



Volleyball Canada Board of Directors
Tuesday May 19th., 2020, 20:00 EST
Zoom Meeting

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: Joanne Mortimore** **7 – 0**

3. **External Relations Update**

- NORCECA Mark
 - Congress will be held on-line
 - No official event cancellations – currently listed as postponed
- Sport Canada Mark
 - Emergency Funding details distributed.
 - Volleyball Canada will be eligible for 25% of core, pending approval
- FIVB Mark
 - VNL cancellation and reschedule for 2021, same weekends and city locations and venues
 - Beach Olympic qualification extended to June of 2021
- COC Mark
 - Providing staff support and training for VC for the Convention and AGM
 - Providing translation support to NSO's, activation details being worked out.
- PTA's Mark
 - PTA's are still meeting weekly, focus has shifted to return to play and compete
 - Insurance is the biggest concern at the PTA LEVE, with COVID – 19 being an exclusion

4. **Financial**

- Draft Audited 19-20 Financials
 - **Action: Please review, we will be voting to accept at our next meeting June 9th**
- 20/21 Budget
 - One with no international events
 - One with a NORCECA event in the fall
 - All include running the Training Centres in the Fall Winter
 - **Action: One budget scenario to presented June 9th for approval**
- Current Budget Assumptions
 - Assumes the following currently, and could change
 - Excellence money (OTP): Have budgeted for revenues to not be recognized until use in 2021/22 (move forward), to match expenses. **This may change, based on Sport Canada/OTP information, to allow for business continuity**
 - VNL cancelled- may receive some support from Sport Canada for incurred expenses
 - All Indoor May Championships cancelled
 - Canada Cup cancelled
 - 20% less membership revenue than when 100% operational, Based on next Indoor season will start September 1 (with some hesitance to participate), no beach season.



- Sport Canada emergency funds (25% of total paid subtract any other gov't support). Estimated at 380k for VC from SC, 250k from other (CEWS)
- 12-week 75% employer subsidy, should be approx. \$250,000 (CEWS). **Likely to be extended**
- Downsview rent abatement of 3 months, confirmed. Approx. \$95,000
- Indoor Teams: Assumes running fall winter FTC's with full senior team athletes, some athletes will stay play pro overseas
- Beach Teams: assumes tour events to resume in November 2020
- Para programs: assumes men's last chance qualifier in Oklahoma, and both teams attending World Cup (unsure if this will occur/when/where). May see some refunds as the men's event was cancelled mid-march, and the host is attempting to work out refunds with providers
- No fulltime staff layoffs. Also assumes hiring for Sport Safety Manager occurs once return to work spaces is OK'd.
- Some funding from Edmonton partners still recognized (110k for sunk costs, may fluctuate based on final number)
- In person meetings canceled for: AGM, VC Staff, TD summit, NRC meetings. Still have funds set aside for Registration/events systems meeting.
- Drop in all travel budgets, assuming resumption of work travel in later in the year
- Assumes Beach Nationals will run
- Assumes NEP to commence on schedule for Women's program (Sept 1)
- Assumes reduced REP to run as scheduled beginning Sept 1
- ITC transfers reduced by 50%
- Reduction in sponsor dollars.

5. Return to Play and Return to Competition

attached

- based on most current info, new version coming out

6. Mercer Compensation Update

attached

- for information

7. Operational Reports

Men's Indoor

- Head coach contract for 2020-2021 renewed - 60% reduction
- Educational video project is on-going - Dan Lewis to produce 2 more by next week
- Gatineau Center MOU renewal discussions underway - No major adjustments foreseen
- USA U21 Men's team to start training in Colorado on August 1st (U21 Pan Am Cup currently scheduled for Aug 31-Sept 9)

Women's Indoor

- Head coach contract for 2020-2021 renewed - 60% reduction
- Educational video project is on-going - Tom/Shannon working with Kerry Mac
- Richmond Center MOU renewal underway - 4 working groups meeting this week
- Contact/support with NEP athletes on-going - September start still maintained for now

Beach

- Tentative return to train date is June 1, 2020 at the Downsview Beach High Performance Centre since the beach at Ashbridges Bay is closed until July 1 at the earliest. This date depends on the rules set by the Ontario and City of Toronto. Players will be given a 14-day notice after permission is granted by Ontario/City of Toronto before beginning to train.



- FIVB U19 World Championship Trials (Thailand November 11-15) are tentatively scheduled for 18U Beach Nationals.
- FIVB has finalized the Qualification Process for the Tokyo Olympics - All dates moved 1 year later. First Tokyo Olympic Qualification event (3, 4 or 5 Star World Tour event) is scheduled for mid-October 2020.
- NORCECA Beach Tour scheduled to begin mid-August 2020.

Sitting

- Both Men's and Women's Programs are continuing to train from a distance and have been connecting through weekly zoom calls and team chats
- Women's program has added an S & C coach – Molly Henneberry – she has created the first phase of our home workouts and we began them this week
- Women's program is using Kinduct for weekly workouts, ball control drills and weekly wellness Surveys
- No Timeline for Men's Qualifier or World Cup at this time – both have been postponed and will likely occur early in 2021 (or Spring at latest)

Domestic Competitions

- All Nationals refunds complete as of May 15th
- Beach Nationals decision is still on hold
- Working on several reviews: Seeding, Indoor registration process, Participation trends, Senior beach hosting format

Athlete & Coach Pathways

- Canada Cup rescheduled to 2021
- Development Coach Workshop – Working Group Created
- Grassroots Working Group Created
- Club Approval Process – Draft in Circulation

International Events

- We received notification from the FIVB that VNL has been cancelled for 2020.
 - VNL 2021 will start somewhat earlier next year - around May 7 or 9 and ending on June 27.
- The NORCECA U20/U21 Championships remain postponed at this time.
 - We have not made any plans for dates or venue for this event in the August timeframe.

COVID Updates

- Return to Training Protocols will be developed regionally as regional public health measures differ across the country and are on individual timelines. Kerry supporting PTA's.
- Regional differences, specific facility protocols and travel quarantine requirements will guide national team return to training timelines/protocols.
- Modification to competition regulations are now being developed for both beach and indoor play in Canada once competitions are allowed.

Sport Science, Sport Medicine, Innovation

- Indoor athletes now have app based workout and monitoring via Kinduct.
- Have increased mental health support in both indoor programs via clinical councilor onboarding (men) and an increase in online session frequency (women).



- Contract IST members have shifted to part-time contracts with hourly payout to maximize support while stretching budget long term.
- One Innovation for Gold project surround knee tendon health with a nutritional intervention in our Men's National Indoor Team has been selected for next round consideration from OTP.

Referee Development

- Referee Engagement Centre
 - Established a new working committee with representation from across the PSOs to implement a localized strategy of content and delivery
 - Summary report from the working committee should be drafted and presented to the National Referee Committee at the end of May
- National Referee Committee Meeting
 - Moved to an online format and will be conducted in multiple small segments over the weekend of June 26 – 28, 2020
 - Planning and preparation of contents and reports is well underway
 - Projected meeting book should be finalized for June 15, 2020
- National Referee Chairperson Transition
 - Despite some personal challenges, Scott B and Scott M continue to push forward on the transition to ensure the change occurs as smoothly as possible

Communications

- Continue to support COVID-19 communication efforts: presidents report messaging, safe return to play materials (including graphics and video) and other pandemic related communication.
- Work on new initiatives such as the app and support projects such as data mining and enhancing alumni info gathering and communication.
- Revise web site with full section focused on safe sport (with info supplied by staff and in accordance with government requirements)
- Develop content for summer/fall for our channels, such as social media/web site/direct distribution.
- Support strategic plan material development.

Partnerships/Policies

Safe Sport

- The VC Board of Directors is required to formally adopt the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS). All VC policies (and are currently complimentary
- ****Motion – That the VC Board of Directors approves the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)**
Motion: Dan MacIntosh **Second:** Monica Hitchcock
- VC has signed a contract with Lise Maclean, a new independent third party under VC's safe sport policies.
 - This is mandated by Sport Canada

Pan Canadian Policies

- Pan Canadian Policies were sent to all PTAs on April 29.
- Feedback is due Friday May 22 at 5PM EST

Partnerships

- Working with Mizuno to provide access to content for projects they are working on
- Working with communications and programs on branding some of the new content we are putting out with sponsors.



Merchandise

- VC and Volleyball Stuff raised \$25,687 to Food Banks Canada through the Rally Together Campaign
- Co-branded lululemon merch sales will continue until end of June where lululemon will re-evaluate if Volleyball Stuff can continue

Strategic Plan

- 11 Provinces and Territories completed the PTA strategic plan survey and a 22 page summary document was produced
- Staff and Board members held a very engaging and productive virtual strategic planning session
- During the session, participants reviewed the PT input, refined the vision, mission and values and updated the expected results and strategic initiatives
- The next step is for the Advisory Committee to meet to discuss the next steps for community engagement and prepare for the June meeting

Human Resource

- Currently honoring all employee commitments (FT staff). Seasonal coaching positions: being looked at case by case basis. Contractors- decrease, as most were seasonal and tied to training/competitions
- Government supports: CEWS: received first instalment (70,000), will apply for 2nd mid/late May. Will have capped out 10% subsidy on wage remittances end of month (25,000). Continue to Investigate Quebec (have not heard of any other regions at this point) reimbursement of training expenses. Canada Summer Jobs- awaiting notification, likely able to bring on three (two were hired already with this in mind)
- Coach Pathways Manager, Ian Halliday hired (rejoining VC), began May 11 2020. Sport Safety Manager hire to be delayed, as Ian will address a higher concern group (coaches) in the Safe sport area.

8. Next Meetings

- June 9th Zoom Call
- Convention Dates
 - June 19th 3:00 – 4:30pm
 - June 20th 11:00 – 12:00pm., 2:30 – 4:30 pm
- AGM
 - June 21st 11:30am – 1:00pm

9. In Camera

Kevin

10. Adjournment