



**Minutes: Volleyball Canada Board of Directors
Tuesday September 17, 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; **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: Cam Wheelan

Second: Joanne Mortimore

6-0

3. External Relations Update

- NORCECA Mark
 - NORCECA U23 men's event is on right now in Suriname
 - NORCECA preparing for FIVB Congress
- Sport Canada Mark
 - SSP Presentation – August 2024
 - SSP Background - August 2024
 - Future of Sport Commission being rolled out
 - VC will present October 21st
 - 50k received for Sport Hosting (Final 6)
- OTP Mark
 - 2028 Minimum Criteria Decision Making and Ranking Principles
 - 2024 Summer Technical Briefing
 - New ranking system created
 - Prioritizes depth of field and medal potential



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- FIVB Mark
 - Knowledge Transfer staff, Dawna Sales, Josh Toltesi and Cassandra Nicol started at the FIVB today
 - World Championship Pools for the men came out today:
 - Japan
 - Canada
 - Turkey
 - Libya
 - Electoral Congress in Porto in November
 - Ratification of President Elect Fabio Alvezado
 - Empowerment application window opens up after Congress

 - COC Mark
 - Shared service contracts renewed
 - Fasken VIK
 - Airbnb VIK
 - COC Session
 - Ottawa April 25th – 27th
 - Budget Lobby has been reactivated

 - PTA's Mark
 - Concerns of refs and associated fees
 - OSIC fees and transition

 - Olympic and Paralympic Experience
 - Discussion on our Olympic experiences
 - First women's beach medal
 - First Para Sitting medal
 - Discussed potential of medal celebration In Edmonton in conjunction with Nationals

 - 4. Governance**
 - Operating TOR's for the various committees have been updated and reviewed.
 - Update to be provided at the next meeting

 - 5. Finances & Operations**
 - Volleyball General Fund Attached
 - Volleyball Wong Fund Attached
 - Volleyball Hoag Fund Attached
 - Volleyball Ng Fund Attached

 - Cash on hand Sept 10
 - 112k USD,
 - 1.2M CAD, including 750k+ in GICS



- 52k CAD Referee GIC (1 year lock)
- COF statements for June 30 2024 received (attached)
- Budget to Forecast update- no major changes from last, some minor variances (see below)

PROGRAM NETS	Budget 24/25	Forecast 24/25	NOTES
National Competitions	\$ 1,195,653.00	\$ 1,532,606.83	Less locations in 24-25, with 14s regional, and one event for 15-18 in Edmonton
Pathways	\$ 127,000.00	\$ 152,266.96	Potential for greater revenues, with renewal of CSAI grant announcement (2nd half of this fiscal, not forecasted currently)
Regional Excellence Programs	\$ 25,250.00	\$ 25,250.00	
Combine	\$ 4,468.40	\$ 4,468.40	
Merchandising	\$ 21,700.00	\$ 21,700.00	
Marketing & Communications	\$ (188,540.00)	\$ (139,905.76)	Wilson settlement received, 75k
Corporate Operations	\$ (410,500.00)	\$ (498,030.83)	Learning Management System Agreement Finalized, some Additional costs
Beach Training Centre (Downsview)	\$ 122,200.00	\$ 148,742.79	
National Team- Beach	\$ (257,000.00)	\$ (274,893.10)	
National Team - Beach Athlete Support	\$ 0	\$ -	
National Team - Men's Indoor	\$ (100,950.00)	\$ (340,222.78)	Additional travel for VNL Finals, travel costs higher than expected for VNL. Olympic settlement to come
National Team Men - Athlete Support	\$ 87,500.00	\$ 87,500.00	
National Team - Women's Indoor	\$ (201,350.00)	\$ (144,132.25)	Budgeted on Olympic Qualification, did not qualify.
National Team Women - Athlete Support	\$ 35,000.00	\$ 35,000.00	
Referees Development	\$ 798.20	\$ 4,174.09	
Team Canada Para Volleyball	\$ (161,570.00)	\$ (218,522.65)	Attended both Super 6 and Annual Dutch tournament.
2024 Final 6	\$ (345,900.00)	\$ (343,921.97)	
NORCECA Obligation	\$ -	\$ (168,750.00)	VC paid NORCECA to not host additional event, and support another host
2024 NORCECA u21 (Women)	\$ (268,600.00)	\$ (182,142.12)	
2024 VNL	\$ 4,460.00	\$ 12,513.22	
VC Overhead	\$ 327,180.00	\$ 400,607.46	
	\$ -	\$ -	
TOTAL NET	\$ 16,799.60	\$ 114,308.28	

6. Ethics Committee

- Current appeals, complaints etc. Boris

7 Athlete Council

- Updates and activity Cam

8 Operating Reports

WOMEN'S PROGRAM

- Teams
 - All Senior and Youth activities have stopped.
 - NEP started on September 11
- Staffing
 - Rob Hooper is no longer with VC. His last day was August 27
 - We are currently looking at options to replace him
- Players transfers
 - We currently have 64 international transfers (and counting) in operation
- Quad debrief
 - Will take place in Richmond on September 24-25 (Ron Wuotila will facilitate)
 - Discussion on athlete rep and captain meeting prior to the debrief with Mark

MEN'S PROGRAMS

- Teams
 - All Senior and Youth activities have stopped.
 - NEP started on September 9
- Players transfers
 - We currently have 107 international transfers (and counting) in operation



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- Quad debrief
 - Took place on July 7-8
 - Olympic debrief is on-going (HPD Individual meetings with area Leads: Michael Cook-Tuomas Sammellvuo-Cassandra Nicol)
 - **Review and Approval of Ville de Gatineau Motion:**
(background is this is required for governance purposes in Quebec)

Motion: Parrish Offer

Second: Joanne Mortimore

6-0

Beach Update

- Completed VC Beach Events:
 - August 21-25: Halifax Futures Event (Halifax, Nova Scotia)
 - 20 Canadian beach teams participated with 7 women's and 5 men's teams qualifying for the Main Draw
 - 25 men's teams from 8 different countries total plus 19 women's teams from 6 different countries total
 - August 31-September 1: University/College Beach Nationals (Ashbridges Bay, Toronto)
 - 40 teams total participated from 18 institutions (10 colleges and 8 universities) from Ontario, Alberta and Quebec
- Upcoming Dates
 - Return to indoor training at Downsview BHPC: October 15
 - OTP Beach Review Meeting: November 26
 - Next Gen Carding Selection Camp: December 6-8
 - 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

- BRONZE - Paris 2024 Paralympic Games (3-0 vs BRA in bronze medal game)
 - first medal for Canada in Sitting Volleyball
 - first Canadian team sport Paralympic medal since 2012
- only Canadian team sport medal at 2024 Paralympic Games
- Quad/ Paralympic debrief end of Sept into Oct facilitated by Ron Wuotila
- Will be posting FT assistant coach position in fall

TCMSV

- Jeff Smith (HC) relieved of duties
- Posting for HC position to be completed in fall
- Review of TCMSV IST structure currently underway



- maximize resources
- better utilize sport partners (CSI-AB)
- best practices and sharing of resources from TCWSV where appropriate

Athlete and Coach Pathways

- Coach Development
 - Coach Survey to be distributed
 - Data to be gathered – learning preferences, realities
 - Content development and integration planning
 - NEP Women Coach Opportunities – 27 coaches (23 female, 7 male)
- Team Canada Pathway Programs
 - U17 Women – 13th place, World Championships
 - NEP Underway – 19 athletes, 6 Provinces Represented, 1 Int.
- Regional Excellence Programs
 - 7 active centres
 - 30+ coaches
- Community Sport
 - Smashball Promotion – website updated and promotion of workshops on-going

Referee

Domestic Programming:

- Referee Committee is actively engaged with all PTA Referee groups to ensure the new season of play is starting strong, with specific focus on recruitment, retention and development
- Continuing engagement with PTA Leadership with a goal of closing the communication gap both nationally and regionally

International Programming:

- Successful application to the upcoming WPV International Referee Candidate Course (October 2 – 7, Czechia)
- Updating Olympic and Paralympic Success
 - Indoor: Nominations to both men's and women's bronze medal match
 - Beach: Nomination to men's bronze medal match; Challenge referee nomination to men's bronze medal match and women's gold medal match
 - Para: Nomination to men's and women's gold medal match
- Engaging NRC sub-committee chairs for quadrennial review and planning into future quads

National Competitions

- Beach Nationals a success – growth of participation and set up is positive
- Beer garden was successful for first attempt – working with Boardwalk/John May was very positive
- Currently reviewing the status of the VC Combine, may be on hold for 24-25 season
- Planning for 2025 Indoor website to launch mid Oct



International Events

NORCECA Men's Final 6 (Aug 20-25 Gatineau)

- Event was successful
- ticket sales were not strong

Halifax Beach Pro Tour Futures event (Aug 23-25)

- Event was a success – promoted by Sports Entertainment Atlantic
 - Event appears to have incurred a small loss
- Lots of CAN teams got an opportunity to gain ranking points

VNL 2025-2027

- Ottawa is confirmed for all 3 years
- Still attempting to confirm Quebec City as the second host for 2025

Beach Pro Tour 2025

- Volleyball World having discussions with interested companies, have a potential front-runner

NORCECA 2025

- Still waiting on confirmation of NORCECA events for 2025.
- Have proposed to host Women's Final 6 and U21 Men's continental championships; no confirmation yet

LMS:

- Docebo onboarding is progressing well; content development and system set-up is on track
- Smashball pilots planned for Oct and Nov

VRS:

- 2024/25 Membership sales underway
- Nationals VRS testing went well with only minor issues which will be resolved by the end of September; second round of testing will be done after these developments are released

IST

Men's Update:

- In the process of debriefing the 2024 season with all IST providers and full-time staff. Hoping to have completed this by mid-October with some action items.
- Beginning to set out action/next steps following our quad debrief. Some items have already begun (i.e. refining roles, expanding our nutrition support, and having a more holistic approach). Importantly, we are almost finished our new Gold Medal Profile that will help enhance the sport science support to our athletes and coaches. This includes a novel physical performance model for volleyball along with new mental performance and mental health assessments. It is a collaborative project between IST practitioners and Coaches.
- Brendan Dinsdale, who has been a Mental Performance Consultant with our NEP and U21 groups for the last two seasons has extended his role to include Mental Health Liaison for all athletes and staff. Brendan has helped create a Mental Health Emergency Action Plan, a plethora of resources and is our direct link to Game Plan for faster support to our athletes and staff.



Safe Sport/Gender Equity, Diversity & Inclusion

- As of Sept. 12, 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. This is an increase of one with sanctions from the last report.
- As mentioned previously, CCES has stated that they will not be able to manage PTA/Club cases when they take over Abuse-Free Sport in April 2025. Communication has gone out to PTAs to work on a solution to ensure that all PTAs have an Independent, third-party complaint mechanism in place. A working group will be set up and several PTA Executive Director's have already asked to take part.
- The Safe Sport for Youth Education Videos are completed. We (Swimming, Athletics and Volleyball) have worked with the developer on some final tweaking on the website platform to improve functionality. This work has been completed. We are finalizing the communication and launch plan, with the Videos to be launched this month.

Communications

- Olympic Games and Paralympic Games complete, but excellent coverage of beach and sitting events particularly due to historic medals (Jackie and Courtney in attendance at Olympics and Paralympics respectively).
- NORCECA Final 6 completed in Gatineau (Jackie in attendance).
- Beach Nationals (Mezi in attendance to cover comms) completed.
- Developing a comms plan for new VBTV membership offer (details to come).
- Assisting with Smashball promotional plan.
- Ongoing: Continue to develop and add freelance content providers (video, photographers, other content creators) to help get through major events.

Partnerships / Merchandise

- Discussions have begun on a new 4 year renewal with women's beach program sponsor, Left on Friday through the 2028 LA Olympics.
- Current discussion and review with Canadian Underwear maker Huha regarding an overall Volleyball Canada women's teams partnership
- Sport Chek's renewal window ends Sept 30th for multi-year sponsorship & 2025 and 2026 Nationals.
- Discussions and review has begun on renewal with Jumblete for men's beach program and knee brace category. They have shown interest in exercising their 1-year renewal option.
- 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. Discussions around renewal have begun.



Human Resources

- Departures:
 - Summer event staff, summer Indoor NT support staff, Summer beach program coaches (contractors).
 - Rob Hooper- IST Lead/S &C Coach WNT. Reviewing position requirements, and program roles
- Transitions:
 - Next Gen Coach Dan Lewis transitioned to pro-club, will return in spring 2025
- PD Opportunities:
 - FIVB Knowledge exchange Sept 15-Dec 15 at FIVB HQ: Cassandra Nicol, Dawna Sales, Joshua Toltesi
- Aiming for 3rd quarter (fall) to publish employee handbook.
- Aiming to circulate cheat sheet to all hiring staff on different types of resource engagement- Staff vs. contractor vs. honorarium vs. volunteer

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