



**Minutes: Volleyball Canada Board of Directors
Tuesday November 5th, 2024, 20:00 EST**

Microsoft Teams meeting

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Meeting ID: 245 045 385 709

Passcode: Mz9hcb

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

Second: Marie Christine Rousseau

7-0

3. External Relations Update

- FIVB
 - o Congress occurring in Portugal November 14th -17th
 - o Empowerment applications being accepted in the New Year
 - o VNL tickets will go on sale world wide in December
 - o VBTv program – free for one year for
- Sport Canada
 - o New Support Sport program launched last week, 6 weeks to complete
 - this new version of core allows you to apply to 1 – 4 years of funding
 - seem to be in good shape with policies, and governance etc
 - we will ask for 1.2 M with no expectation of new funds
 - o CCES consultation in the transition from OSIC is happening this week
 - o Future of Sport Commission is currently on a cross country tour. We had an hour and half with the commission on the 21st and they are currently scheduling a follow up call and have sent us a number of follow up questions

NORCECA

- o We are waiting on the summer NORCECA event calendar to come out
- o Challenging to find locations the longer we wait



COC

- Session Confirmed Ottawa April 25th – 27th
- Project Lighthouse which is a funding program for Safe Sport and governance for the Sport System – they are funding the launch and back end tracking software for the youth module

PTA's

- All showing major growth
- 15 – 20% seems to be the norm
- Meeting with a significant donor tomorrow – 350k over 7 years toward NEP – boys and girls
- Trans legislation was introduced in Alberta
 - o Schools and sport bodies have until next fall to be in compliance
 - o Not a VC issue at present but could become one with Nationals in Alberta
 - o Athlete in question met with the team received a positive response from all but one athlete

4. Governance

- Operating TOR's
 - o Operating TOR's have gone back to current committee chairs for review
 - o Anticipate an update at the December in person meeting
- Strategic Planning MC
 - largest level of community engagement ever

5. Finances & Operations

Cash on hand Sept 10

- 14k USD,
- 530k CAD, including 300k+ in GICS
- 52k CAD Referee GIC (1 year lock)

Quarterly Board Report Notes:

Please accept this as our Finance Update. Attached files include:

- COF funds reports provided by COF, to June 30th 2024 (awaiting Sept 30th 2024 reports).
- VC's Profit & Loss statement, with Budget, year to date to Sept 30th, as well as an updated Forecast. Management notes are listed by program area in column M.
- VC Balance Sheet Summary as at Sept 30th 2024.

Program areas to previously brought to your attention (June 30th 2024 Update):

- National Team- Men's Indoor: The net forecast to budget variance is minus 200k+. Travel costs are a big factor in this, specifically VNL.
- National Competitions: the net forecast to budget variance is plus 300k+. Revenues are higher than budgeted, as well as some costs coming in below budget.
- A NORCECA obligation that was unbudgeted arose, where VC paid \$125k USD to support another region hosting a NORCECA event, instead of in Canada.

New items to bring to your attention:

- Corporate: Captured unbudgeted LMS, as well as LMS core expenses (previously spread through other programs)
- 2024 Final 6 budget better than projected due to late Sport Canada funding (\$50k) as well as provincial grant higher than projected and expenses lower



Some additional notes:

- Projection of VC's surplus has increased 100k, due to success of Indoor Nationals financially.
- Sport Canada Excellence funding was delivered after June 30th 2024, \$2m+ was received July 8th
- In general, travel costs continue to be extremely difficult to project. 2 trips this year for indoor HP programs have involved flight cancellations and additional costs for room nights and re-booking. The men's indoor team qualifying for VNL finals added 75k+ to VNL travel.
- Post Olympics, we will have more information on funding programs through COC to support the sport system, as well as Sport Canada's renewal of the CSAI funding. VC has not budgeted for any net gain from these currently

6. Ethics Committee

- Current appeals, complaints etc. Boris
 - OSIC Complaint Summary
 - 98 complaints from volleyball
 - Of the 98, 92 were provincial, 6 from nationals, 2 VC

7 Athlete Council

- Updates and activity Cam

8 Operating Reports

WOMEN'S PROGRAM

- Teams
 - NEP in Richmond about halfway through. Going well
- Staffing
 - Applications for the S&C/IST lead position closed on October 27. Selection Committee to meet on October 30 to establish shortlist of applicants (27 in total).
- Quad debrief
 - Took place in Richmond on September 24-25. Report produced by Ron Wuotila. 2 documents attached: Summary of the report + list of prioritized action items
- OTP review. Will take place on November 27. All written material has to be submitted by November 13

MEN'S PROGRAMS

- Teams
 - NEP in Gatineau about halfway through. Going well
- Staff
 - Tuomas Sammelyuo is the new father of a baby girl (Lilianne), born on October 29. Both the baby and the mother are doing well
- OTP review. Will take place on November 26. All written material must be submitted by November 12

Beach Update

- Mark Gatto has resigned as the VC Beach Next Gen Women's Coach effective November 8th.
- Sarah Pavan announced her retirement from the Beach National Team (<https://volleyball.ca/en/news/two-time-olympian-sarah-pavan-announces-her-retirement>)
- The Paris 2024 Debrief has been completed and will be part of the VC Beach OTP Submission and Review.
- Quad Debrief: The debrief process for the past 3 year "quad" (2022-2024) will be led by a third-party consultancy group ([Obliq3](#)). In addition to completing the debrief process, Obliq3 will then work on aligning all program wide feedback, event debriefs and reviews into a streamlined process that permits the outcomes to be clearly communicated, monitored and built into operational plans. This will be an ongoing partnership throughout the next quadrennial (2025-2028).



- Upcoming Dates
 - OTP Beach Submission due date: November 12
 - OTP Beach Review Meeting: November 26
 - Next Gen Carding Selection Camp: November 29-December 1
 - Downsview BHPC Facility closed: December 21-January 5
 - Beach Senior and Next Gen Induction Camp: January 6-10
 - NORCECA Closed Trials: February 12-13
 - Spring Break Camp: March 10-14
 - Summer Carding Selection Camp: May 9-11
 - Return to Ashbridges Bay (Outside training): Mid-May (weather dependent)

Sitting Update

TCWSV

- Quad/ Paralympic debrief completed, awaiting final report from RW Consulting (Ron Wuotila)
- Assistant Coach/ Development Coordinator job posting in progress and is being adjusted after some initial feedback from debrief
- OTP submission due November 13, OTP Review Meeting November 27 (virtual)
- Working on 2025 schedule – training and competition but limited info from WPV
- Upcoming competition: PVPA Zonal Championship
 - Sometime between April and July 2025
 - Limited bids for event – likely USA hosting but to be confirmed.

TCMSV

- TCMSV Head Coach job posting being translated and will be posted once received
- Working on 2025 schedule – training and competition but limited info from WPV
- Upcoming competition: PVPA Zonal Championship
 - Sometime between April and July 2025
 - Limited bids for event – likely USA hosting but to be confirmed.

National Training Centres

Beach High Performance Centre Update

- Volleyball Canada has been informed that the original Downsview eviction date of June 2025 has been extended to 2 years from a formal notification that has not yet been given. This means that the earliest eviction date will be in late 2026 at the earliest.
- Discussions regarding a new Beach High Performance Centre on Villiers Island (Previously the Toronto Port Lands) are proceeding well and a more detailed update will be provided to the Board in the coming weeks/months.

National Team Training Centers Indoor research/proposals

- Was approached by a Calgary development group as part of a neighborhood build. Custom build facility, with partnerships (private school and other sport partners), looking for anchor tenants
- Ask was \$10m in fundraising, would be given board seat on charitable org which operated the sport facilities (recent example: Saville in Edm, with VA having a seat). VC staff unwilling to commit to \$10m obligation (never reached MOU stage)
- Could not give us firm lease rates, as funding was in progress and dependent on what needed to be borrowed vs what could be sourced/invested
- Sought advice from Kevin B on this, who works in this space



Athlete and Coach Pathways

- Completed a coach survey. Attached summary report.
- Conducted a Coach Educator Training session to obtaining feedback on workshop delivery and evaluation
- Technical Meetings Scheduled for Dec 16 & 17 – Ottawa:
 - Agenda includes, but not limited to:
 - Coach survey results
 - Coach educator feedback
 - LMS Introduction
 - Women NEP 2020-2024 report
- CSAI Final Report completed. See attached impact report and video
 - [CSAI - Volleyball Canada Recap Video - Google Drive](#)

Referee

Domestic Programming:

- Referee Committee commenced with a quarterly meeting schedule, engaging the PTA EDs and professional staff with a focus on recruitment, retention, communication, finances, and registration services
- Developing modernized content to further the capabilities of the referee
 - LMS engagement (discussed in other reporting)
 - Digital rulebook and referee resources: <https://online.flippingbook.com/view/444563244/>

International Programming:

- Successful promotion of a new Para International Referee (Greg Hawthorn – AB)
- Engaged in para development opportunities in BC in preparation for the Invictus Games and to further promote the discipline
- 2025 Nominations for Beach and Volleyball referees are anticipated to be distributed in January. High expectations for the next quadrennial.

Domestic Competitions

- Combine is on hold for the 24-25 season
- Website live with majority of 2025 information
- Pre-registration & Expression of interest open in December
- Events Team meeting Nov 4/5 for Nationals planning
- New staffer, Abbi Verge & new intern, Max Rhodes – biggest team yet!

International Events

International Events 2024 wrap up

- Finalizing financials: overall we have done quite well staying on budget for 2024 events
- Providing final reports so we can collect on final grant disbursements

VNL 2025-2027

- Signed contract for 3 year deal for VNL
- VNL Quebec City 2025
 - Expensive!
 - Lots of work trying to maximize grants in QC
 - Club Rouge et Or agrees to be 25% partner

Beach Pro Tour 2025

- No updates on promoter selection for Montreal BPT event
- Halifax Futures event hopes to return but not certain



NORCECA 2025

- Still waiting on confirmation of NORCECA events for 2025.
- It's getting very late to be able to secure venues/hosts for 2025

LMS:

- Docebo formal onboarding will be done end of Nov
- Content development ongoing
- Progress will slow Dec/Jan (staff constraints, nats reg prep)

VRS:

- Final bug fixes for nationals wrapping by mid-Nov
- Ongoing testing
- Member Services & Nationals Team regularly meeting to stay on track

IST

Men's Update:

- Currently writing Performance, Science, Research, and Innovation portion of our High-Performance Plan. This will detail strategies for the IST for the next quad and show the important steps we need to take to in order to have our athletes in the best possible position to medal in LA and Brisbane. Will involve some structural changes and additions to our staff compliment but will depend upon funding.
- Related to this, have already begun redesigning our delivery model of services in the areas of nutrition and mental performance/mental health. The goal will be to support development athletes in their University/College seasons as best as possible so they arrive in Gatineau with exposure and some work undertaken in foundational elements of these areas.
- Completed an in-depth IST debrief (quad) with both practitioners and athletes. It highlighted some aspects of what we have been doing really well through the Paris quad and need to continue. It also highlighted some areas of improvement for within the IST and support to our athletes.
- Will be applying to Own the Podium Innovation for Gold Grant to help support a future biomechanics project.
- I am currently enrolled in the Own the Podium Lead Program. This program is designed to enhance my unique leadership identify and is due to be completed in February 2025.

Safe Sport/Gender Equity, Diversity & Inclusion

- As of Oct. 31, 2024, VC has six (6) individuals on the Abuse-Free Sport Registry with Sanctions and another nine (9) with Provisional Measures applied pending the completion of their cases. There has been no change since the last report.
- VC/PTA Safe Sport Working Group has met with two (2) Companies that provide Independent third-party complaint systems to replace Abuse-Free Sport who will no longer provide system-wide support for volleyball in the transition to CCES. The group will meet with a third company and will then decide on the best path forward.
- We are working on the launch of the Safe Sport for Youth Education Videos. There is considerable interest in the sport community to use the platform. COC has reached out to VC to provide funding to increase capacity through It and staffing to help make the platform available to all at no cost.
- We met with the Future of Sport Commission and VC's Safe Sport program was a positive topic of conversation with the group.



Communications

- Communications/marketing planning under way for Nationals (Mezi), international events including VNL in Ottawa and Quebec City and national teams (Jackie) and the fundraising auction (Courtney).
- Developing a comms plan for new VBTV membership offer (details to come). Close to getting deal finalized.
- CSAI (community sport for all) content creation underway.
- Ongoing: Continue to develop and add freelance content providers (video, photographers, other content creators) to help get through major events.
- Adding privacy option features to web site.
- NEW: Looking at opportunities (ideally around May 18 in Edmonton during 2025 Nationals) to celebrate the historic Paris 2024 medalists in beach and sitting volleyball. Factors that may affect the date are the beach Pro Tour schedule (yet to be released – likely mid-NOV), and other availability issues. Include a celebration involving vball community; fans; media, sponsor activations etc. This would be separate from H of F.

Partnerships / Merchandise

- Discussions continue on a new 4-year renewal with women's beach program sponsor,
- Left on Friday through the 2028 LA Olympics.
- Current discussions ongoing with potential new sponsors Balltime Video Analysis, Huha Underwear, Vktry Insoles and Gruppo Nutrition.
- Meeting in the calendar with Sport Chek to discuss renewal for multi-year sponsorship & 2025 and 2026 Nationals.
- Discussions ongoing with Jumblete for men's beach program and knee brace categories separate.
- Focus on Selling 2025 and 2026 Nationals 'Title' sponsorship, VNL in Ottawa and Quebec City and National Team 'Jersey' sponsors.
- Agreement with Nothers the Award Store is coming to an end. Renewal discussions taking place.
- Focus on improving our e-newsletter and VC Online store integration to increase sponsor product sales etc.

Hall of Fame

- The Awards committee agreed on the following individuals to be the next 2025 Hall of Fame Inductees:
 - Debbie Jackson, Referee
 - Dave Carey, Builder
 - Wanda Guenette, Athlete
 - Randy Gingera, Athlete
 - Neil Johnson, Athlete



Human Resources

HR Update

- In process of translating the Employee Handbook. Once received will circulate to all staff
- Orientation Manual being updated- will provide for feedback once staff have reviewed
- Recruitment:
 - Chief Sport Officer (closes Nov 1)
 - WNT S&C Coach, IST Lead (evaluating applicant submissions)
- Arrivals:
 - Abbigail Verge, Domestic Events Assistant (previously events intern)
 - Max Rhodes, Domestic Events Intern
- Departures:
 - Mark Gatto (Nov 8/2024)- Beach NextGen Coach (W)

09. Next Meetings

- VC Staff and Board of Directors: **Sandman Hotel - Ottawa**
 - Tuesday, 10 December - out of town arrivals
 - Wednesday, 11 December
 - Thursday, 12 December
- Friday, 13 December – Board of Directors meeting

10. In Camera

11. Adjournment