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**Volleyball Canada Board of Directors**  
**Tuesday, 25th May 2021, 20:00 EST**  
**Zoom Meeting**

**Minutes:**

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

**1. Review and Approval of previous minutes**

Kevin

**Motion: Dan MacIntosh**

**Second: Marie-Christine Rousseau 6-0**

**2. Conflict of Interest Declarations**

- no conflicts declared based on agenda and distributed materials

**3. External Reports**

- NORCECA
  - o anticipating a board meeting in the next month
  - o hosting of continental beach Olympic Qualification to be held in Mexico
- FIVB
  - o Project Empowerment Launched
    - All National Federations Eligible
      - Targeted and application based
      - All NF's must complete FIVB survey to be eligible
      - FIVB has targeted our women's team for support
  - o Board of Admin meeting held May 18<sup>th</sup>
    - Confirmed all Commission Nominations
      - Canada is well represented
- Sport Canada
  - o Return of governance report card feedback delayed
  - o Developing program and application details around current budget announcement
  - o Received first payment of eligible funding for 2020-2021
- COC
  - o New Tokyo Playbook came out – update meeting scheduled
    - Working on accreditation details, even less than in the past
    - Not sure how Performance House will work

**4. Finances**

- Audit field work was completed beginning of May
- Year End surplus for March 31 2021 183k- higher than projected due to 23.5k unrealized gains on foreign exchange
  - o finalized audited statements being prepared to go through acceptance process
- Current Cash on hand: 1.8m CDN, 80k US
  - First deposit of Sport Canada funding received: 827,650
- Current year projected forecast- no major changes, still on track for net loss of approx. 190k



	2020/2021 BUDGET	2020/2021 YEAR END
<b>SURPLUS (DEFICIT) CURRENT YEAR</b>	\$ (195,544.49)	\$ 159,897.58
unrealized gain on exchange (USD account)		\$ 23,521.62
previous years	\$ 562,866.72	\$ 562,866.72
<b>position march 31 2021</b>	<b>\$ 367,322.23</b>	<b>\$ 746,285.92</b>

For comparison to previous year:

	2019/2020 BUDGET	2019/2020 YEAR END
<b>SURPLUS (DEFICIT) PREVIOUS YEAR</b>	\$ (175,581.55)	\$ (51,319.88)
	\$ -	
previous years	\$ 614,186.04	\$ 614,186.04
	\$ -	
<b>position march 31 2020</b>	<b>\$ 438,604.50</b>	<b>\$ 562,866.16</b>

**Action: Audit and Finance Committee to review draft statements and provide questions to auditor.**

**Action: Audit and Finance Committee to schedule a de-brief with Auditor and Senior Management**

## 5. Governance

- By-law changes accepted at May 19 Special Meeting
  - By-laws currently being edited per vote

## 6. Operational Reports

### Men's Program

- **Senior Team**
  - **Nations League 2021.** Team leaving on May 23. 17 players + 8 staff
    - **Olympic Games.** The Japanese government may announce soon the cancellation of all Pre Olympic Games training camps. Nothing is official yet. This will affect the plans post-VNL
- **NextGen Program.** Training to start on May 24. Larry McKay will be the Head Coach until Joao Bravo can enter Canada
- **U21 Program.** Selection of athletes now complete. 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)

### WOMEN'S PROGRAM

- **Senior team**
  - **Nations League 2021.** Team to enter the VNL bubble on May 21. First match on May 24
  - Preparation took place in Lignano, Italy.
- **Staffing**
  - Bree's replacement (Kevin Duquette) resigned 3 weeks after having started. We have hired Matt Doherty as our new Coordinator. His first official day was May 3
- **NextGen Program.** Athletes selection complete. Start date of the program is May 24.



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## Beach Update

- The Toronto COVID-19 Stay-At-Home/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 Beach National Team Summer Development Program training will begin on May 31, 2021.
- Canadian Results at the Cancun Hub - Three consecutive FIVB 4-Star events (April 15-May 2, 2021):
  - Cancun Hub 4-Star 1<sup>st</sup> Event (April 15-20, 2021)**
    - Sarah Pavan/Melissa Humana-Paredes – 2<sup>nd</sup> Place
    - Heather Bansley/Brandie Wilkerson – 5<sup>th</sup> Place
    - Ben Saxton/Grant O’Gorman – 25<sup>th</sup> Place
    - Sam Pedlow/Sam Schachter – 33<sup>rd</sup> Place
    - Mike Plantinga/Aaron Nusbaum – 41<sup>st</sup> Place
    - Julie Gordon/Shanice Marcelle – 41<sup>st</sup> Place
  - Cancun Hub 4-Star 2<sup>nd</sup> Event (April 21-26, 2021)**
    - Sarah Pavan/Melissa Humana-Paredes – 9<sup>th</sup> Place
    - Ben Saxton/Grant O’Gorman – 9<sup>th</sup> Place
    - Heather Bansley/Brandie Wilkerson – 17<sup>th</sup> Place
    - Sam Pedlow/Sam Schachter – 25<sup>th</sup> Place
    - Mike Plantinga/Aaron Nusbaum – 41<sup>st</sup> Place
    - Julie Gordon/Shanice Marcelle – 41<sup>st</sup> Place
  - Cancun Hub 4-Star 3<sup>rd</sup> Event (April 27-May 2, 2021)**
    - Sarah Pavan/Melissa Humana-Paredes – 4<sup>th</sup> Place
    - Ben Saxton/Grant O’Gorman – 17<sup>th</sup> Place
    - Heather Bansley/Brandie Wilkerson – 17<sup>th</sup> Place
    - Sam Pedlow/Sam Schachter – 17<sup>th</sup> Place
    - Mike Plantinga/Aaron Nusbaum – 33<sup>rd</sup> Place
    - Julie Gordon/Shanice Marcelle – 33<sup>rd</sup> Place
    - Jake MacNeil/Will Hoey – 41<sup>st</sup> Place
- Beach National Team outdoor training (Both Next Gen and Summer Development Program training) will begin at the Ontario Volleyball Association’s (OVA’s) beach facility (A 5-court facility) in Pickering, Ontario as soon as the Government of Ontario allows outdoor beach volleyball training to begin. This is expected in mid-June.
- Volleyball Canada has received additional financial support from the Canadian Olympic Committee (Through Own The Podium) to construct a FIVB specification Beach Volleyball court at the at the University of Toronto Scarborough, so that Melissa Humana-Paredes/Sarah Pavan can return to Toronto from Europe after the FIVB 4-Star event in Ostrava, CZE 4-Star (June 2-6, 2021) to enter a Canadian Government approved Modified Quarantine Bubble at the CSIO for 14 days. The bubble included residence, food and the ability to train on the court and within the CSIO. The Modified Quarantine is also available to Heather Bansley/Brandie Wilkerson, Sam Schachter/Sam Pedlow and Ben Saxton/Grant O’Gorman if they choose to return to Toronto in early June.



### **Sitting Update**

- Men's team will depart for qualifier May 28<sup>th</sup> for June 1-5<sup>th</sup> event
  - Pools are: 1) CAN, GER, KAZ 2) USA, UKR, CRO
- Summer schedule will be determined based on Tokyo qualification
- Women's program has training camp May 25-30<sup>th</sup> in Edmonton at Saville Centre
  - Training under Alberta HP exemption
- Will play matches against USA (WR:1) in Edmond, Oklahoma as only competition before Tokyo Games June 16-21<sup>st</sup>
  - Returning to Canada and will enter quarantine training bubble which has been approved by Canadian Government from June 21-July 4<sup>th</sup>
  - Will be in Toronto or Calgary – location TBD based on provincial approval of plan
- Planning for Tokyo Games moving forward with staging camp to take place in Shiwa

### **Athlete & Coach Pathways**

#### Youth National Team Program – 2021

- U19 Men
  - 30 athletes selected
  - Coaching Staff: Mike Hawkins, Dave Preston, Nathan Groenveld, Matt Krueger, Brock Davidiuk, Jared Brown
  - Training planned for July – Vancouver. Decision for travel will be made in early June
- U20 Women
  - No summer training program for specific age group
- U18 Women
  - Application completed for World Championships – Sept 2021
  - No plans for summer programming

#### National Excellence Program (NEP) – Women

- 18 athletes selected – 100% acceptance rate
- NextGen full time coach hiring process underway – specific to gender equity initiative. Role will include NEP Assistant Coach

#### Long Term Development

- LTD 3.0 manual – feedback presentations ongoing (TDs/EDs/DDC/Clubs)
- Athlete Development Matrix – resources for life skills/psychological skills being developed
- Grassroots Working group – actively meeting to support direction, promotion and resources for appropriate skill levels, along with metrics to determine growth

#### Coaching Development

- Performance Coach Working Group – moving forward on revisions to delivery model.
- Development of NEW Community Coach workshop (ONLINE) – focused on club operated programs for 6-12 year old
- In conjunction with Team Canada Beach, 3 session beach coach series directed to youth development coaches.

### **Referee**

- Referee Webinar Series
  - Preparing for the final session (Technical Analysis of Video, May 30) of the current series
  - Beach webinars are set to commence in June
  - Future series of an indoor focus will recommence in September
- Environmental Scan



- Completed the environmental scan of the referee membership focusing on Safe Sport, Equity, Diversity and Inclusion
- Key results:
  - 57% of respondents indicated they have experienced some form of sexual, physical, or verbal maltreatment within the last five years
  - 70% of respondents indicated they have been bullied, harassed, or shamed by a coach, athlete, or parent during or after a match
  - 35% of respondents indicated they have been bullied, harassed, or shamed by a fellow referee at least once in their career
- The above data confirms that we need to continue focusing on the development and training of mitigations strategies
- The above data confirms that we need to enhance existing support/disciplinary systems for the safety of the working environment
- Annual Referee Meeting
  - Scheduled for June 12 – 13, 2021
  - Annual referee meeting be conducted in a virtual setting
  - We are looking to expand the agenda from standard administrative processes to be more inclusive of professional development opportunities
- Referee Developmental Programming
  - Completed an independent review of current developmental programming per discipline
  - Key results:
    - Existing programming is lacking in Safe Sport requirements
    - Redeveloped programming needs to recognize the importance of gender equity, diversity, and inclusion
    - Redeveloped programming needs to incorporate a developmental congruency between all disciplines
    - Redeveloped programming needs to incorporate a transparent rubric for each stage of the developmental pathway

### **National Competitions**

- Beach Nationals decision to be made by mid-June – Many Toronto event permits have been shut down for the summer.
- Looking forward to 2022 indoor nationals – official launch to happen in July, including promo video, social media and website.
- Completing an indoor hosting format review. Identifying alternative strategies to best use available facility space without hosting too many events.

### **International Events**

- The recent announcement of the Reopening Plan for Quebec has provided a renewed sense of optimism that the NORCECA Sr Men's Championships can occur in Gatineau in August.
  - The plan allows for up to 2500 spectators for indoor events
  - Problem remains the quarantine requirement for the foreign teams entering Canada and the costs for that
  - We require a letter of support from both local and provincial authorities very shortly to be able to initiate the federal approval process

### **VRS RFP Project**

- Sportlomo development is completing in mid June
- Planning is underway to begin the Customer Acceptance Test process
  - Training and testing dates are being finalized for mid June.



## IST

- All indoor IST staffing complete and under contract for 2021.
- Established self ran rapid antigen testing system for Gatineau and working on availability for any VC National Team requirements via CDL rapid screening consortium.
- Building a supplement tracking system via Kinduct for all national team athletes that complies with WADA standards
- Completed first draft of team driven opponent scouting reports for beach

## Safe Sport/Gender Equity, Diversity & Inclusion

- **Safe Sport:**
  - Safe Sport Presentations completed with Women's Indoor, Men's Indoor, NextGen Women, and NextGen Men since the last update.
  - VC/PTA Safe Sport Working group met to review Background Screening and have established recommendations and next steps for implementation. The group will be meeting again in a few weeks to address Safe Sport Training and a unified process for addressing issues identified through screening results.
  - Draft Referee Environmental Scan Report has been completed and is being reviewed by VC Referee leadership. 582 Referees took part in the survey. 35% of respondents reported experiencing abuse, bullying, or hazing at the hands of other referees at least once. 57% experienced some form of maltreatment, abuse, harassment bullying in last five years. (This also includes from non-referees.) Next steps will be to share a summary of the report and develop strategies to address areas of concern.
- **Gender Equity, Diversity & Inclusion:**
  - Women in Sport Playbook Program to increase gender equity is launching May 31<sup>st</sup> with the first meeting taking place that day.
  - Met with representatives from the Canadian Congress on Inclusive Diversity and Workplace Equity. The organization is currently working with Basketball Canada who has developed their "Unified Program" - <https://www.basketball.ca/news/canada-basketball-launches-unified-2024-announces-new-diversity-statement-and-equity-commitments>  
The organization has provided VC with a proposal which is currently being reviewed. The ultimate goal is to transform the culture to be more inclusive and increase diversity.

## Communications

- Update: Announcements distributed so far since last update: Beach Tour updates, women's team retirement announcements, women's VNL team, partner announcement (PUSH), women's NextGen and men's VNL!
- Nationals cancelled announcement finalized (May 03): 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. Announcement of men's sitting roster for Paralympic qualifier coming soon.



- Upcoming: VNL promotion for both men and women. Rosters announced. Coverage plan in place. Working with CBC Sports to promote the streaming and Canadian broadcast plans. Coming soon: announcement of CBC-FIVB agreement for Canadian rights for indoor and beach volleyball.
- Planning of virtual Hall of Fame content initiated.
- Ongoing “coach profile” content created (web site and social media) to highlight the stories of outstanding volleyball coaches in our community. Positively received to highlight current coaches and inspire up-and-coming coaches.
- New alumni spotlight began on web and social media, similar to coach profiles, but highlight alumni achievements. Two shared so far: Indoor women and beach alumni highlighted so far. More 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. Participated in Olympic Preparation Seminar (late April) and working with CBC to have content ready for Tokyo 2020 including filming at the men’s training centre in Gatineau (May 19-21).
- Fundraising: Completed “mission statements” and press release for new funds that will be administered through the Canadian Olympic Foundation. COF hosting the funding pages, which are actively receiving donations. Newly created Beach donation page will go live soon (late May).

#### **Partnerships:**

- Participant Engagement
- Working internally on Olympic/Paralympic banner to engage VC athletes and Sponsors
- To launch in next week or so

#### **Merchandise**

- Merch sale launched Saturday and will run until May 24
  - Small increase in sale seen on promotion days.
- Working to promote Team Canada indoor jersey in advance of Olympics
  - Photos taken in Gatineau of National team in jersey
- Early discussion with Volleyball Stuff to continue partnership
  - Expires 2022, but wanting to secure a long-term deal so partnership can continue to expand and grow

#### **7. Next Meeting**

- June 23rd

via zoom

#### **8. In Camera**

#### **9. Adjournment**