



Volleyball Canada Board of Directors
Tuesday September 15th, 2020, 20:00 EST
Zoom Meeting

Minutes

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

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| 1. Welcome | Kevin |
| 2. Review and Approval of Previous minutes | Kevin |

Motion: Julie Young	Second: Marie Christine Rousseau	7 – 0
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4. External Relations Update

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| • NORCECA | Mark |
| - Financials distributed to Board of Administration | |
| - Draft competition schedule circulated | |
| • Sport Canada | Mark |
| - Communicated Safe Sport training will be required annually. | |
| - Fall governance review will be undertaken by Sport Canada | |
| • FIVB | Mark |
| - VNL schedule out – assumes all normal | |
| - Alternate VNL scenarios being worked on in the background | |
| - Beach events are scheduled with 90 day cancellation notice | |
| • COC | Mark |
| - Facilitating return to sport town hall with sport community | |
| - Developing a Tokyo “ Canadian Bubble” | |

5. Financial

- No significant changes since last update. Current projected deficit approx. 75k, have one NORCECA event budgeted to host still
- Continue asking Sport Canada about one time carry forward of excellence funds
- In process of confirming/adjusting expected fundraising contributions by host committee for Women’s Training Centre
- Athlete transfer revenue is coming in, likely will come in higher than forecasted

6. VRS Renewal

- After the first round of proposal evaluations the Evaluation Committee selected 4 vendors to provide demos of their systems. The vendors selected were:
 - Interpodia
 - SportLomo
 - Stack
 - Spordle
- **2 hour demos have not been enough, we have followed up and provided 4 hours per vendor**
- The demos will occur Sept 9-11. We also have initiated reference checks and corporate responsibility checks which will occur in parallel.



- The Steering Committee will meet next week to review the findings at that time.

7. Operational Reports

INDOOR NATIONAL TEAMS UPDATE

MEN'S PROGRAM

- NEP started as planned on September 2. 15 players training (plus Lucas Van Berkel)
 - One of the best Fall training group we have had in a long time
- All Senior players now with their pro clubs except 4: Lucas VanBerkel, Jason DeRocco, TJ Sanders, Daniel Jansen VanDoorn (needs back surgery)
- MOU with the City of Gatineau almost finalized. Expected to b signed before the end of September
- 2021 VNL match schedule announced by FIVB last week. Link to FIVB website: <https://www.volleyball.world/en/vnl/2021/schedule>

WOMEN'S PROGRAM

- NEP started as planned on September 7. 16 players training
- FTC to start as planned on September 14. 4 senior players (Brie King, Alicia Ogoms, Autumn Bailey, Dani Smith) with 9 NextGen athletes
- MOU with the Richmond hosting group is currently being reviewed by the PVS. Doramy/Emma to send revision to Julien by September 18.
- 2021 VNL match schedule announced by FIVB last week. Link to FIVB website: <https://www.volleyball.world/en/vnl/2021/schedule>

Beach Program

- All Beach National team training moves to full-time indoor training at the Volleyball Canada Downsview Beach High Performance Centre beginning October 15, 2020.
- The 2021 VC Beach Carding Selection Camp scheduled for the end of November 2020 has been canceled.
- Sport Canada has approved that all Beach National Team athletes carded in 2020 will again be carded at the same level in 2021 with Senior/Next Gen athletes carded for 12 months and Summer athletes will be carded for 4 months (May, June, July and August).
- 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.

Sitting Program

- Edmonton athletes have returned to on court training at Saville, athletes have felt safe and no symptoms have been reported on daily attestation
- Women's team has two fall training camps scheduled for September 18-27th and October 23-November 1st in Edmonton at Saville (November and December TBD)
- Men's team has training camps scheduled for October 7-11th, November 11-5th and December 9-13th with the location TBD
- Have submitted a proposal to SAIT to move the men's training camps there, will compare costs to Edmonton before final decision is made



- Have heard that Germany will host the Men's Qualifier in February but nothing confirmed from World ParaVolley at this time

Communications

- Continue to focus communications/messaging on supporting a safe and positive "return to play." Recently, dates for Beach Nationals in 2021 were announced and next year's VNL schedule confirmed. Video edited and branded to help coaches and clubs in "return to training." YouTube link: https://youtu.be/UZdHsqR8y_A
- Announcements for the start of the NEP (men and women) in both Gatineau and Richmond beginning in early September were completed. Well received.
- Launch of the new Volleyball Canada app – now live. As the app (which will be available for Apple or Android) was originally created to support event marketing (ie push notifications for ticket sales, info about events, sponsor activations), this will be a "soft launch" until we are able to properly use features created for events. Promotion to come.
- Promote Smashball app. With the Smashball app now available in both languages, promotion will begin early September with an info piece for coaches and social media campaign. NOTE: Still to be done, need more imagery shot when it's safe to do so.
- 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. Will continue through Coaches Week.
- Plan for the new Road to Tokyo promo/fundraising (ie. Resuming qualification, eventual team announcements, etc) Auction donation solicitation to begin asap.
- Continue to work with partners/sponsors to promote their "back to business" messaging.
- Revising plans for Tokyo 2020-1 for both Olympics and Paralympics.

Sponsorship

- Mizuno
 - VC continues to have discussions on a one-year extension that would include the Olympic and Paralympic Games. An agreement should be reached shortly.
- Performance Health
 - Performance Health has recently gone through a restructuring which affects our partnership. Renewal has been discussed informally, and has been positively received as they see VC as an important partner for their sports medicine business. Senior Management is currently discussing how to move forward the partnership given their restructuring.

Governance

Pan Canadian Policies

- A Draft MOU is being developed with the Ad-Hoc Committee on Policy Alignment to proceed with the implementation of the Pan Canadian Policies. For board approval. **Attached**

3. Approval of the MOU



Motion: Dan MacIntosh

Second: Sylvie Bigras

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- Timeline:
 - September 2020 – Draft MOU informally circulated to PTAs for comment.
 - October 2020 – Formal Approval of Pan Canadian Policies by VC Board.
 - October 2020 – Formal Approval of Pan Canadian Policies by PTA Board
 - October-December 2020 – Signature of MOU with PTAs

Policy Updates for Approval

Action: Policies for review, approval at our next meeting.

- As part of our regular governance review, five policies are being proposed for board approval. Policies have been reviewed with Sport Law and Strategy Group. They include:
 - Privacy Policy (For Approval) **Attached**
 - Two sections for recommended addition by Steve Indig
 - Individual Access and Challenging Access.
 - Registered Participant Policy (For Approval) **Attached**
 - Small edits to definitions and body
 - No policy changes recommended
 - Risk Management Policy (For Approval) **Attached**
 - No Changes recommended
 - Social Media Policy (For Approval) **Attached**
 - Recommended name change to further capture social communications
 - Small changes/updates to language used in policy to include "online communication"
 - Concussion Policy (NEW / For Approval) **Attached**
 - Sport Canada mandates a concussion policy
 - Policy provides the structure for the procedure that is implemented by staff
 - Procedure is worked on annually
 - Policy should remain relevant long term whereas procedure will be adjusted accordingly
 - Policy received input from Kerry Macdonald and Sandra De Graaff

Action: Mark to take feedback back to Robin and Steve Indig for comment and policy updates as required.

Bylaws

- VC has had an initial conversation with Sport Law and Strategy Group on updating VC's bylaws
- Sport Law and Strategy Group is currently reviewing potential governance changes that would ensure board turnover is done prudently
- There are two sections that the board may wish to consider removing from bylaws to simplify
 - Section 7.5 and 7.6 (Appointment of Officers)
 - CEO is the international relations officer
 - Section 8 (Committees)
 - Complicates any changes in future



- Not required

IST

Sport Science, Medicine, Innovation

- Completed COVID protocols for start of NEP for Men and Women and for Sitting
- Completed a return to training video for coaches (shared on VC website)
- Finalized COVID rule adjustments and event hosting guide
- Completed injury survey with University of Calgary
- Commencing OTP review process documents

National Competitions

- Starting the 2021 Nationals planning processes
- Looking to soft launch the 2021 Nationals season as of October
- Reviewing a new scheduling option which has been submitted by members of the coaching community which may create more meaningful competition
- Considering the option of offering a 'stress free' pre-registration to previous year's winners. Would act as an incentive and 'guarantee' for top teams to get into nationals.
- Further expanding COVID mitigation strategies, will look into facility options to postpone 1 month (if possible)
- Reviewing booked hotels to ensure they will be open by Jan for booking

International Competitions

- We have commenced dialogue on VNL 2021 with our host organizing committees in Ottawa and Calgary. Both have experienced a difficult time and we can expect that our current hosting agreements will require modification. The prospect of the financial implications of limited-spectator events would have a dramatic impact on the financial viability of the events, and the current shared risk approach with each group will need to be revisited.
- On the NORCECA front there has been no news on upcoming events in 2020 or 2021.

Human Resources

- Since last report, Julie Young confirmed as a contractor to set plan for Alumni Recognition
- Intern recruitment will occur in next couple weeks with Algonquin Sport Mgmt program. Targeting 1-2, on domestic events side
- Safe Sport road map -ongoing

CORPORATE OPERATIONS:

- Ottawa Office open, with minimal staffing. Orders being shipped/received
- Auction dates set: Feb 11-18 2021 **Attached**
Focus on local experiences, physical gifts (less big travel focus). Please check in with Mark if you have a contribution/contact to pass on
- Gender Lens E-Module: Senior staff & Comms staff in progress taking. **Attached**
Included info attached for Board to take as well (code will cover cost)

Action: Board to complete Safe Sport Training and Gender Equity Training

Athlete & Coach Pathways

Regional Excellence Program (REP)

- 8 programs planned for September 2020
- Facilities and Coach Availability – Challenge
- Athlete Interest - High



Youth National Team Program – Virtual 2020

- Positive Response from initial survey results

National Excellence Program (NEP) – Women – September 2020

- Underway in Richmond
- PTA contribution support – completed

Nationals Coaching Eligibility Policy

- Approval by DDC

Nationals Age Exemption Policy

- Approval by DDC

Coaching Development

- Online Development Coach Delivery – Partnership with OVA – pilot – September 22-24.
- Coach data mining for current certified status of National Championship Coaches
- Grant development for COVID funds from CAC

Referee Program

- Establishing a four-part webinar for referees focused on mental health and preparing for a safe return to sport at all competitive levels
 - September: How do we deal with waiting for the sporting world to open
 - October: Conflict Resolution
 - November: Psychology of Refereeing
 - December: Safe Return to Sport
- Referee Engagement Centre
 - Working group from across the country is helping to establish and streamline all programming
 - Working closely with the developer to ensure the program meets the goals as put forward through the working group
 - Working with the developer to ensure that the program is fully bilingual
- Return to Sport
 - Developing a strategy that aligns all other aspects of returning to volleyball with a specific focus on participant safety

8. Next Meetings

- October 13th 8pm Zoom (Strat Planning and Policy Discussions)
- November 10th 8pm
- December – To be confirmed
- January – Ottawa

9. In Camera

10. Adjournment by chair