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**Volleyball Canada Board of Directors**  
**Monday, 7 April, 2025, 20:00 EST**  
**Microsoft Teams**

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**Minutes:**

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

**1. Conflict of Interest Declarations**

- No conflicts declared based on agenda and distributed materials.

**2. Review and Approval of previous minutes**

**Kevin**

**Motion:** Boris Tyzuk

**Second:** Parrish Offer

**7-0**

**3. External Relations Update**

- FIVB
  - o Provided VC a new floor – our costs are duty and shipping, they will pay for annual storage
    - We will have 2 new Ger floors in Canada
  - o Leadership change at Volleyball World
    - Finn Taylor leaving at the end of April
  - o Applied for additional empowerment grants
    - Women’s Beach Next Gen Coach
    - Motion Analysis Study
    - Men’s Beach Program
  - o Ramping up our VBTv subscription giveaway program
    - **VC Board Recommendation is active promotion at Youth Nationals**
  - o Ontario Ministry inquiring about World Championship Hosting
  - o FIVB Board Meeting April 10<sup>th</sup> and 11<sup>th</sup> in Lausanne

**Sport Canada**

- o We were not successful in securing 2024 – 2025 Sport for All funding, no news on 2025-2026
- o Advance payment on core funding supposed to happen in April
  - Still no firm number of total core for 2025-2026



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- Single Sport Hosting staff recommendations for VC:
    - 150k VNL Ottawa
    - 150k VNL Quebec
    - 50k Beach Elite 24
  - No timelines to CSAI funding approvals and announcements
    - We have an application for this year and next
    - Some sports who have been unsuccessful have already been contacted
  - Future of Sport Commission extended by 6 months
    - They are promoting a new arms length agency to run sport in Canada
  
  - NORCECA
    - Completed all Commission Meetings March 26<sup>th</sup> – April 15<sup>th</sup>
    - Olympic Qualification Tournament for summer of 2026 will be put out to bid
    - 2026 draft Event Schedule posted
  
  - COC
    - COC Session April 25<sup>th</sup> and 26<sup>th</sup> in Ottawa
    - COC lobby effort ongoing – trying to create relevance of sport in the Federal election
  
  - PTA's
    - Alberta, Ontario and British Columbia OSIC billings have been a shock
    - VC has been supporting the PTA's with payment of Director of Sanctions and Outcome Services
    - Investment has been approximately 100k

#### 4. Governance

Boris

The Governance Committee reviewed and revised the following policies:

- Discipline and Complaints policy & Change Summaries Attached

#### **Approve D&C Policy subject to required edits brought to the Board**

**Motion: Boris Tyzuk**

**Second: Parrish Offer**

- Appeal policy & Change Summaries Attached
- DEI policy & Change Summaries Attached

**Motion: Boris Tyzuk**

**Second: Parrish Offer**

- Convention Schedule and AGM Invite Attached



Strategic Planning

- Revised 2032 Strat Plan Translated for Approval

Attached MC

**Action: We have received some editorial comments and will present the plan for approval at the May 13<sup>th</sup> meeting**

**5. Finances & Operations**

- Cash on hand March 31, 2025
  - \$800k CAD
  - \$49k USD
  - \$3.05mil GICs
    - Included is \$54k CAD is referee GIC (1 year lock)
- COF funds reports have not yet been received for December 31<sup>st</sup>, 2024; however the COC has provided the following preliminary numbers:
  - Hoag fund: \$56,678.03
  - Ng fund: \$42,028.39
  - Wong fund: \$64,284.02
  - General fund: \$1,178,693.37
- VC's working Profit & Loss summary: A more detailed report will be provided at the end of April

PROGRAM NETS	Budget 24/25	Forecast 24/25	Variance Forecast to Budget	NOTES
National Competitions	\$ 1,195,653.00	\$ 1,596,049.43	\$ 400,396.43	Less locations in 24-25, with 14s regional, and one event for 15-18 in Edmonton
Pathways	\$ 127,000.00	\$ 291,818.39	\$ 164,818.39	Potential for greater revenues, with renewal of CSAI grant announcement (2nd half of this fiscal, not forecasted currently)
Regional Excellence Programs	\$ 25,250.00	\$ 685.54	\$ (24,564.46)	
Combine	\$ 4,468.40	\$ (580.66)	\$ (5,049.06)	Not being run- to be looked at for future years
Merchandising	\$ 21,700.00	\$ 35,815.07	\$ 14,115.07	
Marketing & Communications	\$ (188,540.00)	\$ (128,361.55)	\$ 60,178.45	Wilson settlement received, 75k
Corporate Operations	\$ (410,500.00)	\$ (784,999.75)	\$ (374,499.75)	Learning Management System Agreement Finalized, some Additional costs, centralized LMS core expenses. VBTV INVESTMENT, CSO posit
Beach Training Centre (Downsview)	\$ 122,200.00	\$ 117,504.56	\$ (4,695.44)	
National Team- Beach	\$ (257,000.00)	\$ (313,072.66)	\$ (56,072.66)	
National Team - Beach Athlete Support	\$ 0	\$ -	\$ -	
National Team - Men's Indoor	\$ (100,950.00)	\$ (385,585.42)	\$ (284,635.42)	Additional travel for VNL Finals, travel costs higher than expected for VNL
National Team Men - Athlete Support	\$ 87,500.00	\$ 123,802.60	\$ 36,302.60	
National Team - Women's Indoor	\$ (201,350.00)	\$ (145,378.94)	\$ 55,971.06	Budgeted on Olympic Qualification, did not qualify.
National Team Women - Athlete Support	\$ 35,000.00	\$ 28,082.96	\$ (6,917.04)	
Referees Development	\$ 798.20	\$ (4,067.39)	\$ (4,865.59)	
Team Canada Para Volleyball	\$ (161,570.00)	\$ (216,380.86)	\$ (54,810.86)	Attended both Super 6 and Annual Dutch tournament.
2024 Final 6	\$ (345,900.00)	\$ (203,883.25)	\$ 142,016.75	Provincial grant slightly higher than anticipated, Expenses slightly lower than projected across the board
NORCECA Obligation	\$ -	\$ (170,831.25)	\$ (170,831.25)	VC paid NORCECA to not host additional event, and support another host
2024 NORCECA u21 (Women)	\$ (268,600.00)	\$ (186,166.92)	\$ 82,433.08	Expenses lower than projected
2024 VNL	\$ 4,460.00	\$ 90,691.94	\$ 86,231.94	Event continues to steadily grow, expenses also growing
VC Overhead	\$ 327,180.00	\$ 402,337.76	\$ 75,157.76	
	\$ -	\$ -	\$ -	
TOTAL NET	\$ 16,799.60	\$ 147,479.60	\$ 130,680.00	

Significant items to note:

- Sport Canada has offered a Q1 advance on core funding of \$682,500 – cash flow was submitted on March 27<sup>th</sup> and funding is expected to be received in early April.
- An RFP for external audit services was posted to SIRC and provided to auditor contacts who have worked with other NSOs. Deadline is April 6<sup>th</sup>, after which the Finance & Audit Committee will meet to review/score submitted proposals and select an auditor for the 25-26 through 30-31 fiscal years.
- Year end audit starts April 28<sup>th</sup> 2025



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## 6. Ethics Committee

Boris.

- No appeals or disciplinary processes underway except what is identified in the Safe Sport Report

## 7 Athlete Council

Cam

- No new activity to report

## 8 Operating Reports

### WOMEN'S PROGRAM

#### STAFFING

- Hired new full-time Lead Therapist & Medical Coordinator - Lydia Maxwell from Vancouver WhiteCaps Elite Girls program & Soccer Canada - start April 7
- All staff in place across SNT, NG and Age Class National Teams:
  - U21 Head Coach- Olivier Faucher
  - U19 Head Coach- Gina Schmidt
  - Canada Cup Red & White Head Coach (U17)- Janelle Rozema

#### SENIOR TEAM / NEXGEN

- NextGen Try Outs adjusted to May 5-6, SNT Selection Camp May 8-9

### MEN'S PROGRAM

- **Senior Team**
  - All players still involved in pro season - most of them are in playoffs now
- **2025 Summer programs**
  - Planning and staffing almost complete
  - All online registrations are now closed. Invitations have been sent to athletes in all 3 programs (NextGen, U21 and U19). Awaiting responses
- **NEP**
  - Invitations to go out early next week.
  - On-going discussions to explore the feasibility of offering the 2025 program in Halifax instead of Gatineau. Final decision will be made early next week

### BEACH UPDATE

- 2026 VC Beach Carding Policy was approved by Sport Canada and published on the VC Website (<https://volleyball.ca/en/beach-teams>)
- As a new initiative, all 15 Beach National Team Carded Senior (4) and Next Gen (11) athletes are receiving a \$5,000 flight credit (\$75,000 total in flight credits) from Volleyball Canada's Beach National Team Program (Funded by OTP) for airfare to FIVB and NORECECA Beach events between April 1, 2025 and March 31, 2026.
- Upcoming Dates
  - Summer Carding Selection Camp: May 9-11
  - FISU Trials: May 24-25
  - 2025 Asuncion Pan Am Games (U23) Trials: May 31-June 1
  - FIVB U21 World Championships Trials: June 7-8



- NORCECA Open Trials: July 5-6
- FIVB U18 World Championship Trials: July 5-6
- Montreal Elite BPT event: August 13-17
- Beach Nationals: August 15-17
- University/College Beach Championships: August 30-31
- FIVB World Championships (Adelaide, Australia): November 14-23

## **SITTING UPDATE**

### **TCWSV**

- Staff update:
  - Lead Physiotherapist and Para Medical Coordinator – Erin Gordon (Edmonton, AB)
  - Lauren Vickery (IST Lead) on maternity leave in March – leave will be covered by Nicole Bewski from CSI AB
- Roster confirmed for 2025 PVPA Zonal Championship
  - 5 returning athletes from Paris2024
  - 4 new athletes
  - 1 returning athlete from Tokyo2020
  - Significant turnover in athletes, 3 athletes from Paris2024 on leave until fall 2025

### **TCMSV**

- Staff update:
  - Assistant Coaches confirmed, will rotate based on event and availability – Taylor Dyer (returning), Tania Harrison, Vinny Saporito
- Roster confirmed for 2025 PVPA Zonal Championships
  - 10 athletes returning from previous quad
  - 1 new athlete
  - 2 athletes from Paris quad still in program but not attending Zonal, additional new athlete not attending Zonal

## **WORLD PARAVOLLEY**

- Zonal Championship confirmed for May 21-29 in Denver, CO
  - 5 men's teams (CAN, USA, BRA, CRI, ARG) and 3 women's teams (CAN, USA, BRA) participating
  - Women's event will be shorter duration due to less teams. Will be able to save costs.

## **NATIONAL TRAINING CENTRES**

### **Beach High Performance Centre Update**

- Volleyball Canada's lease agreement for the training center in Downsview Park has been extended to May 31st, 2027.
  - There is a possibility that this date could be moved later in the future.
- Discussions regarding a new VC Beach High Performance Centre as part of a new Multi-Sport Center on [Villiers Island](#) are proceeding forward.
  - This will be the first development project on [Villiers Island](#) (4 km from Ashbridges Bay) with an expected opening in 2029 or 2030
  - An RFP (Managed by Waterfront Toronto) for the development of the Multi-Sport Center and Condominium Complex is tentatively planned for April/May 2025



- Volleyball Canada's proposed commitment to this project will be for annual leasing costs only with no capital expenditures by Volleyball Canada
- Volleyball Canada's detailed Terms of Reference (From Waterfront Toronto) are expected in April/May 2025 for consideration by the VC Board of Directors

### **National Team Training Centers Indoor research/proposals**

- Group in BC that is looking to lease a building (still under construction) for the building of a 12-court indoor facility in Cloverdale B.C. has received support from City of Surrey. Several National Team Alumni involved (Stephen Maar, Daniel JVD) in planning and financing.
- Met with Taza developments, they have an extensive development plan for area around 7-Chiefs complex and wanted to know what other buildings/amenities would aid VC if 7-Chiefs was to become a long-term training centre location. Several other sports buildings (pickleball & soccer) are looking to be build in area. Accommodations was stressed as greatest need, hotel will be build soon. Possible clinic/medical space would also be of benefit.

### **ATHLETE AND COACH PATHWAYS**

- Athlete and Coach Pathways Committee Meeting – April 4
  - Committee composition change over to new PTA rep, NextGen Coaching Staff
  - Rules of the Game working group members being identified and established
- Learning Management System
  - Full layout design available for feedback from various keyholders
  - MOU in early stages of draft for PTAs and VC.
  - Adaptation of NCCP Coach Modules to work within the LMS
  - Potential development of sitting resources section
- Pathways Coordinator
  - Sam Nadeau, New Brunswick
    - Worked with VC on a small project with CSAI grant, brings a strong skill set in technology, administration, grassroots, and understand of coach development.

### **REFEREE**

#### **Domestic Programming:**

- Heavily focused on VC National Championship logistical planning and coordinating with each of our PTA partners
- Successfully completed both CCAA and U SPORTS national championships and are working with our respective partners to review and improve events into future years
- Referee Committee continues to work with the EDs on recruitment and retention and the formulation of a nationally aligned strategy

#### **International Programming:**

- No projected development opportunities at the NORCECA and FIVB levels in 2025
- FIVB nominations continue to be received for both beach (Elite 16, Challenge, Futures) and volleyball (VNL, Youth Worlds) referees
- Recommended nominations are in draft and being prepared for presentation to NORCECA
- Para Zonal nominations received, others expected to come in due time

### **DOMESTIC COMPETITIONS**

- Sr Open was held Mar28 – 30 & was a success!
- Nationals' countdown is on!



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## INTERNATIONAL EVENTS

### VNL

- VNL Ticket sales to date (revenue to Apr 3):
  - Quebec: ~\$750,000
  - Ottawa: ~\$172,000 (slightly behind last year)
- Government grants:
  - Received confirmation of all QC grants for VNL:
    - \$150,000 from Quebec City Tourism;
    - \$150,000 from Grand Evenements QC.
    - \$450,000 from Min of Education
    - \$100,000 from Secretariat Nationale de Capitale
  - Ottawa: Obtained 3 year grant from Tourism Ottawa at \$175,000 per year; \$300k confirmed from ON govt
  - Sport Canada grants still not confirmed
- VNL confirmed revenue:
  - QC: \$1,625,000 (expenses \$2,000,000)
  - Ottawa: \$647,000 (expenses \$1,475,000)

### NORCECA 2025

- U19 Women's Pan Am Cup (June 22-29) at Queen's University
  - Teams confirmed:
    - Pool A: USA, PUR, MEX, VEN
    - Pool B: CAN, CHI, DOM, CRC
  - Tourism Kingston confirmed at \$10,000; waiting on ON Sport Hosting
- U21 Men's Pan Am Cup (Aug 3-11) at Seven Chiefs in Calgary
  - Applications in for CIP grant (~75k) and AB Major Events (~\$200,000)

### Beach Pro Tour 2025 (Aug 13-17, 2025)

- Putting contract in place with the promoter

### NORCECA 2026 (tentatively):

- U19 Boys Pan Am Cup (May 2026)
- Sr Women's Pan Am Cup (Sept 2026) or **Men's Olympic Continental Qualification Tournament**
- Olympic Qualification Tournaments to be out for bid

### LMS:

- PTA training continues, working on MOU for PTAs to outline their responsibilities
- Susan attending Docebo Inspire conference in April and looking forward to the PD opportunity
- LMS Team is working on a financial model to support the LMS

### VRS:

- Offline PTAs have been sending member imports at an improved pace over last year, allowing for nationals rostering to be completed much more quickly than last year
- As of April 1<sup>st</sup>, only 2 out of 1685 teams without full rosters



- VBT offer has been rolled out to all VC members; in the next week or so we will be sending out to members/staff/board who registered over the last month
- As of April 1<sup>st</sup>, Senior National Team athletes will be registered in Sportlomo to both VC and their respective PTA with a new import process (versus previous iteration of athletes registering self); this simplifies process for athletes and staff

## **IST**

### **Men's Indoor:**

- New hires:
  - Ashley Armstrong (Sports Dietitian) – All Teams
  - Dr Donna McDonagh (Lead, Mental Health) – All Teams
  - Dr Nicholas Poelman (Chiropractor) – Senior Team
  - TBD ASAP (Strength and Conditioning/Sport Scientist) – Next Gen/U21
- Future hires:
  - Junior Therapist (part time) w/U21 – position posted
  - Therapist (full time) w/Next Gen – 2-month contract. Will be posted in mid-April.
- On boarding of all IST staff/providers starting early/mid-April.

### **Women's Indoor:**

- The Women's Indoor National Team has hired a new coach, Giovanni who is arriving in the DTE early May. Shannon and I visited Gio in Türkiye a few weeks ago and had productive planning meetings regarding staff, the IST resources, and schedule.
- We have spent the last couple of months confirming new contracts for a team dietician, S&C coach (NextGen), mental health consultant, medical coordinator, and travelling therapists. We have also renewed contracts with our team physician, mental performance consultant (NextGen), and some of the travelling therapists.
- We have been working towards enhancing the athlete wellness and load monitoring dashboards using an RShiny application for Smartabase.
- Athletes are beginning to receive strength and jump loading programming to prepare them for tryouts and training camp in May.

## **SAFE SPORT/GENDER EQUITY, DIVERSITY & INCLUSION**

- VC continues to work on its transition to the Canadian Safe Sport Program (CSSP) under CCES. Links and code to take the training have been sent out to all and we are tracking.
- VC continues to work with OSIC for the transfer of cases to PTAs. Ontario is the only PTA with a few cases with OSIC. All other cases are with the Director for Sanctions and Outcomes (DSO) in the decision-making phase and VC is helping PTAs with the costs related to the DSO.
- All PTAs now have access to Independent-third parties for Safe Sport cases.
- VC is continuing to work with Alias on an IT mechanism ("Safe Sport Super- Highway") to ensure that Volleyball Complaints are directed appropriately within our system to the correct jurisdiction. Our goal is to get it up and running within a few weeks. VC is also working with Alias to update the Discipline & Complaints policy to ensure clarity in complaint management. Alias will manage process 2 non-Safe Sport complaints for VC moving forward.

**Action: Julie to follow up on board compliance on new safe sport training**



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## COMMUNICATIONS

- Communications/marketing plans under way for Nationals (Mezi), international events including VNL in Ottawa and Quebec City and national teams (Jackie) & NORCECA events (hosted in Canada).
- Auction update: Congrats to Courtney and all who worked on the auction. Just over \$65 k raised. Highest amount yet!
- Rolling out a comms plan for new VBTV membership offer. Provinces complete. More info to come on this.
- Solidifying plans (May 18 in Edmonton during 2025 Nationals) to celebrate the historic Paris 2024 medalists in beach and sitting volleyball. Travel is being booked; agenda created, etc.
- Working on assets (videos etc.) for upcoming Hall of Fame. Info: <https://volleyball.ca/en/news/2025-volleyball-canada-hall-of-fame-inductees-announced>

## PARTNERSHIPS / MERCHANDISE

- Sport Chek agreement has been finalized for 2025 Nationals in Edmonton
- Agreed to terms on a 4-year Gruppo Nutrition & VC partnership, reviewing the formal agreement
- The Volleyball Canada auction raised a record amount of \$65,135 during the 7 day online event
- Focus on Selling 2025 and 2026 Nationals 'Title' sponsorship, VNL in Ottawa and Quebec City and National Team 'Jersey' sponsors
- Focus on improving our e-newsletter and VC Online store integration to increase sponsor product sales etc.

## HUMAN RESOURCES

- Full-time Staff Support for 2025-2026:
- Volleyball Canada (VC) is excited to announce some updates to support to our full-time staff. Some updates for the current fiscal year have been added to the below rewards:
- VC will be offering a phone subsidy to a maximum amount of \$75.00. If you have your own device and are wondering if this perk could be extended for you, absolutely! Please continue to fill out the expense claim form.
  - Volleyball Canada is also extending the offer to employees to join the VC phone plan if they wish to be on the corporate phone plan (no need to file expense claims) and bring their own device. Please connect with Thalia if you are interested.
- VC understands the challenging schedule that comes with supporting teams and events. To support families while travelling, Volleyball Canada offers all employees with young children (under 12 years of age) \$200 per 7 consecutive days needed to be away from home for travel with teams/work events. Other family caregiving responsibilities can also be considered upon discussion with HR, and the approval of CEO.
- VC will provide Health and Wellness support of \$250.00 to all full-time staff. This amount can be used flexibly. Examples include (but is not limited to) gym memberships, counselling, home equipment, etc. This subsidy will be paid as an expense at the end of each fiscal year (March 31<sup>st</sup>)
- VC will provide hybrid-home office support to our full-time staff of \$250.00. This is to subsidize any additional items you may need for the home set up that has not already been



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provided by VC. This subsidy will be paid as an expense at the end of each fiscal year (March 31<sup>st</sup>).

- VC has updated the Per Diem and mileage rates effective April 1, 2024. Per diem has been increased to \$70/day, and \$0.50/km.
- We have also added an Employee Assistance Program (EAP) that is now added into our employee Benefits package that includes online services for mental health counselling, couples counseling, career coaching, health coaching, financial advisory services and legal consultation. Please reach out if you have any questions about how the program coverage works and how to access it.
- If you have any questions or would like more information, please contact Thalia Hanniman, Human Resources Lead at [thanniman@volleyball.ca](mailto:thanniman@volleyball.ca)

#### **09. Next Meetings**

- 13 May 2025 – 20:00 EST – Teams
- **(suggested Board arrival either 4 June or 5 June in the morning)**
- 5 June 2025 – 14:00 - Hall of Fame
- 5 June 2025 Board of Directors Meeting – 17:00 – 18:00 EST (Ottawa)
- 6 June 2025 – Presidents Council and Board of Directors – 08:00 – 09:00 (Ottawa)
- 6 June – Board of Directors Meeting 10:00 – 13:30 (Ottawa)
- **(6 June – suggested Board departure – late afternoon)**

#### **10. In Camera**

#### **11. Adjournment**