



Volleyball Canada Board of Directors
Tuesday, 16 November 2021, 20:00 EST
Zoom 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: Boris Tyzuk

Second: Marie Christine Rousseau 7-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Relations Update

- NORCECA Mark
 - U21 Men's Pan Am Cup will be hosted in conjunction with youth Nationals in Edmonton
 - Women's Pan Am Cup to be hosted first week of September
 - Board Meeting November 12th and 13th
 - NORCECA Beach stop in PEI now secured.
- Sport Canada Mark
 - Funding Update
 - o COVID Recovery, 70 million, over two years for sport, December 7th deadline, includes reference level funding
 - o Excellence Funding (OTP) to follow in February
 - o No change in reference or core funding for 2022-2023
 - Governance Report Card came in last week
- FIVB Mark
 - Board of Administration Meeting took place on October 25th
 - o Confusion on the roles of FIVB and VolleyballWorld
 - o Disputes in numerous countries over who is the governing body for volleyball
 - Finalized women's team " Volleyball Empowerment Support "
 - o 200k US until Paris
 - o Commitment to extend to LA
 - o Summary attached
 - o FIVB approved a new Gerfloor as part of the targeted support (50k US value)
 - Commission Meetings to take place first week of December
 - o Commission President and Secretary in person all others remote.
 - Provisional Acceptance of Ottawa as Men's VNL host
 - Volleyball World has requested Canada to host a Women's VNL week do to another country withdrawal
 - Snow Volleyball Stop in Calgary as part of Chinook Blast downtown Olympic Plaza
- COC Mark
 - Recovery fund recipients announced.– we were quite successful
 - o Safe Sport for youth participants
 - o Diversity and inclusion "First Steps"
 - o In kind Smith School of Business for Leadership Development



- Vaccine Mandate for Beijing announced
- Volleyball Canada awarded Olympic Solidarity funding 25k US for the next 4 years
- OTP
 - Tokyo de-brief took place October 13th and 14th
 - o VC presentation on creating a culture of excellence
 - Our HP Plans have been submitted.
 - November 22nd and 23rd our the dates scheduled for HP Reviews
 - o HPD's in person, all others virtually

1. Finances

- Cash on Hand: Approx. 900k
- FIVB empowerment grant- recognized 50k USD (62.5k CAD) in this year
- Sport Canada recovery fund- application in process. Budgeted for 100k, but expect more
- COF Funds update as of Sept 30:
 - o Beach fund (Tom Ng): 40,456
 - o Hoag Family Fund: 27,088
 - o Wong Family Fund: 30,250
 - o General VC Fund: 519,590
- Forecast:

PROGRAM	budget 21-22	2021-22 YTD	Forecast	NOTES
National Competitions	\$ (192,000.00)	\$ (112,073.91)	\$ (200,815.70)	No events hosted in 2021. Combine piloting will be captured here
Domestic Development	\$ 49,516.18	\$ (15,008.56)	\$ 13,593.37	YNT/NEP programs proceeded in summer as planned
Regional Excellence Programs	\$ (45,000.00)	\$ (10,212.39)	\$ (38,332.25)	Fall/Winter program predominately
Merchandising	\$ 1,800.00	\$ (8,654.43)	\$ (19,432.23)	Based on resumption of activities in September
Marketing & Communications	\$ (170,000.01)	\$ (82,524.89)	\$ (148,250.00)	
Corporate Operations	\$ 150,157.00	\$ 433,529.58	\$ 189,370.26	Adjustment from CEWS [incorporated estimates until Oct 23- original budget only first 3 periods]
Beach Training Centre (Downsview)	\$ 74,254.93	\$ (130,891.75)	\$ 98,251.01	Adjustment from CERS [incorporated estimates until Oct 23- original budget only first 3 periods], less rental income
National Team - Beach	\$ (133,560.00)	\$ 482,035.78	\$ (119,003.74)	
National Team - Beach Athlete Support	\$ -	\$ 3,297.06	\$ 0.37	
National Team - Men's Indoor	\$ 102,894.90	\$ 298,151.92	\$ 156,255.16	Adjustments expected with constant programming & competition changes
National Team Men - Athlete Support	\$ 52,400.00	\$ 32,636.96	\$ 12,636.96	
National Team - Women's Indoor	\$ (137,575.00)	\$ (382,398.84)	\$ (149,263.27)	Support from FIVB and Sport Canada Recovery fund expected
National Team Women - Athlete Support	\$ (100.00)	\$ 7,357.18	\$ 7,357.18	
NORCECA Championships	\$ -	\$ -	\$ -	
NORCECA Championships	\$ (25,360.00)	\$ (202,120.33)	\$ (202,120.33)	Event not hosted in Canada, but supported by Volleyball Canada to be hosted in Mexico
Referees Development	\$ (7,875.00)	\$ (24,981.06)	\$ (16,914.20)	Based on resumption of indoor activities. Uniforms are selling pretty well
Team Canada Para Volleyball	\$ (251,156.50)	\$ 67,040.28	\$ (123,745.85)	Above Reference funds for Men's LCQ not budgeted for, no longer 4 events budgeted, 2 events (zonals only) WC moved to next fiscal
Volleyball Nations League (W)	\$ -	\$ -	\$ -	no event
Volleyball Nations League (M)	\$ -	\$ -	\$ -	no event
overhead	\$ 344,116.10	\$ -	\$ 350,884.54	
Net	\$ (187,487.40)	\$ 355,182.60	\$ (189,528.72)	

- Recovery fund application in progress – currently just above 400k
- Still budgeting 75% of membership revenue
 - o Comes down to school access
- Volleyball BC contributed an additional 20k to what we budgeted for the women's program

2. Governance

Boris Tyzuk recommended a new Chair of the ethics committee. Dan MacIntosh will be staying on as a committee member.

Motion: Parrish Offer

Second: Joanne Mortimore

7-0

A transition meeting has taken place.

3. Debriefs

- Women's Sitting
- Women's Indoor
- Beach Focus Groups

For Information



Discussion on how the process to keep the board informed of safety issues above and beyond briefing the Chair, CEO and Ethics Committee Chair. On going commitment to ethics committee as a standing agenda item and aggregated safe sport inquiries (quarterly as a minimum)

4. Ethics Committee

Boris

- Current appeals, complaints etc.

5. HP Plans

For Information

- Women's Sitting
- Beach
- Indoor

6. Athletes Council

Cam

- First Athlete Council meeting held November 11th.
- Elected Athlete reps for all disciplines and genders are:

Indoor (W/M)

- Graham Vigrass
- Jennifer Cross

Sitting (W/M)

- Angelena Dolezar
- Darek Symonowicz

Beach (W/M)

- Heather Bansley
- Aaron Nusbaum

Cam and Mark to follow up offline to address specific questions and suggestions.

7. Business Arising

Kevin

- Discussion covered under debriefs

8. Operating Reports

Men's Program

- Senior Team - All Pro clubs/leagues in full operation.
- TCMV 2024 HP plan submitted to OTP on November 9. Public version is attached. Our review meeting is on November 23
- Head Coach Selection process in on-going. Already 2 selection Committee meetings. "Short list" of 8 coaches established. Next steps TBD

Women's Program

- Senior Team - All Pro clubs/leagues in full operation.
 - Drawing of lots for 2022 World Championship pools will be held in late November
- TCWV 2028 HP plan submitted to OTP on November 9. Public version is attached. Our review meeting is on November 23



Beach Update

- A list of the new strength & conditioning (S & C) and therapy equipment and photos of the S & C Room and the Therapy Room in the VC Downsview Beach High Performance Centre (HPC) is attached for your information.
- A Beach Working Group has been established to improve the high performance culture and the athlete development pathway within the Beach National Team Program.
- Three Canadian teams (Liam Kopp/Alex Russell, Sarah-Jeanne Meunier-Bedard/Maud Chapleau and Sophie Bukovec/Alex Poletto) are participating in the qualification tournament at the FIVB Itapema, BRA 4-Star World Tour event from November 10-14, 2021.
- The Beach High Performance (HP) Plan for the Own The Podium (OTP) submission is due on November 9, 2021 and the OTP Beach HP Presentation is on November 23, 2021.
- The 2022 Next Gen Carding Selection Camp will take place at the Downsview HPC November 19-21, 2021. The last day of beach training at the Downsview Beach HPC will be December 17, 2021. The 2022 Beach National Team Virtual Induction Camp (Senior and Next Gen) will begin January 4, 2022. Training at the Downsview HPC will begin January 10, 2022.
- A Beach Spring Break Camp (Athletes aged 12U to 15U years old) will be organized at the Downsview Beach HPC March 14-18, 2022. In March 2020, this same Beach Spring Break Camp was cancelled the day before it was scheduled to begin on March 16, 2020 due to the beginning of the COVID-19 pandemic (See attached Flyer from 2020). Given that there now are no other indoor beach facilities in the Greater Toronto Area (Since January 2020 both Beach Blast and North Beach have closed), this Spring Break Camp presents good opportunity for Volleyball Canada and could serve as a template to use at future Beach Summer Camps during July/August each year.

Sitting Update

- Quad and IST Debrief for Women's program completed
 - Overall positive feedback
 - Mental Performance seen as biggest gap for podium result
- HP Plan for Women's Sitting submitted to OTP – key highlights include:
 - Nicole moving to full-time Head Coach Role
 - Proposed full time training centre in Edmonton
 - Regional training model to provide financial support for coaching and court access to those who are outside of Edmonton
- Zonal Championship in December cancelled due to COVID restrictions and timeline
- Finalizing 2022 training and competition schedule for both programs
 - WNT in Boston - March 2022
 - MNT in Kazakhstan - Feb 2022
 - World Championships for both – May 17-22 in China, working on a staging camp prior

Athlete & Coach Pathways

Long Term Development 3.0

- Manual (English) in final edits. Waiting for translation
- Detailed/Breakout resources to be further developed and distributed
- Final Draft has been provided for reference and distributed to PTA for any feedback.



Youth National Team Program – 2022

- U18 Women –
 - Virtual Submission ID to start through GMTM
 - Program Details finalized once Pan Am Cup confirmed
- U19 Men & U 20 Women –
 - Program Details finalized once Pan Am Cup confirmed

National Excellence Program (NEP) – Women

- On-going until Dec 18, 2021
- 2022 ID to start with Virtual Submissions via GMTM

Coaching Development

- Performance Coach Workshops –Beach – Online sessions in November, in person workshop - December, follow up evaluations
- Dev and Adv Dev workshops now offered by PTAs, VC to provide support and training to LFs

Canada Cup

- Confirmed for July 20-24 in Calgary, AB
- Canada Games Division of play with most CG teams planning to participate

Pathways Staff

- Wes Chen (Coordinator) departing on November 19
- Pathways meeting –
 - Nov 22 & 23, Calgary
 - Full review of KPI and Program Objectives, including staff plan for 2022

Referee

National Referee Committee

- Succession plan has been established and implementation is underway
 - Adjusted the terms of the committee members on to schedules that end on either an even year or an odd year
 - Domestic Development Beach (2022) – Domestic Development Volleyball (2023)
 - High Performance Beach (2022) – High Performance Volleyball (2023)
 - Women's Referee Development (2022) – Nominations and Awards (2023)
 - Staggered approach allows for ongoing continuity amongst the committee even during times of transition
 - The 2022 terms that are not going to be renewed to standing members of the committee have all identified new leaders to take on the role.
 - Transition and mentorship are in progress amongst all committee members that will be outgoing and those that are incoming
- Effective June 2022, an equitable balance of 4 female : 4 male members will exist
 - While a 50/50 balance is notable, it must be noted that the primary criterium for recognition and selection was based on expertise and capability of the individual
- Established a new committee chair for para referee development
- Actively working to identify specific needs of the Executive Committee and subsequently create a new position that will complete the allowable complement of members on the committee

WISE Grant

- Actively pursuing a grant opportunity with Women in Sport
- Initiatives of the grant are as follows:
 - Focus on establishing a gender balanced Executive for the National Referee Committee
 - Focus on enhancing our mentorship model in multiple capacities



- Increasing the number of qualified female mentors within the national program (current data has female participants at 14 of 86 members or 16%) by means of running developmental training at our national championships
- In partnership with our Provincial / Territorial Associations, increase the number of qualified female mentors within the localized programs
- Develop materials specific to the development of female high-performance mentors
- Develop materials specific to the development of female mentors at the localized level
- Develop training materials for mentors that are specifically focused on the needs of female referees
- Establish a structured support system for all mentors
- Incorporation of Gender Equity Lens training for all members of:
 - National Referee Committee Executive
 - Provincial / Territorial Referee Committee Executives
 - Referee Mentors
 - Support for our Provincial / Territorial partners to do the same on a localized level

Strategic Planning

- Restructured program objectives and operational requirements
- Engaged Referee Committee to be more active in the strategic planning process
- Engaged the Referee Committee to be more engaged and responsible for growth in their programs with specific relation to the program objectives, major initiatives and operational initiatives

National Competitions

- Combine pilot was a success! 132 total participants. Everything was on time without any issues. Currently conducting internal reviews and outlining adjustments for future events. Lots of great feedback from participants, parents, and potential support staff for future events.
 - Starting discussions with PTAs to schedule combines across the country for the new year.
 - Participants will be able access their stats by the end of day Nov 10. See attached for an example of the reporting on Kinduct
 - We will need to review staffing option as a coordinator will most likely be needed to manage registrations and scheduling
 - Combines will most likely run from September through February annually
- Participation survey to be released Nov 15th for Youth Nationals. Teams have until Dec 13 to complete. This data will significantly help 2022 planning

International Events

- VNL 2022: had a conference call with Volleyball World to review our Ottawa bid and initiate planning for VNL 2022
 - Currently confirming our proposed match times
- Volleyball World approached us to consider hosting Women's VNL on June 27-July 3.
 - Currently assessing if there is a reasonable venue and host with appropriate levels of funding and capability
- Sr Women's Pan Am Cup: our proposed dates for the end of July were rejected by NORCECA. Looking into alternatives dates in Aug/Sep.
- U21 Pan Am Cup: established a ticketing strategy in conjunction with Nationals ticketing/accreditation.
 - Adding on a fixed fee all nationals participants and spectators to allow them to come/go to U21 event

VRS RFP Project

- Starting to now utilize VRS for event registration and club team registrations.
 - Clubs starting to use club portals; preparing support videos and materials for them
 - Steady stream of issues; lots of learning by PTSOs and clubs.



IST

- Finalizing IST staffing plans for 2022 for indoor MNT & WNT
- Transitioning Michael Cook into MNT IST lead,
- Collaborating on individual debriefs and 2022 planning with Michael Cook
- Tweaking athlete onboarding, monitoring and reporting structures through our athlete management platform (Kinduct) for 2022

Safe Sport/Gender Equity, Diversity & Inclusion

Safe Sport:

- Tracking and follow up on screening requirements for all VC Committees.
- Responding to screening and other Safe Sport inquiries from PTA's and others. Recent NHL Safe Sport issues in the media have prompted increased inquiries.
- Participated in all Safe Sport sessions staged as part of the CAC Sport Leadership Conference and incorporating new ideas and best practices into VC's Safe Sport Program.
- Enhancing the Safe Sport section of the VC website including establishing a section on Injury prevention and how to report injuries, and concussion protocols. Incorporating wellness and mental health resources as well.
- Working on additional promotional tools and resources for Safe Sport.
- Submitted a COC NSF Enhancement funding application on behalf of four NSO's (Swimming, Rugby, Athletics and Volleyball) for the development of a Safe Sport education tool geared towards youth in the 13-19 age category. Current Safe Sport tools are primarily geared towards adults. If successful, the plan will be to develop the tool starting in the New Year.

Gender Equity, Diversity & Inclusion:

- Women and Sport recently issued the draft Gender Equity Playbook recommendations for Volleyball Canada which we are reviewing. Next step is to consult with the Working Group to prioritize top 4-6 recommendations. Two more meetings will be staged before the holidays to develop the action/implementation plans for these key priorities.
- Increased Diversity and Inclusion are a component of the Playbook recommendations. Next steps will be to incorporate these action plans into a larger multi-year plan specific to Diversity and Inclusion working with experts. VC has completed a funding application through COC NSF Enhancement specific to this initiative and we expect to find out if we receive any support before the holidays.
- Participated in several D&I sessions as part of the CAC's Sport Leadership Conference. This reinforced the idea that a long-term plan with clear data gathering, and clear objectives, is needed.

Communications

- Communications planning initiated for a return to international event hosting. Meetings beginning for VNL as well as NORCECA events. Currently reviewing past marketing/comms events plans for international events to update and revise for the 2022 proposed schedule.
- Working on creating a job description that will incorporate partner relations and servicing to help fill void left by the departure of the Director of Partnerships.



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- Continue to work with all programs, including coach pathways, safe sport and diversity, to support these areas with consistency in messaging and branding. Participated in the Women and Sport meetings, and will be part of planning sessions coming up in Nov/Dec. 2021.
 - Staff working in updating VC Store and working with partners to promote merchandise (with partner VolleyballStuff) and other products.
 - Working with Nationals and other staff to plan social media calendar for 2022, and to include tracking of sponsor mentions/posts.

Partnerships

- focused on finding a new indoor apparel and footwear sponsor for 2022-2024
- exploring splitting the category into two categories; 1) Footwear 2) Indoor Uniform
- pushing to sign uniform logo sponsors for National Teams with consumer brands
- renewal of Volleyball Stuff partnership is very close to being finalized.
- lululemon beach volleyball partnership in talks and may focus on major events only.

Operations

- Staff Departures: Robin Guy, Oct 15, Wes Chen Nov 19. Working on resourcing positions, full scope of organization being looked at
- Senior Staff Self- Evaluations underway- tie into Program Objectives/Strategic Plan

1. Next Meetings

December 7th, 2021 via Zoom

2. In Camera

3. Adjournment