Volleyball Canada Board of Directors Tuesday, 12 October 2021, 20:00 EST Zoom Meeting

Volleyball Canada

Minutes:

In Attendance [:]Kevin Boyles; Joanne Mortimore; Boris Tyzuk; Marie Christine Rousseau; Parrish Offer; Cam Wheelan; Sylvie Bigras **Staff:** Mark Eckert

1.	I. Review and Approval of previous minutes	Kevin					
	Motion: Joanne Mortimore Sec	ond: Marie Christine Rousseau 7	7-0				
2.	2. Conflict of Interest Declarations	Conflict of Interest Declarations					
-	no conflicts declared based on agenda and distri	Second: Marie Christine Rousseau 7-0 istributed materials Mark ed in con junction with youth Nationals in Edmonton first week of September, currently, we do not have a host NL city. vember Mark programs were on hold, that has changed over two years for sport wer 18 th with a December 7 th deadline, includes reference month t Card Sunsets this fiscal year) t for VNL wer October 24 th and 25 th					
3.	 NORCECA U21 Men's Pan Am Cup will be hosted in 	n con junction with youth Nationals in E week of September, currently, we do city. ber	Edmonton not have a host				
	 Last meeting I mentioned all funding progo COVID Recovery, 70 million, over Application comes out October 1 level funding Community update at the end of the more SFAF Status of Governance Report Cardional 	grams were on hold, that has changed er two years for sport 18 th with a December 7 th deadline, incl nth ard	b				
	 FIVB Submitted two expressions of interest for Calgary Ottawa In person FIVB Board meeting October O All other commissions up and ru Amount and duration of funding for the w CBC Broadcasting FIV Beach Tour Final 	r VNL October 24 th and 25 th nning virtually vomen's program being finalized Is					
	 COC Launched recovery fund for NSO's – this on Governance – deadline is October 15 COC will be announcing a vaccine Mand Announced Lulu as the new clothing Gar 	is similar to the NSF enhancement fun ith late for Beijing	Mark nd and will focus				

- OTP
 - Tokyo de-brief will take place Wednesday and Thursday of this week announcing a

Mark

- I am doing a Presentation on Creating a Culture of Excellence
- November 22nd and 23rd our the dates scheduled for HP Reviews



4. Finances

- Current Cash on hand, approx. 1.1 m CAD, 350.00 USD
- CEWS & CERS extended to Oct 23 at reduced rate, rumors of extension to Nov 20, but no • announcement
- Para: 2 events moved to next fiscal (Men's and Women's WC) •
- Finance Snapshot: As of Oct 6, Credit cards only reconciled to Sept 1, bank to Aug 31: •
- Still have a strong opportunity to balance budget by year end, membership and recovery fund • opportunities will sway the final year end

GROSS MARGINS					
(Revenues- Expenses)					
PROGRAM	budget 21-22		2021-22 YTD	Forecast	NOTES
National Competitions	1 1 1	00.00)	\$ (95,587.88)		No events hosted in 2021
Domestic Development		16.18			
Regional Excellence Programs		00.00)			Fall/Winter program predominately
Merchandising		00.00			Based on resumption of activities in September
Marketing & Communications		00.01)			
Corporate Operations			\$ 461,095.12		Adjustment from CEWS (incorporated estimates until Oct 23- original budget only first 3 periods)
Beach Training Centre (Downsview)		54.93	\$ (183,726.58)		Adjustment from CERS (incorporated estimates until Oct 23- original budget only first 3 periods), less rental income
National Team- Beach		60.00)	\$ 535,002.37		
National Team - Beach Athlete Support	\$	-	\$ 4,484.94		
National Team - Men's Indoor	\$ 102,8	94.90	\$ 331,565.62	\$ 153,960.54	Adjustments expected with constant programming & competition changes
National Team Men - Athlete Support	\$ 52,4	00.00	\$ 32,619.54	\$ 29,836.50	
National Team - Women's Indoor	\$ (137,5	75.00)	\$ (334,198.05)	\$ (195,904.18)	Took outabove reference ask (50k) until program has more certainty at Sport Canada end, and investment in coaching resource
National Team Women - Athlete Support		00.00)	\$ 3,747.33		
NORCECA Championships	\$	-	ş -	\$ -	
NORCECA Championships	\$ (25,3	60.00)	\$ (191,870.33)	\$ (202,120.33)	Event not hosted in Canada, but supported by Volleyball Canada to be hosted in Mexico
Referees Development	\$ (7,8	75.00)	\$ (26,229.70)	\$ (6,272.20)	Based on resumption of indoor activities
Team Canada Para Volleyball	\$ (251,1	56.50)	\$ 92,595.81	\$ (118,745.85)	Above Reference funds for Mens's LCQ not budgeted for, no longer 4 events budgeted, 2 events [zonals only] WC moved to next fiscal
Volleyball Nations League (W)	Ş	-	ş -	ş -	no event
Volleyball Nations League (M)	Ş	-	ş -	ş -	no event
overhead	\$ 344,1	16.10	ş -	\$ 344,820.85	
Net	\$ (187,4	87.40)	\$ 508,586.52	\$ (195,787.36)	
	2021/2022 BU	DGET	2021/2022 YTD	2021/2022 FORECAST	
SURPLUS (DEFICIT) CURRENT YEAR	\$ (187,4	87.40)	\$ 508,586.52	\$ (195,787.36)	
previous years	\$ 727,8	00.41	\$ 727,800.41	\$ 727,800.41	
projected position march 31 2022	\$ 540,3	13.01	\$ 1,236,386.93	\$ 532,013.05	
	2019/2020 BU	OGET	2019/2020 YTD	2019/2020 FORECAST	
SURPLUS (DEFICIT) PREVIOUS YEAR	\$ (195.5	44.49)	\$ (51.319.87)	\$ (51,319,88)	
Son Los (Denen) - he hous Tean	\$ (155,-		~ (51/515.07)	÷ (51,515.00)	
provious voors		- 66.16	\$ 614.186.04	\$ 614,186.04	
previous years	\$ 562,8	00.10	\$ 014,180.04	\$ 014,186.04	
111 L at 2020		-			
position march 31 2020	ə 367,3	21.67	\$ 562,866.17	\$ 562,866.16	J

5. Governance

Recommendation to adopt Terms of Reference to establish a governance committee (see • attached proposed TOR)

Motion: Boris Tyzuk

- Working with Boris on cleaning up Bylaw administrative language •
- Updated governance section on website to include committee TOR and mandates •

6. Return to Sport

• PTA's Evaluations

7. Program Debriefs

- Men's Indoor Summary
- Beach Summary •
 - This year's de-brief process has involved more than just the senior teams
 - Looking for across discipline trends -
 - More de-briefs will be provided as they become available -

Second: Parrish Offer 7-0

Attached

Attached

Attached



Operational Reports

Men's Program

- Senior Team All players now with their Pro clubs
 - Head Coach position now posted and advertised. Deadline for applications is October 10.
 - Drawing of lots for 2022 World Championship was held on September 30. Canada in Pool E with Italy-Turkey-China. Top 2 will advance plus 4 third-place teams
 - U21 Team Finished 10th at U21 World Championship (12th in 2019)
- U21 Team Finished 10th at U21 World Championship (12th in 2 Trinity Western U finished 2nd at Pan Am Cup (represented VC)
- OTP 2024 HP plan due November 9. Review meeting is November 23

Women's Program

- Senior Team All players now with their Pro clubs
 - Finished 4th at Pan Am Cup (mix of Senior A team (4) and NextGen players
 - \circ $\,$ Drawing of lots for 2022 World Championship pools will be held in November $\,$
- U18 team finished 16th at U18 World Championship (14th in 2019)
- HPD will travel to Vancouver October 4-7 to debrief with Head Coach and other stakeholders
- OTP 2028 plan due November 9 (to access NextGen funding for 2022-2023). Review meeting is November 23

Beach Update

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- Melissa Humana-Paredes/Sarah Pavan competed in the 2021 World Tour Finals in Cagliari, Italy October 6-10, 2021. Link to results:
 https://en.volleyballworld.com/en/beachvolleyball/worldtour/2021/wita2021/women/results/maindraw
- Beach league and court rentals at the Downsview VC Beach High Performance Centre (HPC) are operating at full capacity (7 days per week).
- The Beach National Team extensive Quadrennial (2017-2021) debrief process led by a 3rd party facilitator (Nora Sheffe) has been completed and the Summary Report will be released this week (Week of October 12th).
- Indoor Next Gen training at the Downsview HPC will begin October 12. Players registered for the Itapema, Brazil 4-Star event November 10-14 will continue to train outside at Ashbridges Bay (Weather permitting) for the remainder of October.
- The 2022 Next Gen Carding Selection Camp will take place at the Downsview HPC November 19-21.

Sitting Update

- Men had selection camp in September and will continue to train monthly in preparation for Zonal and World Championships
- Women's team will return to training post Tokyo November 18-21, 2021
- Quad and IST Debrief in process for Women's Sitting Program
- Zonal Championships dates are to be confirmed but likely in December in Ohio, Columbus
- Women's Own the Podium review is November 22, 2021 Nicole will be presenting in person
- World Championships in April or May 2022 in China

Athlete & Coach Pathways

Youth National Team Program – 2021

• U18 Women – World Championships 16th place

National Excellence Program (NEP) – Women

• Athlete Injury – Surgery in BC, athlete returning to Alberta. Will bring in new athlete



Coaching Development

- Performance Coach Workshops ongoing Beach December, follow up evaluations
- Dev and Adv Dev workshops to be run in PTAs, VC to provide support and training to LFs
- Canada Games
- Schedule revisions underway NO NWT Men's indoor team
- Club Approval
 - Implemented into PTAs Sportlomo platforms
- Regional Excellence Program (REP)
 - North Vancouver/Burnaby/Kootenay/Regina ongoing

Referee

National Referee Committee

- Focused on bringing alignment to the updated terms of reference
- Developed a succession plan and have started implementation
 - 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 member of the committee have all identified new leaders to take on the role. Transition and succession planning are in progress
- Focus on bringing the equitable balance of members on the committee closer to 50/50 (currently 5 male : 2 female à 2022: 4 male : 3 female)
- 2022 looking to add a new committee member responsible for para volleyball development

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

Return to Sport

- All provinces are assessing the retention standards being experienced with the reintroduction of school based volleyball
- It may be an illusion, but the ability to provide resources and cover the requests of stakeholders is being managed across the country
 - This is likely being facilitated by a decrease in competition environments (e.g. restrictions on tournament hosting, restricted league environments, etc.)
- All provinces are slowly looking at ways to increase the referee base in anticipation of greater quantities of volleyball as post-secondary environments recommence and club volleyball starts nears

National Competitions

- Richmond HS event was held Oct 1 & 2 and was a success. 48 participating teams and approximately \$2000 was raised for the WNT.
- The first Combine pilot will be held Nov 6 with the OVA. This event will welcome approximately 200 athletes. OVA is keen to host numerous events in the coming months
- Starting in 2023 (and possibly 2022) VC will host a 14U 16U Beach Nationals in Vancouver on an annual basis with VBC. Toronto will continue to host 14U – 19U as well as Senior.



- Starting discussions regarding COVID match and event protocols for nationals. A statement from VC has been posted on the Nationals website and will be in the Oct Newsletter informing teams that VC will follow & support all regional & facility requirements.
- Website now lists registration dates and amounts as well as other Nationals details
- Looking to confirm the 2021 hosting schedule for youth nationals by the end of the year we are looking at our first 9 day event.

International Events

- Submitted our Expressions of Interest to host VNL in 2022. Candidate cities are Ottawa (Jun 6-12) and Calgary (June 20-26).
 - o Submitted a Alberta CIP MCSE grant application for VNL for Calgary
 - Initiated dialogue with ON government re VNL hosting grant support
- Confirmed Men's U21 Pan Am Cup for May 16-24, 2022 in Edmonton (at Nationals)
- Initiated search for host for 2022 Sr Women's Pan Am Cup (Sept 1-12).

VRS RFP Project

- Sportlomo system went live on Sept 1
- As is expected, there were a number of issues and bugs but overall the system startup has gone relatively well.
 - o Mostly membership registration so far but more event registrations to come.
 - o ... not out of the woods yet...
- Tracking of background checks and SafeSport credentials has been a lot of work but also very valuable
 - Still bugs to be sorted out
- System is rich and complex however it is also hard to learn and easy to make mistakes.

IST

- Currently completing debrief and reviews for all IST in all NT programs
- Developing a mental health leave policy for NT athletes
- Negotiating a GMTM contract for virtual tryouts in 2022, including PTA access

Safe Sport/Gender Equity, Diversity & Inclusion

Safe Sport:

- Developing concepts and plans for Safe Sport Videos to increase awareness
- Enforcing Screening Policy requirements for all Committee members
- Working on Injury and Concussion Prevention information for VC's website
- Assisting PTA's with screening implementation and issues resulting from CRC's.

Gender Equity, Diversity & Inclusion:

- Working with Women and Sport on Gender Equity Playbook. Second session with key staff and volunteers staged. Women and Sport to summarize recommendations and implementation plan for the next session.
- Meeting staged with Chrissy Benz who is working with the Canadian Congress on Inclusive Diversity & Workplace Equity. A new proposal that is better geared to NSO's is being developed.

Communications

 Worked with staff to create and disseminate VC's messaging on vaccine status at upcoming events and within programs. Monitoring changing national landscape regarding the pandemic and VC messaging.



- Completed: Supporting the Paralympic Games team from Canada as liaison with CPC.
- Completed and executed: Video content and messing for virtual Hall of Fame.
- Continue to work with all programs, including safe sport and diversity, to support these areas with consistency in messaging and branding. Participated in the Women and Sport meetings.
- Working with staff on planning for next year. Staff working in updating VC Store and working with partners to promote merchandise.

Partnerships:

- VolleyballStuff
 - Main pieces of agreement have been settled
 - Working on contract for extension
- Mizuno
 - Interested in renewal discussions
 - First right refusal ends October 15
- Bodylogix
 - o Working with Sport Science and Comms on plan to move partnership forward
 - Still slow uptake on promotional code sales, which will be key in maintaining partnership

Operations

- Robin Guy departing VC, new job with Canadian Chamber of Commerce. Last day Oct 15. Examining/reviewing short term and long term operational requirements in these areas and organizationally
- National Office lease renewed 5 years from Mar 1 2022

8. Next Meetings

November 16th, 2021via ZoomDecember 7th, 2021via Zoom

9. In Camera

10. Adjournment