



Volleyball Canada Board of Directors
Tuesday, 10 November 2020, 20:00 EST
Zoom Meeting

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Marie Christine Rousseau

Second: Parrish Offer

6 – 0

2. Financial

Attached

- Second wave of Covid has put the membership revenue forecast at risk (650k)
- November 30th NORCECA Sport Organizing Committee meeting to determine cancellations and postponements could create a 200k change
- New rent relief program no factored in
- CEWS forecasted to end of January based on new formula

3. Governance

- Official Languages Policy for Approval
 - Changes reflect Sport Canada Contribution Agreement

Attached

Motion: Sylvie Bigras

Second: Marie Christine Rousseau

6 – 0

- Workplace Harassment for Approval

Attached

Motion: Joanne Mortimore

Second: Dan MacIntosh

6 – 0

- Anti Doping Policy for Approval

Attached

- ****Motion****: **Volleyball Canada approve the 2021 Canadian Anti-Doping Program**
 - Requirement for Sport Canada funding by December 31, 2020
 - Change Section 2 from “2015 CADP to 2021 CADP”
 - 2021 CADP Highlights
 - Athletes’ Anti Doping Rights Act included as part of Code
 - Lessons learned report post positive tests
 - Fines to organizations who repeatedly have positive tests

Motion: Joanne Mortimore

Second: Parrish Offer

6 – 0

- Recommendation on changes bylaws (see attached)

Attached

- Discussion and feedback on the various components.
- Are there standing committees we should keep in the by-laws



Action: Robin to look at implementation based on feedback as well as the requirements for a special meeting of the members and the timing of the meeting.

- Recommendation on Term Limits Attached
- Based on feedback there was general interest in pursuing the recommendation of three year board terms and a four term for the Chair

Action: Robin to work with Steve Indig and comeback to the board with an implementation strategy.

4. Athlete Rep Recommendation - Dave Carey Attached

- Julie Young resigned her board position as Athlete Director, based on our conflict of interest guidelines.
- Julie's term was set to expire in June of 2021
- Based on our by-laws the board had the following options:
 - o Wait until 2021 AGM for an election of a rep
 - o Fill the position through a board motion to complete the term
- The Board accepted Julie's recommendation, followed by Dave Carey (Nominations Chair) doing our due diligence to recommend Cam Wheelan to the board as a candidate to fill the balance of Julie's term.

Motion: Sylvie Bigras

Second: Parrish Offer

6 – 0

5. OPERATIONAL REPORTS

**INDOOR NATIONAL TEAMS UPDATE
MEN'S PROGRAM**

- Senior Team
 - o Pro leagues still operating with many matches being postponed
 - o CEV Champions League to be played with the "bubble" concept - 4 teams in 1 city instead of home/away format
 - o Glenn and family are all fine following the earthquake in Izmir. Joao Bravo is fine but had to be evacuated from his apartment.
- NEP still operating in full force
 - o Invitations to go out on November 5 for January training group. Most likely ONLY one group. Priority given to U21 athletes
- OTP submission e-mailed on November 2nd. Available upon request
 - o Review meeting (all virtual) scheduled for November 16

WOMEN'S PROGRAM

- Senior team
 - o FTC operating in full force
 - o Pro leagues still operating with many matches being postponed
 - o CEV Champions League to be played with the "bubble" concept - 4 teams in 1 city instead of home/away format
 - o Kiera VanRyk currently best scorer and best hitter in the Polish league after 8 matches.
- NEP still operating in full force
 - o Nothing to add since last report



BEACH PROGRAM

- Beach National team training continues at the Volleyball Canada Downsview Beach High Performance Centre. The training has been modified to meet additional COVID-19 restrictions in the Toronto region applied on October 10, 2020 but are scheduled to end after 28 days (November 6, 2020). The training will be adjusted if the additional modifications are changed or lifted beginning November 7, 2020.
- Beach National Team training will continue until December 18, 2020.
- Volleyball Canada U19 (Athletes born in 2002 or later) FIVB Beach World Championship Trials have been rescheduled: Women's Trials January 2-3, 2021 and Men's Trials January 9-10 to qualify for the FIVB U19 Beach World Championships in Roi Et, Thailand March 24-28, 2021.
- The 2021 Beach National Team Induction Camp (Virtual) will take place January 11-15, 2021.

SITTING PROGRAM

- Men's qualifier is confirmed for February 12-20, 2021 in Duisburg, Germany
- Men will train one time per month until qualifier in Edmonton: November 11-15, December 9-13, January TBD
- Women will train one time per month until Tokyo 2020ne with increased length of training prior to games, trying to solidify a competition (currently discussing possibilities with Japan)
- Have requested 40,000 from CPC Covid Relief Fund for possible Japan Event (competition prior to Tokyo Games)
- Women's OTP review will occur November 16th – asking for \$20,000 more than last year

Communications

Continue to focus communications/messaging on supporting a safe and positive "return to play." Including monitoring the international situation, ie Olympic/Paralympic qualification ... continue to adjust planning accordingly. Monitoring Nationals situation (adult nationals just announced), and working with Nationals on other announcements (revised registration dates) and content for social media (Road to Nationals).

- Continue to work with all areas (coaching, hp, etc) to assist and develop appropriate content moving forward. Working on Smashball promo content. Photos have now been shot in a controlled setting. Working on video content with the NEP in Richmond.
- Support sponsorship/fundraising efforts, such as new announcements (Mikasa beach ball), auction and upcoming Rally Together fundraising gear
- Launched the new Volleyball Canada app and did some "soft" promotion. Work on plan to use app effectively when events resume.
- Coach profile project: content created (web site and social media) to highlight the stories of outstanding volleyball coaches in our community. One profile released every two weeks beginning in mid-July. Positively received to highlight current coaches and inspire up-and-coming coaches. – ongoing... extended past coaches week to highlight wider range of coaches.
- 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. Also engaged with CBC on pre-Games story-telling.
- Engaged with NORCECA as a more active member of its Press Commission.



Partnerships

- IPL has sent notification of termination given economic issues.
 - Partnership will end December 31, 2021
- Mizuno and Performance Health signed one year renewals
 - Partnerships to run until December 31, 2021
- Conversation taking place with awards partner and a Canadian supplement company

Merchandise

- Rally Together 2.0 merchandise fundraiser to be launched to alumni November 9; general public November 19
 - Proceeds to go to national team programs
 - Products include Hoody, Sweatshirt, T-shirt
- VC branded masks now available on e-store for purchase
 - Also available on Volleyball Stuff website

IST

- Finalizing contract and video collection process for virtual tryout process via GMTM
- Investigating mask use in volleyball. Pros/cons and considerations
- Completed all OTP submissions and now finalizing presentations
- Applied for COVID funding from CPC to offset Men's Sitting World Cup Expenses
- Continuing to monitor continued positive COVID cases among Canadian Athletes abroad

National Competitions

- PTA Competition staff working groups to be created this month to discuss alternate event/program should competition season be cancelled
- 14U Hosting Manual complete – will most likely wait with distribution/training until 2021 – too much focus on COVID planning currently
- Delaying registration from Jan to Feb, communication to go out to teams this month

INTERNATIONAL EVENTS

We continue to plan for various scenarios for international events to occur in 2021. The FIVB has indicated to us that they are looking at alternative scenarios for VNL in 2021 that would reduce the travel for teams. We are awaiting for guidance from the FIVB Medical Commission to determine the protocols that would be required for FIVB events, as well as FIVB's indication on the VNL plan for 2021.

NORCECA will be having a Sports Organizing Committee meeting on Nov. 30 to review the competition plan for 2021. Currently NORCECA has us on their calendar for the following events:

January 9-17	Canada	U-18 Continental Championship
August 14-22	PUR / CAN	U-21 Pan American Cup
August 22-30	Canada	Norceca's Continental Championship

We have informed NORCECA that we will not be able to proceed with the U-18 Continental Championship on Jan 9-17.



VOLLEYBALL REGISTRATION SYSTEM
VRS RFP Project

VRS bidders have provided a “sandbox” environment to allow everyone to informally use the systems. Technical evaluations of the proposals and the systems have been completed and following are the results:

		<u>Interpodia</u>	<u>Spordle</u>	<u>SportLoMo</u>
NL	Points	249.2	245.7	266.9
	Rank	2	3	1
NB	Points	238.7	234.3	245.3
	Rank	2	3	1
MB	Points	222.3	211.4	255.7
	Rank	2	3	1
SK	Points	252.9	261.1	266.5
	Rank	3	2	1
AB	Points	153.9	173.7	176.1
	Rank	3	2	1
QC	Points		271.1	191.2
	Rank	3	1	2
VC	Points	232.9	260.5	249.1
	Rank	3	1	2
Points Avg		224.99	236.85	235.82
Ranking Avg		2.57	2.14	1.29

Volleyball Quebec has indicated they have specific incentive within the Quebec sport environment to go with Spordle, however outside of Quebec the PTSO’s have determined a preference for SportLomo.

Following is the price proposal summary:

	SAAS fee	Transaction Fee	5 year total cost	Rank	Price Eval Points
Interpodia	\$2.25/registration	2.9%+\$ 0.30	\$ 3,374,330.00	3	45.7
Spordle	\$1.00/member	1.95%+2%	\$ 3,301,350.00	2	46.7
SportLomo	\$1.25/member	3.2%+0.50	\$ 3,084,720.00	1	50.0

It should be noted that SportLomo also provided a pricing option that would reduce their overall cost however, that would involve an up-front payment in the first year.

Based on these results, we are confirming our final selection. We are working with Quebec to respect their consideration of proceeding with Spordle on their own.



HUMAN RESOURCES

- Sport Safety: Caroline Sharp (contractor), Julie Young (part time staff .6) in place to lead and operationalize Sport Safety plans and link throughout VC and volleyball community. Julie will continue with alumni work in portfolio as well
- Sport Dev Manager: James Sneddon to return from leave in November (started November 2)
- Wes Chen (Athlete & Coach pathways as well as data) /Josh Bell (Admin clerk) extended to Dec 31
- Events intern to start Jan 2021, pending events go forward
- Other staff resourcing to be considered in 4th quarter as required

SPORT SAFETY / DIVERSITY & INCLUSION

- **Safe Sport:** Implementation Plan and Timelines in place for a number of initiatives
 - Complaint Process Flow Chart completed. Currently on the VC website, circulated to PSO's and will be included in all National Team Orientation documents, athlete handbooks etc.
 - VC Screening Committee is being established. Screening Committee 101 Training PPT document has been created and shared with PSO's.
 - Work initiated on developing a database and system for tracking safe sport training and screening for VC. Includes processes and procedures for annual tracking.
 - "Open and Observable Environments" (Rule of 2) document has been drafted and circulated to all VC staff for input. Once completed, will be added to the Safe Sport section of the website, and circulated.
- **Diversity & Inclusion:** Preliminary phase focusing on research and demographics
 - Researching how to best capture data/demographics, including using surveys to assist in setting goals and program planning.
 - Working on a plan to increase awareness and promote gender equity, diversity, and inclusion, including the development of tools such as Infographics.
 - Working with VC program staff to apply for funding from Organizations supporting Gender Equity, Diversity, and Inclusion projects where possible and in support of existing objectives.

ATHLETE & COACH PATHWAYS

- Canada Games 2021 – Postponed to 2022:
 - Waiting for Canada Games council for final approval age eligibility to remain: 2003 (indoor) and 2001 (beach)
- Youth National Team Program – 2020
 - Survey results from Virtual Program
 - 52% response rate
 - 4.71/5 – Quality of material presented
 - 4.52/5 – Quantity of material presented
 - Major Takeaways: Mental Training, Nutrition, Game Film
- National Excellence Program (NEP) – Women
 - 2021-2022 - Approved FIVB Coach Development Grant
 - 2021 - Athlete Identification – GMTX Virtual ID Process
- Coaching Development
 - Online delivery of Development Coach Workshop – additional pilot in planning stages for end of 2020, release of approved revised delivery targeted for early 2021



- VC Coaching Centre (LMS) – system requirements and current needs under review to further explore upgrades and improvements
- Initial planning stages of “non-NCCP” learning opportunities to be launched in early 2021 (target) - includes but not limited to webinars, VC led online workshops/ courses, eLearning modules, coaching symposiums (online or in-person)
- Sport Development
 - Manager return to VC – James Sneddon
 - Sport for Life Indigenous Pathway Project - Underway
 - Long Term Athlete Development – review of upgrades and status of project
- Grant Applications
 - CAC COVID Relief Funds - \$10k: Approved
 - Sport for Life Indigenous Pathway Support – 10K: Approved
 - JumpStart Community Support – 15K: Declined
 - FIVB Coach Development – NEP – 80k (2 years): Approved
 - Sport Canada Innovation Grant – in application process

Referee

- Developmental Pathways and Programming
 - Conducting a comprehensive review of all developmental pathways
 - Looking to modernize programming and create grassroots alignment (where applicable) across the disciplines
 - Focused on identifying and expanding areas of programming that are lacking in instructional content (at all stages of development)
 - Looking to expand programming to be more inclusive and equitable
 - Discussing the merits of a professional development program as part of the annual maintenance of certification
- Communications - Strategy
 - Working with the PSO Referee Chairs to establish a communication strategy moving forward
 - Initial schedule is based on meetings as a national group once per quarter, with one to two regionalized meetings per quarter
 - One of the identified challenges is establishing a schedule that considers and respects the volunteer nature of the PSO Referee chairs
- Communications – Newsletter
 - Newsletter for the fall quarter is complete
 - Waiting on translation with an anticipated distribution in the week of Nov 9
- Referee Webinar Series
 - Looking forward to completing the webinar series
 - Remaining sessions are scheduled for November 15 (Psychology of Refereeing) and December 6 (A Safe Return to Competition)
 - Interest and participation is occurring from all reaches of the country
 - Based on the interest levels, we will look to establish future webinar series on a recurring schedule

6. Next Meetings

- December 15th
- January – Ottawa – No in person meetings in the foreseeable future, we are all looking forward to meeting in person when it is safe to do so.

7. In Camera

8. Adjournment