



- COC
 - NSF Enhancement program being launched
 - Lobby update held and Lobby day organized
 - Series of articles posted pre budget as part of lobby effort
 - Not expecting to see any new money for sport in the budget, but in the long run the advocacy should pay off

- PTA's
 - Planning in person December meeting same week as staff meetings
 - Private sector competition
 - Refs in non sanctioned events
 - Competition review
 - Coordination of Provincials and nationals
 - Non Sanctioned events and referees

5. Governance

Boris

- Fall Work Plan
 - New Committee members, Alana White VC, Jesse Mighton - Bennet Jones
 - Compliance review to Sport Governance Code
 - General By law review
 - Various Policies need reviewing and updating
 - Trans, Code of Conduct, Appeals, National Team Centres, Conflict of Interest
- work to be assigned to various Governance Committee members and reviewed at the annual in person Governance meeting in Toronto January 9 – 10

6. Finances & Operations

Howard & Mark

Please find attached information for Volleyball Canada's finances to Sept 30th, 2025, and a summary below.

- New*- Balance Sheet and cash flow summaries with year over year comparison
- New*-Canadian Olympic Foundation Funds 1st draft of tracking

The first half of the year is usually the busiest, with close to 70% of our forecasted expenses being accounted for, (April 1-Sept 30)

Volleyball Canada (VC) has hosted all major events, with some financial follow up to come- all indoor and beach national championships, as well as 4 international indoor events have been hosted in Canada.

Our finances continue to look better than budgeted, with the most impact coming from financial results from VNL Quebec-ticketing revenues, better than expected financial results from NORCECA events and our Indoor Nationals. The forecasted surplus is expected to exceed 600k, up from our approved budget surplus of 130k.



New info since the budget for this fiscal year was established:

- Sport Canada confirmed VC's core funding has increased from 693k to 850k for the next two fiscal years (25-26 and 26-27)
- Sport Canada Community Sport for All Initiative (CSAI) confirmed a \$300k grant to VC (budgeted 0) in July
- VNL in Quebec City's ticket revenues was \$450k above budget, VNL in Ottawa was \$100k below budget
- Both VNLS initially budgeted \$250k each in support from Sport Canada funding, and each were awarded \$150k, \$100k less than budgeted
- A \$200k Provincial grant was received for the U21 Men's NORCECA Calgary event, \$100k above budget
- Combined, the u19 Women's Kingston & u21 Men's Calgary events were 200k+ below budget with 3 teams total withdrawing prior to the events.

Investments/spending approved after approved budget:

- Hired a Technology Advisor to move forward in its digital strategy implementation (additional funds set aside to help operationalize as well)
- A website re-design will be pursued earlier than budgeted (originally budgeted for 26-27), with a Digital Project Manager now in place
- A Funds Development Director will start in the Fall of 2025
- Creating a new .5 FTE role focused on merchandise fulfillment and administration, previously was part of Office/Referee Administrator position
- Increase in Athlete support at indoor centres: Nutrition on site for SR and NextGen programs, adjustment in athlete assistance (Mens program)
- Team travel: we have added additional funds for both indoor programs, with the different locales the programs find themselves travelling to (ex/ Uzbekistan, Indonesia). Expansion in age class championships has provided challenges in travel and training
- Additional workspace at the Ottawa office: Currently working with Water polo Canada, as they are looking to decrease office footprint, and we are looking for additional. This will allow for additional storage for event items as well as increase in merchandise inventory, and more works space for staff in the National Capital region. Will be 90% of footprint/cost of office lease (currently 68%)

Cash on hand October 31st

- \$680k Chequing/Savings
- \$99k USD
- \$1.18m GICs
- \$55k CAD referee GIC (1 year lock)

COF funds reports have been received for June 30th, 2025.

- Hoag fund: \$59,568
- Ng fund: \$42,593
- Wong fund: \$67,041
- General fund: \$1.22m

Awaiting Sept 30 statements

Action: Mark to contact Michael French the COC for details on the fund.



Finance & Audit Committee meeting date set: Feb 10 2026, in person Ottawa. BDO will also be available and provide audit plan and report on interim update

7. Ethics Committee

Boris

- One Safe Sport case at the National level occurred, Boris will follow up with Caroline on details
- No appeals or discipline cases have come in to VC, Boris to follow up with Caroline on ALIAS numbers

8. Athlete Council

Cam

- Cam reported on AthletesCan meeting in Calgary
 - Was pleased to learn VC is doing well with the Athletes Voice
 - Shared our best practices
 - Cam to follow up with Mark and Kerry on some athlete council inquiries

9. High Performance Training Centres

Racheal

- Racheal is pleased to be leading this important group
- Her and Kerry are finalizing the Terms of Reference with the support from Boris
- Committee members are being recruited for both sub committees (beach and men's indoor)

10 Operating Reports

WOMEN'S PROGRAM

Staff Updates for WNT

- Kevin Valcke has been rehired as Lead Physiotherapist for the Senior WOmen's Team starting in January 2026. He will be 1.0 FTE during the international season (May-Sept) then move to 0.5 FTE for the remainder of the year as medical coordinator across the whole women's program.
- Just signed a contract for our new Senior Women's program coordinator- Justyna Kusiak will begin with us in Richmond from November 17
- Shannon is moving to reduced duties from Dec 1 when she moves to Dallas to take on her role as Head Coach of the Dallas Pulse in the MLV. She will continue her work as HPD in a reduced capacity Dec-April and then resume full time responsibilities post-season.

MEN'S PROGRAM

SENIOR TEAM

The only program active right now is our NEP

- Successful week of training (week of october 13)
 - 2 international Youth teams were in Gatineau: Australia Volleyball Academy and Jastrzębski Węgiel Youth Academy (Poland)



- ID camps for 2026 selection are now all confirmed:
 - December 6 - SK
 - January 3-4 - ON (Conestoga)
 - January 10-11 – BC (Richmond Oval)
 - January 17-18 – AB (Rally Pointe)
 - January 24 - NS
 - January 31 – QC (Gatineau)
 - February 7 – MB

BEACH UPDATE

- NORCECA World Championship Qualification Tournament in Punta Cana, DOM September 19-21, 2025
 - Sam Schachter/Jonny Pickett (M) and Marie-Alex Belanger/Lea Monkhouse (F) qualified for the FIVB World Championships in Adelaide, Australia (November 14-23)
- The VC Next Gen Beach National Team training moved indoors at the Downsview Beach High Performance Centre (BHPC) on October 20, 2025
- Upcoming Dates
 - FIVB World Championships (Adelaide, Australia): November 14-23
 - OTP Review Meeting: November 26 (OTP Submission due November 12)
 - 2026 Beach NT Next Gen Selection Camp (BHPC): December 12-14
 - 2026 Beach National Team Induction Camp (BHPC): January 12-16, 2026

SITTING UPDATE

- PV World Cup event completed for TCMSV and TCWSV, last event of 2025. This was another challenging tournament for both teams from logistics side, including but not limited to: inadequate accommodations, poor transportation and limited food for competing teams. We will be once again filing an official complaint with World ParaVolley.
- To participate in World ParaVolley events, we pay very high fees to both WPV and LOC and adequate hosting standards are not being met. For reference, the fee breakdown per team was as follows:
 - Entry Fee to WPV = €1250
 - Entry Fee to LOC = €2750
 - LOC Participation Fee (double accommodation room) = €149.59 per person/ per day
 - 12 athletes/ 6 staff/ 11 days = €29,168
 - **TOTAL = €33,618 = \$54,446 CAD (before flights)**
 - Despite challenges, both teams performed well. Highest level of play from men's team we have seen. New coaching staff is making significant impact to culture and winning style of play. Women's team performed well considering still playing with a limited roster due to athletes on leave. Achieved result outcome targeted for this event.
 - CAN Women - 4th place
 - CAN Men - 6th
- Both teams are now in off-season and World Cup debriefs ongoing.
- TCWSV is also working through OTP submission due in November.



NATIONAL TRAINING CENTRES

Beach High Performance Centre Update

Downsview Relocation Updates:

- Timelines for the VC Beach High Performance (HP) Centre as part of a new Multi-Sport Center (Block 16) on Oowkewin Minising:
 - Release of the Developer Request for Proposal (RFP) – Planned for late 2025
 - Volleyball Canada's proposed Beach HP Centre to be included Developer RFP materials for consideration
 - Selection of successful Developer – 2026/2027
 - Occupancy in 2031

CSO UPDATES

- EOI for men's centre have closed – 6 received, two additional verbal EOI's, awaiting submission.
- Updated the terms of reference for the Committee on High Performance Training Centres
 - Proceeding with nominations to the committee
 - Committee to review and decide on selected sites that will progress to RFP process
- Gatineau centre has been informed of process
- Sitting Women's program exploring hosting option in Calgary at CSI Alberta as well as in Edmonton and new Velodrome facility

ATHLETE AND COACH PATHWAYS

- Volleyball Connect (LMS)
 - Launched to Sportlomo PTAs in October
 - Launched to non-Sportlomo PTAs in early November
- Coach Education
 - Learning Facilitator Training – ongoing with 8 new LF's
 - In person meetings (Dec) to discuss long term road map for coach education
 - Lynne Leblanc will reducing her contract with VC to pursue new opportunities
- CSAI
 - Chrissy Benz contracted to delivery grant program
 - \$255,000 will be distributed to community groups, including clubs to provide funding for leader training and program delivery.
- Canada Cup
 - Indoor:
 - 2026 Host: Regina, SK July 21-27, 2026
 - 2027 Host: Montreal, QC July 26-August 2, 2027
 - Beach: Feedback from 2025 being collected, will begin planning for 2026 in November

REFEREE

Domestic Programming:

- In conjunction with the National Team programs, will be implementing Skill Shark as a tool for evaluation and assessment of referees
- Actively engaged in 2026 VC event preparations and logistical planning of referee services
- Establishing content for the Learning Management System and referee implementation in the new year
- Conducting a Level 4 Referee Candidate Course in November 2025



International Programming:

- Excellent 2025 by our nominated referees at FIVB World Championships, Beach Tour Events, Para competitions, and NORCECA
- International Referees will be meeting to recap the 2025 season and discuss all learnings
- No projected international development opportunities for the remainder of 2025 or 2026
- Preparing a grant application for the FIVB Empowerment Fund with a specific focus on high-performance referee coaching / mentorship

DOMESTIC COMPETITIONS

- Working with VNB, OVA, VA for a national approach to zero tolerance promotions at events.
- 2026 Competition Guide will be released this week
- Projections for '26 Nationals at 2005 teams. '25 projection was 1726 teams with 1620 who participated

INTERNATIONAL EVENTS

2027 World Championships

- Working on government funding, by end of November
 - Mark met with the Sec of State (Sport)
- 4 cities remain, each trying to finalize their submissions by Nov 24 deadline
- See attached status update

2026 NORCECA events

- Initiated OC meetings

2026 VNL

- Initiated OC meetings

2025 international events

- Finalizing reporting requirements

LMS:

- Volleyball Connect went live on Oct 1st for all PTAs that use Sportlomo; minimal login challenges for users (less than 70 since launch); to date, 1100+ unique users have successfully logged in
- Sportlomo has provided exceptional support in creating tools for VC to troubleshoot mapping issues between Sportlomo and Docebo
- Ongoing prep work to provide a positive launch experience for offline PTAs (those who do not use Sportlomo for registration)
- Volleyball Connect will launch to ON and NT on Nov 3rd, QC and SK on Nov 10th
- TDs and PTA Member Services staff are providing additional support to users as needed; all inquiries driven to VC shared mailbox

VRS:

- Working with Caroline to investigate options for a new backcheck provider due to issues with Sterling; currently in discussion with two providers
- Nationals registration prep is ongoing, onto testing phase ahead of registration open
- PTA/VC development collaboration has been going well; next meeting Nov
- Member Services and Pathways supporting SSO troubleshooting needs



PERFORMANCE SCIENCES AND INNOVATION

- Analyzing current IST structures for men and women's indoor and looking to possibly have a new model that fits with geographical and available resources for the upcoming years leading into LA 2028 and beyond.
- Created and distributed an RFP for applied performance technology that will cover indoor, para, and beach programs where required. Hoping to have something in place before the turn of the year.
- Revamping our NEP identification physical testing battery to be launched January 2026. Have sought out a small working group of industry experts to assist.
- Beginning to catalogue and develop new IST processes and procedures electronically (notion) for onboarding of future practitioners, and to have a long-term knowledge bank.
- Performance Sciences and Innovation Retreat – Planned for late January in Toronto. Save the dates sent.

MNT

- Successful in acquiring an Innovation for Gold (OTP) grant to help support testing equipment purchase for a kinetic and kinematic analysis of outside hitters and middle blockers project. Data collection to begin in the next month with USport based athletes.
- Began remotely supporting targeted athletes in USport/NCAA with Sport Nutrition and Mental Performance services for Fall/Winter.
- Assisting HPD with OTP Report and Submissions.

WNT

- Planning meetings with HPD to determine IST structure for WNT.
- Began formal mentorship of younger S&C coach with Next Gen/NEP teams.
- Assisting HPD with OTP Report and Submissions.

SAFE SPORT/GENDER EQUITY, DIVERSITY & INCLUSION

- As of Oct. 29, there are still 11 PTA volleyball cases with the Director of Sanctions and Outcomes (DSO) with Abuse-Free Sport still waiting to be finalized - 5 ON, 3 AB, 2NS, 1 BC. They are all in the drafting or editing stage of final reporting.
- VC has had one case completed with the Canadian Safe Sport Program (CSSP), which resulted in a remedial resolution being applied by CSSP that required the Respondent to undergo online one-on-one training on professional boundaries, with a trainer selected by the CCES. This is to be completed by December 31st.
- As noted previously, VC and PTAs are having issues getting background screening completed in an efficient manner and communication with First Advantage (previously Sterling Backcheck) has been challenging. Alberta faced a security breach and there is also the issue of the First Advantage servers being based in the US. VC has met with two Canadian Companies to seek a new provider and hopes to transition to the new provider by the start of the new year.
- Resource and promotional materials for The Youth Safe Sport Education program to help PTAs and Clubs easily promote and use the platform have been sent to each PTA. The materials include promotional graphics with the PTA's logo and a facilitator guide for reviewing the training in a group setting.



COMMUNICATIONS

- Planning underway for 2026 events, including National and International hosted events. Meetings underway with VNL hosts to discuss and initiate marketing/comms plans.
- Mezi (Comms) and Courtney (Partnerships) to attend Nationals site visit in early Nov. in Calgary
- Staffing: Digital Project Manager hired. Melanie Weber, who has a background in online projects as well as NSO experience, has begun the process of working toward a web site re-design. First stage is information gathering and setting a timeline for the RFP process. Will present a timeline to staff at the Dec. meetings.
- Beach World Championship coverage (mid to end November). Jackie to attend.

PARTNERSHIPS / MERCHANDISE

- Signed off on an agreement with SkillShark as our athlete evaluation software
- Finalizing contract with video analysis company Hudl (Balltime), for a 4-year partnership.
- Focus on selling 2026 Nationals 'Title' sponsorship, and National Teams 'Jersey' sponsor positions.
- Focus on improving our e-newsletter and VC Online store integration to increase sponsor product sales etc.

HALL OF FAME INDUCTEES FOR 2026

- Guy Bradbury---Referee
- Gilles Lepine----Builder
- 1976 Men's National Team
- 1976 Women's National Team

HUMAN RESOURCES

- Succession planning cont. CEO and senior staff
- VC Professional Development-data collection and analysis (ongoing)
- New positions hiring and onboarding (Fund Development Director, WNT Coordinator)
- Hiring for two internships (Domestic Events Intern, International Events Intern)
- Time in Lieu Policy review and updates
- Org Structure: Current state vs. Future state (planning for continued growth with staff)
- Planning meetings with Senior staff for 2026 season (Resourcing and HR needs)
- Transition of Mike Cook into new leadership role: Director of Sport Performance & Innovation (will now be overseeing all HP programs with performance, IST and innovation).

New Staff:

Contractor: Parrish Offer-Technology Advisor (Started Sept 29th)

Contractor: Melanie Weber-Digital Project Manager (Started Oct 1st)

Ruby Misra-Fund Development Director (Starting November 11th)

Departed Staff:

Jannah Paron-Women's National Team Coordinator (Last day was Oct 7th)

Upcoming Opportunities:

Women's National Team Coordinator-in hiring process (Replacement for Jannah Paron)



11. Next Meetings

November 4th	Team Meeting
December 4 th	Board arrivals
December 5 th	Staff and Board Meeting
December 6 th	Board Meeting

12. Other Business

13. In Camera

14. Adjournment