



**Volleyball Canada Board of Directors
Tuesday 11 October 2022, 20:00 EST
Teams Meeting**

Minutes:

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

1. Review and Approval of previous minutes

Kevin

**Motion: Boris Tyzuk
Christine Rousseau**

**Second: Marie
6-0**

2. Conflict of Interest Declarations

- no conflicts declared based on agenda and distributed materials

3. External Relations Update

- NORCECA

Mark

- Friday is Board and Executive meeting
- Confederation meetings were held the day before Congress began – for NORCECA it was a follow up to the virtual congress we held the week before -a little painful
- Real issue for the small island nations was the changes to the rules of congress which they perceived them to be taking something away, the intent was to align the FIVB constitution to the rules of congress
- FIVB Director General and legal counsel came to the meeting to answer questions on the concern and added a line in the rules of congress to help communicate that no change was happening.

- Sport Canada

Mark

- Core funding eligibility complete
- Discussion on the narrative in the media that NSO's are bad
- Discussed Hockey Canada messaging and communication strategy. How can we learn from it.
- Messaging needs to be about advancing the sport system to be a safe inclusive place for all Canadians.

- FIVB

Mark

- Board meetings and Congress were held in conjunction with women's world's Championships
- Created some interesting logistic challenges 6 hotels with 30 – 40-minute driving distances from the competition hall and congress hall.
- The comp hall in Arnhem was an 80k seat covered soccer stadium converted to house 3 volleyball competition courts...2 4k and one closer to 10k.
- Congress itself was a non-electoral congress and focused on the empowerment program and trying to engage more countries...
- Still lots of lobbying and backroom discussions



- People are already jockeying for position for the elections in 2024
- It was great to see people, wish we had been all in one hotel.
- Looks like I have commitments for additional financial support for the women's program including another floor (colour scheme being changed) and support to operate the women's continental championships
- Some of the international beach athletes have formed a union and trying to replace the FIVB athletes commission as the voice of beach athletes.
- COC Mark
 - Providing legal support for NSO's transitioning to OSIC
 - Soliciting letters of support for legacy for 2030
 - Funding follow ups for our Safe Sport and Smith School initiatives
- Commonwealth Games Countries Mark
 - Presentation by Australia on 2026 Beach Commonwealth games in Victoria
 - Discussion around making beach a core sport
 - Increasing the number of beach teams by eight
 - Potential of adding a para event...beach standing

4. Finances

Attached

- Current Year Financial:
 - Cash on hand approx. 500k CAD
 - Finances- look to be approx., +/- 30k from approved budget at this point, many things to come in still.
 - Will provide a forecast and year to date up date with next board meeting (Nov.) Some notes:
 - Men's Indoor budget: -300k difference from forecast to budget. Will conduct a full review at the end of the season with program staff
 - Pan Am Cup: - 200k from forecast to budget. Accommodations issues in Gatineau-ended using 3 hotels, as preferred was unable take us on (could not line up catering
 - National Championships: +400k difference forecast to budget

5. Governance

- Revised Policies for review and approval. Policies have been revised to be in compliance with the UCCMS
 - Discipline and Complaints **Attached**
 - Abuse Policy **Attached**
 - Code of Conduct and Ethics **Attached**

Motion: Boris Tyzuk

Second: Cam Wheelan

6-0

For Information: Brad Moyer is replacing Greg Ryan as chair of National Championships, Brad was vetted by nominations chair



For Information: New more favourable contract with OSIC was signed

Action: Approved policies to be translated and posted on the website

Action: Link to UCCMS posted on the website

6. Ethics Committee

Boris

- Current appeals, complaints etc.
 - o Still wrapping follow up letters from all incidents at Nationals
 - o Working on additional policy updates from lessons learned, like conflict of interest

7. Athlete Council

- Updates and activity

Cam

 - o Planning next meeting based around comp schedule of active athlete reps
 - Spoke to graham V about senior team debrief
 - Commented on staff turnover at Downsview Beach Centre and wants to follow up with the athletes on impacts

1. Operating Reports

Men's Program

- Senior Teams
 - o Program ended after World Championship. All athletes now back with their respective clubs/universities
- U21 Team
 - o Currently playing in Cuba at U21 Pan Am Cup. Ben Josephson is the Head Coach
- National Excellence Program (NEP)
 - o Training is on-going in Ottawa/Gatineau
- Annual debrief dates and format still TBD. Most likely will take place Mid-October
- OTP submission due November 1. Review meeting scheduled for November 15

Women's Program

- Senior team @ World Championship
 - o Finished 3rd in Pool C. Wins over Kazakhstan, Bulgaria and Germany. Qualified for the 2nd round (for the 1st time since 1982). Last match of the 2nd round is on October 8
 - o One athlete had emergency appendectomy on September 29. One athlete tested positive for Covid-19 on October 2nd. 5-day isolation period.
 - o 3 people had to delay their transfer from Holland to Poland on September 27 due to food poisoning at the hotel the night before
- National Excellence program (NEP)
 - o Training is on-going in Richmond
- Annual debrief scheduled for November 3 and 4 in Richmond. In-person meeting. Facilitator will be Roger Friesen (MPC)
- Presentation to OTP scheduled for November 15.



Beach Update

- 2022 Volleyball World Beach Pro Tour Events (Showing Canadian results):
 - Paris, France Elite 16 (September 28-October 2, 2022):
 - Brandie Wilkerson/Sophie Bukovec – 9th Place
 - Nicole McNamara/Megan McNamara – 21st place
- Ryan Aktari (VC Beach Team Leader for Paris 2024) participated in a NSO site visit in Paris, France immediately after the Paris Elite 16 event (October 3-7, 2022)
- VC Beach High Performance Program Staffing Changes
 - Adriana Bento (VC Beach Women's Next Gen Head Coach) has departed the VC Beach High Performance Program effective September 28, 2022
 - The Women's Next Gen Head Coach position will be posted within 2 weeks

Sitting Update

- World Championships (MW) November 1-12, 2022, in Sarajevo, BIH.
 - First place team from each of W and M competition will receive berth to Paris 2024
 - W staging and training with ITA in Venice, Oct 26 – Nov 1. M going to Sarajevo on Oct 31.
- Paris2024 qualification pathway for CAN W and M confirmed by WPV
 - World Championships, Sarajevo (Nov 2022) – 1 berth per gender
 - Zonal Championship, Edmonton (May 2023) – 1 berth per gender
 - World Cup, Egypt (TBD 2023) – 1 berth per gender
 - Last Chance Qualifier (TBD 2023/24) – 1 berth per gender
- CAN M training and playing exhibition matches against USA in Edmond, OK (October 10-16)
- 2023 ParaVolley Pan America Zonal Championship (Edmonton, May 2023)
 - Working through contract with PVPA
 - Grant requests submitted to all levels of government funding
 - Facility, accommodation, transportation discussions ongoing
- Own the Podium review rescheduled to November 23 to accommodate for WC
 - Ian and Nicole have been working with OTP HPA on HP Plan and Schedule A

Athlete and Coach Pathways

Athlete:

NEP

- 19 athletes
- Homestays in place
- Planning for ID for 2023

REP:

- 5 programs in place for Fall 2022
- Ongoing support for registration, coaches, equipment and gear

Youth Programming 2023:

- Planning ongoing for women's program for 2023

Canada Cup:

- Final reporting from 2022
- Awaiting bid for 2023 event

Canada Games:

- Final Reporting – 2022
- Planning and setting out timelines for 2025



Coach:**NCCP:**

- Ongoing review of Volleyball Canada's NCCP Pathways and how they are communicated and presented to the coaching community – goal is to provide a simpler pathway for coaches/ clubs/ PTAs to follow.
- Delivering 4-5 Community Coach workshops this Fall, while training Learning Facilitators.
- Foundations of Volleyball working group is working with consultants from Tharris Inc to redesign eLearning to make more relevant and appropriate for targeted coaches – early 2023 timeline
- Complete the updates of the Dev Coach Workshop resources (as a follow-up of the review process)
- Adv Dev Workshop blended learning delivery launched across the country.
- Delivered an Adv Dev Learning Facilitator Refresher Course
- Coordinating the translation of the Adv Dev Workshop resources

Non NCCP:

- Gathering video content from NEP. To provide content to the coaches, clubs, and athletes
- Collaborating with WNT to provide coaching clinics alongside NEP ID camps across Canada
- 2023 National Championship Coach Eligibility policy has been revised due to yearly tracking data from 2017 not available. Working with SportLomo on participation tracking capability but not reliant on system for 2023.

Sport Development

- Received 243K for Community Sport for All Initiative – Project 1: providing Volleyball services for indigenous communities in Quebec
- Contract Lynne Leblanc to oversee program
- Soft Launch of LTD 3.0. Currently on the VC - LTD webpage.
- Finalizing French version of Volleyball Development Matrix for release in coming weeks. The Matrix will be released without links and resources initially and updated to include links by January.
- Building a "How to Run a Smashball Program" document
- Finalizing Statement of Requirements and RFP to procure new LMS.

Referee

- Initiated creation of a sub-committee specifically focused on the logistical planning of referees for the 2023 VC national championships
- Finalizing and consolidating requirements for the LMS project
- Preparing for the end of the Referee Committee Chair's first term

National Competitions

- New member of events team started on Oct 4th – James Battiston, former national team player. Will be supporting schedules, registration, rosters, Sr. Nationals
- New youth indoor pre-registration option for 2022 gold, silver, bronze medalists to be held in December to guarantee 'top team' registrations
- Looking into adding early hotel booking options for clubs with multiple teams
- Senior Nationals set for March 30 – April 2nd in Gatineau at the Men's training centre



International Events

- Doing event post-mortems and final reports for 2022 events
- Ottawa has been selected for VNL 2023 (June 6-11). Note this is not public yet so keep it confidential.
 - Have proceeded on searching for hotels (prices have increased!)
 - OC to initiate planning next week
- RFP has been issued for 2 NORCECA events for 2023:
 - Women's Continental Championships
 - Men's Pan Am Cup Final Six
 - Proposals are due at the end of October.

VRS/LMS Projects

- 2023 membership registration season has commenced
 - VRS has gone relatively smoothly
- Still struggling in dealing with the CAC for The Locker support.
 - VERY slow in responding (every NSO has the same problem)
- Proceeding with an RFP for an Learning Management System (LMS)
 - Big issues: migration of our current information on coach and referee certifications, migration from VCCC to a new system, integrations with VRS, Locker, etc.
 - Integration/migration may be more expensive than the LMS!

IST

Men's Indoor:

- Currently getting things in place for our OTP review.
- Working on IST evaluations and debriefs from the international season.
- Currently working on establishing a tracking and monitoring of physical capacities tool for university aged athletes that will fit into a National Database.
- Working with the Events crew on our Fall offerings of the Volleyball Canada Combines. Will be aligning with our NEP/Next Gen Coaches to conduct testing at the same sites as try-outs in the new year. Currently completing combines with Nova Scotia, Newfoundland, and waiting for confirmation from Quebec.

Women's Indoor

- No new updates

Safe Sport/Gender Equity, Diversity & Inclusion

- Volleyball has had several cases go through Abuse-Free Sport. Here is the last update from mid-September, but I am aware that there have been a few more complaints put forward related to Club level volleyball since.
 - Complaints/Reports Received: 7
 - Cases Currently Open: 6
 - Cases Deemed Admissible: 4
- As discussed previously, the transition to OSIC has required some amendments to VC Pan Canadian Safe Sport policies which Boris Tyzuk will be presenting to the Board.
- Most of the PTAs are also using OSIC and all but one complaint is a VC complaint. The remainder are PTA coach and referee related. We have started to receive interim measures to be put into place for some of the Respondents in these cases.
- We will be enhancing our screening procedures for all coaches working with our National Team programs, including guest coaches.



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- As mentioned last month, Vantage Point Consulting is completing the requirements phase for the Safe Sport Training tool for youth and meetings are currently being staged with a group of Volleyball PTAs. Vantage Point is also finalizing their research on other existing tools and platforms. Phase one of the plan is nearing completion and a final stage one meeting is planned in mid-October with key leaders from Swimming, Athletics and Volleyball.
 - Meetings will be staged through the fall with PTAs to provide guidance in managing Discipline & Complaints. (non-Safe Sport issues.) Our Discipline Chair has been busy with managing the incident reports received from May to August at various competitions.
 - Deloitte finalized the results of the DEI survey (just shy of 1,000 people took the survey) and are now almost finished working on more focused interviews with individuals in different roles within the sport to gain more detailed insight into the status of DEI within volleyball. This work will feed into two workshops – one virtually with PTAs in late October and the other with the Board and staff in person in early December where these results will be reviewed and a leadership plan will start to be formulated.

Communications

- Assisting with post-event international reporting in areas of marketing, communications, and media relations. Planning for 2023.
- World Championship (indoor) communications ongoing (men's completed) and women's (in progress, Jackie in attendance) Promote CBC as Canadian rights holder.
- Staffing update: Communications coordinator Josh Bell has announced he is moving to a new position with another NSO and therefore a search will be on for a replacement to handle Nationals communication planning and execution and overall communication support. Candidate needs to also have experience in web site content and work on app moving forward.
- Continue to work with all programs to support consistency in messaging and branding. Launched "volleyball voices" in June to include stories of indigenous volleyball community members. Working with programs on team announcements/retirements, etc.

Partnerships / Merchandise

- Our main focus remains a new indoor footwear and uniform sponsor and waiting on Asics for final decision, and re-connecting with Mizuno.
- Starting to sell 'Nationals 2023' sponsorships with priority on securing a Title Sponsor for 2023 and 2024
- Working with Mikasa to create a custom VC branded beach ball targeted towards the recreational/adult league category
- Left on Friday (Women's Beach Program through 2024) excited about outfitting entire team in January and developing co-branded beach apparel for sale
- Discussions ongoing to target new sponsors to fill additional categories

Operations

People updates:

- Josh Bell (Communications Coordinator) departing VC, last day Oct 14
- Position being developed for Mid Nov start: Pathways Administrator (Coach, Referee, Athlete)
- Events Coordinator (Domestic) hired: James Battiston, start date Oct 4. Previously an indoor/beach athlete, has coached club



2. Adjournment

3. Next Meetings

- November 15th
- December 2-3 In person (Ottawa)

4. Other Dates

- VC Convention: Thursday 30 August – 1 September
- AGM: Saturday, 2nd September
- Hall of Fame: Thursday, 31 August

Location TBC

5. In Camera

6. Adjournment