



Volleyball Canada Board of Directors
Wednesday, 9 September 2021, 20:00 EST
Zoom Meeting

Minutes:

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

1. Review and Approval of previous minutes

Kevin

Motion: Joanne Mortimore

Second: Sylvie Bigras

7-0

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Relations Update

- NORCECA Mark
 - Men came second in Durango (Continental Championship)
 - Women came third in Guadalajara (Continental Championship)
 - o Went as Control Committee member and VP NORCECA
 - Trinity Western will represent Canada at Pan am Cup in Santo Domingo
 - Women's will send a Next Gen group to Pan Am Cup in Santo Domingo
 - Board Meeting scheduled for mid November
- Sport Canada Mark
 - All funding programs on hold until after the election
 - o Includes new funding programs announced in the spring budget
- FIVB Mark
 - U21 men's world championship in Italy/Bulgaria
 - U18 girls world Championship in Durango
 - o We are sending the NEP group (16 year olds)
 - Meeting with CEO of Volleyball World September 13th and 14th in Ottawa
 - o Chris Wilson and Paul Burke from CBC will join us for part of the meetings
 - In person FIVB Board meeting October 24th and 25th
 - o All other commissions up and running virtually
 - Amount and duration of funding for the women's program being finalized
- COC Mark
 - Launched recovery fund for NSO's – this is similar to the NSF enhancement fund and will focus on Governance
 - COC mission staff sent e-mails to us commenting on the professionalism of our athletes and staff and how they were role models for other sports

4. Finances

- Final Audited Statements Mar 31 2021 received- see attached
- Current Cash on hand: 1.4M CAD, 17k USD
 - o Majority of Sport Canada funds have been received
- Updated forecast, projecting to Aug 31 2021, see below
 - o Major adjustment- unable to host Men's NORCECA Championship in Canada, supported Mexican Federation in hosting (150k USD)
 - o VNL- came in on budget for both indoor men & women. Men- training camp in Turkey, offset by limited training & competition for Nextgen/Junior programs
 - o CEWS & CERS now projected to extend to Oct 23



5. Convention Agenda

THURSDAY 9 SEPTEMBER

Time	Activity
12:00 EST	Release of all pre-recorded sessions <ul style="list-style-type: none">• Partnerships• Domestic Events• International Hosting• Finance• Communications• Safe Sport – Looking back• Referees• NVRS Renewal Project• Pathways – Looking back• VC Combine• Strategic Plan Update• Universal Code of Governance

THURSDAY 16 SEPTEMBER

Time	Activity
15:00 – 16:00 EST	Volleyball Canada Convention Session 1 <ul style="list-style-type: none">• Format and guidelines – Sylvie Bigras/Mark Eckert (5 minutes)• Opening of Volleyball in Canada Convention 2021– Kevin Boyles (10 minutes)• Keynote: Tricia Smith – COC President (20 minutes)• National Team Celebration (5 minutes)• Return to Volleyball - Kerry MacDonald (20 minutes)• Hallway Chats (30 minutes)

19:30 – 21:00 EST **Hall of Fame**

Discussion: Concern expressed over a virtual Hall of Fame by some, we have to ensure an opportunity for an in person gathering at a later date.

FRIDAY 17 SEPTEMBER

Time	Activity
11:00 – 13:00 EST	Volleyball Canada Convention Session 2 Presentations <ul style="list-style-type: none">• Morning Intro – Sylvie Bigras (5 minutes)• Indoor National Team – Shannon Winzer/ Glenn Hoag (30 minutes)• Pathways – Looking forward - Dawna Sales (20 minutes)• Break (10 minutes)• Safe Sport – Looking forward – Caroline Sharp (20 minutes)• Gender Equity Playbook – Julie Young / Caroline Sharp (15 minutes)• Morning session Q & A – (25 minutes)

13:00 – 14:30 **Lunch**

13:15 – 14:30 President's Council Meeting (Lead: Paul Worden) (President's and VC Board)



14:30 – 17:00 EST

Volleyball Canada Convention Session 3 Presentations

- Afternoon Intro – Sylvie Bigras (5 minutes)
- Beach National Team - Ed Drakich (20 minutes)
- Sitting National Team – Nicole Ban (15 minutes)
- **Break (10 minutes)**
- NVRS Renewal Project – Alan Ahac (15 minutes)
- International Event Hosting – Alan Ahac (10 minutes)
- Afternoon Session Q & A (25 minutes)
- Pre-recorded sessions Q & A (20 minutes)
- Closing Remarks – Kevin Boyles (5 minutes)
- Hallway Chats (30 minutes)

SATURDAY 18 SEPTEMBER

Time	Activity
11:30 – 12:30 EST	Annual General Meeting

6. Governance

- Governance section on website has been revised to include more relevant information
- Terms of Reference for Committee on Athlete and Coach Pathways Attached
 - Previously seen by board in Spring
 - Has been reviewed by committee
 - See highlighted / red text for changes
- Discipline and Complaints Attached
 - Concern over where racism currently falls
 - Suggest removal of 21.c.i
 - Suggest adding “any incident of racism” under process 2 as attached
 - Next Steps would be to review changes with ad-hoc committee for broader comment to Pan Canadian Policy.

Approval

Motion: Dan MacIntosh

Second: Parrish Offer

7-0

Discussion:

Do we need a “policy” on the process of hiring coaches for National Teams? How do we ensure our hiring reflects our Diversity and Inclusion Policy

7. Operational Reports

Men’s Program

- Senior Team - Summer activities are over - Returned from Tokyo on August 4 (8th place finish) - All players slowly going to join their Pro Club
- NextGen Team - Just finished participating in the Norceca Championship - 2nd place finish - Assured qualification into 2022 World Championship in Russia
- U21 Team - Still training in Gatineau - Will have time off September 1-7. 5 days of training before leaving for Europe (Training in Maribor: September 13-20 - U21 World Championship September 22-October 3)
- Quad Debrief - Will take place in Gatineau September 2-3
- Upcoming competitions - Pan Am Cup (September 3-10, Santo Domingo - Trinity Western University will represent Canada) - U21 World Championship (September 22-October 3rd)



Women's Program

- Senior team - Currently in Mexico playing in Norceca Championship (Top 2 teams will qualify for 2022 World Championship)
- NextGen Team - Finished training camp on July 25 - Some players will attend the PanAm Cup (along with a few A team players) in Santo Domingo September 13-19
- 2021 Debrief will take place in September (exact format TBD)
- Upcoming competitions - Pan Am Cup (Santo Domingo September 13-19) U18 World Championships (Durango, MEX - September 20-29 - 12 NEP athletes will attend)

Beach Update

- Melissa Humana-Paredes/Sarah Pavan and Heather Bansley/Brandie Wilkerson each finished 5th at the Tokyo 2020 Olympics. As a result, each of these four athletes has earned Senior International Carding (Sport Canada's highest carding status) for 2022 and 2023.
- Beach League rentals at the Downsview VC Beach High Performance Centre are scheduled to begin operating at full capacity (7 days per week) starting September 12th.
- The Beach National Team is undergoing an extensive Quadrennial (2017-2021) debrief process led by a 3rd party facilitator (Nora Sheffe). Anonymous online surveys were sent to the Next Gen and Summer Program athletes along with Integrated Support team members including coaches (53 people total). These surveys were completed on Friday August 20th with follow-up virtual meetings to take place August 30, 31 and September 1. Surveys will be sent to all Senior athletes plus Integrated Support Team members (20 people total) in early September 2021 with the follow-up virtual meetings to take place September 23-25.
- Summer Program athletes finished their training on August 26, 2021. The Next gen athletes will continue to training outdoors at Ashbridges Bay until the second week of October when the Next Gen training will move indoors at the Downsview VC Beach High Performance Centre.
- The 2021 FIVB World Tour Finals will take place October 6-10, 2021 in Cagliari, Italy. This will be a 10-team tournament per gender with eight teams per gender qualifying via the FIVB World Tour Ranking plus two wild card team per gender.

Sitting Update

- Women completed staging camp in Shiwa Japan (Excellent hosts!)
- Currently competing at Paralympic Games
- Men's Selection Camp set for Sept. 16-19 in Calgary
- Working on a hosting plan with the Adaptive Sport Hub Calgary to find a long term home for Men's Sitting in the Calgary Area
- Awaiting confirmation of Zonal Championships in USA in October for both Men and Women (same location).

Athlete & Coach Pathways

Youth National Team Program – 2021

- U19 Men – Debrief completed
- U18 Women – Planning for World Championships –Sept, Team selected from NEP athletes

National Excellence Program (NEP) – Women

- Athlete Arrival – September 7 – Homestays completed

Coaching Development

- Performance Coach Workshop – 2 indoor and 1 beach course underway for Fall 2021
- Ian Halliday – return September 7

Canada Games

- Version 2 Draw Completed
- Cherie Campbell – NSO Tech Rep Beach, Shelby Prillsauer & Luke Harris – NSO Tech Rep Indoor



Club Approval

- Implemented into PTAs Sportlomo platforms

Regional Excellence Program (REP)

- North Vancouver/Burnaby/Kootenay/Regina – September start dates

Referee

- Strategic Planning
 - Reviewing and revising program objectives in relation to the strategic plan
 - Updating operational requirements to reflect the changes to program objectives
 - Developing a strategy to greater engage the Referee Executive Committee into the planning process
- Annual Referee Meeting
 - Conducted June 12, 2021 in a virtual setting
 - Agenda was boarded from standard administrative reporting to be more inclusive of professional development opportunities and project based requirements
 - Large focus on bringing the referee committee into alignment with the terms of reference and developing succession planning strategies for the key positions both on the national executive and within the provincial executive models
- Environmental Scan
 - 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
 - Continue working with Julie and Caroline in researching content that would apply to the referee community with respect to mitigation strategies and support systems
 - Shared the summarized data to the provinces so they can start to develop localized strategies
- Return to Sport
 - Preparing for the reopening of volleyball across Canada and how referees will be integrated by each of the various user groups (School Sports, CCAA, U Sports, etc.)
 - Retention standards will be a priority for every province at every level of referee certification
 - Recruitment and development requirements will be closely tied to retention standards and user needs

National Competitions

- 2022 Days of Beach Nationals commenced the week of Aug 16. Highlighting the event that was cancelled. Will end with the date release for 2022 Beach Nationals dates
- VC Combine expression of interest was sent out to PTAs – We have received submissions from 3 PTAs to date, interest from another 2 to 3
- Confirmed that all 2020 flights booked via Absolute Travel have now been fully refunded by AC; WJ may not have refunded all but provided extensions
- All future flights will/may require double vaccination, we will be tracking all vaccination regulations as they are released
- Looking forward to returning to planning made in September for Edmonton 2022!



International Events

- VNL format has been announced for 2022:
 - Now weekends involve 8 teams over 6 days
 - FIVB has requested an expression of interest for potential hosts. We have requested organizers from Calgary and Ottawa if they have such an interest and they are determining dates.
- Started planning for 2022 NORCECA event in conjunction with Nationals

VRS RFP Project

- Busy finalizing system for go-live
- Most provinces seem prepared and ready to go
- New processes for Club Approval and Person-In-Authority checking is taking extra effort

IST

- Completing IST wrap ups & review for all summer programs
- Developing Kinduct site for Volleyball Canada Combine data collection and reporting
- Finalized all support staff for Indoor Men's & Women's NORCECA & Pan Am Cup and WNT NEP & FIVB U18 World Championships

Safe Sport/Gender Equity, Diversity & Inclusion

Safe Sport:

- Safe Sport components of Club Approval program and integration within VRS.
- Tracking and follow up on Safe sport training and screening requirements for all VC summer National Team programs.
- Participation in focus group on the Independent Safe Sport Mechanism through SDRCC.
- Currently working on the following:
 - Enhancing the Safe Sport section of the VC website including establishing a section on Injury prevention and how to report injuries, and concussion protocols.
 - Meeting with the Safe Sport Working group to finalize screening review processes and discuss joint promotional resources.

Gender Equity, Diversity & Inclusion:

- Women and Sport Playbook Gender Equity Program launched with the completion of the initial extensive survey in June. Data review and the first group meeting takes place August 31st. The goal will be to move into action planning following the group meetings.
- The goal is to start on this initiative in the fall after the Women in Sport Playbook program is near completion. Consultations with Basketball Canada outlined that a variety of providers/resources may be needed to establish the right framework to work towards a cultural shift, followed by different phases of program implementation.

Communications

- Execution of Olympic Games. Communication support including team announcements, on-site liaison with media and teams as part of the COC Mission Team, as well as social media and graphics.
- Supporting the Paralympic Games team from Canada as liaison with CPC and COC. Executing social media graphics and promotion, and media messaging.
- Video content for virtual Hall of Fame coordinated and in the editing phase.
- Continue to support messaging across programs. Current focus Paralympic Games as well as NORCECA events and Nationals' announcements.



- Continue to work with all programs, including safe sport and diversity, to support these areas with consistency in messaging and branding.

Partnerships:

- Apparel
 - COVID continues to impact apparel partners
 - Concerns over inflation raising prices for manufacturers
 - Concerns currently over rushed requirements (i.e. materials becoming harder to get)
- Bodylogix
 - Focus moving into final quarter is to increase sales to meet targets
 - VC20 gets registered participants 20% off on bodylogix.ca
- VBS
 - Renewal talks still ongoing
 - Discussion taking place on custom beach nationals tops taking place

Merchandise

- Olympic sale went well with over 4,000 unique views to store
- Pre-sale for National Team jersey was done
 - Sitting Team Jersey sold well

Operations

- **Strategic Plans (see links below):**
- VC Program Objectives: <https://docs.google.com/document/d/1kRAEghwkNQdnKGKaPIQu8Walnra3OuaBKHO7HhxVjP4/edit#>
- VC Operational Plan: <https://docs.google.com/spreadsheets/d/14OPHqrrLa-QBL-vOZkrwtoUZMEVuQBiyep8umNUuzqA/edit#gid=1105717055>

Hall of Fame

- Will take place virtually on Thursday, 16th September at 19:30 EST
- The ceremony will be a combination of pre-recorded videos, along with a live hosted program which include the inductees and guests
- Formal invite to the community to register to access the link to attend the virtual ceremony has been sent out.

Convention

- Convention participants will be offered Hallway Chats to request private or small group discussions with others.
- 12 staff updates will be provided as pre-recorded sessions the week prior to the convention
- Convention will offer majority live presentations
- Convention will be open to all PTA staff

8. Next Meetings

- September 16th – 18th Convention/Hall of Fame/AGM via zoom

Action: Lucie to distribute proposed meeting dates for October, November and December Post AGM

9. In Camera

10. Adjournment