



Finance and Audit Committee A Report to Members – AGM 2023

COMMITTEE MEMBERS

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

SUMMARY OF FINANCIAL POSITION

Volleyball BC's ("VBC") fiscal year ended November 30, 2022 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 four 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.

	2022	2021	2020
Revenue			
Administrative	\$ 601,648	\$ 627,694	\$ 836,133
Program	<u>3,387,328</u>	<u>1,771,271</u>	<u>1,213,763</u>
Total revenue	\$ 3,988,976	\$ 2,398,965	\$ 2,049,896
Expenses	<u>3,562,905</u>	<u>2,187,973</u>	<u>1,858,267</u>
Excess (deficit) of revenue over expenses	\$ 426,071	\$ 210,992	\$ 191,629
Net assets	\$ 2,031,146	\$ 1,605,075	\$ 1,394,083

COMMENTARY

VBC has maintained financial health largely thanks to the support of volleyball enthusiasts across the province, the federal and provincial 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 guide and monitor program execution closely. Net assets as at the end of the 2022 fiscal year were \$2.0 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.

Following two years in which the COVID-19 pandemic significantly disrupted program delivery, programming substantially returned to normal in fiscal 2022 and, in fact surpassed (in terms of revenue dollars) the previous high-water mark set in 2019 just prior to the start of the pandemic by approximately 10 percent to reach \$3.4 million (F2021: \$1.8 million).

Expenditures during the year increased \$1.4 million, or 63% compared to the prior year. The year over year change is substantially a function of the increase in programs delivered (leagues, tournaments, etc.) and HJSC facility rental following the pandemic.

VBC ended FY2022 with a \$426 thousand operating surplus which was substantially due to the higher-than-expected post pandemic rebound of programming and rental revenue.

Just prior to the start of the fourth fiscal quarter of 2022, VBC received notification that it had been approved to receive a federal government infrastructure grant of \$750,000 (on a dollar-for-dollar match basis) for the HJSC roof replacement. A condition of the grant was that the roof replacement project had to be completed prior to the federal government's March 31st year end. Work commenced during the fourth quarter of F2022 and the roof replacement was completed and use of the facility recommenced in the second quarter of F2023. Total cost of the project was \$1.8 million dollars – on time and under budget. VBC wishes to thank the federal government for its financial support as well as the City of Burnaby for its contribution of \$500 thousand to the project.

Looking ahead to F2023, VBC anticipates continued demand for programming and other opportunities to enjoy the sport of volleyball across the province. Capacity constraints are starting to impact VBC's ability to meet demand and efforts to remedy are ongoing.

VBC is working under a financial plan to limit the size of a potential operating deficit for the current year, however, the roof replacement project required to close down the HJSC for three months during a traditionally busy time of the year for programs.

The financial status of VBC now is considered by the Board to be good despite the impact substantial investment into the new roof at HJSC completed in F2022.



There were no significant issues brought to the attention of management or the Finance & Audit Committee during a meeting with Grant Thornton LLP concerning the financial statement audit of the 2022 fiscal year.

On behalf of the Finance & Audit Committee,

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

Rob Hill, CPA, CA
Treasurer
May 22, 2023



HR and Governance Committee A Report to Members – AGM 2023

COMMITTEE MEMBERS

Rayel Bausenhaus (Chair)
Doramy Ehling
Jake Cabot
Jamie Hatch
Ryan Gandy
Rosie Schlagintweit
Leigh Van Knotsenberg (resigned partway through year)
Emma Gibbons (staff)

ANNUAL REVIEW

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

- The Committee guided a compensation review for staff in light of the challenging job market and staff survey feedback: Working with a consultancy, Logan HR, a compensation review was undertaken for three months. The result was the development of a salary structure, compensation philosophy, and performance-based approach for compensation. This work will place Volleyball BC in a strong position to ensure that we remain competitive, transparent, and have a methodical approach to compensation adjustments.
- The Committee reviewed the Cromwell Report findings regarding good governance in sport organisations: After evaluating the Report, the Committee put forward several recommendations to the Board which were subsequently approved. These included being more intentional about board composition, diversity and regional representation; organising annual governance training for the Board to ensure that everyone is aware of their roles; refining our Board selection and self-evaluation process in the lead up to AGMs; and ensuring that stakeholder relationships are included in the CEO Reports to the Board.
- The Committee received staff updates about progress made on the Safe Sport Action Plan. In addition, revisions to three existing Pan-Canadian policies were presented and discussed by the Committee – the Code of Conduct and Ethics, Abuse Policy, and Discipline and Complaints Policy. The revisions were to bring the policies in line with the Universal Code of Conduct and specifically the use of the Office of the Sport Integrity Commission for the handling of abuse and maltreatment complaints. The Committee recommended the three revised policies to the Board for approval (which was subsequently achieved at the March 2023 Board Meeting).



- The Committee received the annual health and safety report for 2022 from staff. The report contains a summary of any health and safety incidents, accidents, and developments during 2022. There were no concerns arising.
- The Committee reviewed the 2023 work plan for the Strategy for Diversity, Equity and Inclusion. Keeva Kehler has been appointed as the Board representative and Chair of the Committee. Updates on the Strategy and annual work plan will be received by this Committee.
- The Committee oversaw the self-evaluation of the current Board and the development of a skills matrix for Board recruitment at the 2023 AGM. These documents were also provided and reviewed by the Board subsequent to the HR and Governance Committee. A Nominations Committee composed of Rayel Bausenhaus, Ryan Gandy, Rob Hill, and Tom Jones was struck to promote, evaluate and make recommendations of prospective Board members to the wider membership before the AGM.



Awards Committee A Report to Members – AGM 2023

COMMITTEE MEMBERS

- Doramy Ehling (Chair)
- Mike Rockwell
- Jenny Black
- Chris Densmore
- Dale Ohman
- Jerry Story
- Lesley Rowe / Kevin Berar / Emma Gibbons (Ex-officio)

PURPOSE

Responsible for overseeing the Hall of Fame program of Volleyball BC, advising on Excellence awards, and nominating 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

2022/23 COMMITTEE REVIEW

- Inducted 6 nominees:
 - Randy Wagner (Athlete), Claire Lloyd (Builder), and the 1977-78 UBC Women's Volleyball Team (Team)
 - Inductions were held virtually in 3 ceremonies over a 3-week period
 - Each ceremony was hosted by the Volleyball BC CEO, Emma Gibbons.



- Once again, this was a very successful format and allowed for a large number of friends, family and supporters to attend. We estimate approximately 150 individuals from around BC, Canada, and beyond.
- 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.
- The Committee reviewed the Terms of Reference for the Committee and ensured that they were still relevant. A skills matrix and process for member selection was also included.
- Jerry Story represented the Committee at the Annual BC Sports Halls of Fame conference held in the Interior. This was important work to ensure that we are connecting, learning from, and supporting other Sport Halls of Fame around the province.

2023/24 COMMITTEE OBJECTIVES

- Determine a future delivery model for the Hall of Fame that preserves the benefits of online engagement where appropriate.
- Succession plan for Committee members, ensuring broad representation from our community.



Adult Beach Players' Committee A Report to Members – AGM 2023

COMMITTEE MEMBERS

Kristyna Loudova (Events and Partnerships Manager)
Adrian Goodmurphy (Director of Operations)
Maverick Hatch (Current Player)
Logan Mend (Current Player)
Lisa Tam (Current Player)
Jeremy Bednar (Current Player)
Katie Wuttunee (Current Player)
Lars Bornemann (Current Player)
Amanda Renkema (Current Player)
Mitra Shad (Current Player)
Jonathan Wong (Current Player)
Craig Moore (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

2022 HIGHLIGHTS

- This was the first full Beach Tour season after the COVID-19 pandemic. The beach tournament schedule included:
 - Kits Classic - May 21-22, 2022
 - Parksville Open - June 4, 2022
 - Jim Clive Cup - June 11-12, 2022
 - Penticton Open - June 25-26, 2022
 - Vancouver Open - July 15-17, 2022
 - Kamloops Open - July 23-24, 2022
 - Beach Provincials - July 30-31, 2022
- For the year's first tournament, teams were ranked based on average finish results from the 2021 season and the Beach Player's Committee recommendations.
- Areas of Discussion:
 - Ongoing issues with Penticton and Kamloops heat waves/fire issue – We will continue to review the calendar for the 2023 season and beyond.
 - Change the registration deadline to 2 weeks prior to allow teams' better time management.



Adult Recreational Committee A Report to Members – AGM 2023

COMMITTEE MEMBERS

Kiruthika Rathanaswami (Adult Programs Manager)	Byron Johnson
Adrian Goodmurphy (Head of Programs and Pathways)	David Morton
Lisa Lin	Abdallah Alsamman
Danielle Henriques	Eldon Chang
Robert Jenkins	Robert Jenkins
	Jason Pinto
	Alda O'Grady

ANNUAL REVIEW

The Adult Rec Committee was formed earlier this year and the TOF was approved in January 2023.

Mandate

The Adult Rec Advisory Committee is a working committee for Volleyball BC made up of indoor and outdoor recreational league players (past and present). The role of this committee is to provide feedback and support for the Adult Recreational Leagues that are coordinated across BC.

Key Duties

The Committee will perform the following key duties:

- Be a sounding board for the Adult Program Manager and Head of Programs and Pathways to review formats, rules, season of play, and other operational elements associated with running adult leagues.
- Provide input and feedback for Indoor/Outdoor Adult Leagues run by Volleyball BC.
- Represent VBC Adult recreational players and act as liaison with VBC Staff
- Meet as necessary with Adult Program Manager

Authority

The Adult Recreational Advisory Committee is an operational group, providing recommendations and support to the Adult Program Manager. The Working Group has no authority to bind the Board or staff of Volleyball BC. The Committee will make recommendations for approval to the VBC Adult Program Manager.



Composition

The Committee will be composed of the following representatives:

- Adult Program Manager
- Up to 4 Male & 4 Female Current Players (Indoor/Outdoor adult league programs)
- Representation from at least 2 Indoor/Outdoor Leagues: Coed 6s, Coed 4s, Men's 6s, Women's 6s, King of the Beach, Queen of the Beach, Men's 2s, Women's 2s
- Up to 2 Additional Past players

Appointment

The Committee is composed of one Volleyball BC employee, up to 8 current indoor/outdoor players and up to 2 past players. The committee aims to be composed of players covering a variety of designations including age, gender and caliber of play. Committee members join with an expression of interest on a first come-first serve basis for a two year term at the start of September. The Adult Program Manager and Head of Programs and Pathways will approve all appointments.

Meetings

The committee will meet in person or online pre/post season indoor and beach, and will communicate by email as often as required. Meetings will be scheduled by the Adult Program Manager. It is anticipated that the Committee will meet no more than four (4) times per year.

Resources

The Working Group should not require any significant resources, other than minor disbursements, and may not incur expenses without the approval of the Adult Program Manager or Head of Programs and Pathways. The CEO has final authority on all staffing and resource issues.

Reporting

The Committee will report through the Adult Program Manager to the CEO to the Board of Directors.

Approval

The Terms of Reference were approved in January 2023.

Review

The Board of Directors or staff will review these terms of reference periodically and will make changes, if warranted.

A communication was sent via the newsletter, social media and in the targeted adult newsletter for expression of Interest: Adult Rec Advisory Committee in November 2022. We had 10 responses.

The first meeting was held on February 27th 2023 online via Zoom. The agenda covered welcome and introductions; the objective and intention for the Committee; and initial feedback about their indoor experience.



High Performance Committee A Report to Members – AGM 2023

MEMBERS

Jay Tremonti – Technical Director (Committee Chair)
Fraser McIntosh – Okanagan Regional Manager
David Caughran - Island Regional Manager
Alex Pappas – Manager 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 Ignite 12-14U

The Team BC Ignite Program is a multi-day camp ranging from 3-5 days ran across BC. The program is a fun, high energy experience through small sided game play where athletes can develop skills, confidence and IGNITE a life long journey and passion for volleyball. It is open to all athletes; no try outs or identification is required for participation.



Program Coaches

Various Coaches

Athletes Participating:

LM – 58
FV - 18
IS – 19
OK – 14
KT - 12
Total - 121

Team BC Zone Program (15U) – BC Summer Games

The Team BC Zone Program is the first Team BC experience where athletes are selected to participate in a program. Athletes will build off the IGNITE experience and continue to GROW their skills for continued growth and prepare for future participation with Team BC High Performance Programs. Athletes and parents can expect a holistic athlete development experience, where athletes learn and grow in a competitive team training environment with some of the top athletes with in each athletes region. For 2022, athletes who participated with the Team BC Zone program represented their home zone at the BC Summer Games in Prince George July 19-23.

- Indoor Boys Medalist – Gold - Fraser River, Silver - Okanagan, Bronze – Vancouver Coastal
- Indoor Girls Medalist – Gold – Vancouver Coastal, Silver – Fraser River, Bronze – Fraser Valley

Athletes Participating:

Region 1 – 10 Boys, 14 Girls
Region 2 – 14 Boys, 14 Girls
Region 3 – 12 Boys, 14 Girls
Region 4 – 14 Boys, 14 Girls
Region 5 – 14 Boys, 14 Girls
Region 6 – 14 Boys, 14 Girls
Region 8 – 14 Boys, 14 Girls

Team BC Red & Blue Program (16U)

The Team BC Red & Blue program's goal is an athlete's first opportunity to be identified to train, grow, and compete In a High Performance Environment. Athletes identified will have future potential to develop and compete to represent BC at national and post-secondary levels.

The 2022 Team BC Red & Blue program will identify BC's top athletes (16 & 17U), and select to train and compete at the Canada Cup. Athletes will train in a camp based program for up to 12 days. Training is led by a full coaching staff and integrated support team to ensure athletes meet their full potential.



Team BC Red – 3rd, Team BC Blue 4th

Athletes Participating:

Female Roster: Alexandra Rathlef, Atlyn Proctor, Elianna Gerbrandt, Emma Graca, Jordyn Smyth, Kayla Schuurman, Kaylee Zacharias, Kylie Taylor, Makayla Friesen, Makenna Doyle, Olivia Peterson, Saiya Mann, Simran Rai, Tayana Dmitruk, Anna von Krosigk, Ava Dahl, Cass Klapp, Grace Green, Grace Blaskovits, Hailey Ward, Jayden Armstrong, Kara Chan, Kennedy Williscroft, Lauren Hoad, Myah Cressey, Nyla Tukker, Sydney Matthews

Coaches: Rob Gowe, Eric Chou, Staci Proctor, Ashley Shannik

Male Roster: Owen McParland, Walker Sodaro, Jeremy Weaver, Kyle Stodola, Rory O'Brien, Ryan Benedet, Justin Peng, Benjamin Carr, Dawson Pratt, Cohen Peters, James Helfrick, Tyler Valuck, Julius Molnar, Kian Bos, Nikolas Robles, Calvin Hsu, Brennan Wicke, Devon Sales-Parno, Darius Best, Sawyer Wishlow, Andrew Carr, Noam Miller Snitz, Alex Howard, Lincon Wagner, Theo Clarke, Huxley Wendland, Rafael Williams, Alex Borowski

Coaches: Graham Walkey, Matt Ekholm, Derek Meeuwisse, Emma Meeuwisse

Team BC Select (18U)

The Team BC Select is the pinnacle program for athletes in the Team BC Development Pathway. Athletes are identified that have future potential to excel and compete for Canada at international levels in the future. The 2023 Team BC Select program will identify BC's top athletes (19U), and select to train and compete at the Canada Cup and Canada Summer Games. Athletes will train in a camp-based program for up to 20 days.

Canada Games Results: Men 5th, Women Bronze

Athletes Participating:

Female Roster: Heather Benko, Elizabeth Lee, Macyn Unger, Ella Rohani, Madison Gardner, Katarina Kovacevic, Anna Liniewski, Olivia Andulajevic, Amy Bennett, Mia Ruse, Libby Meldrum, Quincy Johnson, Lucy Borowski, Jaime Hewlett, Olivia Tymkiw

Coaches: Brent Hall, Gina Schmidt, Ryan Adams, Mischa Harris

Male Roster: Jonathan Letkemann, Owen Lam, Nick Johnson, Jordan Gazzola, Lucas Draper Maffia, Sebastien Manuel, Kai Higuchi, Jesse Umoren, Chris Zimmerman, Liam Remple, Matthys Weststrate, Hunter Arulpragasam, Kyden Dmitruk, Gavin Margerison, Lucas Woelders, Kieran Robinson-Dunning

Coaches: Charles Parkinson, Kelvin Ma



Team BC Beach (21U)

The program aims to identify and develop athletes who have the potential to compete and excel at the 2022 Canada Games. Athletes selected to this program are selected through a selection camp and tournament.

Canada Games Results: Men Silver, Women Bronze

Athletes Participating:

Female Program: Jaeya Brach, Michaela Jefferson, Sara Ostojic, Julia Soeller

Male Program: Daniel Everton. Luke de Greef

Program Coaches:

Male Program - Dave Dooley

Female Program - Maverick Hatch

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 – VNL Roster

Jesse Elser, Matthew Neaves, Eric Loeppky, Lucas van Berkel, Jordan Schnitzer, Ryan Sclater, Blair Bann, Brodie Hofer, Derek Epp, Jackson Howe, Mathias Elser

Coach: Ben Josephson

Team Canada SR A Women's National Team – VNL Roster

Kiera Van Ryk, Claire Cossarini, Brie King, Emily Maglio, Hilary Howe, Caroline Livingston, Kennedy Snape, Sydney Grills, Avery Heppell

Coach: Shannon Winzer

Team Canada NextGen Men's National Team

Jesse Elser, Matthew Neaves, Jordan Schnitzer, Fynna McCarthy

Team Canada NextGen Women's National Team

Avery Heppell, Gabrielle Attieh, Trinity Solecki, Sydney Grills, Kacey Jost, Kennedy Snape



Team Canada Men's Junior National Team

Aaron Elser, Reeve Gingera, Logan Greves, Mason Greves, John Obi, Cory Schoenherr

Team Canada Men's Junior National Team

Taylor DeBoer, Outside hitter, BC

Team Canada Women's NEP Program

Taylor De Boer, Esther Lim, Tianna Kehler,

Team Canada Men's NEP Program

Piers De Greef, Alex Borrowski

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 NextGen Men's National Team

Alex Russell

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, Jayme Lepp, Jennifer McCreesh

Team Canada SR Men's National Team

Jason Beaman



Regional Development Committee A Report to Members – AGM 2023

OVERVIEW

This report will summarize the activities and directives of the Regional Development Committee (RDC) for the year 2023.

COMMITTEE MEMBERS

Full-time committee members:

Alex Pappas	Chair / Manager of Volleyball Operations
Adrian Goodmurphy	Director of Operations
Vacant	Regional Manager – Fraser Valley
Fraser McIntosh	Regional Manager – Okanagan
David Caughran	Regional Manager – Island
Jackie Desilets	Regional Manager – North & Kootenays
Glenn Wheatley	Referee Development Manager
Jeremy Wilson	Club Representative (Sky Volleyball)
Ryan Adams	Coach Development Manager

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 two 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.

2023 COMMITTEE REVIEW

- Youth Club Volleyball:
 - Published 2023 Club Handbook – Released August 2022 along with the Competition Calendar (full 2 months earlier than 2021).
 - The first club communication plan was implemented which saw just under 20 scheduled email updates between August 2022 and April 2023
 - The first new club structure in approximately 20 years was implemented for 15U-18U girls
 - Members of the RDC continued with increased 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 planning a full-scale beach season for youth.
- Sanctions:
 - There were minimal minor sanctions applied. These sanctions include:
 - Roster sticker violations
 - Late registration for members
 - There was 1 Red Card (Penalty) applied to 1 coach
 - There were a number of incidents that fell outside of matches that required investigations, follow ups, and sanctions. One such incident resulted in a 911 call to request the RCMP attend.

2023 COMMITTEE OBJECTIVES

The 2023 club season was the first time that we saw province-wide competitions throughout the season since the beginning of 2020. The season highlighted a new need for increased relationship building between Volleyball BC and the numerous facilities throughout the province. The objectives for 2024 are as follows:

1. Modify/adjust the new club structure that was implemented based on feedback, anecdotal evidence, and a thorough evaluation of access to resources such as facilities.
 2. Build and establish unique relationships with the various facilities in British Columbia to allow access for volleyball events.
- 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:
 - Reset the 3 year implementation of coach education requirements on the beach



Safe Sport Working Group A Report to Members – AGM 2023

COMMITTEE MEMBERS

Keeva Kehler (Committee Chair)
Jeff Gogol
Liz Yoon
Shon Sim
Liz Cordonnier

Mike Walkinshaw
David Wildman
Carol Hofer
Stephen Orteza
Emma Gibbons (staff)
Lesley Rowe (staff)

ANNUAL REVIEW

- The Safe Sport Working Group (SSWG) met twice during the 2022-2023 season – one meeting before the 2023 Club Season and one after the Club Season. At both meetings, staff provided progress updates for the 2023 deliverables for the Safe Sport Action Plan.
- The SSWG reviewed the 2022 Annual Member Survey results specific to safety in volleyball. The following were noted:
 - There were some significant improvements in how players rated safety as an issue in volleyball. However, the ratings from Coaches, Referees, and Club Directors generally did not improve as much or even declined.
 - Fear of failure and Performance under pressure were the top two factors impacting players' wellbeing. Negative Body Image was also rated as a top factor compared with 2021.

The SSWG discussed specific actions that could be taken to address the trends outlined above. These were incorporated into the annual work plan by staff.

- The SSWG discussed the Mental Health and Well-being Report presented by staff. The report highlighted the results of youth surveys and the discussion boards that were onsite during the 2021 Provincial Championships. The results highlighted the concerns and issues faced by youth players in the area of mental health and well-being.
 - As a results of this work, Volleyball BC has embarked on a mental health initiative with Dr. Shaunna Taylor. The SSWG received and provided input into a presentation by Dr. Taylor on the 7 different pillars that Volleyball BC will be developing to support positive well-being and mental health in volleyball. The tools and materials will be rolled out over 2023, culminating in Mental Health Awareness Week in October.



- The SSWG provided input into the Club Season Requirements for Clubs in 2023. On the suggestion of the SSWG, Volleyball BC hosted a mandatory pre-season webinar for clubs that covered the topics of insurance, safe sport, and risks of non-compliance. Liz Cordonier was a guest speaker to share her experience and case studies of why compliance in safety is important.
- The SSWG will be reviewing the Terms of Reference for the Working Group with a view to determining whether any adjustments are necessary moving forward. A skills matrix has also been developed to ensure that we have appropriate processes in place for recruiting and selecting members to the Working Group.



Diversity, Equity, and Inclusion Committee

A Report to Members – AGM 2023

COMMITTEE MEMBERS

Keeva Kehler (Committee Chair)
Katie Anne Reimer
Lara Tagulao
Wylen Wong
Brandon Nguyen

Shannon Leggett
Salma Ismail
Sahara Moon
Emma Gibbons (staff)
Lesley Rowe (staff)

ANNUAL REVIEW

- This is a brand new Committee that has been established with the purpose of providing insight and input into Volleyball BC's Strategy for Diversity, Equity, and Inclusion. A Board member was appointed as the Chair of the Committee. The Committee will report into the HR and Governance Committee and to the Board itself on a regular basis.
- The Terms of Reference for the DEI Committee were established at the start of 2023 with a call for nominations sent out in February-March 2023. We were fortunate to receive a good variety of strong candidates with representation from different volleyball roles, regions, gender and ethnic background. Candidates were appointed and approved by the Chair and CEO in line with the Terms of Reference.
- The DEI Committee has met twice so far with discussions covering the following aspects:
 - Building relationship and trust between the members on the Committee
 - Review of the DEI Strategy and 2023 deliverables
 - Determining the role of the Committee and identifying priorities for activity.
 - Setting the rules of engagement around discussions and communications.Moving forward the Committee will meet every 2-3 months throughout the year.



2022 BC Officials Report Report to Members – AGM 2023

Submitted by: Steve Hewitson (Regional Referee Chairperson) Glenn Wheatley (Referee Development Manager)

2022 saw Volleyball come back in full swing after the Covid interruption. High School and Club seasons were back to normal and referees were back to full capacity. The High Performance season saw all teams travelling again and our referees were fully engaged throughout the season!

2022 HIGHLIGHTS

- **Registration-** The registration numbers climbed from 177 last year to almost 300 this year. We centralized the clinics running 10 Zoom clinics throughout the year for approximately 370 candidates. Approximately 100 of them have been certified with more wanting to complete certification next September. We already have 45 people signed up for our September clinic but we are waiting to see what that will look like. Volleyball Canada is currently moving to a “self-directed learning module” for the level 1 program and it is supposed to be rolling out in September. If it doesn’t we will pivot back to the Zoom clinic until it is ready. We are definitely looking good to achieve our goal of 400 referees by 2025.
- **High School Season-** High School season was very successful and started off with our first Level 1 clinic of the season. In conjunction with the Volleyball Canada Junior Girls tournament in Richmond we certified 10 new referees and continued our partnership to help fundraise for the National Team. We will be doing this again as it is a great experience for all of us. All zones were running at full steam for the High School season with very few issues. For the first time all zones were encouraged to only use certified and registered referees which helped increase registration numbers in some zones. This also helped in club season. Since they were already registered some now chose to work club season. The High School season culminated in the Provincials in late November and Early December. With 4 tournaments running in the Okanagan and 2 on the Island, it meant a lot of travel for our Lower Mainland and Fraser Valley referees. With road conditions being bad at that time of the year there were some questionable moments but thanks to everyone’s perseverance all the Provincial Championships were a huge success. We have already discussed with BC School Sports the need to be more involved in the hosting decisions moving forward.
- **Club Season-** This club season was much more about development than a normal club season would be. We used every opportunity we could, throughout the province, to get as many people certified as we could. Depending on the situation and numbers, this would either be done in groups or 1 on 1 mentoring. Our “senior” referees did a great job in being flexible and adjusting to whatever needed to be done. It was a lot of coordination and there is still so much more to



do, but in the end, it was a very successful development period. The coaches and Regional Managers should all be commended for their support during this time. The club season ended with our biggest Provincial Championships ever. For the 17/18U event we used it as a final evaluation for L3 candidates, and used 49 referees and 8 Referee Development Team (RDT) members. For the 13/14U event we used 65 referees and 11 RDT and for the 15/16U event 64 referees and 11 RDT. We also spent \$2825.00 in development funds to add extra R2 work for the referees to fill gaps in the schedule and have more flexibility in assigning which helps the tournament run smoother. This was also the first year that we presented medals to the referees that worked the Division 1 Tier 1 gold medal match in all age categories. We made sure that nobody got more than 1 medal and it was a huge success. We will be looking to build on this in the future as it was well received by all parties.

- **North Development-** There were a handful of North referees that took part in the online clinic and will be completing their evaluations in September. There were also referees from the North that participated in both the Provincial and National Championships and will take back much of what they learned to their respective zones. Prince George also hosted the BC Summer Games and has 2 new Sand Courts and a new certified beach referee. We are hoping to expand beach volleyball into the region!
- **Cranbrook Development-** There has been a big push to get some Development work done in Cranbrook, the zone will be busy in September. There have been approximately 13 people show interest in the L1 program in the community.
- **Island Development-** There was a number of good young referees come out of the Island this year and the development team, led by Mark Lindal and Bill Sood, continue to do some great work. We had a many senior and junior referees from the Island attend both the Provincials and National Championships and performed well. We look forward to watching them grow.
- **Adult Provincials-** The adult Provincials were held again with referees taking part in the playoff matches on both the men's and women's side. It was great to see the tournament grow as the men's side doubled in size.
- **High Performance Highlights-** We were very fortunate to be able to host both the CCAA Women's Championships in Nanaimo (VIU) and the USPORTS Women's Nationals in Vancouver (UBC). We provided minor officials for both tournaments and all the referees performed well. We received compliments from all Referee Jury members and Major Referees on the professionalism and quality of our referees and it was a great learning experience for everyone. It is events like these that are very important to the development of referees as everyone gets a chance to sit in on the debriefs and learn from the best referees in Canada.

VOLLEYBALL CANADA NATIONAL CHAMPIONSHIPS

This year we did not host any National Championships but sent over 30 referees and 6 Referee Development Team members to Regina, Edmonton and Calgary for the various age groups of National Championships spread out over a 10 day period. We had so many good performances and everyone represented themselves and their province well. Here are some highlights from the tournaments;

- Nick Tran (FV) passing his L4 exam at 17/18U Nationals
- Leanne Wong (LM) R1 on the 16U Boys div 1 tier 1 gold
- Nick Tran (FV) R2 18U Girls div 1 tier 1 girls gold
- Marcus Vander Veen (FV) R2 div 1 tier 1 17U and 18U girls bronze
- Joelle Regier (OK) R1 div 1 tier 1 15U girls bronze
- Joshua Matsui (LM) R1 div 1 tier 1 18U boys bronze

2022 REFEREE COMMITTEE MEETING

Volleyball BC Referee Committee Meeting

7:30-9:00pm September 11, 2022

Attendees: Steve Hewitson, Bruce McElroy, Darrin Moreira, David Caughran, Jannik Eikenaar, Glenn Wheatley, Liz Yoon, Brad Willard

1. Steve called the meeting to order at 7:35.
2. Adoption of the Agenda: Moved: Darrin, Bruce. Approved: Unanimous.
3. Committee Roles
 - Liz: Women in Refereeing
 - BC has a very limited number of women LJs
 - Ran a small LJ clinic (4 participants) at SFU alumni match (Liz and Raymond)
 - Possible clinic: Douglas Women's pre-season tournament
 - SFU has added 2 women LJs
 - Volleyball Canada has a new chair but no updates yet
 - Consideration this year: diversity (e.g., IBPOC) in refereeing
 - Bruce: Beach Referees
 - Trained 6 new referees for total of 23 active referees
 - Limited number of events makes it difficult to have a lot of active referees
 - Van Open was very successful

- Ron and Darrin participated in Canada Games
 - Darrin achieved National certification; Ron is delayed
 - There is no national L3 program: Bruce would like to make BC's L2 program more comprehensive
 - Darrin: Domestic Development
 - Darrin is recruiting folks from regions of the province: goal is to define pathways for referee development, create training pathway for referee coaches
 - Steve/Darrin will work with ZRCs to identify candidates for development
 - Nik: High Performance
 - BC will host L4 clinic in November: we will have 3-4 spots
 - TRU pre-season tournament will be used to identify candidates
 - Brian Hiebert and Pat Bowers have one year remaining in the program
 - Brad: Member-at-Large
 - David: VBC Representative
 - Jannik: Member-at-Large (non-voting)
 - Glenn: Referee Development Manager (non-voting)
4. Update for High School, PACWEST and CW matches
- High School Governance and Insurance
 - VBC is working to support referees by making sure that they are insured: this includes BC School Sports matches, but referees must be registered and in good standing
 - Registration is not yet open: the message to allocators is that referees must do everything required to register in order to be assigned to matches. This will ensure that referees are insured.
 - PACWEST/CW: contracts and service agreements
 - The four western provinces are working on getting formal agreements in place with the HP leagues
 - Steve has been working with Glenn and Emma on PACWEST contract, other agreements
 - Steve and Rocky are developing an agreement for the five BC-based CW schools
5. Club Volleyball Match Rates
- Motion (Steve, Darrin): That this Committee recommend to VBC a \$3 increase to all club match rates and an increase in travel allowance to \$.55/km to a maximum of \$50/day.
 - Approved: five in favour, 1 abstention (David).
6. The Rules R
- Motion (Steve, Darrin): That BC Referees use the Rules R for the 2022-23 indoor and beach seasons.
 - Cost is \$12/referee (and scales based on number of referees).
 - Ontario is using Rules R.
 - This seems to be useful in the Domestic Development pathways.
 - If used, this should be for referee engagement and development.
 - If used, this could be for HP prep and quality assurance.
-

- Approved: 5 in favour, 1 opposed (Brad).
7. Volleyball Canada Award Nominations
- Steve requests that all members send him suggestions this week.

UPGRADES

Level 3 (Regional) - There was a level 3 clinic held for the second year in a row and final evaluations were done at the 17/18U Provincials for the last group of candidates. Congratulations to the following who have completed all components of the program and just await ratification at the Volleyball Canada RRC meeting in June;

- Joshua Matsui (LM)
- Brandon Nguyen (LM)
- Stanley Cen (LM)
- Jason Reedyk (OK)
- Nadine Plett (LM)
- Robin Lane (FV)
- Vedran Obradovic (Island)
- Gabe Duval (LM)

Level 4 (National) – We hosted the National theory clinic in November and had 3 people attend, Nick Tran, Marcus Vander Veen and Fred Settrington, all from the Fraser Valley. It was a lot of money to invest from the development fund but was well worthwhile. Steve Hewitson and Nik Fuess took part as guest clinicians along with the lead clinicians Scott Borys (Sask) and Bohdan Ilkew (Man). Nick Tran passed his written exam at 18U Nationals and all 3 will have the opportunity to attend final evaluations next year. We are very excited about the strength of our young HP referees and we have many more waiting for their chance.

Major Assignments – We had referees assigned to the following tournaments;

- 1) USPORTS Men's – Nik Fuess
- 2) USPORTS Women's – Steve Hewitson, Liz Yoon
- 3) CCAA Men's – Ron de Jesus
- 4) CCAA Women's- Steve Hewitson, Ashley Lowndes, Trevor Thors

All referees performed well and represented our Province well.

Steve Hewitson was nominated as R2 for the gold medal match at the USPORTS women's Nationals in a 5-set match between Trinity Western and UBC.

Ashley Lowndes was nominated as R1 in the CCAA Women's National final.



Steve Hewitson also traveled to Cuba to represent Canada at the U21 Men's Panam Cup and was nominated as R2 for the Gold medal.

Beach – Bruce McElroy continues on as the Beach Committee Chair. We had a full beach season in 2022 including the return of the Vancouver Open!!! It was an exciting year on the beach. We ran a level 1 clinic securing 8 new L1 referees as well as 1 in Prince George in conjunction with the BC Summer Games. This summer we will be running a level 2 clinic as well as another level 1 clinic. We also hosted for the first time the Youth Beach Nationals which was a huge success and will be coming back again this year. We will again be bringing in some top level International referees for the Vancouver Open which is a great opportunity for our local referees to learn from the best. BC continues to have some of the top beach referees in the country! Brian Hiebert is the new Beach Committee Chair for Volleyball Canada. Brian has travelled far and wide representing our Province, and Country, on the world stage. This past year he has represented Canada at the following events:

- Espinho Portugal for the World Challenge event (R1 Men's Quarter final)
- Agadir Morocco for the World Challenge event (R1 Men's Gold Medal)
- Birmingham England for the Commonwealth Games (R1 Men's Bronze)
- Dubai UAE for the World Challenge event ½ (R1 Women's bronze and R1 Men's bronze)
- Itapema Brazil for the World Challenge event (R1 Men's semifinal)
- Saquarema Brazil for the World Challenge event (R1 for the Women's bronze)
- Uberlandia Brazil for the World Elite 16 event

Brian has more trips planned for this coming season as he continues to be one of Canada's highest ranked Beach referees. We will continue to watch him travel the globe representing British Columbia.

OPPORTUNITIES AND CHALLENGES

We are very excited to have received a grant from Viasport for \$155,000 to do a project in referee development with 3 other PSO's. We will be working all summer with Basketball BC, Ringette BC and Rugby BC on this project. The project consists of 4 main target area;

1. Mentorship Program
2. Promotional initiatives
3. Traveling roadshow to Prince George, Kelowna and Victoria (through August)
4. Referee Symposium in the Lower Mainland (September)

We are very excited about this project. Chrissy Benz has been hired as a contractor and we are very excited to be working with her as we tackle this project. More information will be shared as it becomes available.



We will also be challenged next year to continue our development momentum and certify more referees. It continues to be a struggle to find events to use for referee development. We need to look outside the box for more opportunities. This year was the first year we ran a "Referee Development Tournament" at HJSC in the first week of January and it was a huge success. We will definitely be doing that again and will look for a couple opportunities to do the same during the HS season.

We have also identified many things like our policy and procedures manual, website, social media that need to be updated and we will be working hard on that.

This will be a very busy summer and we are looking forward to another successful year!

Yours in Volleyball:

Steve Hewitson



Regional Referee Chair

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Glenn Wheatley

Referee Development Manager

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