centre from March 18-20, 2021.
 - 1st Place Men: Sam Schachter/Sam Pedlow, 2nd Place Men:Aaron Nusbaum /Mike Plantinga
 - 1st Place Women: Alex Poletto /Devon May, 2nd Place Women: Julie Gordon/Shanice Marcelle
- There will be 3 consecutive FIVB 4-Star events run in Cancun, Mexico from April 16-May 2, 2021. Canada has 9 teams currently registered:
 - Men: Sam Schachter / Sam Pedlow, Grant O'Gorman / Ben Saxton, Aaron Nusbaum / Mike Plantinga, Jake MacNeil / Will Hoey, Dan Dearing / Ivan Reka
 - Women: Melissa Humana-Paredes / Sarah Pavan, Heather Bansley / Brandie Wilkerson, Nicole McNamara / Megan McNamara, Julie Gordon / Shanice Marcelle

Sitting Update

- Women's camp March 9-14th in Edmonton was a successful return to training with COVID testing prior to travel and upon arrival at camp
- Men's sitting camp planned for March 18-21st in Edmonton, was cut short due to a positive COVID result. Two team members having to isolate in Edmonton for 14 days
- Next camp for Women – April 6-11 and Men – April 14-18 (needs to be confirmed due to previous camp and athletes isolating)
- Women have opportunity to compete in USA May 26-30 and Brazil June 20-27, attendance will depend on travel restrictions/quarantine rules
- Men's Germany event moving forward with planning, World Paravolley will confirm event occurring April 10th



Athlete & Coach Pathways

Youth National Team Program – 2021

- U19 Men
 - Selection process underway: virtual ID process until end of April. Info session webinar scheduled for Mar 31
 - Program dates May-June 2021 Virtual and July 2021 in person at UBC
- U20 Women
 - Athletes will be encourage to apply for NextGen Identification, program plans will be based on applications received
- U18 Women
 - Application completed for World Championships – Sept 2021
 - No plans for summer programming

National Excellence Program (NEP) – Women

- 2021 Virtual ID Process
 - 171 applications - under review for selection

Long Term Development

- LTD 3.0 manual in final stages and ready for graphic design
- Athlete Development Matrix – resources for life skills/psychological skills being developed
- Grassroots Working group – actively meeting to support direction, promotion and resources

Coaching Development

- Advanced Performance Coach (new Level 4/5) and High Performance Coach (new Level 4/5) course in final stages. Conditional Approval process being scheduled with the Coaching Association of Canada in the coming weeks.
- Changed NCCP course term from "Elementary Volleyball Leader" to "Community Coach" in order to reflect the broader community VC wants to reach with this module.
- Development Coach workshop – Learning Facilitator training completed
- Revised course fee structure proposed to PTAs

Club Approval

- Finalizing the process with PTA's and SportLoMo

Referee

- Referee Webinar Series
 - Delivered two of four sessions of the current referee webinar series
 - Safe Sport (February 21)
 - Systemic differences between mentoring males and females (March 14)
 - Participant relationships from the perspective of the coach/athlete (April 18)
 - Technical Analysis of Video (May 23)
 - Participation levels continue to be positive with interest from all provinces
 - Bilingual delivery of all webinars continues to be well received by the Francophone members of the refereeing community
- Environmental Scan
 - Working with Julie and Caroline to conduct an environmental scan of the referee membership pertaining to Safe Sport
 - Primary goal is to identify gaps within the referee community and develop strategies pertaining to diversity, equity and inclusion
 - Survey should be completed for mid to late April with appropriate time thereafter to dissect the data
 - Data will also help to guide referee programming into the future
- Referee Mentorship Program



- Formulating the base framework that will shape the referee mentorship program into the future
- Primary pillars of the program are based on technical, theoretical and human skill sets
- Initiated some outreach to other NSOs to start collaborating on best practices of referee mentorship
- Annual Referee Meeting
 - Initiated planning for the annual referee meeting be conducted in a virtual setting
 - When not conducted in conjunction with the VC AGM, the meeting is typically scheduled for the following week
 - We are looking to expand the agenda from standard administrative processes to be more inclusive of professional development opportunities

National Competitions

- ISET is no longer running – therefore looking into AES (US program) for interim and looking into other longer term options
- Domestic Events planning still on hold for both beach and indoor
- Request for 2021 hosts to reserve space for 2023, all interested in hosting again
- Completing a SWOT on hosting formats to identify potential changes for 2023 and beyond
- Planning a summer (July) release for 2022 nationals info (website, promo video)

International Events

- FIVB has announced that VNL for both men and women will be hosted together in Rimini, Italy
- NORCECA Sr Men's Continental Championships is still planned for Gatineau, QC on August 22-28
 - Have reserved venues (new Junior hockey arena) and hotel (Crowne Plaza)
 - Hosting grant applications have been submitted to both Sport Canada and the province of QC

VRS RFP Project

- Development and testing of the Sportlomo system continues
- Refining the implementation of business processes for Person-in-Authority and Club Affiliation requirements

IST

- Finalizing all IST staffing (New hires & returning contracts) for Indoor M/W for 2021
- Developing Volleyball Canada Combine Events for a fall 2021 launch. Will complete 1st pilot tests in April/May.
- Launching GMTM for virtual tryout process with most indoor national team programs
- Finalized all data flows & database creation for development of autogenerating post event reports and opponent scouting reports for beach
- Developing a cost effective option for PSO's to gain access to Kinduct and use VC standardized forms and reports for athlete management & monitoring.

Safe Sport/Diversity & Inclusion

- **Safe Sport:**
 - Several Safe Sport meetings staged with PTO Executive Directors
 - VC/PTO Working Group being established for Screening and Training implementation
 - Working with several PTOs on potential Safe Sport cases
 - Women's Sitting Volleyball Safe Sport Info Session staged
 - Screening flowchart created for VRS and reviewing requirements for integration with training and screening.



- Launching Referee Environmental Scan survey by end of March/early April
- Safe Sport elements of Club Approval Program finalized
- Interview with TSN regarding Safe Sport investigation

- **Diversity & Inclusion:**

- Gender Equity and Indigenous training required for all VC staff by March 31st, 2021.
- Finalized an agreement with Women in Sport for participation in the Playbook Program starting in April 2021 – working with the Ryerson Institute on Diversity, examines gender equity in our sport and develops strategies and plans to address shortfall areas.

Communications

- Announcements distributed since last update: Renewal of Richmond women's centre agreement; new women's indoor IST staff; U19 men's program details, and launch of new fundraising program (Hoag and Wong Funds).
- Update: Auction launched March 25 to April 1, 2021 at www.volleyballauction.ca
- Continue to focus communications/messaging on supporting a safe and positive "return to play." Including "Road to Nationals" and 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. Completed first round of safe sport graphics (Rule of 2), and materials to promote coach education and development.
- Exploring ways to host the virtual Hall of Fame and create high-quality video content to honour inductees.
- New alumni spotlight launched (<https://volleyball.ca/en/news/alumni-spotlight-gina-schmidt>), similar to coach profiles, but to highlight alumni achievements. Second installment coming soon.
- 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. Upcoming qualification process to promote men's sitting volleyball, beach volleyball FIVB Tour.
- Continuing adjusting opps plan due to pandemic restrictions and postponed events. Update: Content created around inter-squad tournament at beach centre in Toronto. Tentative: promote VNL Canadian broadcast plans (in negotiation).

Partnerships:

- Finalized partnership with Nothers on awards
- Finalizing partnership with Push on S&C technology

Merchandise

- Final week of hat sales

Operations

- Ian Halliday on parental leave approx. March 1- Aug 30 2021
- Bree Fraser, Nat'l Team Coordinator (w-indoor) departing in April, will source short term assistance, while mapping out long term replacement plan



7. Next Meetings

- March 30th
- April 27th
- May 19th
- May 25th
- June 22nd

Special Members Meeting

via zoom
via zoom
via zoom
via zoom
via zoom

8. In Camera

9. Adjournment