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**Volleyball Canada Board of Directors  
Saturday, 6 December 2025 10:30 EST  
In Person and TEAMS**

**Minutes:**

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**In Person Attendance :** Racheal Awe; Parrish Offer; Sylvie Bigras;  
Howard Hum; Boris Tyzuk; **Staff:** Mark Eckert

**Via TEAMS:** Joanne Mortimore; Cam Wheelan

1. Approval of agenda

**Motion:** Boris Tyzuk

**Second:** Sylvie Bigras

**7-0**

2. Conflict of Interest Declarations

Joanne

- No conflicts declared

3. Review and Approval of previous minutes

Joanne

**Motion:** Howard Hum

**Second:** Sylvie Bigras

**7-0**

**4. External Relations Update**

**Mark**

- NORCECA

- On line Congress being held December 19<sup>th</sup>
- Continental Championship hosting is still not resolved

- Sport Canada

- Additional DEI funding of 30k
- Positive news on Single Sport Hosting support for women's world championship.
- Safe Sport Public facing registry launched

- FIVB

- Empowerment applications approved
  - Women's Beach Next Generation Coach
  - Motion Capture – research
- Russia and Belarus announcement from IOC and FIVB expected post winter Olympics – age class and senior participation being treated separately by FIVB
- qualification pathways approved by FIVB and IOC for volleyball and beach
- – beach pathway is slightly different with the Continental Event being first and three Olympic qualification Series events at the end



- COC
  - NSF Enhancement program launched and two applications submitted
    - Indigenous Participation and Pathway
    - Youth Participation
- PTA's
  - Planning meetings last week focused on managing growth and aligning strategies
    - Championship coordination
    - Competition Formats
    - Challenging traditional timing of events and club activities
  - Non Sanctioned events and referees

## 6. Governance

Boris

HP Training Centres ToR

Attached

- Motion to approve

**Motion:** Racheal Awe

**Second:** Sylvie Bigras

**7-0**

- VC General By-Law No. 1 revised version Attached
  - Provided for information as there was authority to make editorial changes. Will be reviewed by Governance Committee and brought back to the Board for approval
- Sport Governance Code
  - Compliance review underway
- Policies
  - Appeal, D&C and Code of Conduct currently under review

## 7. Finances & Operations

Howard & Mark

Cash on hand Nov 26, 2025

- \$970k CAD
- \$84k USD
- \$1.2 mil GICs
  - Included is \$54k CAD is referee GIC (1 year lock)

VC will take on more space in our existing space in Ottawa and take on 100% of utilities as of Jan 1. Waterpolo will retain small spaces for storage, and pay VC directly for the following:

- 800/month storage
- 200/month admin to maintain WPC's official address/ access to boardroom as required (scheduled)



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- *Motion for Volleyball Canada's Board of Directors to authorize the Chief Operating Officer, presently Linden Leung, to open up a securities trading account in the name of Volleyball Canada with its bank of record and to execute trades on that trading account. This authorization remains in effect until rescinded and is subject to other financial and operating policies as may be established from time to time.*

**Motion:** Howard Hum

**Second:** Boris Tyzuk

**7-0**

- *Motion for Volleyball Canada's Board of Directors to approve the staff to submit a grant application to Alberta's Major Sport Events Grant Program to support the 2026 National Championship events in Calgary AB(max. 250,000)*  
<https://www.alberta.ca/major-sport-events-grant-program>

**Motion:** Sylvie Bigras

**Second:** Racheal Awe

**7-0**

## **8. High Performance Training Centres**

Racheal

- Committee has been active
- Received EOI's from Niagara, Toronto, Halifax and Winnipeg
- Advancing to the RFP stage with city's that meet the requirements

## **9. Ethics Committee**

Boris

- No appeals or complaints to report
- Commented on renaming CCES to Sport Integrity Commission (SIC).

## **10. Athlete Council**

Cam

- Nothing to report

## **11. HP Update for Indoor, Beach and Para**

Kerry

- Kerry did a presentation on the status of all our HP Disciplines and TEAMS
  - running in indoor for both genders – NEP, U17, U19, U21, Next Gen and Senior Teams. Beach has a similar amount of age groups running
- One of the key findings shared was that youth programming is self funding, it came as a surprise that the age class Teams are self funding.



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## 12. Operating Reports

### WOMEN'S PROGRAM

- Justyna Kusiak started Nov 17 as WNT program coordinator
- Shannon is moving to Dallas at the end of November to start as HC of Dallas Pulse (MLV) from Dec 1. With VC she will reduce hours to the equivalent of 2 days a week (hrs. spread across the week) in December and one day a week in Jan-March.
- NEP concludes Dec 19

### MEN'S PROGRAM

#### NEP 2025

- 3 more weeks to go. End date is December 11

#### NEP 2026

- Registration for ID camps closed on November 30
- Number of registrations: 175
  - Previous years: 155 (2025) - 87 (2024) - 84 (2023) - 66 (2022)
- Number of registrations for the Futures camps: 58
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#### OTP

- Review meeting held on November 26
- Awaiting funding announcement in mid-January

### BEACH UPDATE

- FIVB World Championships (Adelaide, Australia): November 14-23, 2025 – Canadian Results
  - Melissa Humana-Paredes/Brandie Wilkerson: 5<sup>th</sup> Place
  - Sam Schachter/Jonny Pickett: 17<sup>th</sup> Place
  - Marie-Alex Belanger/Lea Monkhouse: 37<sup>th</sup> Place
- Upcoming Dates
  - 2026 Beach NT Next Gen Selection Camp (BHPC): December 12-14, 2025
  - 2026 Beach National Team Induction Camp (BHPC): January 12-16, 2026

### SITTING UPDATE

- Updated WPV World Rankings (as of Nov 2025)
  - CAN W = 2 (↓1 ranking)
  - CAN M = 8 (↑3 rankings)
- 2026-27 OTP Submission and Review completed for TCWSV at end of November
  - Schedule A funding request for 26-27 = \$820,150 (increase of \$70,150 from 25-26)
  - Funding recommendations from OTP to be sent in January 2026
- A meeting has been setup in early December with OTP advisor to discuss conditions for TCMSV to be invited to present in the future.
- 2026-2027 Planning and Budgeting for TCWSV and TCMSV ongoing



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- 2026 World Championships in China a significant financial investment (up to \$100,000 CAD per team). We are working to find savings in flights and travel, but many expenses are WPV fees and cannot be adjusted.
    - The financial investment to participate in WC is especially significant for TCMSV and is a large percentage of their training/ competition budget. Revenue generating initiatives such as fundraising and targeted partnerships are being explored to ensure team can have adequate preparation for WC.
  - Volleyball Canada will be piloting a sitting volleyball development camp at the end of January 2026. This is a first step towards a Next Gen program for sitting volleyball MW and will provide opportunity for new and developing athletes to receive technical/ tactical instruction and education on National Team (program, expectations, culture) before being considered for Sr. National Teams. This is an OTP funded initiative but both female and male athletes will be in attendance.

## **NATIONAL TRAINING CENTRES**

### **Beach High Performance Centre Update**

Downsview Relocation Updates:

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

## **CSO UPDATES**

- Men's Indoor Training Centre EOI have been narrowed to 4 centres that will progress to RFP process (TPASC, Niagara, Halifax & Winnipeg).
- Finalizing committee members for Board led committee on High Performance Facility
- Finalized FIVB Empowerment Grant reporting, received new grant for Women's NextGen beach coaching support.

## **ATHLETE AND COACH PATHWAYS**

- Volleyball Connect Platform Launched
  - Management/Customer Support Required
- Planning and Preparation Technical Meetings – in person, Dec 1 & 2
- Development of Grant submission for COC – Smashball Regional Jamborees
- CSAI Applications Released – Rise and Rally – 4 applications received to date

## **REFEREE**

### **Domestic Programming:**

- Building Skill Shark as a digital tool to enhance referee mentorship, evaluation, and assessment capabilities
- Completed a cultural audit of the referee community in conjunction with InnerLogic. Preliminary data and results to be received on December 10
- Actively engaged in 2026 VC event preparations and logistical planning of referee services



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- Semi-annual meeting with all PTA Referee programs and dedicated PTA referee staff personnel upcoming on Dec 8

### **International Programming:**

- Conducted 2025 meetings with all International referees to recap learnings and experiences to help further domestic programming
- 2026 U SPORTS nominations have been published to the volleyball International Referees
- No projected international development opportunities for the remainder of 2025 or 2026
- Preparing a grant application for the FIVB Empowerment Fund with a specific focus on high-performance referee coaching / mentorship

### **DOMESTIC COMPETITIONS**

- Working through conflicts with access to referees and hotels, as there are several provincial championships running the same weekend as Edmonton 14U Nationals.
- Registration season begins in Dec:
- Sr Open to accept registrations as of Dec 4
- Pre-registration will open December 8th and close December 17th
- Expression of interest will open December 18th.
- The Province of Alberta's Major Sporting Events grant will be submitted for the December 19th deadline.
  - Includes a stipulation that *'events must comply with the Fairness in Safety and Sport Act to qualify for Alberta Major Sport Event grants.'*

### **INTERNATIONAL EVENTS**

#### VNL 2026

- We encountered a significant issue when we found out the dates that we had booked for hotels for VNL 2026 were incorrect, and the hotels were not readily available to change to our preferred dates
  - This could result in a potential attrition/cancellation penalties
  - Carrie-Lynn currently attempting to renegotiate with hotels
    - Delta Ottawa is trying to move another group from the Delta to the Westin during our dates
    - We may have to pay incremental costs for that group to move

#### 2026 Sr Men's Continental Championships and Olympic qualifier

- Trying to gain NORCECA's acceptance of our dates/schedule for this event
- PUR also appears to be pursuing this event and we have not received notification of our award
- Provincial funding should be confirmed by end of Dec.

#### 2026 U19 Mens Continental Championships

- Planning is ongoing

#### 2027 World Championships

- Received bids from the candidate cities last week
- Conducting visits to the candidate cities this week and next
- Received confirmation of funding from Sport Canada: \$5.0m



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**LMS:**

- Volleyball Connect went live on Nov 3 for ON and NT, Nov 10 for QC and SK
- Oct had 1175 unique users log in; Nov had 2043 unique users log in
- TDs and PTA Member Services staff are supporting users as needed
- VC staff providing additional support through the [connect@volleyball.ca](mailto:connect@volleyball.ca) mailbox

**VRS:**

- Upon confirmation from Sportlomo that Trustii will integrate with Sportlomo as a backcheck provider, VC will recommend the platform to the PTAs
- System testing for nationals has produced some minor bugs that Sportlomo is reviewing
- PTA/VC met this month to add to Sportlomo development list and reprioritize for the next half of the season
- Worked with Sportlomo to improve import files from offline PTAs to reduce/eliminate duplicate profiles (which cause login issues for both Sportlomo and Volleyball Connect users)
- Working with OVA to automate financial transfers (VQC and SKV were automated in the last year); also looking at automating member data transfers with OVA (to start)

**PERFORMANCE SCIENCES AND INNOVATION**

- In the final stages of assessing received proposals for a partner for applied performance technology. We received a variety of proposals from technology hardware/software vendors and companies who are interested in conducting and running testing on behalf of VC. At this point, we are looking to establish a partnership with a hardware/software company and expand our network of providers to help coordinate and run NEP ID/Futures Testing under the guidance of VC staff.
- Met with various companies and potential partners for a new device to capture workload on court. Currently looking at establishing a unique custom approach through a partnership with Canadian Sport Institute Pacific. Still meeting with other companies in this space to see various offerings.
- Performance Sciences and Innovation Retreat – Planned for late January in Toronto. Schedule/Agenda and Guest speakers being lined up.

**SAFE SPORT/GENDER EQUITY, DIVERSITY & INCLUSION**

- VC is working on transitioning to Trustii, a Quebec based Company, as the provider for Screening and Background checks. Meetings were held to ensure that the process can be integrated as part of registration through Sportlomo. Next steps are to update the PTAs and encourage them to make the switch as well.
- Charts and instructions have been created to help each VC group ensure that appropriate screening and training requirements are fulfilled for the different roles within VC. (Staff members, All National Team Programs, National Championships Persons in Authority etc.)



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## COMMUNICATIONS

- Planning underway for 2026 events, including National and International hosted events. Meetings underway with VNL hosts to discuss and initiate marketing/comms plans. Ticketing launches for VNL Quebec and Ottawa planned for mid-Dec.
- Website redesign. Melanie Weber, project manager, has begun the first stage of information gathering, writing the project brief (after consultation with staff) and setting a timeline for the RFP process (early 2026)
- Beach World Championship coverage fully wrapped up including photo, video, and press releases.
- Early 2026 working on resourcing/planning for upcoming months.

## PARTNERSHIPS / MERCHANDISE

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

## HUMAN RESOURCES

- Succession Planning-Collection of surveys from VC leadership staff
- Time in Lieu Policy review and updates-delivery for 2026
- Org Structure: Current state vs. Future state (planning for continued growth with staff)-What will VC look like in 5-10 years?
- Planning meetings with Senior staff for 2026 season (Resourcing and HR needs)
- Employment Satisfaction Surveys-end of 2025

### New Staff:

Justyna Kusiak-Women's National Team Coordinator (Started November 17th 2025)

Molly Stucke-New International Events Intern (Starting January 2026)

Contractor-Lee Hamilton-Court Logistics Coordinator (Part-time)- starting December 1st 2025

## 11. Next Meetings

February 10th	Board Meeting
April 7th	Board Meeting
May 12th	Board Meeting
June 10 <sup>th</sup>	Board Meeting (in person)
June 11th	VC Convention
June 12 <sup>th</sup>	President's Council and Board Meeting
June 12 <sup>th</sup>	Hall of Fame
June 13 <sup>th</sup>	AGM
June 13 <sup>th</sup>	Board Meeting (in person)

## 12. Other Business

## 13. In Camera

## 14. Adjournment