



Volleyball Canada Board of Directors
Tuesday April 2nd. 2024, 20:00 EST
TEAMS

Minutes:

In Attendance : Kevin Boyles; Marie Christine Rousseau; Parrish Offer; Sylvie Bigras; Joanne Mortimore; Boris Tyzuk; 8:20 arrival Cam Wheelan: **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: Joanne Mortimore

Second: Boris Tyzuk

6-0

3. External Relations Update

- NORCECA

Mark

- North Central Zone Meeting May 10th Ponce Puerto Rico
- NORCECA Congress July 6th and 7th in Punta Cana
- Change in leadership for USA Volleyball post Paris

- Sport Canada

- 150k awarded to VNL last week of March
- 120k awarded EDI in the last week of March, difficult to execute
- Hosting dollars have been drastically reduced, example VNL received 400k last year and 250k this year
 - The reduction is being characterized as a cash flow issue, for the next 2 years, the impact caused
By small jurisdiction Canada Games and FIFA event
- Sport Canada has walked back a significant amount of the governance code requirements, the majority of the requirements changed to best practice or recommended. The mandatory ones will be part of the funding agreement
- The OSIC registry went public which is great, however, no notice provided



- FIVB
 - Board Meeting May 30th Lausanne
 - Launch Of the FIVB Foundation May 31st in Lausanne
 - Funding for men's indoor team full time next gen coach approved at the staff level
 - Electoral Congress to place in Porto Portugal in early November
 - Candidatures are due Mid May for all FIVB Commissions

- COC
 - Session meeting April 19th – 21st
 - Sport Canada DG and Minister of Sport to attend
 - By all accounts the lobby effort with finance was not too fruitful
 - New funding window for NSF Enhancement
 - Focus is on Paris right now

- PTA's
 - Trans gender policy
 - EDI next steps
 - NRC meeting

Mark

4. Governance

- Draft of Special Resolution - revised 27 March
Attached

Motion: Joanne Mortimore
Second: Boris Tyzuk **6-0**

- Board Mandate
Attached

Motion: Joanne Mortimore
Second: Boris Tyzuk **6-0**

- Summary of the ToR classifications
Attached

Motion: Joanne Mortimore
Second: Boris Tyzuk **7-0**



- Board committee ToRs
Attached

ACTION: All Committee Chairs will be asked to review and update

- Governance Committee
Attached
- Finance and Audit Committee Attached
- Nominations and Elections Attached
- Ethics, Discipline and Complaints Attached
- Strategic Planning Attached
- Athletes Council Attached

Screening Policy Attached

Action: Previously approved, definition of minor as it relates to various jurisdictions in Canada updated

- Reciprocation Policy Attached

Motion: Boris Tyzuk

Second: Marie Christine Rousseau 7-0

- Nominations & Elections – Call for Nominations Attached

5. Finances & Operations

- Cash on hand March 26
 - 62k USD, including a \$50k GIC
 - 3.4M CAD, including 2.5m+ in GICS
 - 100k CAD Referee GIC
- COF market value of funds at December 31 2024. We are awaiting the comprehensive report they usually issue for Dec 31:
 - Ng Fund: \$39,073.84
 - Hoag Fund: \$40,647.68
 - Wong Fund: \$40,700.25
 - General Fund: \$1,091,159.45
- Year End Approaching
 - VC Forecast: current projection from last week was \$140k deficit, likely closer to budget. **See attached for details in 2024-2025 Operations Summary March 2024**
 - Depending on spending, VC should be close to breakeven, better than budget.
 - Some late money issues with Sport Canada. Event hosting dollars coming in this fiscal late for VNL, and EDI/Gender Equity funding came in very late, not fully funded
 - Audit scheduled to start week of April 22



- New Fiscal:
 - Budget for Approval **See attached summary for details in 2024-2025 Operations Summary March 2024**
 - Just above breakeven budget
 - Challenges: Sport Canada hosting program. Much less funding being issued with funds focused on Canada games instead of International events
 - What's doing well: Nationals in Edmonton, projecting well financially even with Provincial grant being cut back

- BOD FAC Report March 2024
Attached
Recommend approval of the of the 2024 – 2025 budget.

Motion: Joanne Mortimore

Second: Sylvie Bigras

7-0

6. Ethics Committee

- Current appeals, complaints etc.
Boris

7. Athlete Council

- Cam
 - Hoping to schedule an April Athletes Council Meeting
 - Introduced us to the AthleteCan project – AthleteHub
 - One stop shop for all athlete resources

8. Operating Reports

WOMEN'S PROGRAM

- OTP support announced on February 13. Total support = \$300,000 (increase of \$100,000 compared to 2023-2024)
- All summer staff now hired, except for one NextGen assistant coach. Should be finalized this week
- Upcoming events
 - April 27-30 - NextGen selection camp in Richmond. 46 invited athletes. 14-16 will be selected
 - May 1st - A team training start date
 - May 5 - Travel to Belo Horizonte, Brazil for pre-VNL training camp
 - May 12-18 - VNL week #1 in Rio de Janeiro, Brazil

MEN'S PROGRAM

- OTP support announced on February 13. Total support = \$875,000 (decrease of \$50,000 compared to 2023-2024)
- NextGen coach (Dan Lewis' replacement) search on-going until April 15. Only 1 applications so far
- Upcoming events
 - May 2nd - A team training start date (Tuomas Sammelvuo arriving in Canada on April 30)
 - May 13 - Travel to Izmir, Turkey for pre-VNL training camp
 - May 19-25 - VNL week #1 in Antalya, Turkey



Beach Update

- Beach OTP Funding for 2024-2025 is \$900,000 (A decrease of \$25,000).
- Aidan Wilke has been hired as the full-time Beach High Performance (HP) Coordinator effective March 11, 2024.
- Interviews are taking place this week to select a new full-time Beach HP Therapist expected to start in April 2024.
- VC NORCECA Closed Trials will take place **April 17-18, 2024** at the VC Beach High Performance Centre in Downsview Park (BHPC). This event will determine the teams that represent Volleyball Canada at 2024 NORCECA Beach Tour events that occur in the first half of 2024. VC NORCECA U23 Trails will take place **May 7-8, 2024** in the BHPC to determine U23 NORCECA Tour teams for 2024.

Sitting Update

TCWSV

- WPV Super 6 dates confirmed June 8-16, 2024
- Paris 2024 Selection Camp April 25-28 in Edmonton
- Paris preparation plans include: Red v White Exhibition @ Nationals, WPV Super 6 (FRA), The Dutch Tournament (NED), Staging in Val de Reuil

TCMSV

- WPV Final Qualifier in Dali, CHN in April 1-10, 2024 (team departs Canada March 29)
- 8 team round robin, top 2 teams play in final with winner receiving Paris nomination
- Received some financial support from CPC to off-set some travel costs for eligible athletes (\$5k)
- Summer plans will depend on Final Qualifier results

Athlete and Coach Pathways

- 2023-2024 Community Sport for All
 - 23 direct funding to communities – YK, NWT, NU, NB, PEI, NS, NFLD. **See attached map**
 - Community leaders to attend the Atlantic Coaches Conference (40+ participants)
 - Funding provided to RCMP and Volleyball Quebec for coach mentorship program
 - U21 Norceca Legacy Speaker Series – 3 sessions with guest speakers and invited racialize youth female participants 'You are a leader'
 - U21 Norceca Coach Training – target Afghan, Iranian and other new Canadians with Mr. Yousuf Sadeq
 - Smashball Commercial and Promotion on going
- Canada Cup
 - 51 teams participating –
 - 7 Chiefs Sportsplex + Manyhorses High School
- Performance Coach Workshops
 - Indoor – English and French
 - Beach – English
- Coach Evaluator Training
 - in progress – Pilot project with Bongo & Google Classroom– video submission tool used for coach evaluations



- Team Canada Pathway Programs
 - Women Canada Cup Red and White, NORCECA U19, U17 World Championships identification ongoing
 - Women – U21 invites completed
 - Women - NEP invites completed
 - Men - U19 and U17 – to attend NORCECA competitions in May and June

Referee

- Highlight of Referee Nominations
 - Volleyball:
 - received numerous FIVB nominations for VNL, Olympic Games, and Youth World Championships
 - NORCECA nomination schedule is being finalized for all Continental Referee
 - Beach:
 - received numerous FIVB nominations for Olympic Games and Pro Tour (Elite 16 / Challenge) Events
 - Continental international referees will work at the Futures event in Halifax
 - Para:
 - Paralympics remain the highlight of the WOVD calendar
- International Referee Development
 - FIVB Volleyball Referee Candidate Course in August '24 (Bulgaria)
 - Canada will aim to have one candidate at minimum, potentially two if NORCECA approves
 - Two Canadian FIVB Referees have been accepted for Challenge Referee Training and Development
- Grassroots Referee Development
 - Grant monies received from Sport Canada focusing on gender equity initiatives. Referee component likely geared towards a Culture Audit for long term strategic planning
 - National Championships logistics for the 2024 events is high on everyone's priority list, but referee details are coming together with coordination and assistance from the PTAs
 - Received one body camera for personal testing within the club environment as a mechanism to minimize participant conduct towards referees. With positive testing results, VC could be considered as a viable participant within a sport study and garner access to a full complement of cameras to implement across a wide spectrum of the sport environment
- National Referee Committee
 - Working with the current chair to incorporate PTA leadership (EDs, TDs, Professional Staff, etc.) into the meeting environment to promote and enhance communications
 - Continued focus on bringing the PSO referee groups into alignment with all expected policy requirements and to increase communicative standards between PTA leadership and their respective Referee groups



National Competitions

- Snapshot of the registration details Attached
- Proceeding with the 18U Party for May 19th; 7 – 9pm '18U Send-Off Social', will have outdoor games, dunk tank, dj
- Accommodations compliancy check completed, overall most teams have booked. Will need changes for 2025 nationals; program hasn't been reviewed since 2017.
- MCSE grant confirmed for \$155k
- Most likely proceeding to 2025 having 15UB played weekend prior to three main nationals, will be held to similar scale as 14U event (merch available but no other activations). Will be in same facility, other events will be going on at same time limiting our access to activate.
- 2026 hosting play is currently under review to accommodate increased participation – will require one additional city/facility or extending our time in Calgary

International Events

VNL 2024

- Organizing Committee meetings have commenced and planning is underway
- Event passes went on sale Feb 13 for an advance offer, then Feb 15 to the general public
 - Over \$175,000 in sales to date
- Problem: ISSE grant awarded at \$250,000, while we had planned for \$400,000
 - Reviewing potential budget cuts
- Continued to plan for options for bidding on VNL 2025-2027 events.

2024 U21 Women's NORCECA Championships

- confirmed that we will host the U21 Women's event in Toronto at Pan Am Sports Centre on June 23-30
- no municipal hosting grant support
- awaiting word on ISSE and provincial grants

2024 Men's NORCECA Final 6

- This is now the Men's Final 6 rather than Pan Am Cup
- Have confirmed Centre Slush Puppie in Gatineau for the Pan Am Cup Aug 18-25
 - Municipal contribution: no charge for venue and associated services
- awaiting word on ISSE and provincial grants

Beach Pro Tour

- Montreal Elite 16 confirmed for Aug 29 – sep 1
 - Promoter has had some financial challenges
- Halifax Futures Aug 21-24

VRS:

- Working with Nationals team and Sportlomo to improve nationals registration system issues and test live site months in advance of 2025 registration
- Collaborating with all PTAs (using Sportlomo) to streamline development needs

LMS RFP

- RFP team continuing discussions regarding vendor applications
- Evaluation and final selection in progress



IST

Men's Update:

- Schad Richea will be the Senior Team therapist. Schad comes to us from Brandon Bobcats and has +27 years' experience in the field of Athletic Therapy. Among his many previous roles, he spent 7 years with the Calgary flames, was the department chair at Brandon University and has numerous years' experience working within Volleyball.
- Currently preparing for athletes to re-enter the National Team training environment so it is full steam ahead with planning, administration, and supporting the guys as they transition out of their professional clubs/University programs.
- Recently attended the first Volleyball Canada High Performance Summit with HP staff from other programs (beach, sitting, indoor). 2 days were spent collaborating, sharing, and innovating. More to come in this space for the future.

WNT:

- Hired Game Plan Liaison to coordinate and help athletes navigate Game Plan resources
- Hired MPC for Next Gen and NEP
- Hired a new Dietitian to work with all WNP teams
- Continuing to work on Smartabase handover for our AMS

Safe Sport/Gender Equity, Diversity & Inclusion

- VC currently has 13 individuals on the Abuse-Free Sport Registry with Provisional measures applied pending the completion of their cases. That is a decrease of 3 since the last report in February. Several cases have been completed, with no sanctions issued following the investigations.
- VC received a grant from COC for \$100,000 towards Safe Sport initiatives related to creating resources and assisting PTAs with compliance and enforcement of requirements. Funding to PTAs has been issued. Work is starting on new Safe Sport resources for Clubs and PTAs.
- Review of the Safe Sport for Youth platform has taken place, and the English videos are finalized. The French versions are being re-done to include voice-over narration by Guylaine Dumont rather than simply using captions.

Communications

- Planning meetings for international events (VNL and NORCECA) well underway in the area of comms/marketing.
- Nationals comms planning is getting into final stages (mainly organized by Mezi, comms coordinator).
- Continue to develop and add freelance content providers (video, photographers, other content creators) to help get through major events.
- Planning for HoF content (videos) underway.
- Ongoing: Developing content calendar for 2024 based on information currently available. Working with sport partners COC and CPC on team announcements for Paris; and coverage of major National Team activities.
- Auction complete (should be in partnership update).



Partnerships / Merchandise

- SportChek sponsorship of Nationals finalized
- Working with apparel partners to finalize Olympic & Paralympic uniforms
- Mizuno to sell replica team tracksuits and team Canada gear leading up to Paris
- Current focus is on selling 2024 Nationals 'Title' sponsorship and National Team 'Jersey' sponsors.
- Discussions ongoing with a few new prospective sponsors

Human Resources

- Salary grid is being finalized and implementation to start in the 24/25 fiscal year. Working doc on Market Zone distinctions created and edited based on feedback. Being implemented by senior leadership
- Current job openings: Beach Volleyball Summer Coach, Summer Student Assistant, Next Gen Coach-MNT
- New staff:
 - Finance & Administration Lead, Started Feb 26
 - Beach High-Performance Program Coordinator (full-time) – Key tasks: Support travel and logistics for program as well as revenue generation opportunities. started on March 11th

Note: Thalia (HR) had twins, boy and girl. All are doing well!

9. Next Meetings

15 May 2024 – Team Meeting

VC Convention – Sheraton Ottawa Hotel

Wednesday 5 June - 20:00 Hall of Fame

Thursday 6 June – 09:00 Convention

Thursday 6 June - 12:00 – 13:30 President's Council & VC Board

17:00 – 18:00 - Board of Directors Meeting

Friday 7 June

09:00 – 10:00 - Annual General Meeting and Special Members Meeting

10:00 – 13:30 - Board of Directors Meeting

Hotel Reservation will be booked by Lucie

Please see link below to complete and return by 3 May 2024

https://VolleyballCanada.formstack.com/forms/2024_vc_convention_registration

Flight arrangements: Please contact:

Ashley Orr

Boulevard Travel

T :403-802-4273 (Direct)

ashleyo@boulevardtravel.com

Please provide Ashley with the budget code for 6-2730 for your flight booking

10. In Camera

11. Adjournment