



Volleyball Canada Board of Directors
Tuesday, 13 May, 2025, 20:00 EST
Microsoft Teams

Minutes:

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

Second: Marie Christine Rousseau **6-0**

3. External Relations Update

- FIVB
 - o No update
 - o All competitions are starting up
- Sport Canada
 - o Advance payment on core funding agreement signed \$682.500
 - Still no firm number of total core for 2025-2026
 - o Single Sport Hosting agreements VC:
 - 150k VNL Ottawa
 - 150k VNL Quebec
 - 50k Beach Elite 24
 - o Sport now has a “ Secretary of State for Sport “
 - Adam van Koeverden
 - Adam will be attending VNL Ottawa
- NORCECA
 - o Canada competing in a record number of events:
 - U17 both genders
 - U19 both genders
 - U21 both genders
 - U23 women only
 - Pan Am Cup – both genders
 - Final 6 – both genders
 - Beach Tour – both genders
 - o First competition is U19 girls being held in Kingston



- COC
 - o COC Session April 25th and 26th was held in Ottawa
 - o COC along with NSO and MSO's drafting a response to Future of Sport Commission on an arms length Sport Agency

- PTA's
 - o Exhausted group just finishing up their provincial championships
 - o Concern over VNB team not getting seeded in Division 1, more comments under appeals and protests

4. Governance

Strategic Planning

- Volleyball Canada 2032 Strategic Plan Approval
Attached

Motion: Marie Christine Rousseau

Second: Parrish Offer

6-0

Volleyball Canada Convention and AGM

Attached

5. Finances & Operations

- Cash on hand May 7, 2025
 - o \$421k CAD
 - o \$47k USD
 - o \$3.0m GICs
 - o Included is \$54.5k CAD is referee GIC (1 year lock)
- COF fund reports to March 31, 2025
 - Hoag fund: \$57,681
 - Ng fund: \$41,999
 - Wong fund: \$64,994
 - General fund: \$1,193,784
- VC's working Profit & Loss summary pending finalized audit (attached)
 - o Operating Income for year end Mar 31 2025 300k+

Significant items to note:

- o Sport Canada interim payment of \$682,500 has been approved; total amount of funding for the 2025-2026 year is still unknown
- o Year-end audit is underway; first draft of financial statements is expected to be shared with Finance & Audit Committee by May 9th
- o Draft Financials have been reviewed and being presented to the Board for approval



Motion: Joanne Mortimore

Second: Parrish Offer

6-0

- RFP- audit services- on track for review in May, and recommendation to membership
 - BDO Canada LLP is being recommended by Finance and Audit to present to the Membership

Motion: Joanne Mortimore

Second: Parrish Offer

6-0

6. Ethics Committee

- Current appeals, complaints etc.
- NB U15 Cyclones team protested seeding policy, policy was applied properly
- As part of the Nationals review seeding will be looked at trying to maintain balanced competition while respecting provincial champions of all provinces

7 Athlete Council

- Updates and activity Cam
- Cam spoke to Jen Cross about athlete representation for the women's team and requested her and Kerry MacDonald meet to discuss

8 Operating Reports

WOMEN'S PROGRAM

- Hosted small training groups the final week of April and 1st week of May as athlete's returned from pro
- 48 athletes attended the nextgen selection camp May 5-6
- SNT selection camp hosted May 8-9, with 17 returning athletes and 19 Next Gen athlete's invited.
- Tried a new selection rubric process
- New Head Coach Gio was delayed in arriving to Canada as he was coaching in CEV Champions League Final with Vakifbank – Kiera competing in final 4 as well as Anna Smrek



MEN'S PROGRAM

- **Senior Team**
 - 3 players back training in Gatineau. Official start date is May 12
 - Dan Lewis' team (Poitiers) has advanced to the French league finals. He will arrive in Gatineau on May 20
- **NextGen Team**
 - Selection camp ends on May 8. 32 players at camp. Training will start on May 12
- **NEP**
 - Option to offer the 2025 NEP in Halifax has been tabled. We are currently developing an RFP for 2026 to go out to the volleyball Community in the near future

Beach Update

- Encouraging results by Canadian Beach teams at the Saquarema Elite (Apr 9-13) & Brasilia (Apr 16-20) Elite Events:
 - Brandie Wilkerson / Melissa Humana Paredes finished top 10 in both events (9th place Saquarema and 5th place Brasilia)
 - Sam Schachter / Jonny Pickett finish 13th place Saquarema and 9th place Brasilia – so far in 2025 Sam/Jonny have already won 6 FIVB Challenge/Elite matches more than Sam/Dan Dearing won in 2024
 - Lea Monkhouse / Marie-Alex Belanger qualified for the Brasilia Elite Main Draw and finished 19th – a first for this team
- For the first time, Mental Performance Consultant (MPC) interns have been secured for the 2025 Summer Development Program.
- Upcoming Dates
 - Summer Carding Selection Camp: May 9-11
 - 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 & TCMSV

- 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



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- Women's event will be shorter duration due to less teams. Will be able to save costs.
 - Additional events confirmed for summer/ fall
 - The Dutch Tournament (July 1 – 9), Assen NED
 - WPV World Cup (October 10-19), Fort Wayne, IND, USA

DEVELOPMENT

- OVA Provincial Team Program (Sit VB) Pilot
 - June 2025
- Improved processes and structure around Regional Training Centres
- Early 2026 – Next Gen ID and Development Camp

National Training Centres

Beach High Performance Centre Update

- 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 2031
 - An RFP (Managed by Waterfront Toronto) for the development of the Multi-Sport Center and Condominium Complex is tentatively planned for June 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 June 2025 for consideration by the VC Board of Directors

National Team Training Centers Indoor research/proposals

- An anonymous \$75k donation for Age Class National Team Athlete Support was distributed between Men's and Women's National Team programs based on financial need and performance potential.
- LA 2028 Olympic venues confirmed for Indoor (Honda Centre – Anaheim) and Beach (Alamitos Beach – Long Beach).
 - COC & CPC Looking to establish a Long Beach Hub for Canadian staff/athlete accommodation. We would likely stay here as it will be much closer than the athlete village at UCLA.

Athlete and Coach Pathways

- Athlete and Coach Pathways Committee
 - Rules of the Game working group
 - Established, meeting monthly
- Learning Management System
 - Exploring a contractor to support the launch of Volleyball Connect



- Coaching Development
 - Short term contract with Frank St. Denis to support the training of new Coach Educators across Canada. This project will help support the identification, training and consistency of the NCCP Coach Educators across Canada.
- Canada Cup – Beach and Indoor
 - Planning on going to delivery both indoor and beach in 2025, along with Canada Games.

Referee

Domestic Programming:

- VC Nationals have commenced. Excited for the positive results that will materialize from the excessive logistical effort put into the event
- Canada Cup, Canada Games and Beach programming is taking a forefront in operational planning
- Referee Committee continues to work with the EDs on recruitment and retention and the formulation of a nationally aligned strategy. Next meetings are in person at AGM/Convention

International Programming:

- No projected development opportunities at the NORCECA and FIVB levels in 2025
- Additional FIVB nominations received for Youth World Championships, FISU Games and Senior Women's world championships
- Challenged by the continuing lack of information from NORCECA with regards to finalizing our referee nominations for the 2025 NORCECA competition calendar
- Para Zonal nominations received; others expected to come in due time

Domestic Competitions

- Nationals are underway
- Livestreaming can be viewed for all of Edmonton at volleyballcanada.tv

International Events

VNL Quebec:

- Ticket sales to date (revenue to May 8):
 - \$1,097,480 Revenue, 26,295 Tickets Out
 - Approaching 8500 tickets on Saturday, June 14th (CAN vs FRA). ~10,000 current capacity for main bowl/floor seats
 - Looking at options to open top floor of Centre Videotron in case we reach capacity on Saturday.
 - School Day Game approx. 1500 Students/Teachers



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- Budget
 - Confirmed Revenue to date: ~\$2,014,000
 - Projected Expenses: ~\$2,000,000
 - Desjardins signed on as presenting sponsor at \$25,000. JD Groupe signed on for VIK of vehicles for event. PCN signed on for medical services VIK.
 - Fan Activations planned throughout the week
 - Multiple sponsor booths up in main lobby
 - First Nations Performances planned for June 11
 - Musical performances on June 13 & 14
 - Sponsor booths in main lobby
 - Operational planning progressing well and on track. LOC and Venue are very keen and great to work with
 - 6/6 teams confirmed travel plans and numbers
 - VIP invites being worked on and will be sent shortly

 - VNL Ottawa:
 - Ticket sales to date (revenue to May 8):
 - \$349,543.75 Revenue, 9,078 Tickets Out
 - Tracking better on Wednesday, Thursday & Saturday tickets compared to 2024. Friday & Sunday slightly behind.
 - Revenue does not reflect due to 1 less day of competition and sales.
 - Working on cross promotions with Women's Sports Clubs at TD Place (Rapid FC and Ottawa Charge (PWHL)) & OSEG Season Seat Members
 - School Day Game approx. 4700 Students/Teachers; 75 buses on site.
 - Media Campaigns ramping up for final push prior to event.
 - Budget
 - Confirmed Revenue to date: ~\$830,000
 - Projected Expenses: ~\$1,475,000
 - Operational planning progressing well and on track. With this being the 6th edition of VNL in Ottawa, many areas are rinse & repeat for operations.
 - 5/6 teams confirmed travel plans and numbers. Waiting on Serbia.
 - VIP invites being worked on and will be sent shortly.

NORCECA 2025

- U19 Women's Pan Am Cup (June 22-28) at Queen's University
 - Change of event dates due to FIVB U19 World Championships arrival date change from July 1 to June 30
 - Event now June 22-28, teams depart on Sunday, June 29
 - Change of dates significantly dropped Hotel & Meals expense.
 - Ticket Sales/Marketing:
 - Ticket release on April 28
 - All ticket options available (single day & tournament pass)



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- Marketing campaigns happening locally and thru Queens
 - Will promote event during the VNL Ottawa event
 - Coaching Clinic package available
 - Saturday morning Clinics with USA&CAN coaches, attending bronze medal match in afternoon
 - Budget:
 - ON Sport hosting grant confirmed at \$154,000
 - Confirmed Revenue to date: \$300,000
 - Projected Expenses: ~\$480,000
 - Operational planning progressing well and on track. LOC and Venue are great to work with.
 - U21 Men's Pan Am Cup (Aug 3-11) at Seven Chiefs in Calgary
 - No teams confirmed yet. Regulations have been sent to teams.
 - Ticket Sales/Marketing:
 - Venue working on manifest with new provider. Target of end of May for release of tournament package. Will need to wait for teams and schedule prior to single day release.
 - Save the date announcement released
 - Budget:
 - Still waiting on confirmation of grant applications. Municipal grant of \$75,000 confirmed.
 - Projected Expenses: ~\$650,000
 - Operational planning progressing where possible. LOC is beginning to engage with local community to spread the word about the event.

NORCECA 2026 (tentatively):

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

LMS:

- VC/PTA MOU regarding roles/responsibilities as well as LMS financial model discussed with EDs May 8th
- Susan attended Docebo Inspire conference in April, which was a very rich PD opportunity; came back with a vast amount of information as well as leads on Docebo partners to assist with preparation for launch
- Conference was valuable networking opportunity; post-conference have connected with several people to share ideas and exchange information



- Inspire also gave opportunity to learn about Open World Learning (OWL); a free platform for approved charities/non-profits to onboard staff/volunteers/board members to take part in online learning; VC was approved to have an account
- LMS team connecting with GuyKat, a Docebo partner (Susan connected with at Inspire); they are a professional services company who will be able to assist VC with IT/APIs/graphic work, consultation within the platform to help us toward a successful launch

VRS:

- VBTV offer has been sent to all members who were registered by mid-April; codes will continue to be sent to new members on ongoing basis
- Major development completed in SportLoMo (added basket timeout feature) which has been requested across the country; this improvement will have a positive impact on all registrations
- VC staff met with SportLoMo to start talks on contract (up for renewal in 2027); discussed challenges/successes as well as SL's Roadmap for the next few years; discussions ongoing
- 2025-26 new membership season preparations underway with PTA staff to get set-up in SportLomo/other VRS'; Participant Fee Category doc will be updated by month's end

IST

Men's Indoor:

- New hires:
 - Raphael Poulin – Strength and Conditioning Next Gen/U21 (Full time for the international season and entering our practitioner pathway).
 - Victoria Drouin – Therapist – U21 (will be part time and entering our practitioner pathway).
- Recently started training camp with Next Gen selection and about to begin with Senior Team. Currently in the middle of our intake process (performance testing, medical testing, etc.).
- Currently supporting U19 and U21 athletes with strength and conditioning support, recovery processes, nutritional strategies, and mental performance strategy pre-recorded videos as they prepare for upcoming training camps/selection camps.
- Currently working with Women's Indoor IST (MC Geneau) to have an aligned performance dashboard in our athlete management system. Will launch this week. Same has been completed on the medical side.

Women's Indoor:

- The women's indoor program is in the middle of NextGen and Senior tryouts.
- Head coach, Gio is arriving (May 7) and will help selection of the senior national team over the next two days (May 8, 9).
- On May 12, all Senior athletes will be in the DTE and they will be a part of "Intake week" which will include medical intakes, musculoskeletal screens, concussion baseline



testing, strength and power testing, bloodwork and ECG. This week will also involve a full week of on-court training.

- The new Mental Health Lead (Lauren McBride) and Sport Dietitian (Tiffany Rusch) will attend one day of training and introduce themselves during intake week and hold individual meetings starting May 19.

Safe Sport/Gender Equity, Diversity & Inclusion

- VC has fully transitioned to the Canadian Safe Sport Program (CSSP) under CCES for National level complaints. We have engaged the company Alias to manage non-Safe Sport process two complaints for VC and complaints from VC National Championships (Safe-Sport and non-Safe Sport process two complaints).
- Only Ontario has a few cases remaining with OSIC which need to be completed by July 2025. All other PTA and VC cases are completed.
- The Abuse-Free Sport Registry currently has the following number of Volleyball suspensions and members with provisional measures:
 - Sanctioned members: (5 of 14 on the registry)
 - BC – 1
 - ON – 1
 - AB – 1
 - NS - 2
 - Members with Provisional Measures: (5 of 11 on the registry)
 - BC – 2
 - ON – 2
 - NF – 1
- A volleyball registry will now have to be created, and we are seeking guidance on this.
- VC has completed its 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. The information is being reviewed by the PTAs and will be posted shortly.
- We have been busy ensuring Safe Sport compliance for all Persons in Authority at VC National Championships and have a Complaints Management Team (CMT) in place at each event.

Communications

- Tournament season underway for Nationals (Mezi), international events including VNL in Ottawa and Quebec City and national teams (Jackie) & NORCECA events (hosted in Canada). Consulting with the Beach Pro Tour Elite 16 in Montreal.
- Staffing update: Bilingual intern Cloé Mondoux of the University of Ottawa welcomed to the comms team on April 28. Will provide general assistance and work as a sport info officer at this summer’s Canada Games.
- VBTV offer roll out complete. More promo for next phase. Working with VW on this file.



- Finalizing plans (May 18 in Edmonton during 2025 Nationals) to celebrate the historic Paris 2024 medalists in beach and sitting volleyball.
- 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

- Agreed to 4-year partnership with video analysis company Hudl (Balltime), formal agreement being reviewed.
- 4-year Gruppo Nutrition & VC partnership signed and announced
- Sport Chek agreement has been finalized for 2025 Nationals in Edmonton
- Focus on Selling 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

- Yearly review of HR documents-compensation structure, contract templates and onboarding and orientation.
- Succession planning documentation
- Organization and tracking of VC Professional Development
- Coverage plan for Sport Safety Coordinator position
- Beginning research for HRIS solution

New Staff:

Giovanni Guidetti: Arriving in Canada May 7th

Departed Staff:

Lara Schroeder: Pathways Coordinator, finished April 17th (Hired replacement Sam Nadeau April 1)

Internship:

Ian MacIntosh: Beach Events Intern-May 1st

Cloe Mondoux: Communications Intern- started April 28th

Steven Luong- WNT Therapist and Team coordinator Assistant

Open Opportunities:

[Beach Volleyball Men's and Women's Summer Coaches](#)

[Therapist-Men's NextGen National Team Program](#)

[Sport Safety Coordinator-Contract](#)



09. Next Meetings

- **(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)

10. In Camera

11. Adjournment