



# Calgary Volleyball Officials Association

Annual General Meeting

September 5, 2019

# Agenda

- ▶ Introductions
- ▶ 2018/19 in Review
- ▶ Financial Update
- ▶ 2019/20
  - ▶ Elections
  - ▶ Volleyball Alberta introductions
  - ▶ Updates/Reminders
- ▶ Guest Speaker, Laurie Fisher - Calgary Muscle and Soft Tissue Clinic
- ▶ Resources
- ▶ Questions

# Introductions

- ▶ Introduce self, number of years refereeing and any highlights from the last year that you wish to share (volleyball related or otherwise)

# 2018/19

- ▶ High School - lots of activity!
  - ▶ CSHSAA - 679 out of 682 matches filled (2 were related to date changes that were missed)
  - ▶ Foothills - 78 matches , 100% filled
  - ▶ CISAA - 240 out of 248 league matches filled (best of 3, harder to fill because of 4:15 start time)
  - ▶ Total fulfillment =  $997/1008 = 99\%$  (note: previous year was about 1200 matches)
  - ▶ 98.5% coverage for tournaments (first half)
  - ▶ 124 post-secondary matches with 100% coverage
- ▶ Good dialogue, questions and feedback and participation from coaches and referee's (high school league).
- ▶ ACAC Provincials (Women) at Ambrose - excellent feedback noted from Debbie Jackson in regards to performance of referee's in minor assignments
- ▶ Opportunity: always wanting more participation in Volleyball Alberta (Club) events in the spring!

# 2018/19

- ▶ Development
  - ▶ Level 1: 31 new referee's, new training trialed
  - ▶ Level 2 promotions: Nivi Uppal, Logan Parsons, Luc Normandin, Marcos Costa
- ▶ Administration
  - ▶ Zone 2 and 3 - division. Zone 3 filled the tournaments that were East and South of the city, plus one school in Airdrie. A few minor communication issues were dealt with, and the officials who reside in those zones were able to cover the majority of matches.
  - ▶ Financial - fraud settlement, telepay, financial statements
  - ▶ Drafted/arranged Zone Executive Compensation Survey for all Alberta
  - ▶ Drafted revisions to Mikasa Awards for referee's
  - ▶ Terms of Reference for Executive Committee (website)
  - ▶ New Nomination Process (emails, website)
  - ▶ Arbiter - lots of preparation moving to central account (more later)
- ▶ Mikasa Awards from Volleyball Alberta
  - ▶ High Performance Referee - Jared Mathes

# Financial Update

- ▶ As of August 27:
  - ▶ Bank Balance - \$ 23,682.55
  - ▶ Annual Revenue ~ \$200,000\*
  - ▶ Operating Expenses ~ \$181,000
  - ▶ Net Profit - \$18,795.50\*
- ▶ \*Includes fraud settlement of \$12K
- ▶ Financial Reviewer for 2018/19 was Laurel Hunt,
  - ▶ Requested and complete review of financial transactions three (3) times during the year
  - ▶ Verified bank statement transactions align with financial reporting
  - ▶ Also made sure the outgoing from the accounts were in fact to the proper folks and not seeing anything that was suspicious.
- ▶ Full financials available from Treasurer upon request

2019/20

# 2019/20 Topics

- ▶ Activities potentially on the radar for 2019/20 for the CVOA Executive include the following:
  - ▶ Spring meeting
  - ▶ Website - continue development
  - ▶ Online officials request form (request officials for your tournament right from our website - like a reservation system)
  - ▶ Publish payout rate sheet on website
  - ▶ Domain email accounts (more official than gmail accounts)
  - ▶ Document various procedures:
    - ▶ Online banking.
    - ▶ Telpay direct deposit
    - ▶ Development processes
    - ▶ Arbiter stuff



# Roles and Elections

- ▶ **Zone Officials Coordinator (ZOC) (biennial) - Kyle Fraser**
  - ▶ administrative lead, represents zone at provincial level, investigates development and behavior/discipline issues. Signatory for the bank; voting member of executive.
- ▶ **Zone President (biennial) - currently Everette Dionne (until August 30, 2020)**
  - ▶ assists with zone activities, development, retention, and acts as proxy for ZOC. Signatory for the bank; voting member of executive.
- ▶ **High School Assignor (annual) - currently Sherri Weed**
  - ▶ management of all league assignments in the zone, primary liaison between referees and the various schools; voting member of executive
- ▶ **Tournament Assignor (annual) - currently Joe Coiffe**
  - ▶ management of all high school tournament assignments in the zone, primary liaison between referees and the various schools; voting member of executive
- ▶ **Treasurer (biennial) - currently Jared Mathes**
  - ▶ arrange payments, create and maintain financial records. Signatory for the bank; voting member of executive
- ▶ **Financial Reviewer (biennial) - currently Laurel Hunt**
  - ▶ review bank and arbiter transactions, minimum three (3) times per year. Non-voting member of the executive.

# Roles and Elections

## ► Current Executive Remuneration:

- Charge schools a 10% admin fee on bookings. From this - Assigning 5%, Invoicing: 2%, Arbiter Pay Details: 1%, Treasurer: 2%
- ZOC - \$0, President- \$500 (new last year), Financial Reviewer - \$300 (new last year). Development - paid clinician rates depending on hours worked in theory and practical
- Last year (approximately):
  - Post Secondary Assigning ~ \$1,800 (managed by ZOC or delegate)
  - Tournament Assigning ~ \$3,800
  - High School Assigning ~ \$2,800
  - Invoicing fees ~\$3,500 (paid to various assigning jobs)
  - Treasurer ~ \$5,200

## ► Review of Executive Remuneration

- Included compensation survey completed by ZOC of all zones in Alberta
- Found opportunities/efficiencies (invoicing and treasury functions, not compensating) for Calgary to align with other zones
- Important - Volleyball Alberta is currently reviewing financial operations and risks, including zone operations and change is expected in next 1 - 2 years

# Roles and Elections

## ► PROPOSAL (until VA changes):

- Change executive payouts: Assigning functions: 6%, Treasurer (including invoicing and follow up): 3%, Zone Official Chair: 1% (to a maximum of \$1500 - remainder to Development fund)
- Forecasted earnings by role for 2019/20:
  - Zone Official Chair - \$1500 (+\$1800 - \$2100 for post secondary assigning)
  - Tournament Assigning ~ \$4,500
  - High School Assigning ~ \$3,400
  - Treasurer ~ \$5,000

# Election Process

- ▶ Nominations previously identified over email
- ▶ Typically, if more than one person is nominated and accepts:
  - ▶ Each nominee will be given a chance to speak
  - ▶ Membership will vote (must reside in Zone 3)
- ▶ Winner announced to membership

# Roles and Elections

- ▶ Voting:
  - ▶ Zone Official Chair (2 year)
    - ▶ Nominations: Kyle Fraser
  - ▶ Tournament Assignor
    - ▶ Nominations: Joe Coiffe
  - ▶ High School League Assignor
    - ▶ Nominations: Sherri Weed
  - ▶ Treasurer (2 year)
    - ▶ Nominations: Jared Mathes
  - ▶ Financial Reviewer (2 year)
    - ▶ Nominations: **None**

# Development Coordinator

- ▶ **Development Coordinator(s):**
  - ▶ Appointed, not voting member of executive
  - ▶ Currently Jared Mathes (and lots of others)
  - ▶ Paid for time working on theory clinics and practical training - does affect ability to accept matches during certain weekends
  - ▶ Anyone interested in participating more, please contact me

# 2019/20 Topics

- ▶ New Volleyball Alberta Program Manager - Greg Ryan
- ▶ Volleyball Alberta Coach and Referee Symposium - December 14 (MRU)
  - ▶ Registration Opens in September
  - ▶ <http://www.volleyballalberta.ca/coach-referee-symposium>
- ▶ Rulebooks - available electronically on Volleyball Canada website (updates expected in the next couple of weeks)
- ▶ Rule Changes:
  - ▶ Ball Standards (Rule 3.1) - inside pressure and official balls for VC National Championships
  - ▶ Characteristics of the hit (Rule 9.2.3) - receiving serve with overhand motion using fingers not permitted for Volleyball Canada 14U and younger competitions
  - ▶ Libero - (Rule 19.1.1) - use of libero for 16U boys (Volleyball Canada competitions) is permitted
  - ▶ Official Warm-up Session (7.2.4) and Age Class Variations - Warm-up Protocol (new)
    - ▶ Assume not applicable to High School leagues/tournaments for time being
  - ▶ Concussion Management Pathway - new chart for concussions

# 2019/20 Topics - Arbiter

- ▶ Arbiter has been moved to one account - various zones identified by Sport
- ▶ Everyone should be able to login to the Arbiter. Please make sure you have accepted the VAO account, have checked that you are both Active and Ready, your address is correct and you have added your block times/date. If you need any assistance with these please feel free to contact me
- ▶ Access to the Arbiter will be monitored based on the referees registration each year. Our season starts September 1st of each year and every referee is required to have paid their membership by October 1st. Any referee that has not paid by that date will have their accounts suspended and all future assignments removed.
- ▶ When you received an assignment from the Arbiter, it will have an "accept by" date. This means if you do not action the assignment it will automatically decline it and add a block.
- ▶ Every effort has been made to make sure that referees in each zone can only access events in their zone, but please be respectful of the zone limitation and if you are presented with an event that is not in our zone DO NOT self-assign to it.



# 2019/20 Rates and Uniforms

## ▶ Rates

- ▶ Volleyball Alberta increase by \$2 per match and \$0.50 for mileage. Passenger mileage no longer in place
- ▶ Calgary High School and Foothill rates for tournaments rates have increased to match
- ▶ Calgary High School and Foothills league rates remain the same
- ▶ Referee assistants for Post Secondary increased to \$45

## ▶ Uniforms

- ▶ Rebranding is complete
- ▶ No details of a bulk order at this time
- ▶ New logo is required for September 2020 (Usport, CCAA and VC National events)
- ▶ Otherwise old logo can be worn until September 2022

# 2019/20 – Misc Topics

- ▶ League and Tournament Updates from Assignors
- ▶ Post secondary - availability request to be sent out shortly
- ▶ Working with Zone 2 - Big Country
  - ▶ Zone 2: Airdrie except St. Martin de Porres, Cochrane, Chestermere, Airdrie, Biesiker, etc...
  - ▶ Zone 3 Calgary + Foothills school district (e.g. Okotoks)
  - ▶ Can request to be added to Zone 2 - Dawn Mosondz: [zoc.scvoa@gmail.com](mailto:zoc.scvoa@gmail.com)
  - ▶ Different match/travel rates
  - ▶ Tournament priority given to area that you reside in
- ▶ Post secondary
  - ▶ Major assignments by zone, but set in Provincial Arbiter Account (faster payment)
  - ▶ Minor assignments still from CVOA Arbiter Account
  - ▶ Ensure you have updated your availability
- ▶ Tournament sign ups will be on Arbiter

# 2019/20 - Development

- ▶ Development
  - ▶ Level 1 - Next clinic is September 17<sup>th</sup> (spread the word!)
  - ▶ Level 2 - Contact Everette if interested
  - ▶ Level 3 - Contact Kyle if interested
  - ▶ Want feedback or have questions? Contact [cvoa.development@gmail.com](mailto:cvoa.development@gmail.com)
- ▶ High School Provincials - contact Kyle by October 15<sup>th</sup> if interested

# Referee “To Do” List

1. Immediately - Arbiter - confirm your VAO account - check top right for notifications to Accept invitation to group and/or front page for buttons “Active” and “Ready”
2. By September 30<sup>th</sup>, complete the following
  - i. Register on the [VRS](#) - required annually, before your first match in order to have insurance coverage
  - ii. Complete [Screening Disclosure Form](#) (required annually)
  - iii. Complete Referee Membership Form (wavier, policies, etc.) - [volleyballalberta.ca/referees-forms-and-resources](http://volleyballalberta.ca/referees-forms-and-resources)
    - i. Two different forms (over or under age of majority)
  - iv. Submit screening disclosure and membership forms from step 2 & 3 to Volleyball Alberta via: [volleyballalberta.formstack.com/forms/2020\\_referee\\_screening](http://volleyballalberta.formstack.com/forms/2020_referee_screening)
  - v. Every 3 years, complete Police Record Check through [Sterling Talent Solutions \(Back Check\)](#) - every 3 years, checks dated after Sept 2018 have to be online via Sterling Talent Solutions)
  - vi. Failure to complete registration and screening documents by September 30 will result in removal from matches
3. Sign up for direct deposit so you can get paid! ([calgaryvolleyballofficials.com](http://calgaryvolleyballofficials.com))
4. Refresh yourself on the rules, guidelines, FAQ's, etc.
5. Sign up for matches and have fun!
6. Interested in Refereeing outside of Calgary (Zone 2, Big Country) - reach out [zoc.scvoa@gmail.com](mailto:zoc.scvoa@gmail.com)

# Reminders

- ▶ Working under the table/for cash not permitted
- ▶ [www.calgaryvolleyballofficials.com](http://www.calgaryvolleyballofficials.com) - we welcome feedback
- ▶ [Safety](#)
- ▶ Behaviour
  - ▶ Referee's - guided by Volleyball Alberta and Volleyball Canada policies
  - ▶ Participants and spectators - understand emotional responses, expect respect, but don't tolerate abuse
- ▶ High School vs Club
  - ▶ Remember there are differences (refer to blog on [www.calgaryvolleyballofficials.com](http://www.calgaryvolleyballofficials.com))
  - ▶ Some variations (Foothills, CISAA or even some tournaments)
  - ▶ Show flexibility, focus on education and teaching moments

# Safe Sport

- ▶ New initiative launched in March of 2019
- ▶ National toll-free helpline offering assistance to victims or witnesses of harassment, abuse or discrimination
- ▶ Anonymous, confidential, independent and bilingual service
- ▶ Allows victims or witnesses to share and validate concerns, obtain guidance on required next steps and/or be referred to other resources for follow up
- ▶ Users have a choice of communicating via toll-free phone line, email or text in the official language of their choice
- ▶ 0800 - 2000 (EST), seven (7) days a week
  - ▶ 1-888-83SPORT( 77678)
  - ▶ [info@abuse-free-sport.ca](mailto:info@abuse-free-sport.ca)
  - ▶ [www.abuse-free-sport.ca](http://www.abuse-free-sport.ca)

CANADIAN SPORT

# HELPline



ANONYMOUS | CONFIDENTIAL | INDEPENDENT | BILINGUAL



1 888 83SPORT (77678)



info@abuse-free-sport.ca



www.abuse-free-sport.ca

8 am - 8 pm (ET)  
7 days a week

Canada

# Guest Speaker

- ▶ Laurie Fisher, Calgary Muscle and Soft Tissue Clinic ([cmstc.ca](http://cmstc.ca))
  - ▶ Owner, Sports Massage Therapist
  - ▶ PhD, MKin, RMT (2200 hr), SMT (cc)
  - ▶ Here to talk about the match official as an athlete and the importance of injury prevention and rehabilitation when injuries do occur



# Resources - General

- ▶ [www.calgaryvolleyballofficials.com](http://www.calgaryvolleyballofficials.com)
- ▶ Uniforms, gear,: [store.volleyball.ca](http://store.volleyball.ca)
- ▶ Volleyball Canada: <https://volleyball.ca/en/development/referee>
  - ▶ Rules (2018-19), Guidelines, FAQ
  - ▶ Scorekeeper and Lines judge training
  - ▶ Sexual Harassment policy
- ▶ FIVB - [fivb.org/en/refereeing-rules](http://fivb.org/en/refereeing-rules)
  - ▶ Multimedia teaching materials - videos on all sorts of things!
  - ▶ Casebook
- ▶ Volleyball Alberta: [volleyballalberta.ca](http://volleyballalberta.ca)
  - ▶ Registration Link
  - ▶ Leadership > Referee section - contact info, some resources, forms, etc, and also the VA Policy and Procedure Manual
- ▶ [www.calgaryhighschoolsports](http://www.calgaryhighschoolsports) (Constitution tab > Volleyball Sports Specific Policies)

# Resources - Registration

- ▶ Registration is required for all active officials to remain in good standing
- ▶ Register using the VRS/Goalline system
  - ▶ <http://site2704.goalline.ca/event-search.php?cat=13> or 'VRS' link at top of Volleyball Alberta website
  - ▶ Returning officials need to use access code previously provided
  - ▶ For further assistance:
    - ▶ Written instructions can be requested by contacting [cvoa.zoc@gmail.com](mailto:cvoa.zoc@gmail.com)
    - ▶ Escalated issues can go to Volleyball Alberta (Greg Ryan, Julie Noel) - refer to contact list on the Volleyball Alberta website
- ▶ Take the time to register before your first match!
- ▶ If you have not registered by September 30, 2019, you will be removed from future matches

# Resources - Police Information Checks and Screening Disclosure

- ▶ Enhanced Police Information Check (E-PIC) required every 3 years for referee's
  - ▶ <https://www.sterlingtalentsolutions.ca/volleyballalberta> (~\$25)
  - ▶ From drop down list, select "Volleyball Alberta Referees" and follow instructions
  - ▶ Electronic files returned to you and VA within 8 hours
- ▶ The screening disclosure form is also required annually by all officials.
  - ▶ [http://www.volleyballalberta.ca/sites/default/files/sites/Indoor/Club/General\\_Info/2018/2018%20Screening%20Disclosure%20Form-Fillable.pdf](http://www.volleyballalberta.ca/sites/default/files/sites/Indoor/Club/General_Info/2018/2018%20Screening%20Disclosure%20Form-Fillable.pdf)
  - ▶ Submit online via formstack through VA website
- ▶ Deadline for completion is also September 30, 2019
- ▶ Updated policy and disclosure form will be circulated by email

Questions?



#haveagreatseason  
#ifyoureadthiswehaveagiftforyou

# Contacts

- ▶ Kyle Fraser, ZOC - [cvoa.zoc@gmail.com](mailto:cvoa.zoc@gmail.com), Cell: 403-710-6578
- ▶ Everette Dionne, President, [cvoa.president1@gmail.com](mailto:cvoa.president1@gmail.com), Cell: (403) 975-4294
- ▶ Joe Coiffe, Tournament Assignor: [cvoa.tournaments@gmail.com](mailto:cvoa.tournaments@gmail.com), Phone: (403) 232-6563
- ▶ Sherri Weed, High School Assignor: [sherri.weed@cssd.ab.ca](mailto:sherri.weed@cssd.ab.ca), Cell: 403-998-3648
- ▶ Development: [cvoa.development@gmail.com](mailto:cvoa.development@gmail.com)
- ▶ Jim Merrick, ROC - [roc@volleyballalberta.ca](mailto:roc@volleyballalberta.ca)

# Education



# Education – Question #1

- ▶ During the first set, the first referee issues a player a penalty for rude conduct without a previous warning (red card shown).
  - ▶ The next set, the first referee then issues a warning to another member of the team (yellow card shown).
  - ▶ Was this the correct approach?
- 
- ▶ Resources: Rulebook, Guidelines



# Education – Question #2

- ▶ What is the proper response by the 1st referee if a game captain constantly questions 1st referee decisions?
- ▶ Answer:
  - ▶ Beyond the limits of Rule 5.1.2, he should warn the game captain with no penalty, as stated in Rule 21.1. If the behaviour continues, the game captain should be sanctioned for rude conduct with a red card (point and service to the opponents).
- ▶ Source: FIVB Casebook

# Education – Question #3

- ▶ The Coach of 'A' stood up at the end of a rally and waved his arms in a manner that suggested disgust with the referee's decision. Is this allowed?
- ▶ Answer:
  - ▶ The coach should be allowed to express certain normal responses. If the response is judged to be minor misconduct reaching the stage 2 level, the coach should be warned by the 1st referee by use of a yellow card. If repeated, he should be penalized with a red card for rude conduct. If the infraction occurred during a rally, the penalty should be given at the end of the rally in addition to the result of the rally
- ▶ Source: FIVB Casebook

# Education – Question #4

- ▶ After the match one team captain showed very unsportsmanlike behaviour towards the 1st referee. What is the correct procedure of the 1st referee?
- ▶ Answer:
  - ▶ Record the details in the remarks section of the scoresheet
  - ▶ Report the incident
  - ▶ Maybe take a picture of the scoresheet?