



Annual Report 2023- 2024





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01 Report from the Chair





As we are in the midst of another year witnessing the result of the tireless work by those in our volleyball community, it's important to reflect on our accomplishments as well as the areas that we continue to strive to do better!

This past year saw significant growth in participants in the sport of volleyball in Canada, up 12 percent, or approximately 10,000 people, and an increase of 22 percent of teams in VC Nationals. With this demand comes a great sense of pride, but also concern about how our system can keep offering a positive experience for all involved on many levels.

The sport community has experienced many challenges, specifically in recent years, around safety and financial stability. Volleyball Canada and its partners have made progress in the area of safe sport with the well-documented transition to OSIC, also known as Abuse-Free Sport. There will continue to be challenges and growing pains, but overall progress has been made in the right direction to help keep the sport safe for all.

Financially, as you will see from the annual report documents, VC is becoming stable, posting a relatively small deficit. Again, the hard work and vigilance of staff, the board, and funding partners is important to maintain this stability on the administrative side.

We are very proud of the work being done in delivering Volleyball Canada's Sport for All grants that have reached many communities that would typically not see funding for programming. Work continues to be done in this area, focusing on grass-roots youth participation this year.

As we head into the Olympic and Paralympic season, as with most Canadians, I'm excited to watch our teams (indoor, beach and sitting) on the world stage. But I also know the hard work of all behind the scenes who have made this possible.

Thanks to the athletes, staff, referees, volunteers, families, and fans who make the growth and gains on the national and international stage possible.

On behalf of the Board, congratulations on another productive year and let's keep moving forward on working together to keep our sport positive, enjoyable at all levels and competitive on the world stage!

Kevin Boyles

02

Directors, Chairs, Committees & Staff



Directors, Chairs, Committees & Staff

Board Of Directors

Kevin Boyles	Chair
Cam Wheelan	National Team Athlete Director
Boris Tyzuk KC	Member-at-large
Marie-Christine Rousseau	Member-at-large
Joanne Mortimore	Member-at-large
Sylvie Bigras	Member-at-large
Parrish Offer	Member-at-large

Executive Directors / Provincial & Territorial Associations

Diane Bugler	Alberta
Emma Gibbons	British Columbia
Coralee Dolyniuk	Manitoba
Christian Christie	New Brunswick
Russell Jackson	Newfoundland & Labrador
Rami Ayache	North West Territories
Jason Trepanier	Nova Scotia
Scott Schutz	Nunavut
Jo-Anne Ljubicic	Ontario
Cheryl Crozier	Prince Edward Island
Guillaume Proulx-Goulet	Québec
Aaron Demyen	Saskatchewan
Conlan Wilson	Yukon

Board of Directors Committees

Cam Wheelan	Athletes Council
Boris Tyzuk KC	Ethics, Discipline and Complaints
Joanne Mortimore	Finance & Audit
Boris Tyzuk KC	Governance
Gord Peterson	Nominations and Elections
Marie-Christine Rousseau	Strategic Planning

OPERATIONS COMMITTEES

Alumni and Awards Committee

Marlene Hoffman	Chair
Sylvie Bigras	Member
Wayne Hellquist	Member
Monica Hitchcock	Member
Greg Willisroft	Member
Lucie Leclerc	VC Staff

Directors, Chairs, Committees & Staff

Athlete and Coach Pathways Committee

Brian Newman	Chair
Monette Boudreau-Carroll	Member
Julien Boucher	Member
Keith Hansen	Member
Jim Plakas	Member
Ed Drakich	Member
Dawna Sales	VC Staff

High Performance Management Committee

Julien Boucher	Chair
Mark Eckert	VC President & CEO
Ed Drakich	Members
Hugh Wong	

High Performance Beach Sub-Committee

Dave Carey	Chair
Caroline Sharp	Member
Hugh Wong	Member
Ed Drakich	VC Staff

High Performance Men's Indoor Sub-Committee

Julien Boucher	Chair
Glenn Hoag	Member
Graham Vigrass	Athlete Rep

High Performance Women's Indoor Sub-Committee

Julien Boucher	Chair
Shannon Winzer	Member
Jennifer Cross	Athlete Rep

Sitting Volleyball Committee

Jason Trepanier	Chair
Jason Beaman	Athlete Rep
Katelyn Wright	Athlete Rep
Ian Halliday	VC Staff

Directors, Chairs, Committees & Staff

National Referee Committee

Scott Borys	Chair
Pat Thorne	Communications
Irena Zamboni	Refereeing for Women
Matt van Raalte	Domestic Development (Indoor)
Brian Hiebert	Domestic Development (Beach)
Marie-Claude Richer	Domestic Development (Para)
Malcolm Rousseau	International / High Performance Program Development (Indoor)
Lucie Guillemette	International / High Performance Development (Beach)
Bohdan Ilkiw & Andrew Robb	National Promotions
Ryan Bunyan	VC Staff

Indoor Championships Committee

Brad Moyer	Chair & VC Representative
John Richard	Members at Large
David Caughran	Members at Large
Eku Malcolm	Members at Large
Tracy Hazen	Members at Large
Chris Gruhn	Members at Large
Sandra de Graaff	VC Staff
Dawna Sales	VC Staff

Beach Championships Committee

David Caughran	Chair
Vincent Larivée	Members at Large
Cherie Campbell	Members at Large
Ray Sewell	Members at Large
Shannon Poelman	Members at Large
Eddie Coleman	Members at Large
Sandra de Graaff	VC Staff
Lia Diffin	VC Staff

Project Committee

Parrish Offer	Committee on High Performance Training Centres
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Directors, Chairs, Committees & Staff

International Commissions Committee

Mark Eckert	Empowerment Commission
Ed Drakich (Secretary)	FIVB Beach Commission
André Trottier (Expert)	FIVB Rules of the Game and Refereeing Commission
Guy Bradbury (Member)	FIVB Rules of the Game and Refereeing Commission
Ed Drakich (President)	NORCECA Beach Volleyball Commission
André Trottier (Member)	NORCECA Beach Volleyball Commission
Hugh Wong (Coordinator)	NORCECA Beach Volleyball Commission
Dawna Sales (Member)	NORCECA Development Commission
Jackie Skender (Member)	NORCECA Press Commission
Guy Bradbury (President)	NORCECA Refereeing Commission
Alan Ahac (Member)	NORCECA Sport Organizing Commission
Julien Boucher (Member)	NORCECA Technical and Coaches Commission

Staff

Mark Eckert	President & Chief Executive Officer
Linden Leung	Chief Operating Officer
Jackie Skender	Director, Communications
Sandra de Graaff	Director, Domestic Competitions
Ed Drakich	Director, High Performance (Beach)
Julien Boucher	Director, High Performance (Indoor)
Alan Ahac	Director, International Events
Dawna Sales	Director, Athlete and Coach Pathways
Caroline Sharp	Director, Safe Sport
Ian Halliday	Director, High Performance (Para Volleyball)
Lucie Leclerc	Manager, National Office
Kerry MacDonald	Manager, Beach High Performance
Nicole Ban	Manager, Para High Performance
Ryan Aktari	Manager, Beach Operations
Ryan Bunyan	Manager, Referee Development
James Sneddon	Manager, Sport Development
Susan Kammermayer	Manager, Member Services
Lynne Leblanc	Coach Development Coordinator
Sandra Lamb	Coach and Coordinator, Development Pathways
Lara Schroeder	Coordinator, Athlete & Coach Pathways
Lia Diffin	Coordinator, Beach Programs & Events
Aidan Wilkie	Coordinator, Beach High Performance Program
James Battiston	Coordinator, Domestic Events
Mezi Tamrat	Coordinator, Communications

Directors, Chairs, Committees & Staff

Staff

Cassandra Nicol	Coordinator, Men's National Team
Matheus Braz	Assistant, Programs and Events, Men's National Team
Makaela Smithers	Coordinator, Women's National Team
Courtney Killion	Partner Development Lead
Shelby Prilisauer	Coordinator, Domestic Events (14U)
Josh Toltes	Coordinator, Registration and Indoor International Events
Julie Young	Coordinator, Safe Sport
Thalia Hanniman	Coordinator, Human Resources (maternity leave)
Jamie Dorian	Coordinator, Human Resources
Alana White	Finance and Administration Lead
Laura Chang	Assistant, Domestic Competitions
Gabriel Cooper	Office & Referee Administrator
Srdjan Veckov	Women's Senior Coach, Beach Team
Josh Nichol	Men's Next Gen Head Coach, Beach Team
Mark Gatto	Women's Next Gen Coach, Beach Team
Andrew Cochran	Lead IST/Strength & Conditioning, Beach Team
Emily Wright	Data Scientist, Beach Team
Tuomas Sammelvuo	Head coach - Men's Indoor Team
Dan Lewis	NextGen coach – Men's Indoor team
Joao Paolo Bravo	Assistant Coach, Men's Indoor Team
Mike Hawkins	Assistant Coach, Men's Indoor Team
Melissa Healy	Medical Coordinator Men's Indoor Team
Jelle Kooijman	Mental Performance Coach, Men's Indoor Team
Lionel Bonnaure	Performance Analyst, Men's Indoor Team
Schad Richea	Physiotherapist, Men's Indoor Team
Abe Avender	Chiropractor, Men's Indoor team
Erik Sesbreno	Sport Dietician, Men's Indoor Team
Michael Cook	Strength & Conditioning Coach, Men's Indoor Team
Louis-Jean Tremblay	Strength Coach, Men's Indoor Team
Dr. Andrew Marshall	Chief Medical Officer, Men's Indoor Team
Shannon Winzer	Head Coach, Women's Indoor Team
Matt Krueger	Assistant Coach, Women's Indoor Team
Vincenzo Mallia	Assistant Coach, Women's Indoor Team
Matt Krueger	Next Gen Lead Coach, Women's Indoor Team
Jennah Paron	Coordinator, Women's National Team
Dr. Anne Muskat	Mental Performance, Women's Indoor Team
Gabriele Tortorici	Performance Analyst, Women's Indoor Team

Directors, Chairs, Committees & Staff

Staff

Hilary Mallinger	Physiotherapist, Women's Indoor Team
Ashlen Leonard	Sport Dietician, Women's Indoor & Women's Sitting Team
Cody Piwowar-Desilets	Strength Coach, Women's Indoor Team
Kevin Valcke	Lead Physiotherapist & Medical Coordinator
Rob Hooper	Lead IST/Strength & Conditioning, Women's Indoor Team
Dr. Sara Forsyth	Chief Medical Officer, Women's Indoor Team
Jeff Smith	Head Coach, Men's Sitting Team
Taylor Dyer	Assistant Coach, Men's Sitting Team
Tristan Simmonds	Assistant Coach, Strength and Conditioning, Men's Sitting Team
Cassandra Downe	Medical Lead and Physiotherapist, Men's Sitting Team
Danica Blasius	Physiotherapist, Men's Sitting Team
Dr. Blair Murphy	Chiropractor, Men's Sitting Team
Dr. Chhase McFarlen	Chiropractor, Men's Sitting Team
Nicole Ban	Head Coach, Women's Sitting Team
Chelsea Hobbs	Assistant Coach, Women's Sitting Team
Kate Rozendaal	Assistant Coach, Women's Sitting Team
Christine Biggs	Performance Consultant, Women's Sitting Team
Lionel Bonnaure	Performance Analyst, Women's Sitting Team
Onika Green	Mental Performance Coach, Women's Sitting Team
Yung Wong	Medical Lead and Physiotherapist, Women's Sitting Team
Molly Henneberry	Lead Strength and Conditioning Coach, Women's Sitting Team
Ashlen Leonard	Nutritionist, Women's Sitting Team
Dr. Connie Lebrun	Team Physician, Women's Sitting Team
Dr. Isabel Heyadat	Team Physician, Women's Sitting Team
Dr. Fiona Hanlon-Dearman	Team Physician, Women's Sitting Team
Dr. Roman Tulis	Team Physician, Women's Sitting Team



03 Committee Reports



Governance Annual Convention

The Committee met on a number of occasions, either in person (January 2024) or on Teams calls.

The main areas of discussion included reviewing and, where necessary, revising the Articles of Continuation, By-laws and policies to ensure compliance with the Sport Governance Code (the Code).

In addition, the Committee reviewed a number of policies including the Diversity, Equity and Inclusivity policy and the Trans Inclusion policy.

The Terms of Reference for all Volleyball Canada Committees (Board, Operations and Project) were reviewed and revised.

Committee members – Gord Peterson, Robin Guy, Mark Eckert, Boris Tyzuk KC (Chair)

Ethics, Discipline and Complaints

The Ethics, Discipline and Complaints Committee met on numerous occasions to deal with complaints that had been submitted to it under the Discipline and Complaints policy. The Committee also reviewed all discipline incidents that were reported at the various Volleyball Canada National championships.

The Committee discussed a number of discipline issues with PTAs when asked to do so.

The Committee also reviews the Discipline and Complaints policy and related policies to determine if any amendments are required.

The Committee, acting as the Screening Committee, reviews screening disclosures and determines if further steps are required. It also discusses screening issues with the PTAs when asked to do so.

Committee members – Caroline Sharp, Julie Young, Boris Tyzuk KC (Chair)

Beach High Performance

High Performance Beach Committee

Dave Carey – Toronto (Former VC President)

Hugh Wong – Kelowna (Former VC President)

Caroline Sharp – Ottawa (Former VC Executive Director)

Ed Drakich (VC Staff)

Beach High Performance Director's Report

The first half of 2023 proved to be a period of significant change within the compositions of our Senior women's teams for the Paris 2024 Olympic Qualification Period (January 2023 to June 2024). In January 2023, there were two new senior women's teams: Brandie Wilkerson/Melissa Humana-Paredes and Sarah Pavan/Sophie Bukovec. In April 2023, Sarah Pavan/Sophie Bukovec ended their partnership. Subsequently, Sarah Pavan teamed up with FIVB newcomer Molly McBain. Heather Bansley resigned as the VC Women's Next Gen Coach (A full-time position Heather Bansley held from March 2022 to June 2023) to form a partnership with Sophie Bukovec.

Senior Women's Teams Highlights

Brandie Wilkerson/Melissa Humana-Paredes (First competition – February 2023):

- Silver – 2024 Doha, QAT Elite 16 (March 2024)
- 5th – 2023 Beach Pro Tour Finals Doha, QAT (December 2023)
- Silver – 2023 Pan Am Games, Santiago, CHI (October 2023)
- 5th – 2023 FIVB World Championships, Tlaxcala, MEX (October 2023)
- Gold – 2023 Montreal, CAN Elite 16 (July 2023)
- Gold – 2023 Jurmala, LAT Challenge (June 2023)
- Bronze – 2023 Ostrava, CZE Elite 16 (May 2023)

Sarah Pavan/Molly McBain (First competition – June 2023):

- Silver – 2023 NORCECA Continental Tour Finals, Juan Dolio, DOM (December 2023)
- 5th – 2023 Nuvali, PHI Challenge (November 2023)
- Bronze – 2023 Chiang Mai, THA Challenge (November 2023)
- 5th – 2023 Haikou, CHN Challenge (November 2023)
- 17th – 2023 FIVB World Championships, Tlaxcala, MEX (October 2023)
- 9th – 2023 Montreal, CAN Elite 16 (July 2023)

Sophie Bukovec/Heather Bansley (First competition – July 2023):

- Silver – 2024 Recife, BRA Challenge (March 2024)
- 9th – 2023 Nuvali, PHI Challenge (November 2023)
- 5th – 2023 Haikou, CHN Challenge (November 2023)
- Gold – 2023 Halifax, CAN Futures (September 2023)
- 9th – 2023 Montreal, CAN Elite 16 (July 2023)
- 9th – 2023 Edmonton, CAN Challenger (July 2023)

Top Men's Teams Highlights

Sam Schachter/Dan Dearing (First competition – March 2022):

- Silver – 2023 NORCECA Continental Tour Finals, Juan Dolio, DOM (December 2023)
- 5th – 2023 Haikou, CHN Challenge (November 2023)
- 17th – 2023 FIVB World Championships, Tlaxcala, MEX (October 2023)
- Gold – 2023 Halifax, CAN Futures (September 2023)
- 13th – 2023 Montreal, CAN Elite 16 (July 2023)

Jake MacNeil/Alex Russell (First competition – March 2022):

- Gold – 2024 Coolangatta, AUS Futures (March 2024)
- 5th – 2024 Mollymook, AUS Futures (February 2024)
- 5th – 2023 Pan Am Games, Santiago, CHI (October 2023)

Paris 2024 Qualification Update

Canada will have either one, two or three beach teams in the Paris 2024 Olympic Games (July 26 – August 11). Brandie Wilkerson/Melissa Humana-Paredes are assured of qualification into the Paris 2024 Olympic Games via the FIVB Olympic Ranking (Top 18 teams with a limit of 2 teams per country). Sarah Pavan/Molly McBain have a possibility to qualify for Paris 2024 through the Olympic Ranking which will be finalized on June 10, 2024. If Sarah Pavan/Molly McBain don't qualify for Paris 2024 through the Olympic Ranking then Sophie Bukovec/Heather Bansley will compete in the NORCECA Paris 2024 Olympic Qualification Tournament in Tlaxcala, MEX Jun 21-23, 2024. If Sophie Bukovec/Heather Bansley win this NORCECA event in Tlaxcala then they will qualify for the Paris 2024 Olympic Games. Sam Schachter/Dan Dearing will also be competing in the NORCECA Paris 2024 Olympic Qualification Tournament in Tlaxcala, MEX Jun 21-23, 2024 with a chance to qualify for the Paris 2024 Olympic Games.

Paris 2024 Beach Delegation Leadership

Kerry MacDonald (VC Beach High Performance Manager) will be the Team Leader in Paris and Ryan Aktari (Beach Operations Manager) will be the Friends & Family Coordinator.

Next Gen Team Highlights – 2023 NORCECA Beach Tour Top Canadian Results

Aguascalientes, MEX (April 21-23, 2023)

- Bronze – Liam Kopp/Arran Chambers
- 5th – Alison Mckay/Katharine Wuttunee

Varadero, CUB (May 11-13, 2023)

- 4th – Ruby Sorra/Lea Monkhouse
- 5th – Jake MacNeil/Alex Russell

Grand Cayman, CAY (May 19-21, 2023)

- Bronze – Ruby Sorra/Lea Monkhouse
- 8th – Jake MacNeil/Alex Russell

Punta Cana, DOM. (September 29-October 1, 2023)

- Silver – Jake MacNeil/Alex Russell
- 5th – Dana Roskic/Calinda Kok

San Salvador, ESA (December 8-10, 2023)

- Gold – Liam Kopp/Arran Chambers
- Bronze – Marie-Alex Belanger/Lea Monkhouse

Own The Podium (OTP) Funding

The success of the Canadian Beach National Teams, especially the women’s teams, has resulted in Own the Podium (OTP) funding for the VC Beach National Team to increase from \$0 in 2015-16 to \$925,000 in 2023-2024. For 2024-2025 OTP Funding for the Beach National Teams was decreased to \$900,000.

FIVB Empowerment Funding – Men’s Next Gen Beach National Team Program

Volleyball Canada has received FIVB Empowerment Funding (CHF 36,000/year for 2 years from August 1, 2022 to July 31, 2024) towards the Men’s Next Gen Beach National Team Program. Volleyball Canada has applied to extend this FIVB Empowerment Funding for two additional years (August 1, 2024 to July 31, 2026).

Upcoming 2024 Canadian Volleyball World Beach Pro Tour Events

- 2024 Halifax Futures – September 21-25, 2024
- 2024 Montreal Elite 16 – August 29-September 1, 2024 (TBC)

Sport Canada Carding (Athlete Assistance Program)

In 2011, the VC Beach National Team received eight (8) Equivalent Senior Cards and several Beach National Team athletes were not carded. Due to the success of the Beach National Team Program (Over 50 FIVB Beach medals have been won since 2011), the VC Beach High Performance Program now receives 20 Equivalent Senior Cards. As a result, in 2024 all Beach National Team athletes are carded (4 Senior, 14 Next Gen and 29 Summer Program athletes):

Beach National Teams (A, B and Summer Program) for 2024:

National “A” or Senior National Team athletes are Senior carded (12 months), and this designation was earned through performances on the Volleyball World Beach Pro Tour (FIVB). The National “A” Team athletes are “camps based” meaning they are free to train anywhere.

National “B” or Next Gen Team athletes are centralized athletes that receive Developmental carding (12 months). All National B Team athletes are selected at the Beach Next Gen Selection Camp held November/December each year and must live and train year-round in Toronto beginning in January of the next year.

Summer Program athletes are University/College or professional indoor volleyball athletes or female NCAA beach athletes that receive developmental carding for 4 months of the year (May to August). Summer Program athletes must live and train in Toronto from May to August each year. Summer Program athletes who are graduating from University/College in 2024 are eligible to get 4 additional months of “Bridge” carding (September to December 2024) before they can join the 2025 National “B” or Next Gen Team.

2024 Beach National Teams

2024 Status	Women	Men
National A Senior National Team Camps Based Carded	Sarah Pavan Melissa Humana-Paredes Brandie Wilkerson Sophie Bukovec	
National B Next Gen National Team Full-Time Training Carded	Molly McBain Heather Bansley Lea Monkhouse Marie-Alex Belanger Amy Ozee Anna Licht	Sam Schachter Daniel Dearing Alexander Russell Jake MacNeil Tynan Kiva Gannett Arran Chambers Steven Abrams Luke de Greeff

<p>Summer Development Program 4 Months Carding May to August or 8 Months Carding May to December</p>	<p>Ofure Odigie Jaeya Brach Sydney McDermott Akash Grewal Emma Glagau Grace Pyatt Calinda Kok Sophia Hladyniuk Kaylee Glagau Abbey Thorup Emma Kunaus Jaime Santer</p>	<p>Liam Espedido Jonathan Pickett Brendan Mills Martin Licht Jacob Van Geel Jacob Sargent Zachary Van Geel Yoan David Max Losier Guillaume Rivest Kaden Schmidt Anthony Degirolamo Coltyn Liu Cameron Chadwick Jérémy Doyon Robert Kemp Elliot Collard</p>
# of Athletes	22	25

Full-time VC Beach High Performance Staff (*New full-time staff as of May 2024)

- Ed Drakich (High Performance Director)
- Kerry MacDonald (High Performance Manager and Paris 2024 Team Leader)
- Josh Nichol (Men's Next Gen Coach)
- Mark Gatto (Women's Next Gen Coach)*
- Andrew Cochrane (Strength and Conditioning Coach and Integrated Support Team Lead)
- Emily Wright (Data Scientist)
- Ryan Aktari (Beach Operations Manager and Paris 2024 Friends & Family Coordinator)
- Aidan Wilkie (Beach High Performance Coordinator)*
- Alyssa Birbrager (Next Gen Therapist)*
- Srdjan Veckov (Head Coach Heather Bansley/Sophie Bukovec and Sam Schachter/Dan Dearing)
- Marcio Sicoli (Head Coach Melissa Humana-Paredes/Brandie Wilkerson)

Part-time staff working with the Beach National Teams:

- Iman Hassan (Next Gen Mental Performance Consultant)
- Susan Cockle (Mental Health Lead)
- Andrew Kos (Men's Summer Program Assistant Coach)
- David Ta (Men's Summer Program Assistant Coach)
- TBD (Men's Summer Program Assistant Coach)
- Anna Feore (Women's Summer Program Assistant Coach)
- TBD (Women's Summer Program Assistant Coach)
- Nicole Springle (Nutrition)
- Nicole Sullivan (Therapy Lead – Physiotherapy)
- Cam Borody (Therapy – Chiropractor)
- Dr. Julia Hamilton (Medical)

Men's Indoor High Performance

2023 Overview

After a disappointing season in 2022, our Senior team was very successful in 2023. We made small improvements in the VNL – we won 1 more match than in 2022, finished 3 ranks higher and were able to maintain our spot for this season. But the highlight of the summer was without a doubt the second-place finish at the Olympic qualification tournament in Xi'an, China, in October, which enabled us to qualify for the 2024 Olympic Games in Paris.

Here is a short summary of the 2023-2024 season for our Men's Indoor Program.

Senior Team

Competition	Benchmark	Result
Nations League	Top 8	Not achieved – Finished 12 th
Nations League	Top 5 Challengers	Achieved – Finished 3
Olympic Qualifier	Top 2	Achieved – Finished 2nd

See complete 2023 competition results in Appendix A (page 22)

Staffing

Our main goal is (and has always been) continuity from year to year. The following table shows our HP staff composition and the very few changes between 2023 and 2024.

Position	2023	2024
Coordinator - National team	Cassandra Nicol	Cassandra Nicol
Head coach	Tuomas Sammelvuo	Tuomas Sammelvuo
Assistant coach	Joao Paulo Bravo	Joao Paulo Bravo
Assistant coach	Mike Hawkins	Mike Hawkins
NextGen coach	Dan Lewis	Dan Lewis
Performance Analyst	Lionel Bonnaure	Damian Musiak
Athletic therapist	Jovana Smoljanic	Schad Richea
Chiropractor	Abe Avender	Abe Avender
Medical team coordinator	Melissa Healy	Melissa Healy
Mental performance coach	Jelle Kooijman	Jelle Kooijman
Strength coach (IST Lead)	Michael Cook	Michael Cook
Strength coach	Louis-Jean Tremblay	Louis-Jean Tremblay
Sport Dietician	Erik Sesbreno	Erik Sesbreno
Chief Medical Officer	Dr. Andrew Marshall	Dr. Andrew Marshall

2024 So Far

January

- Italy confirms participation in friendly matches in Gatineau prior to VNL – May 31-June 1
- Own the Podium 2024-2025 funding announced – Almost same amount as 2023-2024 (-50K\$)
- Dan Lewis signs a 2-year pro contract with Poitiers (FRA). Will leave on August 1

March

- NextGen coaching staff announced
 - Glenn Hoag (HC) – Chris Voth/John Barrett/Shayne White (AC)
- U21 staff announced
 - Dan Lewis (HC) – Josh Gaudet/Ghazi Guidara (AC)

April

- U21 team selected. Started training on May 1

May

- Dave Preston hired as NextGen coach (full time position)
- Senior team resumes training – May 2
- NextGen team started on May 15
- Summer programs carding nominations approved by Sport Canada
 - See table below for breakdown of carded athletes by province/territory

Team Canada Carded Male Athletes

Province	2023-2024	2024-2025
British Columbia	6	5
Alberta	15	17
Saskatchewan	3	1
Manitoba	8	8
Ontario	16	14
Québec	3	3
New Brunswick	0	0
Nova Scotia	0	0
Prince Edward Island	0	0
Newfoundland	0	0
Yukon	0	0
Northwest Territories	0	0
Nunavut	0	0
Total	51	48

TCMV 2024 Competition Calendar - as of April 22

APRIL / MAY 2024						
Mo	Tu	We	Th	Fr	Sa	Su
22	23	24	25	26	27	28
TRAINING TIMES AVAILABLE						U21 arrive
29	30	1	2	3	4	5
TRAINING TIMES AVAILABLE			A TEAM STARTS			
6	7	8	9	10	11	12
					U19	NextGen arrive
13	14	15	16	17	18	19
Travel	U19 NORCECA CHAMPIONSHIP - PUERTO RICO					Travel
	PREVNL TOUR (IZMIR)					VNL
20	21	22	23	24	25	26
VNL WEEK 1 - ANTALYA, TURKEY						Travel
	18U Nationals					
27	28	29	30	31	1	2
				CAN-ITA	CAN-ITA	VNL

JUNE 2024						
Mo	Tu	We	Th	Fr	Sa	Su
3	4	5	6	7	8	9
VNL WEEK 2 - OTTAWA, CANADA						
10	11	12	13 Travel YVR	14 Travel MNL	15	16 VNL
U21 NORCECA CHAMPIONSHIP - MEXICO						
17	18	19	20	21	22	23 Travel?
VNL WEEK 3 - MANILA, PHILIPPINES						
U17 PAN AM CUP - COLIMA, MEXICO						
24 Travel?	25	26	27	28	29	30
VNL FINALS - LODZ, POL						

Training resumes July 1 if we don't play in the VNL finals*

Training resumes July 8 if we play in the VNL finals**

JULY 2024						
Mo	Tu	We	Th	Fr	Sa	Su
1*	2	3	4	5	6	7
						QUAD DEBRIEF
8**	9	10	11	12	13	14
QUAD DEBRIEF					Travel to France	Arrive in Tours
PAN AM CUP						
15	16	17	18	19	20	21
PAN AM CUP - (NextGen) SANTO DOMINGO						
		St-Nazaire FRA-CAN			tours CAN-???	
22	23	24	25	26	27	28
	Arrive in Ol. Vill.			Op. Cer	Pool	Pool
29	30	31	1	2	3	4
OLYMPIC GAMES - PARIS						
	Pool	Pool		Pool	Pool	

AUGUST 2024						
Mo	Tu	We	Th	Fr	Sa	Su
5	6	7	8	9	10	11
OLYMPIC GAMES - PARIS						
Quarters		Semis			Bronze	Gold
12	13	14	15	16	17	18
					FINAL 6	
19	20	21	22	23	24	25
NORCECA FINAL 6 (NextGen) - GATINEAU, CAN						
26	27	28	29	30	31	1

SEPTEMBER 2024						
Mo	Tu	We	Th	Fr	Sa	Su
2	3	4	5	6	7	8
				NEP ATHLETES ARRIVE		
9	10	11	12	13	14	15
					U23 PAC	
16	17	18	19	20	21	22
U23 PAN AM CUP - SURINAME						
23	24	25	26	27	28	29
30	31	1	2	3	4	5

VNL MAY-JUNE 2024						
Mo	Tu	We	Th	Fr	Sa	Su
20	21	22	23	24	25	26
VNL WEEK 1 - ANTALYA, TURKEY						
	TUR-CAN		CAN-POL	BUL-CAN	SLO-CAN	
27	28	29	30	31	1	2
3	4	5	6	7	8	9
VNL WEEK 2 - OTTAWA, CANADA						
	CAN-CUB		CAN-CUB		CAN-USA	CAN-SRB
10	11	12	13	14	15	16
17	18	19	20	21	22	23
VNL WEEK 3 - MANILA, PHILIPPINES						
	CAN-JPN		GER-CAN	CAN-BRA	CAN-NED	

2024 Olympic Preparation

JULY / AUGUST 2024						
Mo	Tu	We	Th	Fr	Sa	Su
8	9	10	11	12	13 Travel to France	14
Training in Gatineau						Arrive in Tours
Training in Gatineau						18:00 - Balls
15 9:30 - Weights	16	17 9:30 - Weights	18	19 Day off	20 9:30 - Weights	21
17:00 - Balls		17:00 - Balls			17:00 - Balls	
		FRA-CAN			CAN -???	
22 9:30 - Weights	23	24	25	26	27	28
	Travel to OV				9:00 - M1	9:00 - M1
					13:00 - M1	13:00 - M1
					17:00 - M1	17:00 - M1
				Op. Cerem.	21:00 - M1	21:00 - M1
29 9:00 - M1 13:00 - M1 17:00 - M1 21:00 - M1	30 9:00 - M2 13:00 - M2 17:00 - M2 21:00 - M2	31 9:00 - M2 13:00 - M2 17:00 - M2 21:00 - M2	1 9:00 - M2 13:00 - M2 17:00 - M2 21:00 - M2	2 9:00 - M3 13:00 - M3 17:00 - M3 21:00 - M3	3 9:00 - M3 13:00 - M3 17:00 - M3 21:00 - M3	4 9:00 - M3 13:00 - M3 17:00 - M3 21:00 - M3
5 9:00 - QF #1 13:00 - QF #2 17:00 - QF #3 21:00 - QF #4	6 9:00 - QF #1 13:00 - QF #2 17:00 - QF #3 21:00 - QF #4	7	8	9	10	11
					13:00 - BRONZE	13:00 - GOLD
		17:00 - SF #1 21:00 - SF #2	17:00 - SF #1 21:00 - SF #2	17:00 - BRONZE	17:00 - GOLD	Cl. Cerem.

Men's matches

The pool composition as well as the full schedule will be published immediately after the conclusion of the pool round of VNL during the week of June 24.

Team Canada - 2023 Competition Results - Appendix A

No	Event	Location	Opponent	Date	W/L		Result		Final Rank
1	Canada-Brazil Series	Gatineau, CAN	BRA	Jun 2	1	0	3	1	N/A
2				Jun 4	0	1	1	3	
3	VNL Volleyball Nations League	Ottawa, CAN	CUB	Jun 6	1	0	3	2	12 th
4			ARG	Jun 9	0	1	1	3	
5			USA	Jun 10	0	1	0	3	
6			GER	Jun 11	0	1	1	3	
7		Orléans, FRA	JPN	Jun 20	0	1	1	3	
8			SLO	Jun 21	0	1	0	3	
9			BUL	Jun 22	1	0	3	1	
10			FRA	Jun 24	0	1	0	3	
11		Pasay City, PHI	NED	Jul 5	0	1	1	3	
12			ITA	Jul 6	0	1	2	3	
13			POL	Jul 8	0	1	0	3	
14			CHN	Jul 9	1	0	3	1	
15	Norceca Championship	Charleston, USA	DOM	Sep 5	1	0	3	0	2 nd
16			MEX	Sep 6	1	0	3	0	
17			CUB	Sep 9	1	0	3	2	
18			USA	Sep 10	0	1	0	3	
19	Pre OGQT	Tokyo, JPN	JPN	Sep 25	0	1	1	3	N/A
20	Olympic Games Qualifier	Xian, CHN	NED	Sep 30	1	0	3	2	2 nd
21			ARG	Oct 1	1	0	3	1	
22			POL	Oct 3	0	1	2	3	
23			CHN	Oct 4	1	0	3	0	
24			BUL	Oct 6	1	0	3	0	
25			BEL	Oct 7	0	1	1	3	
26			MEX	Oct 8	1	0	3	0	
SENIOR TEAM TOTALS					12	14	47	52	

Women's Indoor High Performance

2023 Overview

2023 saw the improvement curve of our Women's Senior team rise to a new level. The team finished the season ranked 11th in the world, the highest we've ever been. We also maintained our spot in the Nations League, a competition very important for the future of our program. See complete season results below.

In 2024, our Senior Team will focus on maintaining their place the FIVB Nations League while attempting to move up high enough in the World rankings to secure a berth in the 2024 Paris Olympic Games.

We continue to search for stability in our staff year after year. We made changes to a couple of our part-time service providers. The table below is the list of all our staff for 2024.

Position	2023	2024
Program Coordinator	Jennah Paron (FT)	Jennah Paron (FT)
Head coach	Shannon Winzer (FT)	Shannon Winzer (FT)
Assistant Coach	Matt Krueger	Matt Krueger
Assistant coach	Vincenzo Mallia	Vincenzo Mallia
NextGen full-time coach	Carolyn O'Dwyer (FT)	Matt Krueger (FT)
NextGen summer coach	Carolyn O'Dwyer (FT)	Carolyn O'Dwyer (PT)
Statistician	Gabriele Tortorici	Gabriele Tortorici
Medical team coordinator	Kevin Valcke (FT)	Kevin Valcke (FT)
Physiotherapist	Kevin Valcke (FT)	Kevin Valcke (FT)
Physiotherapist	Hilary Mallinger	Hilary Mallinger
S & C coach/IST Lead	Rob Hooper (FT)	Rob Hooper (FT)
Mental Health Consultant	Dr. Anne Muskat	Ciara Malone
Mental performance	Roger Friesen	Roger Friesen
Sport Dietician	Ashlen Leonard	Cristina Sutter
Chief Medical Officer	Dr. Sarah Forsyth	Dr. Sarah Forsyth

2024 So Far

January

- OTP funding announced – Women's program to access 300K in 2024-2025 (+100K from 23-24)

March

- NextGen coaching staff announced
 - Carolyn O'Dwyer (HC) – Craig Marshall/Janelle Rozema (AC)

April

- NextGen selection camp held in Richmond (April 28-May 1st)
 - 81 athletes applied – 45 invited – 18 selected
- Senior team training resumed on April 29. NextGen will start on May 22.

May

- Summer programs carding nominations approved by Sport Canada
 - See table below for breakdown of carded athletes by province/territory

Team Canada Carded Female Athletes

Province	2023-2024	2024-2025
British Columbia	11	10
Alberta	7	6
Saskatchewan	0	0
Manitoba	3	4
Ontario	11	11
Québec	2	1
New Brunswick	0	0
Nova Scotia	3	3
Prince Edward Island	0	0
Newfoundland	0	0
Yukon	0	1
Northwest Territories	0	0
Nunavut	0	0
Total	37	35

TCWV 2024 Competition Calendar - as of May 22

APRIL / MAY 2024						
Mo	Tu	We	Th	Fr	Sa	Su
22	23	24	25	26	27 NG SEL CAMP	28
29 NG SEL CAMP	30	1	2	3	4	5 Travel to Brazil
6	7	8	9	10	11	12
13	14	15	16	17	18	19 Travel to USA
VNL WEEK 1 - RIO DE JANEIRO, BRAZIL						
20	21	22 NG STARTS	23	24	25	26
ARLINGTON, USA						
27	28	29	30	31	1	2
VNL WEEK 2 - ARLINGTON, USA						

JUNE 2024						
Mo	Tu	We	Th	Fr	Sa	Su
3 Travel to YVR	4	5	6 Travel to JPN	7	8	9
10	11	12	13	14	15	16
VNL WEEK 3 - TBC, JAPAN						
17 FINAL WR	18	19	20	21	22	23
VNL FINALS						
24	25	26	27	28	29	30
FINAL 6 - DOMINICAN REPUBLIC						

JULY 2024						
Mo	Tu	We	Th	Fr	Sa	Su
1	2	3	4	5	6	7
8 Travel to Serbia	9	10	11	12	13	14 Travel to Mulhouse
			SRB-CAN	SRB-CAN	SRB-CAN	
15	16	17	18	19	20	21
22	23 Arrive in Ol. Vill.	24	25	26	27	28
				OLYMPIC GAMES Op. Cer		Pool
29	30	31	1	2	3	4
OLYMPIC GAMES - PARIS						
Pool		Pool	Pool		Pool	Pool

AUGUST 2024						
Mo	Tu	We	Th	Fr	Sa	Su
5	6	7	8	9	10	11
OLYMPIC GAMES - PARIS						
					Bronze	Gold
12	13	14	15	16	17	18
				PAN AM CUP - MEXICO		
19	20	21	22	23	24	25
PAN AM CUP - MEXICO						
26	27	28	29	30	31	1

SEPTEMBER 2024						
Mo	Tu	We	Th	Fr	Sa	Su
2	3	4	5	6	7	8
	U23 PAN AM CUP - PUR (to be confirmed)					
9	10	11 NEP STARTS	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
QUAD DEBRIEF - TBC						
30	31	1	2	3	4	5

2024 VNL SCHEDULE						
Mo	Tu	We	Th	Fr	Sa	Su
13	14	15	16	17	18	19
VNL WEEK 1 - RIO DE JANEIRO, BRAZIL						
	BRA-CAN		DOM-CAN	CHN-CAN	THA-CAN	
20	21	22	23	24	25	26
27	28	29	30	31	1	2
VNL WEEK 2 - ARLINGTON, USA						
	USA-CAN		CAN-GER	SRB-CAN		KOR-CAN
3	4	5	6	7	8	9
10	11	12	13	14	15	16
VNL WEEK 3 - TBC, JAPAN						
	ITA-CAN		CAN-FRA	CAN-FRA	CAN-FRA	

2024 Olympic Qualification Process - Current World rankings (as of May 7)

Rank	Country	Points	Notes
1	Turkey	397.46	Qualified - OGQT
2	Usa	358.62	Qualified - OGQT
3	Brazil	352.55	Qualified - OGQT
4	Serbia	350.86	Qualified - OGQT
5	Italy	338.97	WR #1
6	China	329.65	WR #2 (ASIA #1)
7	Poland	327.89	Qualified - OGQT
8	Dom. Republic	308.86	Qualified - OGQT
9	Japan	305.09	WR #3
10	Netherlands	287.94	WR #4
11	Canada	265.66	-22.28
12	Germany	228.36	-59.58
13	Thailand	222.00	
14	Belgium	199.57	
15	France	184.99	Qualified - Host
16	Puerto Rico	177.67	
17	Argentina	177.17	
18	Czechia	171.96	
19	Ukraine	171.30	
20	Bulgaria	165.39	
21	Kenya	162.42	WR #5 (Africa #1)

Chasing the Netherlands

			2023 -22.28				
			Canada	Netherlands			
Match	Date	Score	265.66	287.94	Score	Match	Date
Rio de Janeiro				Antalya			
CAN - BRA	May 14	1-3	-2.85	3.82	3-0	NED - BUL	May 14
CAN - DOM	May 16					NED - TUR	May 16
CAN - CHN	May 17					NED - POL	May 18
CAN - THA	May 18					NED - GER	May 19
Arlington				Macao			
CAN - USA	May 28					NED - CHN	May 29
CAN - GER	May 30					NED - BRA	May 30
CAN - SRB	May 31					NED - DOM	May 31
CAN - KOR	June 2					NED - FRA	June 2
Fukuoka				Fukuoka			
CAN - ITA	June 11					NED - SRB	June 12
CAN - JPN	June 13					NED - USA	June 13
CAN - NED	June 14					NED - CAN	June 14
CAN - FRA	June 15					NED - KOR	June 16
			262.81	291.76			
			-28.95				

Team Canada - 2023 Competition Results - Appendix A

No	Event	Location	Opponent	Date	W/L		Result		Final Rank
1	Pre-VNL	Lanciano, ITA	ITA	May 23	0	1	1	3	EXH
2			CRO	May 24	1	0	3	1	
3	VNL Volleyball Nations League	Antalya, TUR	POL	May 30	0	1	2	3	10 th
4			THA	Jun 1	0	1	0	3	
5			KOR	Jun 2	1	0	3	0	
6			SRB	Jun 4	1	0	3	2	
7		Hong Kong, CHN	CHN	Jun 13	0	1	0	3	
8			BUL	Jun 15	1	0	3	0	
9			TUR	Jun 16	0	1	0	3	
10			DOM	Jun 17	0	1	2	3	
11		Bangkok, THA	CRO	Jun 27	1	0	3	0	
12			BRA	Jun 29	1	0	3	2	
13			ITA	Jun 30	0	1	2	3	
14			NED	Jul 1	1	0	3	2	
15	Pan Am Cup	Ponce, PUR	COL	Aug 6	0	1	1	3	8 th
16			CRC	Aug 7	1	0	3	0	
17			PER	Aug 9	1	0	3	2	
18			USA	Aug 10	0	1	0	3	
19			ARG	Aug 11	0	1	1	3	
20			PER	Aug 12	0	1	0	3	
21			MEX	Aug 13	0	1	1	3	
22	Norceca Championship	Québec, CAN	PUR	Aug 27	1	0	3	0	EXH
23			MEX	Aug 29	1	0	3	0	3 rd
24			PUR	Aug 30	1	0	3	0	
25			DOM	Sep 2	0	1	1	3	
26			CUB	Sep 3	1	0	3	1	
27	Pre OGQT	Suwon, KOR	PINK SP.	Sep 11	0	0	2	2	EXH
28			PINK SP.	Sep 12	1	0	3	1	
29	Olympic Games Qualifier	Ningbo, CHN	NED	Sep 16	1	0	3	2	2 nd
30			DOM	Sep 17	0	1	2	3	3 rd
31			SRB	Sep 19	0	1	0	3	
32			CHN	Sep 20	1	0	3	2	
33			UKR	Sep 22	1	0	3	1	
34			MEX	Sep 23	1	0	3	0	
35			CZE	Sep 24	1	0	3	0	
SENIOR TEAM TOTALS					19	15	72	63	

Sitting Volleyball

International – National Teams

Team Canada Women’s Sitting Volleyball (TCWSV)

• **2023-2024 Highlights**

- 2023 WPV World Cup (Cairo, Egypt)
 - 2nd place finish – **Qualified for Paris 2024 Paralympic Games**
 - Individual awards to:
 - MVP & Best Server = Heidi Peters (CAN)
 - Best Setter = Sarah Melenka (CAN)
 - Team Canada staged in Val de Reuil, France prior to going to Egypt. Will also be the staging location prior to the 2024 Paralympic Games.
- Canadian Paralympic Committee announced Paralympic Performance Recognition Program which will reward Paralympians \$20,000 for winning a gold medal, \$15,000 for a silver medal, and \$10,000 for bronze at the Paralympic Games. It will be in place for the Games in Paris this summer and each edition thereafter, and is equal to the amount Olympic athletes receive for the same achievements. For more information: <https://paralympic.ca/news/canadian-paralympic-athletes-will-receive-financial-recognition-podium-performances>
- TCWSV has entered a partnership with CSI-Alberta (formerly CSI-Calgary) and with the expansion of the CSI throughout the province, there is increased access and support for IST and PSRI.
 - Included in the service agreement is athlete access to The Bridge Performance Centre in Edmonton, which provides increased access to strength and conditioning, physiotherapy, chiropractic, and massage services. This support will further enhance the centralization environment when athletes relocate to Edmonton for extended periods of time.

• **Own The Podium**

- Annual core-funding increased to \$580,000 for 2024-2025, an increase of 21% from 2023-2024
 - Key areas for funding enhancement:
 - Lauren Vickery – IST Lead
 - TBD – Lead Assistant Coach and Development Coordinator (post-Paris)
 - Continued enhancements to PSRI and IST
 - Improved competitions and international training (WPV Super 6, The Dutch Tournament, USA Exhibition)
 - Centralization support in Edmonton

• **Schedule and Results**

November 2023	WPV World Cup (Cairo, EGY)	2 nd place (QUALIFIED)
January 2024	Training Camp (Edmonton, AB)	
February 2024	Training Camp (Edmonton, AB)	
March 2024	Training Camp (Edmonton, AB)	
April 2024	Selection Camp (Edmonton, AB)	
May 2024	Red vs White Exhibition @ Nationals	
June 2024	WPV Women’s Super 6 (Nancy, FRA)	
July 2024	The Dutch Tournament (Assen, NED)	
August 2024	Centralization (Edmonton, AB)	
August 2024	Staging Camp (Val de Reuil, FRA)	
Aug – Sept 2024	Paralympic Games (Paris, FRA)	

* Competition calendar and training camp schedule after Paris 2024 is still TBD. World ParaVolley has undergone a review of their competition scheduling and formats, and we are awaiting final confirmation.

• TCWSV Coaches, IST & Support Staff

Head Coach	Nicole Ban	Edmonton, AB
Assistant Coach	Chelsea Hobbs	Edmonton, AB
Assistant Coach	Kate Rozendaal	Edmonton, AB
Lead Analyst	Lionel Bonnaure	Gatineau, QC
Analyst	Jason Haldane	Mende, FRA
IST Lead	Lauren Vickery	Calgary, AB
Mental Performance Consultant	Onika Green	Toronto, ON
Mental Health Lead	Susan Cockle	Edmonton, AB
Lead Physiotherapist	Yung Wong	Edmonton, AB
Lead Strength and Conditioning	Molly Henneberry	Vancouver, BC
Sport Dietician	Stefan Waples	Edmonton, AB
Team Physician	Dr. Lebrun	Edmonton, AB
Team Physician	Dr. Hanlon-Dearman	Edmonton, AB
Team Physician	Dr. Heydat	Edmonton, AB
High Performance Director	Ian Halliday	Calgary, AB
National Team Coordinator	TBD	TBD
Lead Assistant Coach (post-Paris)	TBD	TBD

Team Canada Men's Sitting Volleyball (TCMSV)

• 2023-2024 Highlights

- 2024 WPV Final Paralympic Qualifier (Dali, CHN)
 - 4th place finish – did not qualify for Paris 2024
- 2023 WPV World Cup (Cairo, EGY)
 - Did not attend due to global political situation in the region. This was an athlete led decision and was supported by VC.

• Schedule and Results

November 2023	WPV World Cup (Cairo, EGY)	Did not attend
January 2024	Training Camp (Edmonton, AB)	
February 2024	Exhibition Matches vs USA (Boston, USA)	
March -April 2024	Final Paralympic Qualifier (Dali, CHN)	4 th place

* Competition calendar and training camp schedule after Paris 2024 is still TBD. World ParaVolley has undergone a review of their competition scheduling and formats, and we are awaiting final confirmation.

• TCMSV Coaches, IST & Support Staff

Head Coach	Jeff Smith	Grande Prairie, AB
Assistant Coach	Taylor Dyer	Lloydminster, AB
Assistant Coach	TBD	TBD
Mental Performance Consultant	TBD	TBD
Lead Strength and Conditioning	Tristan Simmonds	Kelowna, BC
Lead Physiotherapist	Cassie Downe	Calgary, AB
Physiotherapist	Danica Blasius	Edmonton, AB
Chiropractor	Dr. Blair Murphy	Calgary, AB
Chiropractor	Dr. Chhase McFarlen	Calgary, AB
High Performance Director	Ian Halliday	Calgary, AB
National Team Coordinator	TBD	TBD

World Paravolley (WPV)/ Paravolley Pan America (PVPA)

- Barry Couzner (AUS) resigned as President in December 2023 due to health issues. Vice-President, Lori Okimura (USA) will fill the President's role until the end of the term (2025)
- Canada continues to be well-represented internationally within World ParaVolley:

Louise Ashcroft	WPV Medical Director
Chrissy Benz	WPV Assistant Sport Director
Heidi Peters (athlete)	WPV Athlete's Commission Representative
Phil Allen	WPV General Manager
Neal Konowalyk	PVPA Referee Commissioner

- Volleyball Canada continues to work with WPV on creating sustainable events that are athlete-centred, inclusive, and accessible. Over the past year, we have had some significant concerns around decisions that have been made and the direction of the sport of sitting volleyball. These concerns include, but are not limited to:
 - The rising costs of WPV events. All events are “pay to play” and the rising costs of WPV fees combined with increased flight costs are making it more and more difficult to be able to send our teams (e.g.: TCMSV Final Qualifier was \$130,000 CAD to participate).
 - WPV calendar of events and locations of host cities. Dates and locations are often named very late and make it difficult to plan and budget.
 - Lack of clarity and enforcement of Competition Regulations for events and qualifications.
 - Quality and accessibility of services and facilities at events.

Domestic Development

- During the 2023-24 year, the priority and investment was on preparing both TCWSV and TCMSV for their respective Paralympic qualification events and the Paralympic Games. TCSV staff has been working with OTP, CPC, and sport partners in navigating development pathways for sitting volleyball and para sport in Canada. Some initiatives include:
 - Enhanced Regional Training Centres with connections and investment in local communities and networks.
 - Have had success in Montreal, Vancouver and Saskatoon
 - Ran Development ID Camps in Toronto and Montreal – limited success.
 - Sitting Volleyball NCCP Training curriculum (online)
 - Sitting Volleyball Coach PD opportunities – online and in-person
 - Domestic sitting volleyball competitions – nationally and provincially
 - Supporting 2025 Invictus Games in Vancouver, BC with equipment and technical support

Athlete and Coach Pathways

The Athlete and Coach Pathways Committee is responsible for providing recommendations to the Board of Directors based on the principles of Volleyball Canada’s Long-Term Development (LTD) Model for the promotion and growth of volleyball in Canada. The decisions are based on consistent communication with our provincial and territorial partners as well as research through pilot projects and data collection. The ACPC works closely with VC (Volleyball Canada) Pathways staff.

Pathways Mission Statement (DRAFT)

Through collaborative leadership, leveraged expertise and a sustained approach to excellence, the VC Pathway team creates and influences environments to develop Canadian athletes and coaches



Coach Pathways

National Coach Certification Program (NCCP) & Coach Development

Total # of Participants (April 1-March 31)	Elementary Module	Foundations of Volleyball Module	Development Coach Workshop	Development Coach Workshop
2023-2024 (% of growth)	169 (19%)	3005 (33%)	113 (-21%)	950 (16%)
2022-2023	141	2249	144	817
2021-2022	104	1302		652
2020-2021	100	422		81
2019-2020	161	1050		575
2018-2019	76	1445		504

Total # of Participants (April 1-March 31)	INDOOR Adv Development Coach Workshop	BEACH Adv Development Coach Workshop	INDOOR Performance Coach Workshop	BEACH Performance Coach Workshop
2023-2024 (% of growth)	232 (-9%)	19 (90%)	26 (2,600%)	0
2022-2023	256	10	0	0
2021-2022	134	0	24	13
2020-2021	10	0	0	0
2019-2020	98	38	7	0
2018-2019	147	29	35	7

Major Projects

- Development Coach Workshop
 - Blended model launched in French in QC & NB
 - Pilot 1 – 8-week Development Coach Workshop – Combined Training and Evaluation. Group of 9 coaches and 1 Mentor in NL. Tested using Google Classroom and Bongo
- Advanced Development
 - Pilot Revisions & Translation – Blended Delivery
 - Pilot 2 – Advanced Development Coach Workshop – Combined Training and Evaluation. Group of 16 coaches, 8 Mentors. Tested using Google Classroom and Bongo. Bongo is an evaluation tool, where coaches can submit a video of their drill. Coaches can do a self-assessment and receive time-stamped feedback from an Evaluator.
- Performance Coach Workshop
 - Delivered a French Performance Coach Workshop after 5 years hiatus.
 - Created “Support the Competitive Experience” module for the Performance Coach Workshop

Coach Developers

- Community Coach Learning Facilitator Training (3 LFs “Trained” and 4 “In Training”)
- Development Coach Evaluator Refresher Course (English training with 51 participants and French training with 15 participants from across Canada)
- Trained 11 new Development and ADV Development Coach Evaluators.

Coaching Resources

- Underwent RFP process for a new Learning Management System
- Updated Dev and Adv Dev Coach Evaluation Packages

NEP Coach Development Opportunities

- NEP ID Camps – All ID camps included a coach development opportunity with NEP Lead
- NEP Fall 2023 – 15 coaches attended onsite professional development, increase from 10 in 2022
- NEP Fall 2023 - VC subsidy established to support travel for coaches
- NEP Resource - Communication with all club coaches of NEP athletes connecting on WSNT systems, technical and tactical components.
- Supporting indoor skill videos for VC resources.

Canada Cup Coach Development

- 5 online education sessions prior to the Canada Cup specifically for PTA Coaches
 - Presentations by NextGen and Senior National Team Staff
- On-site coach education with TJ Sanders

Coach Eligibility

Significant efforts were undertaken to ensure the National Championship Coach Eligibility policy was followed. Coaches met the mandatory eligibility requirements:

- Making Head Way
- Making Ethical Decisions – Evaluation
- Safe Sport Training
- Foundations of Volleyball
- Criminal Record Check and Screening

Areas of Improvement Required:

- Ensure quality and relevant education and training to meet the continued growth
- Difficulties to reduce backlog in PTA evaluation of Development and Advanced Development Coaches
- Early season intervention and communication with coaches/club to ensure requirements are being completed
- Transitioning Development Coach to Advanced Development Coach
- Communication improvements needed to achieve certification and education about the coach pathway

Moving Forward:

- Automation of Volleyball Canada Registration System integration with coach requirements must be a priority
- Assistant Coach requirements beyond PIA
- Ease of entry for 1st year Coaches
- Longer time frame to complete certification

Athlete Pathways

Pathway Programs

National Excellence Program (NEP) - Women

Fall 2023

- Top 18 athletes from across the country
- 202 applications through GMTM, 8 Regional ID Camps
- Athletes represent 7 provinces, and 12 different club programs.
- Competition included various USport and CCAA teams

Transition of Athletes

- 6 athletes from NEP selected to 2024 NextGen Roster

Regional Excellence Program (REP)

In BC, Burnaby and North Vancouver School District programs continue to offer within the school learning group model. Programs continued to see excellent numbers. Regina, Kootenays, Mississauga, Kelowna, and Saskatoon (new) saw strong registration. The REP program continues to contribute to LTD and provide additional resources to the athlete pathways department.

Team Canada Pathway Programs 2023 - Women

Team Canada U17, U19, and Canada Cup
Summer 2023

- U19
 - 15 Athletes trained, 12 on competition roster
 - Pan Am Cup, Puerto Rico, 6th place finish
 - FIVB Worlds, Croatia/Hungary, 19th place finish
- U17
 - Norceca Continental Cup, Honduras- Bronze Medal
- Canada Cup Red and White
 - 26 athletes trained for 13 days at Brock University
 - 8 Coaches (2 head coaches, 4 assistant coaches, 2 volunteer)
 - 3 Athletic Therapists
 - Red and White - Finished Gold and Bronze
 - Coach Development Session with NextGen Coach

Grassroots Development

Throughout 2023-2024, the importance of grassroots volleyball in the return to sport has been a focus on for pathway development. With a continuation from the Community Sport for All Initiative grants in 2022-2023, Volleyball Canada was able to secure a grant focused on the following areas:

- Marketing of Smashball Resources
 - Including commercial development, promotion at national championships and further reach into the communities.
- Development of Resources
 - Including upgrade of the Smashball App, appropriate age skill development videos, and upgrade to the Elementary School E-Learning module
- Coach Development and Mentorship
 - Including community leaders connecting in person, providing coach education. Support was provided to 2022-2023 grant recipients to connect in person lead by Quebec Volleyball and the RCMP. A legacy event for marginalized girls in communities in the Greater Toronto area will be connected to community leaders.
- Direct to community support
 - 23 communities receive support for equipment, program support, and coach education.

Long Term Development

Volleyball Long Term Development 3.0 as well as the Development Matrix continues to be a key resource with the emphasis on the Person Pillar.

Club Approval Program

Club approval process continues to develop within the Volleyball Registration System. This does set out the criteria and expectations to any club participating within Volleyball Canada, while ensuring the guiding principles of quality safe sport practices.

Alumni and Awards

Each year, Volleyball Canada conducts an induction into the Volleyball Canada (VC) Hall of Fame under the categories — Athlete, Builder, Coach, Referee or Team. These awards have been established to recognize those individuals or teams who have attained prominence in the sport of volleyball or made a major contribution to the development and advancement of the sport in Canada or Internationally.

This past year we held the induction ceremony in Quebec City. Inductees were showcased through videos that were formal and entertaining.

Our 2024 inductees this year:

Gavin Schmitt – ATHLETE

Michelle Sawatzky – ATHLETE

Doramy Ehling – BUILDER

Robert Wright – BUILDER

David Tweedley – BUILDER

Our Hall of Fame will be celebrated in Ottawa on June 5th.

Facebook continues to be our main source of communication with former Volleyball Canada athletes. The Facebook page currently has 250 Alumni signed up and actively contributing to the page.

This past year our 2001 Inductee Mary Macdonald passed away. She was a teammate and friend and will be missed, but always remembered for her many achievements.

Going forward we will continue to engage more VC Alumni. Having a presence and visibility at major events such as Nations League, the VC Championships and on the Volleyball Canada Website will enable us to continue to grow and reach former athletes.

This coming year, the Committee will continue to compile a virtual history of para, beach and indoor Canadian Volleyball, as well as a history of Team Canada at major events. We are looking to gather photos and write ups that can be included in the project.

As always, the Committee welcomes submissions for the Hall Inductions. For more information, please visit the Volleyball Canada Hall of Fame website at **www.volleyball.ca**

Committee: Marlene Hoffman, Wayne Hellquist, Sylvie Bigras, Greg Williscroft, Monica Hitchcock, Claire Hannah, and Paul Duerden

Special thank you to staff member Lucie Leclerc-Rose for the Administration and Organization of our committee.

Domestic Competitions

2023 Indoor Youth National Championships

Youth Nationals were held in the following cities:

- May 4 – 7: Ottawa 14U
- May 11 – 14: Halifax 14U, Winnipeg 14U, Edmonton 15UB & 16UB
- May 10 – 20: Calgary 16UG, 17U & 18U (Three back-to-back events)
- May 18 – 21: Regina 15UG

VC had another record year for registrations seeing a total of 1256 teams register in 2023. Unfortunately, due to hotel limitations there were a significant number of teams left on the waitlist in Regina and due to facility limitations, there were upwards of 10 teams on the waitlist for several other events. Overall, VC experienced an 18% increase in registration from 2022 with an approximate 20% increase in overall interest to participate.

The hosting format of multiple events proved to be an issue for resources (staff, referees, equipment, signage); for this reason, it is a recommendation moving forward to only host Festival Events for the 15U – 18U age groups rather than splitting events over multiple cities.

2023 is the first year that VC hosted a 9 day event; three events were held back to back in Calgary. Due to facility limitations, a crossover (playoffs the same day as check-in) was required from T1 to T2, however, there wasn't a crossover from T2 to T3. Overall, this format was a success and did not create any issues. The non-crossover format was preferred as it was quieter for teams, staff and referees and offers an opportunity for some time off.

The Edmonton Nationals was held in conjunction with the Parazonal qualifier which ran from May 8 – 13th in the main gym at the Saville Centre. Ticketing was all inclusive for the 11 – 13 which allowed participants to watch matches from both events allowing for excellent exposure to both events.

Event Statistics

- There were teams from all provinces and territories except Nunavut
- Over 22,608 participants
- 106 Courts
- Over 4800 matches played

2023 National Championships - Registration by Province

Location	Age Category	Gender	Province														Total
			AB	BC	MB	NB	NL	NS	NT	ON	QC	SK	PEI	YT	NV	Int'l	
Ottawa, ON	14U	M	3	0	0	1	0	0	0	19	9	0	0	0		0	32
		F	10	0	0	3	1	0	0	54	20	0	0	0		0	88
	2023 Total		13	0	0	4	1	0	0	73	29	0	0	0	0	0	120
Winnipeg, MB	14U	M	10	6	19	0	0	0	0	0	0	5	0	0		0	40
		F	23	16	36	0	0	0	0	1	0	12	0	0		0	88
	2023 Total		33	22	55	0	0	0	0	1	0	17	0	0	0	0	128
Halifax, NS	14U	M	1	0	0	1	0	6	0	0	0	0	0	0		0	8
		F	4	0	0	3	6	14	0	5	0	0	0	0		0	32
	2023 Total		5	0	0	4	6	20	0	5	0	0	0	0	0	0	40

2023 National Championships - Registration by Province (continued)

Location	Age Category	Gender	Province														Total
			AB	BC	MB	NB	NL	NS	NT	ON	QC	SK	PEI	YT	NV	Int'l	
Edmonton, AB Regina, SK	15U	M	32	17	11	0	3	0	0	15	3	6	0	1		0	88
		F	71	22	19	0	3	1	0	12	2	30	0	0		0	160
	2023 Total		103	39	30	0	6	1	0	27	5	36	0	1	0	0	248
Edmonton, AB	16U	M	30	17	12	1	0	2	0	15	2	8	0	1		0	88
		F	78	37	22	1	5	3	1	34	8	18	0	1		0	208
	2023 Total		108	54	34	2	5	5	1	49	10	26	0	2	0	0	296
Calgary, AB	17U	M	16	7	6	0	1	0	0	20	1	4	0	1		0	56
		F	42	24	14	1	1	4	0	31	8	18	0	1		0	144
	2023 Total		58	31	20	1	2	4	0	51	9	22	0	2	0	0	200
	18U	M	22	18	6	0	2	3	0	16	2	9	1	1	0	0	80
		F	50	27	9	1	7	3	1	24	2	18	1	1	0	0	144
	2023 Total		72	45	15	2	9	6	1	40	4	27	2	2	0	0	224
	CAL Total		341	169	99	5	22	16	2	167	28	111	2	7	0	0	632
	2023 Grand Total		392	191	154	13	29	36	2	246	57	128	2	7	0	0	1256

Facilities

Calgary

The Olympic Oval hosted 19 courts (2 feature courts and 17 standard courts) while the University of Calgary hosted an additional 9 courts (5 in the Jack Simpson Gym, 3 in the Red Gym, and 1 in the Gold Gym). There were limited spaces in addition to court space to provide proper administration and additional activation spaces.

The 19 courts in the Oval were all sport court, set up by Volleyball Alberta. 10 courts were built with an additional 1 meter of service space on each endline to offer teams more serving space. This was not possible for all courts due to limited set up space.

The Oval did offer the opportunity to have all vendors, activations, and athletes spaces included with the majority of the courts. This offered a dynamic and exciting atmosphere. Access to McEwan Hall provided a great selection of food options for all participants.

Edmonton

The Saville Centre was host to 22 courts plus the use of the main competition gym on day 3 for select playoff matches.

Space was shared with PPVA and Nationals staff and administrative groups with great success. Ventilation was worked on following 2022 and provided an improvement on air circulation however it still did get very warm during matches. Limited food vendors did create issues with properly supporting all participants.

Regina

REAL District was host to 20 courts. Two courts were used in the Volleybarn, including the feature court, 16 in the International Trade Centre, and 2 on an ice rink. This was the first year that the Volleybarn was used; it was a beneficial addition in that it is a permanent volleyball facility and already had the courts on site.

The 16 courts in the ITC and 2 in the rink were sport court and were set up by Sask Volleyball. Food vendors were brought in to service all participants.

Ottawa

Carleton University hosted 15 courts. Two courts in the Raven's Nest (including the feature court), 8 in the field house, 3 on an ice surface and 2 in the Norm Fenn gym. This was the largest 14U iteration held at Carleton to date.

The 8 courts in the Fieldhouse and 3 in the rink were sport court and were set up by the Maverick Volleyball Club and led by a VC court building team.

Winnipeg

The RBC Convention Centre was host to 11 courts and an additional 5 hardwood courts were set up at the Dakota Centre. The RBC Convention Centre floor was uneven in certain areas due to grates, however, this was a minimal issue as the grates were not located on the court but in the free space.

The 11 courts in the RBC Centre were sport court and were set up by Volleyball Manitoba.

Halifax

The Canada Games Centre was host to 5 hardwood courts. The pull-out bleachers around the courts and having VolleyballStuff located within the competition area lead to a great environment.

Staffing

Due to the high number of events, with 4 being held on the same weekend, there was a significant pressure placed on VC staff, PTA staff, and contracted staff to fulfill all staffing needs. Nine VC staff, 16 new staff, 11 PTA staff and 30 returning contractors were brought on to run the events.

A total of 227 crew were hired to support event operations and worked a total of 6400 hours.

Eleven VC reps worked over the 8 events, many of which traveled to multiple events to ensure all events were adequately supported.

A priority was placed on limiting the amount of time hired staff were on site, a maximum of 6 event days was the goal, however some staff did work 9 event days.

Communications

Communications for Nationals were done via the following: press releases, newsletters, website, social media and the VC app.

Press releases were used on a limited basis to promote major Nationals news. This included date launch notification and post event wrap ups.

Newsletters were released on a monthly basis to provide general information and updates for teams, participants and spectators. The newsletters were also used for sponsor/partner promotions.

The **Website** provided a primary landing page and a separate page for each host city. The website was used to list all event info so that teams/spectators could prepare as needed. Unfortunately, the event pages are difficult to get to (via competition calendar) and are therefore not utilized fully by the public.

For **Social Media** Nationals has its own Twitter account which is used for information-based sharing for coaches and spectators. An event page is set up on the VC Facebook page to share event information. Leading into and during events, Nationals does get access to the VC Instagram account for some stories, however this is not full access.

The **VC App** was in its second year of use in 2023. The app provided a more direct route to event information than teams trying to navigate the website.

Merchandise

Volleyball Stuff was on site at all events and had a very successful year. As per previous years, lines were very long, and many events sold out of product very quickly. A new set up was tested in Calgary, as an option to better support the lines and proved to be successful as lines were not impeding other event areas.

Webcasting

Sport Canada TV provided webcasting services at all events except for Winnipeg and Halifax.

Calgary – Two feature courts with full feature court service for playoffs, and additional courts with single camera coverage

Edmonton – One feature court with full feature court service for playoffs, and additional courts with single camera coverage

Regina – One feature court with full feature court service for playoffs, and additional courts with single camera coverage

Ottawa – Coverage of 4 courts using static cameras, 3 girl courts, 1 boy court

Halifax – used a pay per use service. Charged \$10 a day for pay per view, same as a day pass. All 5 courts were streamed. No negative feedback was encountered.

Winnipeg – Coverage of 2 courts using static cameras at RBC. Coverage of 2 courts using static cameras at Dakota Community Centre.

Activations

Unfortunately, VC was able to offer limited activations due to limited space available in the majority of facilities as well as a reduction of resources as they were spread amongst all events.

Parent room and coach rooms were offered in Calgary however room options were limited and were only available in distant areas of the facility. This led to a limited number of individuals accessing the rooms. No other facilities had rooms available to offer this service.

VC Jumpoff was offered only in Calgary due to limited access to supplies. The Jumpoff, however, was very well attended and is always a draw for players.

Feature Court – Due to set up limitations, VC was not able to offer any specialized feature court activations. Originally, the intention was to have an announcer to introduce players in the Tier 1 playoffs and to have music during warm up.

VC worked with **Dodgeball Canada** to run demonstrations in both Calgary and Regina. One court was provided on practice day for the 18U event and 15UG.

Awards

Championship Tier Awards – 1st place teams were awarded with medals (152 larger & Champion ribbons), Champion hats, team banner and trophy. The coach received 6 Mikasa balls and a ball bag. 2nd and 3rd place teams received medals with standard Nationals ribbons

Medals – A total of 4305 medals were distributed. Bronze medals were given out to only the championship tier in the tier-based schedule. In the division-based schedule, bronze medals were distributed to the third team in every tier. Gold and Silver medals were provided to teams winning their tier in the tier-based schedule.

MVP & All Stars were awarded to players in 15U – 18U. Selections were made by coaches in the Championship Tier semi-finals and confirmed following the Gold and Bronze medal matches. All winners were awarded with a small trophy.

Biosteel Player of the Match – VC worked with Gerry Dee to promote & award player of the match awards to 2 players per team in the 16UG and 17UG quarterfinals, semifinals, finals and bronze medal matches. Player names were tracked and provided to Gerry Dee to be considered for the Biosteel All Canadian Girls Volleyball Games which were held June 4th & 5th.

Accommodations

VC worked with Hudson Travel Group (HTG) and Event Connect (EC) in 2023.

- HTG: Calgary, Ottawa, Edmonton
- EC: Halifax, Winnipeg, Regina

This was the first year that EC was given an event larger than a 14U event to test their capacity at a higher level. Regina proved to be a difficult city as there is overall a low inventory and there was a loss of several of the larger hotels due to renovations or other events. The University of Regina was brought on board to support the low hotel inventory, unfortunately the teams didn't book in the residences as there seems to be a significant desire for hotels over the more affordable residences.

Overall, hotel bookings were higher than estimated as teams seem to be travelling with larger family groups each year.

Code of Conduct

Each event was provided with a Conflict Management Team (CMT) to manage any Code of Conduct issues that came up at the event. Individuals were selected from Senior Staff and VC reps who display a disposition to manage conflict well without escalation. The purpose of the committee was to ensure that other staff members could focus on event management. Julie Young was on site in Calgary to lead all code of conduct submissions, this ensured that proper tracking and follow up was completed for all on site situations.

The CMT was provided with pre-event training to ensure consistent process across all events.

Overall, the CMT was an improvement from 2022.

Areas for Review/Improvement

- Lines people – For 2023 VC required that all lines people were athletes at all events. Due to various reasons, this wasn't enforced consistently at all events. A lot of feedback was provided indicating that teams did not like this system. VC will be reviewing options to offer support to referees, expose athletes to referees, and also reduce pressure put on teams/parents to full these roles.
- Seeding – A new point based seeding process was piloted for 15UB – overall this system seemed to have worked fairly well and will be considered for additional age groups in 2024. Further review is needed regarding the system for ensuring provincial balance in the top divisions as well as the overall process for seeding teams in a timely manner.
- Roster collection was once again a difficult, inconsistent, and error-filled aspect of Nationals. VC will once again be seeking alternative solutions to collecting rosters to remove stress on staff and teams.
- VC used SportLomo (SL) for the 2nd year as the registration system for nationals. VC was required to create various registration portals to support nonmember PTAs ON and QC and also to support teams who did not have their club portals set up. This led to a lot of confusion for teams and a lot of back end management by staff to correct registrations made in the wrong area.
- VC Rule/Policy Enforcement – It was noted that teams and spectators are less inclined to follow rules and code of conduct. VC will be looking into implementing fines/penalties for any rules/penalties which are not followed. In addition to the penalties, VC will look into how to better communicate any problem areas to ensure they do not continue in the future.

2023 Beach National Championships

14U-20U Youth & Senior Beach Nationals (August 18-20) - Ashbridges Bay, Toronto

Overview

Two Beach Nationals events were run by Volleyball Canada staff in collaboration with Ontario Volleyball Association and Volleyball BC.

In Toronto, we saw participation increase to 279 teams total, a 16% percent increase from 2022, and our largest turn-out since we started tracking participation in 2011. A total of 73 courts were used, in addition to two feature courts with seating and signage. 13 additional courts were rented out to JAM Group (formerly Toronto Sport & Social Club) to run a one-day recreational tournament.

A total of 97 youth teams participated in the Vancouver event, bringing our total participation for both events to 376. Twenty-nine courts, plus a youth feature, were set-up on Spanish Banks East.

Participation Breakdown (Teams)

	Toronto	Vancouver
14UG	28	24
14UB	12	8
15UG	48	16
15UB	16	16
16UG	24	14
16UB	24	19
17UG	22	
17UB	18	
18UG	12	
18UB	11	
20UW	6	
20UM	16	
SR W	18	
SR M	24	

Results

There were 14 events total between male and female in 2023. Below is the medal breakdown for the Championship Tiers.

Toronto

Ontario: 11 Gold, 12 Silver, 8 Bronze
Quebec: 1 Gold, 3 Bronze
Alberta: 1 Gold, 2 Silver, 1 Bronze
New Brunswick: 1 Gold
British Columbia: 1 Bronze
Nova Scotia: 1 Bronze

Vancouver

Ontario: 2 Gold
British Columbia: 4 Gold, 5 Silver, 5 Bronze
Alberta: 1 Silver
Saskatchewan: 1 Bronze

2023 Beach National Championships - Registration by Province

Location	Age Category	Gender	Province														Total
			AB	BC	MB	NB	NL	NS	NT	ON	QC	SK	PEI	YT	NV	Int'l	
VAN	14U	G	8	15	0	0	0	0	0	19	9	1	0	0	0	0	24
		B	0	8	0	3	1	0	0	54	20	0	0	0		0	8
	2023 Total		8	23	0	0	0	0	0	0	0	1	0	0	0	0	32
	15U	G	0	15	0	0	0	1	0	0	0	0	0	0	0	0	16
		B	2	14	0	0	0	0	0	0	0	0	0	0	0	0	16
	2023 Total		2	29	0	0	0	1	0	0	0	0	0	0	0	0	32
	16U	G	3	8	1	0	0	0	0	1	0	1	0	0	0	0	14
		B	2	14	1	0	0	0	0	1	0	1	0	0	0	0	19
	2023 Total		5	22	2	0	0	0	0	2	0	2	0	0	0	0	33

2023 Beach National Championships - Registration by Province (continued)

Location	Age Category	Gender	Province														Total
			AB	BC	MB	NB	NL	NS	NT	ON	QC	SK	PEI	YT	NV	Int'l	
TOR	14U	G	0	0	0	3	0	1	0	20	4	0	0	0	0	0	28
		B	0	0	0	4	0	0	0	7	1	0	0	0	0	0	12
	2023 Total		0	0	0	7	0	1	0	27	5	0	0	0	0	0	40
	15U	G	6	0	0	2	1	5	0	26	8	0	0	0	0	0	48
		B	0	0	0	0	0	0	0	12	4	0	0	0	0	0	16
	2023 Total		6	0	0	2	1	5	0	38	12	0	0	0	0	0	64
	16U	G	2	1	1	2	0	0	0	13	5	0	0	0	0	0	24
		B	3	0	1	1	0	1	0	17	1	0	0	0	0	0	24
	2023 Total		5	1	2	3	0	1	0	30	6	0	0	0	0	0	48
	17U	G	5	1	0	0	0	2	0	10	4	0	0	0	0	0	22
		B	0	2	1	0	0	0	0	11	4	0	0	0	0	0	18
	2023 Total		5	3	1	0	0	2	0	21	8	0	0	0	0	0	40
	18U	G	2	0	0	1	0	1	0	7	1	0	0	0	0	0	12
		B	3	0	0	2	0	0	0	4	2	0	0	0	0	0	11
	2023 Total		5	0	0	3	0	1	0	11	3	0	0	0	0	0	23
	20U	W	1	0	0	0	0	0	0	3	2	0	0	0	0	0	6
		M	0	0	0	1	0	0	0	12	3	0	0	0	0	0	16
	2023 Total		1	0	0	1	0	0	0	15	5	0	0	0	0	0	22
	SR	W	2	1	0	1	1	0	0	8	4	0	1	0	0	0	18
		M	2	0	0	0	0	1	0	19	2	0	0	0	0	0	24
	2023 Total		4	1	0	1	1	1	0	27	6	0	1	0	0	0	42
	TOR Total		26	5	3	17	2	11	0	169	45	0	1	0	0	0	279
	VAN Total		15	74	2	0	0	1	0	2	0	3	0	0	0	0	97
	2023 Grand Total		41	79	5	17	2	12	0	171	45	3	1	0	0	0	376

Senior Results

A total prize purse of 20k was handed out for the Senior event.

Women

1st: Belanger/Monkhouse
 2nd: Bansley/Bukovec
 3rd: Grewal/McNamara
 4th: Furlan/Dunn

Men

1st: Schachter/Dearing
 2nd: Russell/MacNeil
 3rd: Kemp/Losier
 4th: Van Geel/Van Geel

Staffing

Eight (8) VC staff, three (3) OVA staff, and three (10) contracted staff were brought in to support the Toronto event. There were an additional 23 volunteers hired to support event operations.

While an increase for 2022, these numbers proved to be insufficient to properly support the growth of the event, specifically regarding sponsor set-up and servicing. More staff and/or volunteers will need to be hired pre- and post-event to properly support this area and ensure VC staff and OVA's crew are not overstretched.

Communications

Communications was done via the following: press releases, newsletters, website and social media

- Press releases were used on a limited basis to promote major Beach Nationals news. This included date launch notification and post event wrap ups.
- Newsletters were released monthly to provide general information and updates for teams, participants and spectators. The newsletters were also used for sponsor/partner promotions.
- The website provided a single landing page for both events which listed all event information.
 - Social media was predominantly used in event due to staffing turnover and capacity issues. An external contractor was hired to manage this which worked very well, and resulted in some strong content being produced. This is likely a strategy that the team will consider using moving forward for Beach events to help the comms team during a time that typically is heavy with international events.

Merchandise

Event merchandise was provided by VBS. A pre-sale option was provided in addition to on-site sales. Due to the small size of the events, VBS chose not to be on-site. VC and VBC were responsible for the set-up, staffing and sales. In Toronto, staffing shortages, along with insufficient inventory, led to sales being limited to Saturday and Sunday morning only. Limited inventory in Vancouver also saw sales of apparel close before the end of the event.

Webcasting

Sport Canada TV provided webcasting services for both feature courts in Toronto while Early Donut Studios provided services in Vancouver. Unfortunately, issues with music copyrights resulted in the videos for the Senior event being pulled down on YouTube.

Activations

Due to staff capacity, activations were focused on the below for 2023.

- Provincial Champions Clinics – Provincial Champions and their coaches were invited to attend a training session with NextGen Coaches on the Thursday before the event.
- Massage Therapist Booth – A massage therapy school was on-site offering free massages to athletes and attendees. It was very well received, and VC hopes to continue this activation.
- Beach Clean-Up – A beach clean up was held in conjunction with Toronto Waterfront Community on the Monday following Toronto's event. Attendance was limited, but this was felt to be a result of poor promotion. Toronto Waterfront is eager to continue the partnership and VC would like to continue to include it as part of the event's legacy.

Sponsors/Partners who were activated on-site:

- Mikasa (presenting sponsor)
 - TOR - court-side signage, branding on medal ribbons, branding on Senior Bracket Board
 - VAN - court-side signage, branding on medal ribbons
- Left On Friday
 - TOR - Female competition tops, court-side signage, net-tape on feature court, mini 'LOF' court for women with signage, on-site sales and inflatable ball and tents for public to rest under
 - VAN - Female competition tops, court-side signage, net-tape on feature court, on-site sales
- Jumblete
 - TOR - male competition tops, court-side flags, inflatables, and sales booth
 - VAN - male competition tops
- Government of Canada
 - TOR - court-side signage
 - VAN - court-side signage
- Government of Ontario
 - TOR - court-side signage
 - VAN - court-side signage

Signage/Branding

TOR - Branding and signage was greatly improved from 2022 with investments made by the sponsors in branded tents, inflatables, and court signage. Both enhanced the look and feel of the event, particularly around the senior feature court.

VAN –Due to the short window between Toronto and Vancouver Beach Nationals, VC is unable to share equipment between those two events. While a small order of tent covers, and blade flags was purchased in 2023 for this event, there is still a need for further investment to bring this event on par with other Nationals.

Areas for Review/Improvement

- Enhancing Youth Feature Court experience – The event introduced a youth feature court announcer for the first time in 2023. Overall, the addition was received positively, especially for the older age groups. There is still a large discrepancy between what is offered on the Senior vs Youth sides, however, so more efforts should be directed at expanding there (seating, signage, ball crew).
- Merchandising – Event merchandise was limited on-site, and apparel sold out within the first hour of sales. VBS needs to send more stock to support on-site demand and the merch crew role needs to be expanded to support set-up.
- Volunteer Recruitment and Retention – A high number of last-minute dropouts and no-shows within the volunteer pool resulted in senior staff having to step in and support some roles. Volunteer recruitment needs to be expanded outside of the OVA's database to draw from local volunteer groups, and additional roles need to be added as floaters to cover potential no-shows.
- Scheduling – Match times were adjusted in 2023 to allow for additional breaks throughout the course of the day. Based on feedback from referees and host staff, the extended times did not utilize the courts effectively and hampered the atmosphere with courts sitting empty. Further review on the schedule and match times needs to be done.

1. RAY

- Youth FC – scheduling a team for every province, and add finals closer to feature court to enhance atmosphere

2. Vince - Schedule – pathway between pool play

3. Shannon – whether Vancouver would ever be a possibility for older age-groups

- Combining 17U/18U age-groups to provide a larger age-group and better competition – 15U?

University/College Beach National Championships

The 2nd University/College Beach Championships was hosted September 2-3 at Ashbridges Bay in Toronto.

The two-day event was open to teams from Canadian post-secondary institutions and featured both a men's and women's category. The draw saw a large decrease in registrations from 2022, with 16 men's teams and 9 women's teams. There was a total of 12 post-secondary institutions represented from Ontario, Quebec, New Brunswick and British Columbia.

Results

Women

1st: Kelly/Sinik (University of Waterloo)

2nd: Meilikhan/White (University of Waterloo)

3rd: Souza/Safar (University of Toronto)

Men

1st: Pickett/Pickett (University of Guelph)

2nd: Lash/Chadwick (University of Guelph)

3rd: Elgert/Flowerday (Thompson Rivers University)

Areas of improvement

- **Seeding** – A majority of the participating athletes are indoor athletes with little to no beach tour results. As a result, it was difficult to rank and seed teams appropriately. A review of the seeding system needs to be conducted to try and determine the best way to seed these teams.
- **Signage/Branding** – While greatly improved from 2022, there is still much room for improvement. Some traditional Nationals signage items (blade flags, net numbers) were not utilized this year due to shipping costs and storage logistics.
- **Crew/Volunteer Recruitment** – A high number of volunteer no-shows resulted in senior staff having to step in and cover court crew roles.

VC Combine

The VC Combine entered its second season in fall/winter of 2023-2024. The Combine was able to host in 5 different cities including Calgary, Winnipeg, Newfoundland, Ottawa, and Yellowknife. Calgary's Combine was in conjunction with Volleyball Alberta Team Alberta testing. VC was able to run the testing and share the data with Volleyball Alberta.

The Northwest Territories Combine successfully arranged for members of the National Team Staff (Shannon Winzer, Matt Krueger, Mike Cook, and Rob Hooper) to conduct onsite sessions with local athletes. The Combine featured an on-court session led by Shannon and Matt with a high school class, along with four more sessions involving both male and female participants. Mike and Rob assessed athletes' spike touch and block touch, also providing instruction on a proper warm-up routine. This inaugural event provided valuable insights to enhance future iterations, such as incorporating weight room sessions and introducing coaching development sessions based on the needs of our participants. These sessions would also be available to all coaches from various sports.

Registration for 2023/2024:

- Calgary, AB – 59 athletes
- Winnipeg, MB – 13 athletes
- St John's, NL – 49 athletes
- Ottawa, ON – 19 athletes
- Yellowknife, NWT – 38 athletes

For the 2024-2025 season, the Combine will be in the following locations, Newfoundland, Toronto area, Alberta, and British Columbia.

The future direction of the Combine is not a standalone event, it must be part of something else that requires cross-department collaboration and effort.

- Partnered with NEP ID Camps
- Part of a 2-7 day "camp", which includes technical tactical athlete/coach education, NCCP modules, Sport Science/Medicine sessions (i.e. NWT).
- Partnered with Provincial Team ID camps.

To achieve the above, we recommend that resource allocation be revisited along with financial impact. Logistical support, service providers (for educational/coaching sessions), and marketing/promotions would require either a shifting of portfolios for staff or increased resources/time to work towards these objectives.

2024 Senior Open

This year, to provide more opportunity for our adult teams to compete, we offered 2 Senior Opens. One was held in Gatineau, QC at our Men's Training facility, from April 5-7, where we hosted 21 teams from ON and QC competing in 2 divisions. The second event was held in Burnaby, BC at Simon Fraser University, where we had 12 teams from BC and AB competing in 2 divisions. This year there was not enough interest in having a Masters women's division.

With our goal of growth and opportunity again this year, we really felt like we achieved this goal. In Gatineau, we hosted more teams in fewer divisions, and for our first event in BC, we had 11 new teams. We grew by 57% over last year and 200% over 2 years ago.

In Gatineau, the National Beavers from Quebec won a hard fought 3 set match against Toronto Volley from Ontario in the Men's side. On the women's side, Leaside (defending Champions) defeated Three-Gees (defending Bronze medalists) in the finals. In Burnaby, For the People defeated Dunbar Cycles (2 time Champion) in three sets, and Pursuit Volleyball from AB defeated UBC Women's Gold in straight sets.

We had a lot of positive feedback with the athletes excited about the opportunity to compete and wanting to help grow the event. We did hear that the first week in April is a tough time as it begins to get very close to post-secondary exam time. We received a lot of feedback that there were teams who would have participated but were unaware that the event was happening. We will be working with our communications teams to get the word out earlier and more broadly.

National Referee

The 2023-24 season has been one of reengaging past practices that have proven successful and aligning with a new vision under the leadership change of the referee committee.

Domestic Development

Traditionally, the focus of grassroots domestic development programming has been captured by the technical capacity to interpret and apply the Rules of the Game in live competition. Through a staggered introduction of competitive environments, the referee is gradually challenged to adjust, adapt, and grow their skill sets to the point of being able to manage matches at all levels of youth competition.

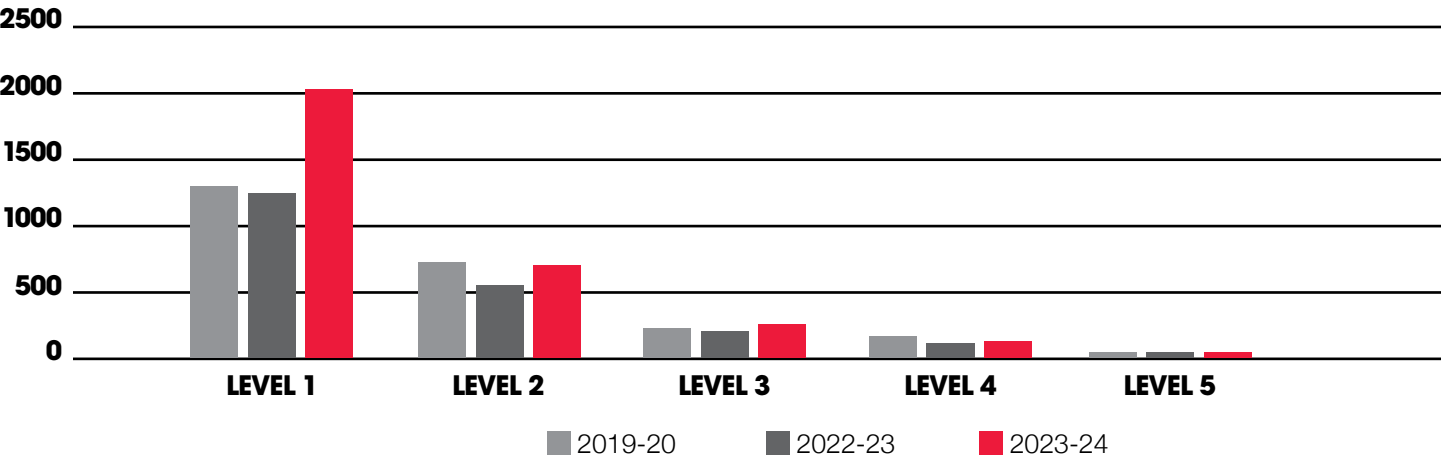
While this approach is successful in developing a foundation for on-court performance, it is one-dimensional and limiting in the overall development of referees. Moving forward, a concerted effort is being made to broaden the structure of referee programming and expand from the linear nature of current programs.

Specific programming areas that have shown growth and success include:

- Incorporation of Safe Sport requirements throughout the developmental pathway.
- Researching and expanding Safe Sport mechanisms within the referee environment.
- Incorporating programming that recognizes the importance of gender equity, diversity, and inclusion.
- Researching and establishing programming focused on the mental health and well-being of referees.
- Researching and establishing programing focused on the sport psyche of referees.
- Establishing developmental congruency between all disciplines at the grassroots level.
- Establishing basic developmental frameworks for ParaVolley initiatives.
- Incorporation of technologies to modernize developmental programming via an active Learning Management System.
 - Framework establishment for annual renewal testing requirements.
 - Recognition of professional development initiatives as an educational need.
 - Modernization of the referee developmental matrix.
 - Establishing recruitment and retention strategies with modern technological capabilities.

While comprehensive growth of programming is an end goal that will tie-in significantly with long-term referee development initiatives, the lingering impact from the pandemic continues to highlight recruitment and retention as the most pressing issues facing the referee community, not only within volleyball, but within sport itself.

Referee Registrations Pre & Post-Pandemic



Considering the pyramidal nature of the referee population, the greatest change in value is displayed at the entry level programming. While the interest and demand to start refereeing reflects positivity, the concern amplified by the data is the static nature of referees at the second and third stages of the referee framework.

It is evident that this foundation of knowledge and experience did not effectively recover from the impacts of the pandemic. Inclusive of those that waited extra time to return to the sport, three years after the impacts of the pandemic, level 2 and 3 registrations are just reaching a value equal to pre-pandemic levels. While nationwide development has occurred at both developmental stages, we are meeting the minimum expectations from pandemic modelling. Specifically, that we will return to foundational levels three – five years from return to sport implementations.

As the overall demand for volleyball has increased by 34% since 2020, (12% in the last year alone), the data confirms that current recruitment and retention strategies for referees cannot and is not keeping pace. While a complete return to pre-pandemic values is positive, the efforts to draw in and retain a foundational base equal to the growth of the sport are paramount to the success of the sport moving forward.

High-Performance and International Referee Development

Canadian referees continue to be a leading force on the world stage. Administratively, we are represented on the PVPA, NORCECA and FIVB Rules of the Game and Referee Commissions.

Considering 2024 is an Olympic year, the competition schedule itself does not afford as many opportunities for participation. That said, we can proudly claim our referees continue to lead the way on the world stage with nominations as follows:

2024 Olympic Nominations

1. Scott Dziewirz – Technical Referee – Volleyball
2. Guy Bradbury – Referee Coach – Volleyball
3. Brian Hiebert – Technical Referee – Beach Volleyball
4. Lucie Guillemette – Challenge Referee – Beach Volleyball
5. Marie-Claude Richer – Technical Referee – Sitting Volleyball
6. Neal Konowalyk – Technical Referee – Sitting Volleyball

With respect to our remaining international referees, all should receive at least one opportunity for international exposure during the 2024 competition calendar.

Current Outlook of International Referees - Volleyball

- Six of eleven referees are recognized with an FIVB referee categorization.
- Five of eleven referees are recognized with a Continental referee categorization.

Current Outlook of International Referees – Beach Volleyball

- Three of six beach referees are recognized with an FIVB referee categorization.
- Four of six beach referees are recognized with a Continental referee categorization.
- One retirement from active refereeing on the international stage.

Current Outlook of International Referees – Para Volleyball

- Two of two referees are recognized with a WOVD referee categorization.

Developmental Successes in 2023 – 2024

- Canada was awarded one representative to attend the 2023 FIVB Beach Volleyball Referee Candidate Course
 - Simone Ouellet was successful and is now recognized as a categorized FIVB beach referee.
- Canada was awarded one representative to attend the 2024 NORCECA Referee Candidate Course
 - Nikolaus Fuess successfully completed the course and is currently working on the formal performance evaluations to complete the overall program requirements.

- Canada has been awarded one representative to attend the upcoming FIVB Volleyball Referee Candidate Course
 - Jason Dodd will be attending the U17 men's world championship in August 2024. Upon success, Jason will be reclassified as a categorized FIVB referee.

Long-Term Referee Development

Long-term referee development aims to improve on existing educational services and opportunities for the membership and offers the greatest area of expansion for the referee program.

In striving to develop a true long-term referee development program that will support sustained recruitment and retention in a safe and equitable fashion, the following objectives were the primary areas of focus over the course of the pandemic:

- Aligning referee programs with all current policies and procedures.
- Establishing a diversified communication strategy that serves all referees within Canada.
- Development of a standardized referee mentorship program.
- Modernization of programming through increased and effective usage of technology.
- Establishing metrics of sustainability for all programming.
- Enhancing the recognition of referee successes at both Volleyball Canada and PTA levels.

As we continue to grow and enhance the long-term development program, the Referee Committee recognizes the importance that technology can and will play in the future delivery of all programming. To that end we are excited to be working with the other pathway pillars in establishing a Learning Management System.

Implementation of a learning management system is a long overdue component in the modernization and delivery of referee programming. The capabilities associated with the administration, tracking and reporting of analytical data will greatly assist in the identification of future training and learning gaps within the refereeing community, not only for those that are seeking to progress through the certification pathways, but also for the establishment and implementation of a Lifelong Learning Program.

National Referee Committee

As we move into 2024 – 25, the current structure of the National Referee Committee is as follows:

- Chairperson: Scott Borys
- Vice-Chair / Staff: Ryan Bunyan
- Refereeing for Women: Irena Zamboni
- Nominations and Awards: Pat Thorne
- Domestic Development (Indoor): Matt van Raalte
- International Development (Indoor): Malcolm Mousseau
- Domestic Development (Beach): Brian Hiebert
- International Development (Beach): Lucie Guillemette
- Domestic Development (Para): Marie-Claude Richer
- National Promotions: Andrew Robb / Bohdan Ilkiw

Each of these members have expressed a desire to stay engaged on the strategic development of refereeing programming in Canada.

Safe Sport and Gender Equity/ Diversity/Inclusion

Volleyball Canada has full-time employee Julie Young and part-time employee Caroline Sharp working in the areas of Safe Sport and Gender Equity/Diversity/Inclusion. Following is a summary of initiatives that have been completed as well as key objectives moving forward:

Safe Sport

Safe Sport Complaints

VC was the first NSO to sign an agreement with Abuse-Free Sport in June 2022 and is now completing its second year with the program. Volleyball Canada is also the first and only organization to offer Abuse-Free Sport complaint services to all PTAs and members. Any Volleyball Canada member can submit a Safe Sport complaint to OSIC through the Abuse-Free Sport program.

As of May 2024, VC has thirteen (13) individuals on the Abuse-Free Sport Registry with Suspensions or Provisional measures applied pending the completion of their cases.

VC has renewed its agreement with Abuse-Free Sport for 2024-2025.

Following is a summary of the cumulative statistics ending March 31, 2024:

Total Complaints/Reports Received	98
Total Cases Open	47
Total Cases Closed	51
Cases Deemed Admissible	72
Total Admissibility Determination Pending	1
Total Cases Under Independent Investigation on March 31, 2024	46
Total Cases with Sanctions imposed on March 31, 2024	8

Safe Sport Membership Requirements:

VC’s Screening Committee remains in place with members Boris Tyzuk, Mark Eckert, and Caroline Sharp. The Committee reviews all issues that arise from criminal background and reference checks and acts as a resource for PTAs to review screening issues and provide recommendations.

Background screening is a requirement for all VC staff, volunteers, coaches, and Persons in Authority (PIAs) throughout the organization. It is also a requirement of the Club Approval Program. All are also required to complete an annual screening disclosure form.

Safe Sport training requirements continued to be enforced and monitored for all VC staff, volunteers and is also a requirement for all Persons in Authority.

Safe Sport Virtual Information Sessions were staged with every National Team Program (all disciplines, age classes and genders) and a take-away resource document was provided to all participants in the sessions. A second Referee Safe Sport webinar was staged.

VC-PTA Safe Sport Alignment

VC applied for funding for VC-PTA Safe Sport Alignment through the COC Sport Enhancement Fund. Meetings were staged with every PTA to review Safe Sport issues, concerns, and ways that VC can assist. Funding was provided to each PTA to help with resources to ensure Safe Sport compliance for all Persons in Authority. In addition, the consultations resulted in the identification of additional resources that can be created to help PTAs. These include Safe Sport resources for parents, and resources for clubs, among others.

Youth Safe Sport Education Platform

Volleyball Canada, Athletics Canada and Swimming Canada worked with ITP Sport, led by Allison Forsyth, to project manage the content creation and site development for the deployment of content with two partners, Reux Agency, and Verdure Digital. The result is a series of eight (8) Safe Sport Education Videos for youth in the 13-20 age range. The project was made possible through COC NSF Enhancement funding. The English videos, narrated by Allison Forsyth, are completed and the French videos are being completed by the end of May 2024. Former National Volleyball Team member and Beach Volleyball Olympian Guylaine Dumont provided the narration for the French versions of the videos.

Once the project is fully completed and launched, we will apply for Safe Sport accreditation through Abuse-Free Sport. The tool will be made widely available to all volleyball members and the volleyball community at large. Access to the platform will be free of charge and other NSOs can sign on for a small fee to obtain access to tracking data for their members.

The project will continue with the addition of further modules on additional topics identified in the project design phase and through consultations with PTAs, Clubs, parents, and athletes.



Conflict Management Teams and Complaint Process at VC National Championships

A Complaint Management process for the 2024 VC National Championships was once again put into place with refinements from the 2023 season post-event review. Conflict Management Teams were once again designated for each event and members received training in Safe Sport and conflict management. Once events are completed, VC's Discipline & Complaints Committee reviews the complaints, and follows up as required. VC is working on more education and policies related to the behaviour of parents and spectators at events.

Gender Equity/Diversity/Inclusion

Education

All VC staff (including all coaches) and contract employees continue to be required to complete training in Gender Equity through the Women and Sport Gender Equity Lens Module. VC continues to integrate DEI learning and education modules into staff onboarding plans.

Program Development

Diversity, Equity & Inclusion

Through funding by the COC, VC worked in partnership with Deloitte Inc. on the development of its Equity Diversity and Inclusion (DEI) Strategic Framework and Implementation Plan which was completed in December 2022. Ensuring that volleyball is accessible to everyone is one of the foundations of our commitment to our players, parents, coaches, officials, and partners.

VC has used the Strategic Framework and Implementation Plan to record and detail initiatives across the organization and to help prioritize areas for improvement. VC received Sport Canada funding in 2023 for Community Sport for All initiatives (detailed under Pathways) and additional funding is being targeted in 2024 for Atlantic Canada and the Territories. In late 2023, VC received funding through a Sport Canada program that will target gender equity initiatives in Refereeing and Coaching. A Women's Referee Symposium took place during the 2024 VC National Championships, and a Women's High Performance Mentorship program and workshop is in place in conjunction with Canada Cup.

04 Provincial & Territorial Reports



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Hayli Deans – Treasurer
Taylor Phillips – Secretary
Chanhoi Kim – Director
Tonja Hinchey – Director

2023 / 2024

	Indoor	Beach
Number of male registered players	193	37
Number of female registered players	262	3
Number of male registered coaches	19	included with indoor
Number of female registered coaches	19	included with indoor
Number of male registered referees	2	0
Number of female registered referees	0	0
Number of male recreational/associate level members	50	included with indoor
Number of female recreational/associate level members	50	included with indoor
Number of registered clubs (Youth)	3	2
Number of registered clubs (Adult)	1	2
Number of registered teams (Youth)	31	22
Number of registered teams (Adult)	8	2
Number of 9-12 male players (participated in a PTA program or club)	10	N/A
Number of 9-12 female players (participated in a PTA program or club)	25	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	1	0
Number of individuals suspended from participation	1	

Major Events Hosted

- 2023 Yukon Beach Championships
- 2023 Yukon Indoor Championships

Major Corporate Sponsors

- Yukon Government
- Lotteries Yukon
- Air North
- North Star Mini Storage
- Northland Beverages (Pepsi)

New Initiatives for the Upcoming Year

- Team Yukon Summer Program
- Yukon Beach Open
- Yukon Indoor Opener

Current Challenges

- Communications with national partners
- Workload

Safe Sport cost of implementation

Staff wages (unknown total) for implementation and promotion of the Pan-Canadian Screening Policy, Discipline and Complaints Policy, Code of Conduct and Abuse Policy.

Strategic Plan

<https://www.volleyballyukon.com/bylaws-policies>

Volleyball Nunavut

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John Legate – Vice-President
Matt Wyatt – Kitikmeot Representative
Brady Fischer – Director-at-Large
Bev Netusi – Director-at-Large

2023 / 2024

	Indoor	Beach
Number of male registered players	145	N/A
Number of female registered players	215	N/A
Number of male registered coaches	11	N/A
Number of female registered coaches	17	N/A
Number of male registered referees	4	N/A
Number of female registered referees	2	N/A
Number of male recreational/associate level members	N/A	N/A
Number of female recreational/associate level members	N/A	N/A
Number of registered clubs (Youth)	N/A	N/A
Number of registered clubs (Adult)	N/A	N/A
Number of registered teams (Youth)	21	N/A
Number of registered teams (Adult)	27	N/A
Number of 9-12 male players (participated in a PTA program or club)	N/A	N/A
Number of 9-12 female players (participated in a PTA program or club)	N/A	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	N/A
Number of individuals suspended from participation	N/A	

Major Events Hosted

- Youth Territorials
- Coaching Symposium
- Grassroots Clinics (4)
- High Performance training

Major Corporate Sponsors

- Calm Air
- Zueike

New Initiatives for the Upcoming Year

- N/A

Current Challenges

- Cost of travel increased by 45%

Safe Sport cost of implementation

New Safe Sport programs combined with Sport Nunavut will begin 2024-2025

Strategic Plan

Yes, being updated

Volleyball Northwest Territories

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Terrell Hobbs - Regional Referee Council
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Oliver McSwain – Director-at-Large
Heather Coakwell – Director-at-Large
Christopher Mathison – Director-at-Large
Tamara Mathison – Youth Representative (no voting rights)

2023 / 2024

	Indoor	Beach
Number of male registered players	51	All
Number of female registered players	120	included
Number of male registered coaches	8	with
Number of female registered coaches	9	indoor.
Number of male registered referees	8	
Number of female registered referees	4	
Number of male recreational/associate level members	57	
Number of female recreational/associate level members	118	
Number of registered clubs (Youth)	4	
Number of registered clubs (Adult)	1	
Number of registered teams (Youth)	6	
Number of registered teams (Adult)	16	
Number of 9-12 male players (participated in a PTA program or club)	0	
Number of 9-12 female players (participated in a PTA program or club)	0	
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	2	
Number of individuals suspended from participation	0	

Major Events Hosted

- Territorial Championships
- Combine

Major Corporate Sponsors

- Mikasa

New Initiatives for the Upcoming Year

- Increase Beach Participation
- Coach recruitment

Current Challenges

- Coaching development
- Youth Tours in communities

Safe Sport cost of implementation

\$500

Strategic Plan

http://nwtvolleyball.ca/page.php?page_id=110756

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Jake Cabott – Director-at-Large
Adam Woelders – Director-at-Large
Norm Hanson – Director-at-Large
Rosie Schlagintweit – Director-at-Large

2023 / 2024

	Indoor	Beach
Number of male registered players	2019	VBC rolls indoor
Number of female registered players	4905	registration/
Number of male registered coaches	702	membership into
Number of female registered coaches	686	the beach season.
Number of male registered referees	170	Therefore, we do
Number of female registered referees	85	not have separate
Number of male recreational/associate level members	2099	numbers for beach
Number of female recreational/associate level members	2719	membership.
Number of prefer not to say recreational members	2029	
Number of registered clubs (Youth)	73	
Number of registered clubs (Adult)	N/A	
Number of registered teams (Youth)	574	
Number of registered teams (Adult)	N/A	
Number of 9-12 male players (participated in a PTA program or club)	N/A	
Number of 9-12 female players (participated in a PTA program or club)	N/A	
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	
Number of individuals suspended from participation	0	

Major Events Hosted

- 2023 BC Hall of Fame Virtual Awards
- 2023 Provincial Indoor Volleyball Championships (12-14U, 15-16U and 17-18U)
- 2023 Beach Tour presented by Natura Solutions
- 2023 Vancouver Open presented by Natura Solutions
- 2023 Beach Youth Nationals

Major Corporate Sponsors

- Natura Solutions
- Belairdirect
- Canuckstuff
- Mikasa

New Initiatives for the Upcoming Year

- 2021-2024 Strategic Plan Year 3 implementation
- Development of 2025-2028 Strategic Plan
- Competition review to accommodate growth in the club system
- Implementation of key strategic initiatives such as the High Performance Plan, Safe Sport Action Plan, Strategy for Diversity, Equity, and Inclusion; and Membership Engagement Plan

Current Challenges

- System and organisational capacity to meet increasing demand for volleyball programs and events
- Access to facilities, especially outside of Lower Mainland
- Recruitment and retention of referees and officials
- Renewal of lease and long-term partnership for the Harry Jerome Sport Centre

Safe Sport cost of implementation

N/A

Strategic Plan

<http://www.volleyballbc.org/wp-content/uploads/2021/04/Strategic-Plan-2021-2024-Final.pdf>

Volleyball Alberta

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2023 / 2024

	Indoor	Beach
Number of male registered players	2311	226
Number of female registered players	7054	673
Number of male registered coaches	857	31
Number of female registered coaches	1158	19
Number of male registered referees	246	13
Number of female registered referees	176	6
Number of male recreational/associate level members	1023	132
Number of female recreational/associate level members	2733	345
Number of registered clubs (Youth)	105	N/A
Number of registered clubs (Adult)	3	N/A
Number of registered teams (Youth)	794	137
Number of registered teams (Adult)	N/A	N/A
Number of 9-12 male players (participated in a PTA program or club)	117	N/A
Number of 9-12 female players (participated in a PTA program or club)	691	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	24	N/A
Number of individuals suspended from participation	3	

Major Events Hosted

- VC Indoor Nationals: 15U & 16U Boys
16U, 17U & 18U Girls
- Hosting NORCECA Men's Final Six Indoor Tournament
- Beach Pro Tour Challenge

Major Corporate Sponsors

- Mikasa
- Elite
- EventConnect (accommodations)

New Initiatives for the Upcoming Year

- Updated Bylaws and Membership policy
- Developing insurance options for clubs (and providing education)
- Providing training on governance to clubs
- Examining DEI options
- Every Kid Can Play Grant – growing and developing early stages programs

Current Challenges

- Growth challenges: strain on facilities, referees, coaches, and administrators
- Club support: including governance resources
- Redefining agreements with schools and referees
- Air quality – Beach volleyball

Safe Sport cost of implementation

Still waiting invoices, hard to substantiate as many staff hours involved in checking PIA's.

Strategic Plan

<https://www.volleyballalberta.ca/wp-content/uploads/2023/10/VA-Strategic-Plan-Dec-2021-Approved.pdf>

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2023 / 2024

	Indoor	Beach
Number of male registered players	849	85
Number of female registered players	2651	333
Number of male registered coaches	329	N/A
Number of female registered coaches	472	N/A
Number of male registered referees	176	1
Number of female registered referees	138	3
Number of male recreational/associate level members	327	252
Number of female recreational/associate level members	1212	213
Number of registered clubs (Youth)	78	N/A
Number of registered clubs (Adult)	9	N/A
Number of registered teams (Youth)	322	N/A
Number of registered teams (Adult)	N/A	N/A
Number of 9-12 male players (participated in a PTA program or club)	49	N/A
Number of 9-12 female players (participated in a PTA program or club)	277	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	25	1
Number of individuals suspended from participation	0	

Major Events Hosted

- Indoor Provincials

Major Corporate Sponsors

- Mikasa
- Discover Saskatoon
- Regina Hotel Association
- Flying Fox
- Pattison Outdoor Ads

New Initiatives for the Upcoming Year

- Agreed to a rental contract with REAL to rent the International Trade Centre 4-6 times per year and purchasing Sport Court and net systems to support the events

Current Challenges

- Facility space
- Coach development
- Referee development

Safe Sport cost of implementation

~\$5,000

Strategic Plan

<https://www.saskvolleyball.ca/wp-content/uploads/2023/10/2023-26-Strategic-Plan-oct24.23.pdf>

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Madison Minarik – Director

Gabrielle Wishart – Director
Ted Redekop – Director
Taylor Basaraba – Director
Ayiya Ottogo – Director
Henry Floreal – Director
Chris Chong – Referee Director

2023 / 2024

	Indoor	Beach
Number of male registered players	2191	269
Number of female registered players	2643	414
Number of male registered coaches	257	0
Number of female registered coaches	230	0
Number of male registered referees	108	12
Number of female registered referees	32	8
Number of male recreational/associate level members	735	269
Number of female recreational/associate level members	469	414
Number of registered clubs (Youth)	41	N/A
Number of registered clubs (Adult)	0	N/A
Number of registered teams (Youth)	233	94
Number of registered teams (Adult)	70	108
Number of 9-12 male players (participated in a PTA program or club)	369 M/F	N/A
Number of 9-12 female players (participated in a PTA program or club)	369 M/F	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	0	N/A
Number of individuals suspended from participation	4	

Major Events Hosted

- 14U Nationals, May 11-14, 2023
Winnipeg

Major Corporate Sponsors

- Mikasa

New Initiatives for the Upcoming Year

- Launching a formal sponsorship package, continued progress with the community youth program (12U, 14U, 16U)
- Improved processes for internal operations as well as providing support to club teams

Current Challenges

- Referee screening
- Facility access

Safe Sport cost of implementation

50% of staff's time for 4 months

Strategic Plan

<https://volleyballmanitoba.ca/wp-content/uploads/2017/11/VM-Strategic-Plan-2023-2026.pdf>

Ontario Volleyball Association

President

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Executive Director

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Board of Directors

Katie Hutchinson – President
Christine Cook – Vice-President Finance/Treasurer
Danny Gosselin – Regional Council Director
Victoria Altomare – Athletes Representative
Michael Amoroso – Director-at-Large
Paul Bonfigli – Director-at-Large
Howie Grossinger – Director-at-Large
Leigh Pearson – Director-at-Large
Andrew Nichols – Director-at-Large

2023 / 2024

	Indoor	Beach
Number of male registered players	3152	136
Number of female registered players	8621	128
Number of male registered coaches	1286	48
Number of female registered coaches	1040	24
Number of male registered referees	496	45
Number of female registered referees	268	18
Number of male recreational/associate level members	414	847
Number of female recreational/associate level members	1599	1839
Number of registered clubs (Youth)	86	0
Number of registered clubs (Adult)	0	0
Number of registered teams (Youth)	1050	4838
Number of registered teams (Adult)	0	267
Number of 9-12 male players (participated in a PTA program or club)	618	N/A
Number of 9-12 female players (participated in a PTA program or club)	2775	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	52	24
Number of individuals suspended from participation	N/A	

Major Events Hosted

- Sitting Volleyball tournaments
- Beach Ontario Championships, Ashbridges Bay, Toronto and OVA Beach Tour
- OVA Indoor Youth Competitions and Ontario Championships, 900 teams at Enercare, Toronto (April 2023)

Major Corporate Sponsors

- Ontario Ministry of Tourism Culture & Sport
- Ontario Trillium Foundation
- Waterloo Regional Tourism Marketing Corp
- City of Waterloo and RIM Park
- Ottawa Tourism
- Exhibition Place
- Toronto Tourism and City of Toronto
- Canuck Stuff
- Mikasa Sports
- Nothers Signs & Recognition
- HTG Sports Services

New Initiatives for the Upcoming Year

- Review of indoor competition stream to address capacity and LTD
- Community Engagement – Club support and development

Current Challenges

- Implementing programs to support member clubs
- LTD implementation
- Continue to foster partnerships for quality facilities

Safe Sport cost of implementation

N/A

Strategic Plan

<https://www.ontariovolleyball.org/strategy>

Volleyball Québec

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Board of Directors

Guillaume Savard – President
Audrey Taillefer – Vice-President
Dominic Boudreault – Secretary/Treasurer
Vincent Dumas – Director
Martine Louis-Jean – Director
Kelly Plamondon – Director

2023 / 2024

	Indoor	Beach
Number of male registered players	1961	267
Number of female registered players	4809	742
Number of male registered coaches	416	N/A
Number of female registered coaches	302	N/A
Number of male registered referees	274	N/A
Number of female registered referees	384	N/A
Number of male recreational/associate level members	959	N/A
Number of female recreational/associate level members	2626	N/A
Number of registered clubs (Youth)	N/A	N/A
Number of registered clubs (Adult)	N/A	N/A
Number of registered teams (Youth)	333	N/A
Number of registered teams (Adult)	38	540
Number of 9-12 male players (participated in a PTA program or club)	124	N/A
Number of 9-12 female players (participated in a PTA program or club)	797	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	N/A	4
Number of individuals suspended from participation	2	

Major Events Hosted

- Volleyball Quebec Open (November)
- Quebec Cup (April)
- Volleyball Quebec Championships, several host cities (April/May)
- Centre of Excellence, affiliated to the National Beach volleyball team (Summer)
- Senior Provincial Beach Volleyball Tour, several host cities (Summer)
- Beach Volleyball Championships, several host cities (Summer)
- Beach Volleyball Summer Camps, Drummondville (Summer)
- Beach Volleyball Summer Camps, Sherbrooke (Summer)
- NORCECA Championships, Quebec City
- FIVB Elite 16 Tournament, Montreal

Safe Sport cost of implementation

\$10,000

Major Corporate Sponsors

- Government of Quebec (MEES)
- Mizuno Canada
- Mikasa Canada
- InnVest Hotels
- Université de Sherbrooke
- Institut National du Sport
- Volvox Sport

Strategic Plan

At the writing stage

New Initiatives for the Upcoming Year

- Launch of our strategic and communication plans

Current Challenges

- Ensure that all volleyball players are registered members of our federation

Volleyball New Brunswick

President

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Board of Directors

Randy Wilson – President
Tracy Clinch – Vice-President
Lisa Robichaud – Treasurer
Mike Kane – Secretary
Cherie Campbell – Beach
Joy Porter – Senior Competitions

Kyle Holder – High-Performance Male
Kim Colpitts – High-Performance Female
Nic Boucher – Age Class Competitions
Steve Lanteigne – Club Development
Matt van Raalte – Officials Development
Pat Thorne – SafeSport

2023 / 2024

	Indoor	Beach
Number of male registered players	373	22
Number of female registered players	1374	52
Number of male registered coaches	99	N/A
Number of female registered coaches	150	N/A
Number of male registered referees	75	N/A
Number of female registered referees	117	N/A
Number of male recreational/associate level members	81	N/A
Number of female recreational/associate level members	92	N/A
Number of registered clubs (Youth)	34	N/A
Number of registered clubs (Adult)	N/A	N/A
Number of registered teams (Youth)	152	N/A
Number of registered teams (Adult)	18	N/A
Number of 9-12 male players (participated in a PTA program or club)	N/A	N/A
Number of 9-12 female players (participated in a PTA program or club)	N/A	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	5	5
Number of individuals suspended from participation	0	

Major Events Hosted

- Age Class Provincial Championships
- Jack Lawson Middle School Cup
- VNB Senior Open
- Eastern Elite Championships

Major Corporate Sponsors

- DNA Swag
- Sum Good

New Initiatives for the Upcoming Year

- Hiring of a third full-time staff
- Piloting a new tiering system for 15U

Current Challenges

- Staffing
- Dealing with growth
- Making sure we have strategic partnerships to help with growth
- Making sure we have venue access that accommodates growth

Safe Sport cost of implementation

\$4000

Strategic Plan

https://drive.google.com/file/d/1VLJJM9Fi3WuiogLLPUmr-5R4cl1TMS-0/view?usp=drive_link

Volleyball PEI

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Board of Directors

Margo Robertson – President
John Stavert – Vice-President
Patrick Davis – Treasurer
Kelly Herget – Secretary
Lindsey Corkum – Regional Officials Chair / Director
Andrew Costa – Director
Kate Dawson – Director
Chris Richard – Director

2023 / 2024

	Indoor	Beach
Number of male registered players	26	8
Number of female registered players	38	12
Number of male registered coaches	7	2
Number of female registered coaches	21	1
Number of male registered referees	20	0
Number of female registered referees	4	0
Number of male recreational/associate level members	245	12
Number of female recreational/associate level members	624	24
Number of registered clubs (Youth)	20	0
Number of registered clubs (Adult)	0	1
Number of registered teams (Youth)	4	6
Number of registered teams (Adult)	0	18
Number of 9-12 male players (participated in a PTA program or club)	25	N/A
Number of 9-12 female players (participated in a PTA program or club)	75	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	1	0
Number of individuals suspended from participation	1	

Major Events Hosted

- Provincial Championships for Indoor & Beach

Major Corporate Sponsors

- Mikasa (in-kind)

New Initiatives for the Upcoming Year

- Continuing to certify officials and coaches and increase opportunities for officials to go to Nationals & Regional events
- Completing Strategic Plan

Current Challenges

- Lack of accessible facilities

Safe Sport cost of implementation

\$500 + staff time

Strategic Plan

Working on it. Should be ready by next month!

Volleyball Nova Scotia

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Board of Directors

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Micaela Sabean – Treasurer
Susan Meldrum – Secretary
Krysta Cadden – Safe Sport Director
David Fairfax – Regional Officials Chair
Brian. St John – Director-at-Large
Morgan Snow – Director-at-Large
Paul Richer – Director-at-Large
Tim Kubas – Director-at-Large

2023 / 2024

	Indoor	Beach
Number of male registered players	403	42
Number of female registered players	2261	62
Number of male registered coaches	161	2
Number of female registered coaches	252	2
Number of male registered referees	59	5
Number of female registered referees	61	3
Number of male recreational/associate level members	98	155
Number of female recreational/associate level members	144	181
Number of registered clubs (Youth)	39	2
Number of registered clubs (Adult)	2	0
Number of registered teams (Youth)	222	55
Number of registered teams (Adult)	18	149
Number of 9-12 male players (participated in a PTA program or club)	167	N/A
Number of 9-12 female players (participated in a PTA program or club)	522	N/A
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	21	3
Number of individuals suspended from participation	4 plus 5 pending outcome of review	

Major Events Hosted

- FIVB Futures Beach Volleyball Tournament

Major Corporate Sponsors

- Mizuno
- Mikasa
- Sportwheels

New Initiatives for the Upcoming Year

- Queer Volleyball Indoor and Beach League
- She Can Coach Program
- Team NS EDI Coach Apprentice Program

Current Challenges

- Lack of Facilities

Safe Sport cost of implementation

\$20,000 to \$25,000

Strategic Plan

http://volleyballnovascotia.ca/files/strategic_plan_2020-2024.pdf

Newfoundland and Labrador Volleyball Association

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Finton Gaudette – 1st Vice President
Catherine Strickland – 2nd Vice President
Nick Higgins – Coach & Athlete Development
Randy Manning – Registrar
Chad Richards – Secretary
Cindy Hiscock – Regional Officials Chair

2023 / 2024

	Indoor	Beach
Number of male registered players	220	No separate
Number of female registered players	1248	registration
Number of male registered coaches	194	for beach
Number of female registered coaches	214	
Number of male registered referees	182	
Number of female registered referees	210	
Number of male recreational/associate level members	1874	
Number of female recreational/associate level members	5854	
Number of registered clubs (Youth)	11	
Number of registered clubs (Adult)	0	
Number of registered teams (Youth)	361	
Number of registered teams (Adult)	181	
Number of 9-12 male players (participated in a PTA program or club)	79	
Number of 9-12 female players (participated in a PTA program or club)	214	
Number of registered clubs that offer alternative/grassroots programming (i.e. house leagues, Smashball, Atomic, Mini, Train and Play)	3000	
Number of individuals suspended from participation	1	

Major Events Hosted

- VolleyWest
- VolleyCentral
- VolleyFest JH & SH
- Molson Seniors 2024

Major Corporate Sponsors

- Molson
- Beresford
- Mikasa
- Mizuno

New Initiatives for the Upcoming Year

- New Club Policy Document
- New Coaching Workshop
- Canada Games 2025

Current Challenges

- Gym Time and Space
- Club Development and Policies

Safe Sport cost of implementation

N/A

Strategic Plan

<https://nlvolleyball.net/information/strategic-plan-2018-2021/>

05

External Representation Reports



International Relations

This was a key period internationally, with Olympic and Paralympic qualification implications for our beach, sitting and indoor teams; and well as hosting and participating in major tournaments throughout the year.

In addition to both the men's (12th) and women's teams (10th) competing in VNL 2023, Ottawa hosted one of the men's 2023 Volleyball Nations League tournament – June 6 to 11, 2023 at the Arena at TD Place. The teams included Canada, USA, Argentina, Italy, Cuba, Germany, Netherlands and Brazil.

The highlight of the senior indoor teams' season was the Olympic Qualification Tournament, held in the fall of 2023. The men finished second in Pool C to qualify for Paris in dramatic fashion; while the women narrowly missed qualification, coming third in Pool A.

The women's sitting team did not qualify in May 2023 at the event hosted by VC for ParaVolley PanAm in Edmonton, however, the women did qualify at the World Cup in Egypt later in the year. This makes it the third consecutive Paralympic Games for this program.

Beach Volleyball qualification for the Paris 2024 Games is almost complete. There will be 24 teams per gender compete in the beach volleyball tournaments at the Paris 2024 Olympic Games with a maximum of two teams per country per gender being able to qualify: Host nation France is automatically granted one spot and the winners of the 2023 FIVB Beach Volleyball World Championships secured one spot for their country.

The 17 highest ranked teams as per the Olympic Ranking (based on the best twelve performances as a team for the period from January 01, 2023 to June 09, 2024) secure one spot each for their country. The winning country of each of the five continental confederations' Olympic qualification events earns one spot.

Canada currently has a well-positioned women's beach team (Melissa/Brandie) for Paris (other spots TBA).

Melissa Humana-Paredes, who is also a member of the Pan Am Athletes Commission, and Brandie Wilkerson were also flag bearers at the Pan Am Games (ending up as silver medalists). Canada sent two beach teams (one per gender) to the 2023 Pan Am Games.

VC hosted NORCECA events in Quebec City (senior women) and Edmonton (Next Gen men).

Beach Pro Tour events in Montreal (organized by Podium Productions), Edmonton (hosted by VW) and Halifax (hosted by a local promoter) were held in Canada in 2023, and two events are in the planning stages for 2024.

Volleyball Canada will continue to gain leadership and roles of influence in both NORCECA and the FIVB as they adjust their business models and move forward over the coming years.

Volleyball Canada President and CEO Mark Eckert is an FIVB Board Member, which meets four times a year, and well as a NORCECA V-P and North Central Zone President. He is also an active technical delegate with NORCECA events, including the 2023 Pan American Games.

He is also a member of the FIVB Empowerment Commission. Through Volleyball Empowerment, FIVB helps national teams and athletes with funding to reach their potential. Canada has benefited from this program.

International Commissions

Empowerment Commission: Mark Eckert

VNL Council: Mark Eckert

FIVB Athletes Commission: Josh Binstock

FIVB Beach Commission : Ed Drakich (Secretary)

FIVB Rules of the Game and Refereeing Commission: André Trottier (Expert)

FIVB Rules of the Game and Refereeing Commission: Guy Bradbury (Member)

NORCECA Beach Volleyball Commission: Ed Drakich (President)

NORCECA Beach Volleyball Commission: André Trottier (Member)

NORCECA Development Commission: Dawna Sales (Member)

NORCECA Press Commission: Jackie Skender (Secretary)

NORCECA Refereeing Commission: Guy Bradbury (President)

NORCECA Sport Organizing Commission: Alan Ahac (Member)

NORCECA Technical and Coaches Commission: Julien Boucher (Member)

Pan Am Athletes' Commission: Melissa Humana-Paredes

NORCECA & FIVB Beach Commission

Ed Drakich (CAN) was appointed President of the NORCECA Beach Commission in 2016 and the FIVB Beach Commission Secretary in 2021.

A NORCECA Beach Commission Virtual Meeting was held on March 31, 2022 (The most recent NORCECA Beach Commission meeting), and the meeting notes are below:

NORCECA Beach Commission Notes – March 31, 2022

1. Cristobal Marte welcomed the Beach Commission members to the meeting and stated that as many as 10 NORCECA Beach Tour events would be organized in 2022.
2. Ed Drakich welcomed the Beach Commission members to the meeting and indicated that he was enthusiastic the 2022 NORCECA Beach Tour.
3. Indhira Ramirez informed the Beach Commission of the two NORCECA FIVB World Championship Qualification events to be held April 15-18, 2021, in Santo Domingo, DOM and Punta Cana, DOM.
4. Indhira Ramirez explained that the NORCECA Beach Tour hosting conditions for 2022 would remain the same as previous years.
5. Ed Drakich explained that beginning in 2022 the NORCECA Beach Tour Events would consist of a **Modified Pool Play System** like the format used on the FIVB World Tour (and starting in 2022 the Volleyball World Challenge and Future events).
6. Ed Drakich proposed that the 2022 and 2023 NORCECA Beach Tour Finals should be organized as the last event of each season (in November or December) but that the 2024 NORCECA Beach Tour Finals would be organized in May 2024 so it could be counted toward the Paris 2024 Olympic Ranking system. This proposal was **approved**.
7. Ed Drakich explained the Qualification System for the Paris 2024 Olympic Games and proposed that NORCECA approve using only 1-team per National Federation (As opposed to 2-teams per National Federation as was the case for London, Rio, and Tokyo) in the NORCECA Continental Cup Paris 2024 Olympic Qualification System. The proposal was **approved**.
8. Ed Drakich indicated the Santiago 2023 Pan American Games would take place October 20-November 5, 2023.
9. Andre Trottier presented the NORCECA Beach Referee report.
10. Cristobal Marte indicated that he was grateful to the NORCECA Beach Commission members for their participation in this meeting. The meeting was **adjourned**.

FIVB Beach Commission Meeting – November 30, 2023

Meeting Notes by Ed Drakich

Attendance: Ary Graca (FIVB President), Fabio Azevedo (FIVB General Director), Vicente Araujo (FIVB Beach Commission President), Finn Taylor (CEO Volleyball World), Tanya Hart (Volleyball World), Roberta Pita (Volleyball World), Ed Drakich (FIVB Beach Commission Secretary), Marcelo Wangler (BRA), Yu Cao, (FIVB), Madelein Meppelink (Athlete Member – NED), Julius Brink (Athlete Member – GER), Jose Casanova (FIVB Beach Referee Commissioner), Daniela Pirri Joly (FIVB), Steve Tutton (FIVB), Charlotte Bourquin (FIVB), Craig Carracher (AUS), Liu Bing (CHN), Marek Pakosta (CZE), Debbie Wooster-Masalifakalo (VAN), Marina Scherbakova (RUS), Tomislav Smuc (SLV), Luis Alexandre (FIVB Director for Asia/Oceania), Ali Ghanim Al-Kuwar (QAT), Herman Ada (GUM), Marco Tullio Teixeira (CSV President), Rita Subowo (AVC President), Aleksandar Boricic (CEV President), Cristobal Marte (NORCECA President) and Bouchra Hajij (CAVB President)

Absent: Allam Abderazza (MOR)

Thursday November 30, 2023 (Meeting begins at 12:00PM)

1. FIVB President - Ary Graca welcome address:

- 2023 was a very busy time for beach volleyball
- 2023 Tlaxcala World Championships Mexico – first time in 20 years outside of Europe. An excellent event with a stand-alone opening ceremony. Four different venues with an excellent atmosphere and full stadiums. Mexico's Sports Minister, Ms. Ana Gabriela Guevara along with the World Championships promoter Mr. Gabriel Ramos are present at this FIVB Beach Commission Meeting
- Over 100,000 tickets sold, 7,000 spectators for the Opening Ceremonies, a limited edition match ball was created for the event
- CZE men and USA women won the 2023 World Championships
- 2025 World Championships will be in Adelaide, AUS (First time ever by AUS)
- Beach Pro Tour – went to iconic locations across the globe 51 Beach Pro tour events (9 Elite 16, 10 Challenge, 31 Futures, 1 Finals and 1 World Championships). Men -152 NFs, Women – 131 NFs.
- The FIVB Beach Commission must continue to grow the sport

2. FIVB Beach Commission President - Vicente Araujo welcome address

- Vicente Araujo welcomed all to the FIVB Beach Commission meeting

3. List of Attendance – Yu CAO

- All members are present except for Allam Abderazza (MOR)

4. Beach Volleyball 2024 Calendar – Marcello Hargreaves

- The tentative 2024 Beach Pro Tour Calendar was presented

5. World Championships Report

- 2023: Gabriel Ramos presented highlights of the 2023 World Championships. The event was held in 3 cities (Tlaxcala, Apizaco and Huamantla) with 4 venue (Tlaxcala MAT free admission, Tlaxcala Bullring, Apizaco Bullring, Huamantla Bullring. The event was promoted for 12 months using a World Championship Trophy tour. 3,500 accreditations, 11 courts total using 2,200 tons of sands, 100,000 tickets sold, a stand alone opening ceremony with 7,000 spectators, more than 30 promotional activities, created an even with the 10 best chefs in Tlaxcala, a welcome kit for every athlete including a blanket, a personally printed towel and sunglasses, a mascot (a firefly), many event sponsors. A legacy from the 2023 World Championships was that beach courts were constructed in Tlaxcala state.
- 2025: Craig Carracher presented the plans for the 2025 World Championships. Craig indicated that the 2023 Tlaxcala World Championships provided many learnings and knowledge transfer for the 2025 Adelaide World Championships. Craig's goal is to improve on the tremendous success in Tlaxcala 2023 for 2025. The 2025 World Championships will be "The Athlete's Games". Adelaide is the capital of Southern Australia and the home of the AUS Beach National Teams since 1997. The hotel will be a 50m walk from the venue (1 Venue only). The marketing of the 2025 World Championships will take place immediately within AUS but will take place internationally after Paris 2024. The main venue will be a covered tennis court with 8,000 spectators. The 3 side courts will be at the Torrens Parade Grounds.

6. Paris 2024 Progress Report

- Eiffel Tower stadium 14,000 spectators, 2 warm-up and 2 training courts. 1 competition court with Hawkeye system and Volleystation. Partners: Senoh and Mikasa. Training booking will be done online – there are 2 training venues.

7. 2023 Beach Pro Tour Report

- Sport: Ed Drakich - Elite 16 match schedule at -14 days, Forfeits in Challenge Winner 1st/Loser 2nd match.
- Event Operations: Roberto Pita - 21 stops (1 x WCH, 9 x Elite 16 and 10 x Challenger). 27 Volleyball World Event Supervisors, 60 FIVB Delegates, 287 International Referees
- Athlete Survey Feedback – Tanya Hart – important information but less and less athletes are completing the surveys
- Referees: Jose Casanova – New e-scoresheet was created by Volleystation and the results were very positive

8. Athlete Commission Report

- Overall, players expressed high levels of satisfaction
- World Championships: Athletes prefer a single event location for World Championships, lack of photography
- Athletes are concerned with the low prize money beyond the top ranking
- Points allocation: Difficult to break into the Elite 16 main draw, Elite 16 qualifier is a high risk, only -7 days for the Entry Ranking for the Beach Pro Tour Finals is too short
- Athletes would each like a free login for Volleyball World and 2 tickets for every one of their matches

9. Future beyond Paris 2024

- Nothing will change until Paris 2024
- Overarching Principles moving forward:
 - 1) Sustainable, 2) Transparent, 3) Simple, 4) Career-driven
- Create a Working Group to study changes moving forward

10. Other Business

- None

11. Closing Remarks

- Cristobal Marte (NORCECA) – NORCECA organized 9 Continental Tour events. Thanked Yu Cao for the FIVB Beach Department support and thanked Ed Drakich for his leadership in NORCECA Beach Volleyball especially the 2023 Central American and Caribbean Games and the Santiago 2023 Pan American Games.
- Bouchra Hajj (CAVB)
- Rita Subowo (AVC)
- Dr. Ary Graca (FIVB) – Thanked all participants

12. Meeting adjourned 2:15PM.

International Beach Volleyball Referees Committee

2024 ROC meeting

The 2024 season was a remarkable year for Canadian International referees. Three of them were assigned to the Olympic Games in Paris, which has never been seen. This proves that the Canadian Beach High Performance Program is doing very well and that Canada has a great influence in the VOLLEYBALL World.

All six of our International Beach referees will have many opportunities to work on the international scene this year with Canada hosting two FIVB events in Halifax and in Montreal.

Simon Ouellet successfully passed the FIVB International Beach Referee Course that was held in Thailand in November 2023. Marcia Quaquarelli finalised her Norceca International Beach Volleyball certification in Halifax last September. Geoff Stuart has decided not to pursue his International Beach refereeing career any further, but he will stay involved domestically to mentor younger officials.

We also need to develop more expertise as Referee managers for the FIVB events in Canada. We need at least one more person, in addition to André Trottier, that knows how to work with FIVB Officials and representatives. So, Lucie Guillemette was trained by Mr. Trottier at the FIVB Elite 16 in Montreal.

This is the list of current nominations for all our Canadian Officials, with more assignments to be expected in the coming months:

Omid Mojtahedi

FIVB Challenge – Guadalajara, Mexico
FIVB Elite 16 – Montreal, Canada

Brian Hiebert

FIVB Challenge – Recife, Brazil
FIVB Challenge – Saquarema, Brazil
FIVB Challenge – Guadalajara, Mexico
FIVB Elite 16 – Tepic, Mexico
OLYMPIC GAMES – Paris, France
FIVB Elite 16 – Montreal, Canada

Jasen Boyko

FIVB Future – Halifax, Canada

Simon Ouellet

FIVB Future – Halifax, Canada

Dimitri Magirias

FIVB Future – Halifax, Canada

Marcia Quaquarelli

FIVB Elite Tour – Montreal, Canada – Linejudge
FIVB Future – Halifax, Canada

Geoff Stuart

Has decided not to pursue the process to finalise his International Beach refereeing certification but will stay involved domestically to mentor younger officials.

Lucie Guillemette (FIVB Video Challenge Referee)

OLYMPIC GAMES – Paris, France
FIVB Elite 16 – Montreal, Canada (Assistant Referee manager)

André Trottier (FIVB Referee Coach)

FIVB Challenge – Brasilia, Brazil
OLYMPIC GAMES – Paris, France
FIVB Elite 16 – Montreal, Canada (Referee manager)
FIVB Future – Halifax, Canada (Referee manager)

This is another great year for Beach Volleyball in Canada. The Canadian representation at the Olympic Games is the reflection of the quality of our refereeing development programs for Beach and Indoor. Congratulations to Brian Hiebert, André Trottier and Lucie Guillemette, Scott Dziewirz and Guy Bradbury.

We will continue to develop potential international talent in Canada, while maintaining a realistic profile on the number to reach, according to the opportunities of assignments our Canadian International Beach referees can get, especially from Norceca. Consequently, we need to keep the balance to make sure that our International Beach Volleyball referees gets enough international opportunities to develop themselves, so they can officiate at the level that is expected of them.

FIVB Refereeing and Rules of the Game Commission and NORCECA Refereeing Commission

The FIVB Rules of the Game and Refereeing Commission and the NORCECA Refereeing Commission 2024 will both complete their 4-year terms in 2024. The purpose of both Commissions was to establish an infrastructure for the future development of referees.

FIVB Refereeing and Rules of The Game Commission

The FIVB Rules of the Game & Refereeing Commission hosted a combined in-person/virtual meeting in January 2024 with the focus on reporting on developing an operational agenda for 2024 and leading into 2025. The Commission has 5 priorities – referee categorization and statistics, referee education and training, rules and regulations/tests, beach volleyball and special projects and development. It should be noted that the Commission's work primarily has a focus on FIVB categorized Beach Volleyball and Volleyball Referees.

2024 will be an important year for both Volleyball and Beach Volleyball with events acting as Olympic qualification events.

Key Decisions/Activities

- Due to the inconsistencies of match scoring world-wide the FIVB is developing a program to further support scorers, with the potential of have a dedicated scorer's program for the future.
- 2025 World Volleyball Championships will see an increase of teams from 24 to 32 meaning more NORCECA and potentially Canadian referees having the opportunity to participate.
- The FIVB investigating the potential of video review for the ball crossing outside/inside the crossing space and cancelling the mid-rally challenge and replacing with a tagging system to review the action at the end of a rally, if necessary.
- The FIVB has requested Confederations/Federations to update the inactive status of their referees in VIS.
- FIVB has requested Confederations/Federations ensure their respective NFs update VB & BVB referee profiles in VIS annually and the number of matches officiated at national and international level by November 1. If not done, FIVB will consider the referee to be inactive.
- For Referee Education and Development, the Commission's objective for 2024 is to develop a global platform dedicated for referee education. The project is on schedule.
- The FIVB continues to host FIVB Referee Courses to certify new FIVB Referees with an objective to provide emerging countries the opportunities for referees to referee beyond confederation competitions.
- Rules Discussion
 - Volleyball
 - Cancellation of overhand reception – testing during 2024 U-17 World Championships
 - Review flexible substitutions 2025
 - Introduction Fair Play (Green Card – 2024 VNL)
 - Update screening rule – players not permitted to raise hands above their head
 - Beach Volleyball
 - Clarify screening actions
 - Update ball crossing outside/inside antenna
 - Re-enforce the correct criteria for assessing setting overhand with fingers

NORCECA Refereeing Commission

The NORCECA Referee Commission continues work on the agreed strategic direction for the five core themes for both Beach Volleyball and Volleyball – improving zonal support particularly for the Caribbean and Central America, launching a program to support referee coaches, launching a program to support women and girls in refereeing, developing a referee sustainability initiative and creating a NORCECA specific referee data and management system.

Key Decisions/Activities:

- Participated in various webinars hosted by national federations.
- Hosted Women in Referee Webinar series in conjunction with International Women's Day – Share Your Story Inspire and Involve.
- Hosted a joint Volleyball and Beach Volleyball Continental International Referee Course.
- Worked closely with the FIVB/NORCECA Development Centre to promote various referee development opportunities.
- Developed a documentation and referee data base management program for Volleyball Referees.

Proposed Strategic Priorities for 2024-2028

Priority 1: Zone Referee Development and Support (with an emphasis on ECVA, CAZVOA and AFECVOL)

- Provide a template for community and national referee national courses.
- Establish a program that ensures each Federation has a Certified NORCECA Referee Coach.

Priority 2: Referee Education and Support

- Develop an online referee education development program.
- Develop a NORCECA Referee Coach Program.
- Develop an online and in-person Referee Continuing Education Program such as seminars and courses.
- Oversee the curriculum and delivery of NORCECA International Referee Candidate Courses.

Priority 3: Long Term Referee Sustainability

- Determine long-term referee needs to support NORCECA competitions.
- Develop a process to enhance referee development through the NORCECA competition referee nominations.
- Develop a process to enable NORCECA International Referee Candidate referees to obtain matches and assist in personal development.

Priority 4: Support Women in Refereeing

- Understand the criteria required to support women/girls to become a referee.
- Develop a curriculum to assist Referee Coaches in understanding and supporting the development of women/girls as referees.
- Review the referee selection and nomination process to support the development of women/girls as referees.

Priority 5: Documentation and Referee Data Management

- Maintain the NORCECA International Referee Data Base using the FIVB VIS Data Base.
- Maintain an individual referee database to support and track individual referee development and progress.
- Create a NORCECA International Beach Volleyball Referee Data Base using the FIVB VIS Data Base.
- Assist other working groups with data and documentation to support ongoing programs and long-term referee sustainability.

NORCECA Sport Organizing Committee

Once again, NORCECA did not have any Sport Organizing Committee meetings over the last year. NORCECA continues to offer a full slate of competitions, however the Olympics have created significant scheduling problems for other NORCECA events in 2024.

NORCECA has had considerable discussions about restructuring its continental championships to maximize the ability for NORCECA teams to get FIVB ranking points. With the FIVB releasing its calendar for 2025-2029, continental championships will be held every second year (2026 and 2028).

Additionally, NORCECA has added the U17 category for competitions.

Canada hosted two NORCECA events in 2023:

- Women's NORCECA Championships
- Men's Pan Am Final 6 Championships

In 2024, Canada is scheduled to host the U21 Women's NORCECA championships (June 23-July 1 in Toronto) and the Men's Final 6 (August 18-25 in Gatineau).

Mark Eckert remained active as a Technical Delegate for some NORCECA events in 2023-2024. Alan Ahac remains a Technical Delegate for both NORCECA and FIVB. Josh Toltesi has entered the Technical Delegate training program with the FIVB.



06 Partnership Report



Overview 2023-24

This is an exciting year for our sponsors given Youth Nationals being hosted in Edmonton and our Nationals Teams gearing up for the Paris Olympics and Paralympics. We have been encouraged with the attention and focus towards women's sports given our youth teams are 70% female.

Mizuno, our indoor footwear and apparel category sponsor focuses on supplying our indoor National Team programs with uniforms, footwear, and apparel. Mizuno is seeing the increased interest in volleyball merchandise at retail and has ramped up their efforts with on-site marketing activations and social media. Youth Nationals in Edmonton saw an impressive 'athlete portal' marketing activation, including a 360 photobooth, interactive games, and product displays. Mizuno is hopeful that we'll have 3 indoor teams competing in Paris.

Left on Friday is investing more in marketing activation surrounding our women's beach teams and their medal potential in Paris. They have created innovative and fashionable suits, and we expect to get a lot of attention at the Games, especially if our team(s) do well. Their agreement with Volleyball Canada ends at the end of 2024, with negotiations beginning immediately following the Olympics. The success of our women's beach team(s) and the fact that the 2028 summer Games are being hosted in Los Angeles (their second home) are factors impacting the interest level of them renewing for another four-year term.

Jumplete, our men's beach apparel and knee brace sponsor, is based in Edmonton, which makes it convenient to have a strong presence at Youth Nationals by making an impact and selling their products. They hope we qualify a men's team for the 2024 Paris Olympics. Their agreement ends in 2024; however, they have the option to renew for another year at various financial terms relative to VC qualifying a team for Paris.

Sport Chek is a new sponsor of VC Youth Nationals for 2024, with some renewal options to increase their overall partnership to include Volleyball Canada as a whole. One of main goals is to renew the agreement (with Canadian Tire) at a larger scale that also includes Volleyball Canada and sponsor merchandising opportunities in their 250 stores across Canada, and raise the visibility of our sport at the retail level.

As we've said before, having the patience to do the right deals with the appropriate dollar value is a continued focus moving forward.

Volleyball Canada's sponsors include: Mizuno (Indoor Apparel and Uniforms 2028) Volleyball Stuff (VC and Event Merchandise 2026), Mikasa (Official Ball 2026), Nothers (Awards 2024), Jumplete (Men's Beach Apparel and Knee braces 2024) Left on Friday (Beach apparel 2024) Spieth America (Indoor Net Systems) and Sport Chek (Sporting Goods Retail).

Merchandising: Our partnership with Volleyball Stuff continues to prosper, with the sales of VC branded and Nationals event merchandise exceeding already impressive amounts. The Volleyball Canada and VBS merchandise program is the envy of the Canadian sport system

Fundraising: Online Auction

The 30th annual auction saw yet another increase in revenue from previous years, with the total amount raised being over \$54,000

07

Communications Report



**Volleyball
Canada**



Media and Communications

It was a very exciting pre-Olympic/Paralympic year as well as a busy hosting year, which included VNL, NORCECA events, and assisting in Beach Pro Tour events (Edmonton, Montreal).

Also, external communications focused on Olympic and Paralympic qualifiers, Pan Am Games (beach only), Nationals tournaments and other major events and projects.

Staffing notes

Courtney Killion continues to focus on leading the partnership engagement; while Meseret (Mezi) Tamrat was added to the team, focusing on communications coordination for Nationals and assisting with overall communications.

The annual auction is coordinated by Courtney Killion.

Jackie Skender will be representing VC comms and serving as a media attaché at the Olympic Games; while Courtney Killion will be a media attaché at the Paralympic Games in Paris.

In addition to full-time staff, we are developing relationships with many freelance creators, such as photographers, video producers, graphic designers, etc, to assist with event content.

Key events:

- Nationals
- VNL overall, with hosting in Ottawa (men)
- Sitting volleyball teams (including World Cup and final Qualifier)
- Beach Pro Tour
- Hall of Fame
- Various development and NORCECA indoor events (including hosting in Quebec and Edmonton)
- Pan Am Games (Beach only)
- Indoor World Olympic Qualifiers (men and women) and “road to Paris” milestones.
- Upcoming: Beach qualification; Olympic Games; Paralympic Games.

Audience engagement

In addition to direct email (press releases, announcements, Nationals-targeted newsletter) and the VC web site, social media channels continue to be a big part of external communications, and fan engagement.

Social media is also a key tool for partner engagement/brand enhancement as well as marketing of international events.

The demand for content (photos, info, videos, graphics) is growing. The goal is to have a mix of content that contributes to the overall brand and messaging of VC – National Teams, meaningful competition, diversity, growth of the sport and strategic partnerships/sponsors, among other considerations.

CBC continues to be an excellent resource for Olympic/Paralympic sport and boosts our web casts via their online platforms, as well as being a partner with VNL and streaming of Youth Nationals key matches.

Social media audience (as of May 2024)

- | | |
|---|---|
| • Facebook – 170,000 followers | • LinkedIn – 4225 followers |
| • Twitter – 53,300 followers (VC Nationals account: 3000) | • Application (growth during Nationals) |
| • Instagram – 95,500 followers (an increase of 13,600 over previous year) | • TikTok (new and growing) |
| • YouTube – 23.3 K subscribers | |

Messaging

Along with the many positive messages regarding volleyball in Canada, including growth, Olympic and Paralympic qualification, education, community grants and hosting of successful events, among others, the general theme of safe sport continues to be an important issue.

With the release of the National Registry by Abuse-Free sport, it increased the spotlight on those who abuse their position within our sport. Volleyball Canada continues to advocate for a safe, transparent, and effective system, and our messaging reflects this stance. (For more, see Safe Sport).

NORCECA Press Commission

VC's Jackie Skender continues to be a member of this commission, as secretary, and representing the commission as a delegate at NORCECA events hosted in Canada.

08 Financial Report



Financial Statements of

CANADIAN VOLLEYBALL ASSOCIATION

And Independent Auditor's Report thereon

Year ended March 31, 2024



KPMG LLP

150 Elgin Street, Suite 1800
Ottawa ON K2P 2P8
Canada
Telephone
Fax

INDEPENDENT AUDITOR'S REPORT

To the Members of the Canadian Volleyball Association

Opinion

We have audited the financial statements of the Canadian Volleyball Association (the "Association"), which comprise:

- the statement of financial position as at March 31, 2024
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements, present fairly, in all material respects, the financial position of the Association as at March 31, 2024, and its results of operations, its changes in net assets and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditor's Responsibilities for the Audit of the Financial Statements***" section of our auditor's report.

We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.



Page 3

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants, Licensed Public Accountants

Ottawa, Canada

May 16, 2024

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Financial Position

March 31, 2024, with comparative information for 2023

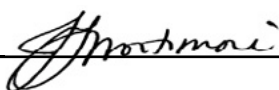
	2024	2023
Assets		
Current assets:		
Cash	\$ 3,564,093	\$ 3,461,138
Accounts receivable (note 2)	896,946	360,863
Inventory	142,306	67,651
Prepaid expenses	411,396	413,469
	5,014,741	4,303,121
Tangible capital assets (note 3)	30,613	5,724
Restricted investments	1,084,788	1,084,036
	\$ 6,130,142	\$ 5,392,881

Liabilities and Net Assets

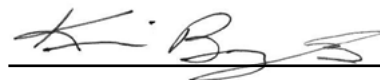
Current liabilities:		
Accounts payable and accrued liabilities (note 4)	\$ 1,184,479	\$ 1,024,662
Deferred revenue (note 5)	3,444,033	2,862,181
	4,628,512	3,886,843
Net assets (note 6):		
Investment in tangible capital assets	30,613	5,724
Unrestricted	386,229	416,278
Internally restricted (note 9(b))	1,084,788	1,084,036
	1,501,630	1,506,038
Contingencies (note 7)		
	\$ 6,130,142	\$ 5,392,881

See accompanying notes to financial statements.

On behalf of the Board:



Director



Director

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Operations

Year ended March 31, 2024, with comparative information for 2023

	2024	2023
Revenue:		
Sport Canada contributions	\$ 4,352,450	\$ 3,923,836
National competitions	3,708,149	3,586,791
Membership fees	2,095,663	1,780,746
Team Canada indoor volleyball	1,484,145	1,006,033
Athlete and Coach Pathways	1,100,200	973,977
Nations League (m)	1,022,942	881,964
Team Canada beach volleyball	836,557	896,640
National office operations	490,399	209,647
NORCECA/Pan American championships	425,383	193,867
NORCECA championships (w)	361,436	599,945
Team Canada sitting volleyball	236,176	129,417
Referees	216,107	186,049
Sport Canada contributions - in-kind	190,500	216,300
Merchandising	130,991	106,930
Government grants	-	180,167
	16,651,098	14,872,309
Expenses:		
Team Canada indoor volleyball	3,935,560	3,520,333
National competitions	2,763,043	2,722,397
Team Canada beach volleyball	2,063,269	1,780,531
National office operations	1,878,399	1,261,653
Athlete and Coach Pathways	1,518,646	1,760,076
Nations League (m)	1,388,405	875,754
NORCECA/Pan American championships	1,039,847	870,955
Team Canada sitting volleyball	888,182	838,960
NORCECA championships (w)	755,529	603,735
Referees	326,794	260,151
Merchandising	120,142	104,772
	16,677,816	14,599,317
Excess (deficiency) of revenue over expenses before the below	(26,718)	272,992
Unrealized gain on foreign exchange	22,310	37,457
Excess (deficiency) of revenue over expenses	\$ (4,408)	\$ 310,449

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Changes in Net Assets

Year ended March 31, 2024, with comparative information for 2023

	Internally restricted	Unrestricted	Investment in tangible capital assets	Total 2024	Total 2023
Net assets, beginning of year	\$ 1,084,036	\$ 416,278	\$ 5,724	\$ 1,506,038	\$ 1,195,589
Excess (deficiency) of revenue over expenses	-	(4,408)	-	(4,408)	310,449
Appropriation of restricted funds	752	(752)	-	-	-
Tangible capital asset additions	-	(28,928)	28,928	-	-
Amortization of tangible capital assets	-	4,039	(4,039)	-	-
Net assets, end of year	\$ 1,084,788	\$ 386,229	\$ 30,613	\$ 1,501,630	\$ 1,506,038

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Statement of Cash Flows

Year ended March 31, 2024, with comparative information for 2023

	2024	2023
Cash provided by (used in):		
Operating activities:		
Excess (deficiency) of revenue over expenses	\$ (4,408)	\$ 310,449
Item not involving cash:		
Amortization of tangible capital assets	4,039	2,452
Changes in non-cash operating working capital:		
Accounts receivable	(536,083)	78,026
Inventory	(74,655)	15,279
Prepaid expenses	2,073	(190,996)
Accounts payable and accrued liabilities	159,817	321,925
Deferred revenue	581,852	409,841
	132,635	946,976
Investing activities:		
Increase in restricted investments	(752)	(182,016)
Tangible capital asset additions	(28,928)	-
	(29,680)	(182,016)
Increase in cash	102,955	764,960
Cash, beginning of year	3,461,138	2,696,178
Cash, end of year	\$ 3,564,093	\$ 3,461,138

See accompanying notes to financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements

Year ended March 31, 2024

The mission of the Canadian Volleyball Association (the "Association") is to promote and develop the sport of volleyball for all Canadians. The Association was incorporated under the Canada Corporations Act as a not-for-profit organization as is a Registered Amateur Athletic Association under the Income Tax Act (Canada). Effective August 1, 2013, the Association continued its articles of incorporation from the Canada Corporations Act to the new Canada Not-for-profit Corporations Act.

1. Significant accounting policies:

The financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

(a) Basis of presentation:

The Association follows the deferral method of accounting for contributions for not-for-profit organizations.

(b) Revenue recognition:

Restricted revenue is recognized in the year in which the related expense is incurred. Unrestricted revenue is recognized when it is received or becomes receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(c) Inventory:

Inventory consists mostly of referee uniforms and other paraphernalia. Inventory is measured at the lower of cost and net realizable value. Costs are assigned on a first-in, first-out basis.

(d) Donated supplies and services:

Companies and individuals donate supplies and services throughout the year to assist the Association in carrying out its activities. The value of these supplies and services is not readily determinable, therefore, no amount has been reflected in these financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2024

1. Significant accounting policies (continued):

(e) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Association has elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Association determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Association expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

(f) Restricted investments:

Restricted investments held in Funds with the Canadian Olympic Foundation (see note 9) are recorded at cost, being the Association's original contributions to the Funds. Investment income earned on these funds is not recognized by the Association until officially distributed to the Association by the Foundation.

(g) Tangible capital assets:

Tangible capital assets are stated at cost. Betterments which extend the estimated life of an asset are capitalized. When a tangible capital asset no longer contributes to the Association's ability to provide services, its carrying amount is written down to its residual value. Amortization is provided using the following methods and annual rates:

Asset	Basis	Rate
Computer equipment	Declining balance	30%
Equipment	Straight-line	Term of lease

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2024

1. Significant accounting policies (continued):

(h) Expenses:

In the statement of operations, the Association presents its expenses by function. The Association does not allocate expenses between functions subsequent to initial recognition.

(i) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the period. Actual results could differ from these estimates. These estimates are reviewed annually and as adjustments become necessary, they are recognized in the financial statements in the period in which they become known.

2. Accounts receivable:

	2024	2023
Trade receivables	\$ 516,773	\$ 277,477
Accrued receivables	408,405	111,618
	925,178	389,095
Provision for doubtful accounts	(28,232)	(28,232)
	\$ 896,946	\$ 360,863

3. Tangible capital assets:

					2024		2023	
		Cost	Accumulated amortization		Net book value		Net book value	
Equipment	\$	105,431	\$	74,818	\$	30,613	\$	5,724
	\$	105,431	\$	74,818	\$	30,613	\$	5,724

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2024

3. Tangible capital assets (continued):

Cost and accumulated amortization at March 31, 2023 amounted to \$80,272 and \$74,548, respectively. During the year, the Association wrote off fully amortized computer equipment with a cost of \$3,769 (2023 - \$1,569).

4. Accounts payable and accrued liabilities:

As at March 31, 2024 and 2023, there were no government remittances included in accounts payable and accrued liabilities, such as payroll remittances or harmonized sales tax.

5. Deferred revenue:

	2024	2023
Future events	\$ 3,155,838	\$ 2,037,446
International events hosted in Canada	147,000	583,612
Canadian Olympic Committee initiative	92,397	183,074
Other	48,798	58,049
	<u>\$ 3,444,033</u>	<u>\$ 2,862,181</u>

6. Net assets:

The Association considers its capital to consist of its unrestricted and invested in tangible capital assets net assets. The objective of the Association with respect to its capital is to fund ongoing operations and future projects. The Association manages its capital by maintaining and monitoring amounts available for future projects, contingencies and other capital requirements.

The Association is not subject to externally imposed capital requirements and its overall strategy with respect to capital remains unchanged from the year ended March 31, 2023.

7. Contingencies:

Contributions received from Sport Canada are subject to specific terms and conditions regarding the expenditure of the funds. The Association's accounting records are subject to audit by Sport Canada. Should any instances be identified where amounts charged to projects are not in accordance with the agreed terms and conditions these amounts would be refundable to Sport Canada.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2024

7. Contingencies (continued):

For the current year Management believes that the Association has not incurred ineligible expenditures and therefore no liability has been recorded for reimbursement.

8. Financial risks and concentration of credit risk:

The Association is subject to the following risks from its financial instruments:

(a) Liquidity risk:

Liquidity risk is the risk that the Association will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Association manages its liquidity risk by monitoring its operating requirements. The Association prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations.

(b) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Association is exposed to credit risk with respect to the accounts receivable. The Association assesses, on a continuous basis, accounts receivable and provides for any amounts that are not collectible in the allowance for doubtful accounts. At year-end, \$28,232 was allowed for in accounts receivable.

(c) Foreign currency risk:

Foreign currency risk refers to the extent to which instruments denominated in a currency other than Canadian dollars will be affected by changes in the value of the Canadian dollar in relation to other currencies. The Association is not subject to significant currency risk from its holdings of US cash.

The Association is not exposed to other price or interest rate risks.

The Association's management believes that these financial risks are appropriately mitigated and do not pose significant risk to its operations. There have been no significant changes in the Association's risk exposures, nor in the policies, procedures or methods used to manage these risks in the year.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2024

9. Funds held with the Canadian Olympic Foundation:

The Association has established the following four Funds under agreement with the Canadian Olympic Foundation (the "Foundation") as approved by the Association's Board of Directors.

(a) Description of the Funds:

- (i) Volleyball Canada General Fund ("VC Fund"): The purpose of this Fund is to provide general support to Volleyball Canada.
- (ii) The Hoag Team Canada Fund ("Hoag Fund"): Founded by Glenn Hoag and his family, the purpose of this Fund is to enhance Team Canada men's volleyball pillars of growth, success and excellence by providing support for high-quality training and competition conditions at the national team level.
- (iii) The Wong Family Fund ("Wong Fund"): Founded by Hugh Wong and his family, the purpose of this Fund is to provide support to promising Canadian female volleyball coaches who have potential to coach internationally and/or for the national team program.
- (iv) The Tom Ng Beach Athlete Assistance Fund ("Ng Fund"): Founded by Tom Ng, the purpose of this Fund is to offset the training and competition expenses of a Canadian high performance beach volleyball athlete.

Under the terms of the agreements, the Funds are administered by the Foundation in accordance with their Endowment Policy and Granting Policy. For investment purposes, the assets of the Funds may be pooled with other amounts held by the Foundation and are not held as separate trust funds. The Foundation provides the Association with an annual accounting report of each Fund on a calendar year basis.

The Association may make contributions to the Funds and is able to request the withdrawal of all or part of their contributions from the Funds at any time. These contributions are recorded in restricted investments and internally restricted net assets.

Other individuals and organizations may also make contributions directly to the Funds. The Association does not have the ability to withdraw these contributions from the Funds. Accumulated investment income is also maintained in the Funds until officially distributed by the Foundation. These amounts are not recorded in these financial statements.

CANADIAN VOLLEYBALL ASSOCIATION

Notes to Financial Statements (continued)

Year ended March 31, 2024

9. Funds held with the Canadian Olympic Foundation (continued):

(b) Activity of the Funds:

The following table shows the activity of the Funds for the year ended March 31, 2024, as reported by the Foundation:

	VC Fund	Hoag Fund	Wong Fund	Ng Fund	Total
Balance as at					
April 1, 2023	\$ 1,030,117	\$ 35,484	\$ 37,918	\$ 36,448	\$ 1,139,967
Association					
contributions	-	-	-	752	752
Other contributions	-	3,474	1,050	2,215	6,739
Investment income	22,816	868	857	847	25,388
Realized losses	(1,372)	(24)	(29)	(292)	(1,717)
Unrealized gains	92,006	3,323	3,391	5,908	104,628
Administrative fees	(6,577)	(1,134)	(1,141)	(3,154)	(12,006)
Disbursements	(4,875)	-	-	(2,000)	(6,875)
Market value as at					
March 31, 2024	\$ 1,132,115	\$ 41,991	\$ 42,046	\$ 40,724	\$ 1,256,876
Consisting of:					
Association					
contributions	\$ 1,018,878	\$ 29,078	\$ 35,342	\$ 1,490	\$ 1,084,788
Other contributions	-	9,102	2,654	32,316	44,072
Amount available					
for distribution	113,237	3,811	4,050	6,918	128,016
Total	\$ 1,132,115	\$ 41,991	\$ 42,046	\$ 40,724	\$ 1,256,876

The disbursements received from the VC Fund are unrestricted contributions and have been recorded as revenue in the year. The disbursements received from the Hoag, Wong and Ng Funds are restricted contributions and have been recorded as deferred revenue. These amounts will be recognized as revenue when the amounts are expended for the Funds' specific purposes.

National Sport Organization Schedule of Revenues and Expenditures - Sport Canada Contribution Fiscal Year: 2023-2024				
Mainstream Core Revenues	Sport Development	Enhanced Excellence	NextGen	Total
General Administration	\$45 000	\$0	\$0	\$45 000
Governance	\$5 000			\$5 000
Salaries, Fees and Benefits	\$95 000	\$82 000	\$0	\$177 000
Coaching Salaries and Professional Development	\$115 000	\$182 000	\$55 000	\$297 000
National Team Program	\$300 000	\$1 152 400	\$131 550	\$1 452 400
Official Languages	\$11 500			\$11 500
Operations and Programming	\$38 000			\$38 000
Total	\$609 500	\$1 416 400	\$186 550	\$1 971 400

Mainstream Above Core Revenues	Total
CSAI	\$700 000
Safety in Sport	\$26 500
Gender Equity	\$95 000
Total	\$821 500

Mainstream Actual Core Expenses	Sport Development	Enhanced Excellence	NextGen	Total
General Administration	\$300 982			\$300 982
Governance	\$172 945			\$172 945
Salaries, Fees and Benefits	\$1 655 336	\$82 000	\$0	\$1 737 336
Coaching Salaries and Professional Development	\$1 130 612	\$182 000	\$55 000	\$1 367 612
National Team Program	\$3 255 673	\$1 152 400	\$131 550	\$4 539 623
Official Languages	\$32 854			\$32 854
Operations and Programming	\$6 720 366			\$6 720 366
Total	\$13 268 767	\$1 416 400	\$186 550	\$14 871 717

Mainstream Above Core Actual Expenses	Total
CSAI	\$718 472
Safety in Sport	\$103 136
Gender Equity	\$96 309
Total	\$917 917

Athletes with a Disability Core Revenues	Sport Development	Enhanced Excellence	NextGen	Total
General Administration	\$7 500	\$0	\$0	\$7 500
Governance	\$0			\$0
Salaries, Fees and Benefits	\$5 000	\$36 100	\$0	\$41 100
Coaching Salaries and Professional Development	\$15 000	\$31 500	\$21 950	\$46 500
National Team Program	\$53 000	\$222 400	\$23 050	\$275 400
Official Languages	\$3 000			\$3 000
Operations and Programming				\$0
Total	\$83 500	\$290 000	\$45 000	\$370 500

Athletes with a Disability Above Core Revenues	Total
General Administration	
Salaries, Fees and Benefits	
Coaching Salaries and Professional Development	
National Team Program	
Operations and Programming	
International Sport Initiatives	
Long Term Athlete Development	
Total	\$0

Athletes with a Disability Actual Core Expenses	Sport Development	Enhanced Excellence	NextGen	Total Core
General Administration	\$63 071			\$63 071
Governance				\$0
Salaries, Fees and Benefits	\$98 028	\$36 100	\$0	\$134 128
Coaching Salaries and Professional Development	\$80 678	\$31 500	\$21 950	\$134 128
National Team Program	\$303 810	\$222 400	\$23 050	\$549 260
Official Languages	\$3 000			\$3 000
Operations and Programming	\$4 594			\$4 594
Total	\$553 182	\$290 000	\$45 000	\$888 182

Athletes with a Disability Actual Above Core Expenses	Total
General Administration	
Salaries, Fees and Benefits	
Coaching Salaries and Professional Development	
National Team Program	
Operations and Programming	
International Sport Initiatives	
Long Term Athlete Development	
Total	\$0



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