



## Finance and Audit Committee A Report to Members – AGM 2021

### COMMITTEE MEMBERS

Rob Hill (Committee Chair)  
Ryan Gandy  
Chantz Strong  
Emma Gibbons (staff)

### SUMMARY OF FINANCIAL POSITION

Volleyball BC's ("VBC") fiscal year ended November 30, 2020 and the organization has prepared financial statements for that period which were audited by Grant Thornton LLP. The audited financial statements are available from Volleyball BC upon request. The Finance & Audit Committee met five times during the year to review the budget and financial results of VBC.

A summary of the financial position as at November 30 for the past three years and the results of operations for the 12 months then ended is presented below.

	2020	2019	2018
<b>Revenue</b>			
<b>Administrative</b>	\$ 836,133	\$ 551,130	\$ 459,181
<b>Program</b>	<u>1,213,763</u>	<u>2,937,271</u>	<u>2,855,119</u>
<b>Total revenue</b>	\$ 2,049,896	\$ 3,488,401	\$ 3,314,300
<b>Expenses</b>	<u>1,858,267</u>	<u>3,652,753</u>	<u>3,223,915</u>
<b>Excess (deficit) of revenue over expenses</b>	\$ 191,629	\$ (164,352)	\$ 90,385
<b>Net assets</b>	\$ 1,394,083	\$ 1,202,454	\$ 1,366,806

**COMMENTARY**

For the past several years, VBC has enjoyed strong financial health largely thanks to the support of volleyball enthusiasts across the province, the BC government, the City of Burnaby, and countless others. Management and the VBC Board make it a priority to ensure the fiscal health of VBC remains strong and employs sound planning process and monitors program execution closely. Net assets as at the end of the 2020 fiscal year were \$1.4 million which the board of VBC believes is sufficient to provide for expected capital improvements and maintenance of the Harry Jerome Sports Center (“HJSC”) and provide for unexpected financial shocks to VBC annual operations – such as COVID-19.

COVID-19 had a major impact on fiscal 2020 operations. While VBC was fortunate to have had the indoor adult winter leagues substantially completed prior to the pandemic, the youth club season, adult spring leagues and virtually all summer and fall programming were dramatically affected as leagues, tournaments, provincial and national championships were cancelled. As a result, VBC’s key revenue streams, collectively referred to in the financial statements as “Program” revenues, dropped by \$1.7 million or 59% compared to the prior year. As a result of this substantial drop in revenue, VBC qualified for the Canadian Emergency Wage Subsidies (“CEWS”) program, a subsidy to cover part of employee wages, which enabled VBC to retain staff, help prevent job losses, and stabilize operations during the pandemic. During the year, VBC received \$334 thousand in CEWS funding. Additionally, \$79 thousand in COVID-19 related funding was received from viaSport BC, the BC Provincial government’s lead delivery agency for sport programs.

In the face of depressed Program revenues and extreme uncertainty about future programming, expenditures were avoided or scaled back where possible – particularly through reductions in staff salaries. Voluntarily departing staff were not immediately replaced, and the work week for most of the year after the onset of the pandemic for all staff was scaled back to either three or four days. This resulted in a \$533 thousand (33%) reduction in salaries, fees, benefits and honoraria when compared to the prior year. **The VBC board acknowledges the financial and emotional sacrifice made by all staff so that VBC could be prepared and ready to rapidly respond in the event of a Provincial Health Office (“PHO”) directive allowing for the return of play in BC.**

VBC ended FY2020 with a \$191 thousand operating surplus. If, however, one was to adjust the financial results to exclude COVID-19 related government relief, the year would have ended up with a \$222 thousand deficit (14% of revenues) which serves to highlight the severity of the pandemic’s impact on VBC’s operations in FY2020. It appears likely that the FY2020 surplus will be followed by a significant deficit in the current year.

The impact of COVID-19 of VBC Programs has continued into F2021 and the outlook for the current fiscal year is difficult to forecast. At the time of this report, there are indications the PHO will soon reopen various sectors of the economy and allow for a gradual return to play. VBC is still unable to say with any certainty whether leagues, camps, and tournaments will be run over the summer and fall this year,



however, VBC is working under a financial plan to limit any potential deficit for the current year such that the combined net financial result of FY2020 and F2021 is no worse than break-even.

The financial status of VBC now is considered by the Board to be good despite the impact of the epidemic. The largest risk to the financial health of VBC now relates to the ability to replace the HJSC dome after a sustained period of operating deficits. The estimated cost is approximately \$1 million to replace the roof. The structure has recently been inspected, however, and the best estimate is that replacement will be required in two to three years. Measures to carefully monitor both the condition of the HJSC facility and the financial condition of VBC are in place.

There were no significant issues brought to the attention of management or the Finance & Audit Committee during a meeting with the Finance & Audit Committee and Grant Thornton LLP concerning the financial statement audit of the 2020 fiscal year.

On behalf of the Finance & Audit Committee,

A handwritten signature in blue ink, appearing to read "Rob Hill", is positioned above the typed name.

Rob Hill, CPA, CA  
Treasurer  
May 25, 2021

## HR and Governance Committee A Report to Members – AGM 2021

### COMMITTEE MEMBERS

Rayel Bausenhaus (Chair)  
Doramy Ehling  
Jake Cabot  
Jamie Hatch  
Ryan Gandy  
Leigh Van Knotsenberg  
Emma Gibbons (staff)

### ANNUAL REVIEW

The following items were discussed and reviewed over the past year:

- The new Terms of Reference for the HR and Governance Committee were developed to expand the remit of the previously existing Governance and Nominations Committees into HR and nominations. The Terms of Reference were formally approved by the Board of Directors at the November meeting with members appointed to the Committee.
- The Committee spent a large amount of time and effort dealing with COVID-19 issues over the past 12 months. In June 2020, the Committee reviewed and approved the following:  
COVID-19 Return to Work  
COVID-19 Working from Home Policy  
Health and Safety Policy  
First Aid Policy  
Re-opening Harry Jerome Sport Centre Policy  
These policies were subsequently approved by the Board.
- The Committee reviewed and approved an updated Board evaluation, composition, and selection process, along with a revised skills matrix. This will be used for identifying areas of strengths, development, and gaps moving forward. The Orientation Manual for Board members was also revised and updated during the year.



- In November 2020, the Committee reviewed the suite of Pan-Canadian policies around safe sport that Volleyball Canada put forward earlier in the year for adoption by the provincial organisations. The Committee approved all with the exception of the Complaints and Disciplinary Process and the Appeal Process which is undergoing further review. The Board subsequently adopted all the recommended policies at the November meeting. A schedule was set for further policy review moving forward. The first draft of a new HR Policy was reviewed and discussed with the intention of approving a final version in the coming year.
- Staff brought the first Annual Health and Safety Report to the Board which outlined a summary of any health and safety incidents, accidents, and developments during 2020. This will be shared annually with the Committee moving forward.



## 2020 BC Officials Report A Report to Members – AGM 2021

**Submitted by:** Jannik Eikenaar (Regional Officials Chair) and Glenn Wheatley (Referee Development Manager)

2020 will be remembered as the year of no volleyball. Referees, like everyone else involved in sport, have been greatly affected by the COVID-19 pandemic and there has been no volleyball after March 2020. We managed to get through about 1/3 of the Club season but unfortunately the 2019/2020 College and University season ended without a conclusion. There was also no Provincial or National Championships. In 2020 and the entire High School season was also cancelled. It will be a difficult recovery to rebuild the referee numbers moving forward but our leadership team stays intact and we have plans in place to make our transition back to the court a seamless one.

### 2020 HIGHLIGHTS

- **Registration-** The registration numbers were down 50% in 2019/2020 and we had zero registered referees in 2020/2021 due to there being no volleyball from September 2020-September 2021. Across Canada we will be looking at a 3-year rebuilding plan to get our referee base back up to the 350 where we want to be. We believe, assuming Volleyball returns in September 2021 that we will get approximately 175 of our current referees back for the 2021/2022 season.
- **Club Season-** This club season started out great with many R2 initiatives at events across the Province. The Harry Jerome events in January were used for level 1 upgrade with success. Unfortunately, many of our development initiatives were canceled with the pandemic.
- **North Development-** There was no Prince George clinic this year due to the pandemic.
- **Cranbrook Development-** There was no Cranbrook development this year due to the pandemic.
- **Island Clinics-** There was no Island development this year due to the pandemic. With the crew of Island officials, especially in Nanaimo, being so young it will be imperative to get them back active during the 2021 High School season.
- **Adult Provincials-** Adult Provincials was cancelled this year due to the pandemic.

### VOLLEYBALL CANADA NATIONAL CHAMPIONSHIPS

Edmonton was to be the site for this year's "Mega Nationals" for all age groups from 15U and above. Abbotsford was going to host the 14U Western Canadian Championships. Unfortunately, they were all cancelled. We had 25 referees which had committed to Edmonton representing almost every zone in the Province.

## 2020 ZONE REPRESENTATIVE MEETING

The Zone Representative meeting was held via Zoom. The meeting itself was productive and was attended by the majority of the Referee Committee. There was a great deal of positive dialogue as well as recognition of areas of weakness and strengths. We will be hosting our next meeting in June. This will be a time to discuss how to rebuild our referee numbers.

## UPDATES

**Level 3 (Regional)** - There was no level 3 clinic planned for this year and due to Covid 19 no upgrades were completed.

**Level 4 (National)** - There were no National evaluations in 2020 due to the Pandemic. Brian Hiebert remains ready to go and hopefully will be ready to attend in 2021! After Brian we will be looking for new candidates to prepare in the near future.

**Major Assignments** - All major assignments were cancelled in 2020

**Beach** - There was no beach Volleyball in 2020 due to the pandemic. Bruce McElroy has taken over for Brian Hiebert as the Chair of our Beach Committee. We want to thank Brian for his years of service. Brian will still be close to the scene as he continues to be a top International Beach referee in Canada and as he chases his goal of becoming an Indoor National Referee.

## COVID-19 UPDATE

As mentioned before, this pandemic has caused, and will continue to cause, a great deal of stress on our registration numbers and retention rates. We will have to work hard to try and bring the referees back after a lengthy absence. We are currently working on taking all our Level 1 material to an online learning platform which we hope will help us getting more people certified and will make things easier for all our Volleyball communities. We are hoping for a return to normal programming in summer 2021 for a beach season of some kind as well as High School resuming in September.

Volleyball Canada did a great job with referee engagement by having zoom webinars every month. The topics covered many areas and focused both on mental and game management. BC was very receptive to the webinars and trailed only Ontario to the number of participants.

## Regional Development Committee A Report to Members – AGM 2021

### OVERVIEW

This report will summarize the activities and directives of the Regional Development Committee (RDC) for the year 2020.

### COMMITTEE MEMBERS

#### Full-time committee members:

Alex Pappas	Chair / Manager of Volleyball Operations
Adrian Goodmurphy	Director of Operations
Rosalynn Campbell	Manager of Member Relations and Human Resources
Fraser McIntosh	Regional Manager – Fraser Valley
Vacant	Regional Manager – Okanagan & Kootenays
Trevor Thors	Regional Manager – Island
Vacant	Regional Coordinator – North
Glenn Wheatley	Referee Development Manager
Bryan Gee	Club Representative (Ducks Volleyball)

#### Part-time committee members (as needed):

Jay Tremonti	Technical Director
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### PURPOSE

The RDC is responsible for all club/team related youth competition programs delivered by Volleyball BC (indoor & beach). Including (but not limited to):

- Development and implementation of youth indoor club competitions.
- Development and implementation of youth beach competitions.
- Development, adaptation and implementation of rules governing club activities and conduct (indoor & beach).
- Development, adaptation and implementation of rules governing competitions – outside of Volleyball Canada rules (indoor & beach).
- Dispute resolution within the club/team system (indoor & beach).

## SCHEDULE

The RDC meets in person three times per year and conducts monthly conference calls when not meeting in person.

- After the club season (May/June); review of the club season.
- After the beach season (August/September); review of the beach season, plan the club season.
- Before the club season (October/November); plan the beach season.

During 2020 the RDC did not conduct any in person meetings due to the COVID-19 pandemic. All meetings were conducted virtually.

## 2021 COMMITTEE REVIEW

- Youth Club Volleyball:
  - Published 2021 Club Handbook – Released January 2021.
  - Planned and communicated Coach Education Requirements to encourage all coaches to obtain minimum standards as set by Volleyball Canada and the Coaching Association of Canada.
  - Encouraged and facilitated early signing and an online club application to minimize the number of in person tryouts that clubs needed to host.
  - No official club season was hosted by Volleyball BC.
  - Multiple versions of possible club seasons were prepared but were not initiated due to health restrictions through out the Province.
  - Members of the RDC increased their engagement with club directors when compared to previous years to ensure support was available during the COVID-19 pandemic.
- Youth Beach Volleyball:
  - The RDC is currently exploring various options for beach volleyball that will comply with health restrictions
- Sanctions:
  - There were no sanctions levied
  - Coach education was not enforced

## 2021 COMMITTEE OBJECTIVES

The 2021 season was cut short due to the COVID-19 Pandemic. The RDC continued to use this time to work on alternative club models with two goals in mind:

1. Create a new/modified club model that will be sustainable for the organization and provide developmentally appropriate competition for all levels
  2. Create a “back up” plan to provide a viable club structure during the COVID-19 pandemic that adheres to all Federal, Provincial, and Local restrictions and guidelines
- Youth Club Volleyball:
    - Explore options for “unspecified” gender options in SportLomo.
    - Explore options for utilization of SportLomo and tournament schedules.
    - Connect with 17/18Us about officiating opportunities.
  - Youth Beach Volleyball:
    - Participation in youth events will require a recreational membership at a minimum.
    - Persons wishing to coach during Volleyball BC events will be subject to completing minimal coach education requirements to be phased in over two years.



## High Performance Committee A Report to Members – AGM 2021

### MEMBERS

Jay Tremonti – Technical Director (Committee Chair)  
Fraser McIntosh – Fraser Valley Regional Manager  
Troee Weston – Okanagan Regional Manager  
Stephen Epp – Island Regional Manager  
Chris Dahl – Director of Coaching Development  
Dan Drezet – North Regional Manager  
Alex Pappas – Manger of Operations

### COMPOSITION & MEETINGS

The High Performance Committee (HPC) meets bi-monthly on operational focused calls.

### KEY DUTIES

Key duties include the continual planning, development and monitoring of the Team BC programs.

### TEAM BC MISSION

Volleyball BC Team BC Programs work to identify, train and develop athletes with high performance potential and coaches who aspire to represent Canada internationally. Team BC programs provide a pathway for athletes and coaches to reach elite levels within the sport of indoor and beach volleyball.

### TEAM BC PROGRAM REVIEW

#### Team BC 14U Virtual Program

The Team BC HP Development Camp 14U is an athletes' first encounter with the Team BC High Performance Programs. The 2020 14U program shifted to a virtual format to adapt to the COVID-19 environment. The program was open to all BC Athletes age 14U - our main objective was to create an online community and program for athletes to continue whole athlete development during the pandemic. The virtual program consisted of 4 weeks of programming with 8 online sessions.

#### Program Coaches

Ashley Shannik, Katie Ball, Janelle Rozema



### **Guest Speakers**

Troe Weston, Amanda Matsui, Nathan Bennett, Jordan Or, Ben Ball, Jessie Niles, Mariah Walsh, Fraser McIntosh

**Athlete Participants:** 41 Girls, 11 Boys

### **Team BC Red & Blue Virtual Program**

The Team BC Red & Blue introduces athletes to a high performance training environment and will be exposed to skills and concepts that are in line with the Volleyball Canada Athlete Development Framework. Athletes train to compete and perform at the Canada Cup

Due to the COVID-19 environment, the 2020 Team BC Red & Blue program was adapted and delivered through a virtual program. The program was open to all BC Athletes age 15-17U - our main objective was to create an online community and program for athletes to continue whole athlete development during the pandemic. The virtual program consisted of 8 weeks of programming with 14 online sessions.

### **Program Coaches**

Female Program - Julie Young, Sarah Loedel

Male Program - Darrin Moreira, Kelvin Ma

### **Guest Speakers**

Teo Ardanaz, Julie Johnson, Jesse Knight, Brie King

**Athlete Participants:** 77 Girls, 19 Boys

### **Team BC Select Virtual Program**

The Team BC Select is the top program for athletes in the Team BC Indoor pathway. Athletes selected to the program will continue to build off previously established skills and concepts that are in line with the Volleyball Canada Athlete Development Framework. Athletes train to compete at the Canada Cup, and every four years at the Canada Summer Games.

The purpose of the Team BC Select program in 2020 was to focus on identifying and developing athletes with high performance potential who aspire to represent British Columbia at the 2021 Canada Games. Due to the COVID-19, the 2020 Team BC Select program was delivered online through a virtual program. The program's objective was to identify athletes and establish the foundation for success at the Canada Games in 2021. The program created an online community for athletes to continue whole athlete development during the pandemic



### Program Coaches

Female Program - Ryan Adams, Jodi Zbyszewski, Mischa Harris

Male Program - Charles Parkinson, Jason Warkentin, Nick Del Bianco

### Guest Speakers

Giselle Krueger, Brie King, Kyla Richey, Alicia Olgoms, Curtis Stockton, Blair Bann, TJ Sanders, Ryan Slater, Jay Blankenau, Devon Parkinson, Max Burt, Landon Currie, Collyn Liu, Michael Dowhaniuk

**Athlete Participants:** 44 Girls, 34 Boys

## Team BC Beach 20U

The Team BC Beach 20U program aims to identify and develop athletes who have the potential to compete and excel at the 2021 Canada Games. The 2020 program featured a 4-day training camp in Vancouver BC.

### Program Coaches

Male Program - Dave Dooley

Female Program - Maverick Hatch

**Athlete Participants:** 18 Females, 18 Males

## TEAM CANADA – BC ATHLETES ON INDOOR NATIONAL TEAMS

*\*BC athletes defined as born in BC, or attended a BC post secondary institution, or trains in BC at least 3 months a year. Information gathered from VC website. Athletes gathered from multiple events attended over 2020 season.*

### Team Canada SR A Men's National Team

Gord Perrin, Steven Marshall, Lucas van Berkel, Daniel Jansen VanDoorn, Ryan Sclater, Blair Bann

### Team Canada SR A Women's National Team

Kiera Van Ryk, Kyla Richey, Danielle Smith, Brie King, Kristen Moncks, Alicia Perrin, Emily Maglio

### Team Canada 2024 Men's National Team

Derek Epp, Byron Keturakis, Eric Loeppky, Blake Scheerhoorn, Fynnian McCarthy, pearce Eschenko

### Team Canada FTC Women's National Team

Katarina Pantovic, Katie Devaney, Kennedy Snape



### **Team Canada Men's NEP Program**

Matthew Neaves

### **Team Canada U21 Men's Virtual Program**

Cole Brandsma, Jackson Corneil

### **Team Canada U20 Women's Virtual Program**

Emoni Bush, Katarina Pantovic

### **Team Canada U19 Men's Virtual Program**

Liam Remple

## **TEAM CANADA – BC ATHLETES ON BEACH NATIONAL TEAMS**

*\*BC athletes defined as born in BC, or attended a BC post secondary institution, or trains in BC at least 3 months a year. Information gathered from VC website. Athletes gathered from multiple events attended over 2019 season.*

### **Team Canada SR Men's National Team**

Grant O'Gorman, Ben Saxton

### **Team Canada NextGen Men's National Team**

Mike Platinga, Alex Russell

### **Team Canada NextGen Women's National Team**

Megan McNamara, Nicole McNamara, Devon May, Shanice Marcelle

## **TEAM CANADA – BC ATHLETES ON SITTING NATIONAL TEAMS**

*\*BC athletes defined as born in BC, or attended a BC post secondary institution, or trains in BC at least 3 months a year. Information gathered from VC website. Athletes gathered from multiple events attended over 2019 season.*

### **Team Canada SR Women's National Team**

Danielle Ellis, Felica Voss-Shafiq



## Awards Committee A Report to Members – AGM 2021

### COMMITTEE MEMBERS

- Doramy Ehling (Chair)
- Mike Rockwell
- Charles Parkinson
- Jenny Black
- Chris Densmore
- Jerry Story
- Adrian Goodmurphy (Ex-officio)

### PURPOSE

Responsible to oversee the Hall of Fame program of Volleyball BC, advise on Excellence awards, and to nominate members from the volleyball community in BC for provincial, national, or international awards.

### SCHEDULE

The committee is scheduled to meet three times per year:

- Mid-October – to review Hall of Fame nominees and make selections
- Early-February – at the Hall of Fame event
- March – to review/reflect on the Hall of Fame event and look towards next year's potential nominees

The Covid-19 pandemic required a change to the regular schedule. The committee would normally meet in person at all scheduled meetings, however, provincial restrictions and safety protocols required the meetings to be held virtually. The induction ceremony for the class of 2021 was also held virtually.

## 2021 COMMITTEE REVIEW

- Received 7 nominations
- Inducted 5 nominees (Team, Athlete x2, Builder & Coach )
  - Each inductee received their own virtual induction ceremony
  - One ceremony was held each week over a 5-week period
  - Each ceremony was hosted by the Volleyball BC CEO, Emma Gibbons.
- This was a very successful format and allowed for a large number of friends, family and supporters to attend.
- In addition to the individual induction ceremonies, Volleyball BC Communications Manager, Kevin Berar conducted interviews with each inductee to create a podcast which was posted prior to each induction ceremony.

## 2022 COMMITTEE OBJECTIVES

- Continue to grow our list of Champions in the community
  - Goal is to aid nominators in the process in order for committee to review the best version of all nominations
  - Committee to work in a more “one-on-one” basis with nominators to ensure support is available
- Create a new hybrid Hall of Fame Induction model that includes both in-person and online engagement.

**Adult Beach Players' Committee  
A Report to Members – AGM 2021**

**COMMITTEE MEMBERS**

Erinne Babcock/Kiruthika Rathanaswami (Adult Programs Manager)  
Adrian Goodmurphy (Director of Operations)  
Maverick Hatch (Current Player)  
Tammy Thomas (Current Player)  
Lisa Tam (Current Player)  
Markus Bratsburg (Current Player)  
Jayme Bratsburg (Current Player)  
Katie Ball (Current Player)  
Craig Moore (Current Player)  
Jonathan Wong (Current Player)  
Bruce McElory (Beach Officials Chair)

**PURPOSE**

Provide direction and support for the 1-star (formerly Am) and 2-star (formerly Pro) Beach tournaments that are coordinated as a part of the VBC Beach Tour across BC.

**KEY RESPONSIBILITIES**

- Approve seeding and wild card applications for all 1-star and 2-star Beach Tournaments
- Act as a liaison between VBC Tournament participants and VBC Staff
- Meet as necessary with VBC Adult Programs Manager to gather input for the upcoming beach season

**SCHEDULE**

The Adult Beach Players' Committee meets in person three times per year and communicates by email as often as required. Meetings will be at the call of the VBC Program Manager:

- Before beach season begins (April/May)
- Before the Vancouver Open (end of June/beginning of July)
- After the beach season (September); review of the beach season

## 2020 HIGHLIGHTS

- Due to the COVID-19 pandemic and ongoing public health restrictions in BC, no Beach Events were held in 2020 except for the **Volleyball BC Summer Wrap-up Exhibition Beach Event** that was on August 29 & 30 (1-Star & 2-Star) at Spanish Banks:  
We had 4 teams in the 2-star Women, 5 teams in the 1-star Men & 5 teams in 1-star Women competition for this event.