



Volleyball Canada Board of Directors
Thursday, 6 March 2025, 20:00 EST
Microsoft Teams

Minutes:

In Attendance : Marie Christine Rousseau; Parrish Offer; Sylvie Bigras; Joanne Mortimore; Cam Wheelan; Boris Tyzuk;; Kevin Boyles **Staff:** Mark Eckert **Guest: Gord Peterson**

1. Conflict of Interest Declarations

- No conflicts declared based on agenda and distributed materials.

2. Review and Approval of previous minutes

Kevin

Motion: Marie Christine Rousseau

Second: Joanne Mortimore

7-0

3. External Relations Update

- FIVB
 - o Commission Meetings wrapped up last Friday
 - o New VNL comes into play this year
 - 18 teams
 - 3 City format
 - o VNL revenue sharing
 - Premise is FIVB sells a world brand on the back of team jerseys and divide up the revenue amongst the participating teams
 - I am skeptical but optimistic
 - o Ramping up our VBTV subscription giveaway program
 - o FIVB Board Meeting April 10th and 11th in Lausanne

Sport Canada

- o Files not advancing or advancing slowly
- o Assumption is Liberal Leadership race, March 9th and an election called shortly after
- o Single Sport Hosting budget reduced from 10M to 4M
 - Priority given to Winter events leading to Olympic qualification
- o No timelines to CSAI funding approvals and announcements
 - We have an application for this year and next
 - Some sports who have been unsuccessful have already been contacted



- NORCECA
 - o All 2025 events and hosts have been finalized
 - o Event Regulations, Control Committees and Team Invitations are going out
 - o Scheduling a North Central Zone Meeting in July

- COC
 - o Our women's team was selected for Olympic Solidarity funding for the quad
 - o COC portion of Excellence and Next Gen funding being advanced
 - o COC Session April 25th and 26th in Ottawa

4. Governance

- Strategic Planning Attached Marie Christine
 - o Strategic Planning 2032 document reviewed, minor edits suggested. Discussion on certain pillars being higher up on the page

Action: Final revisions to be completed and Strat Plan presented for approval at the April 7th Board meeting

- Nominations and Elections Attached Gord
 - o Gord updated on current board member eligibility to run in the next election
 - Currently, Marie Christine Rousseau is the only current board member not eligible to run for an additional term
 - o Nomination package to be sent to the provinces and territories was reviewed

Action: All candidates whether a current board member or a new candidate must fill out the nomination forms and ensure they are a member of the applicable PTA.

Board Motions:

- :
- Board Motion for CCES Safe Sport Program:
 - o To adopt the Canadian Safe Sport Program.

Motion: Joanne Mortimore **Second:** Boris Tyzuk **7-0**

- Board Motion for Application for Alberta Major Sport Event Grant
 - o Motion: Be it resolved that the Board agrees to apply for a sport hosting grant for the U21 Men's Pan Am Cup in accordance with the Major Sports Event Hosting Grant Program of the Province of Alberta.

Motion: Boris Tyzuk **Second:** Cam Wheelan **7-0**



- Board Motion for General Bylaw No 1:
 - To approve the revised General By-law 1 as presented (possible editorial changes)

Motion: Boris Tyzuk

Second: Parish Offer

7-0

5. Finances & Operations

- BOD FAC report March 2025 Attached
 - Reporting two cases of cyber fraud
 - One was a phishing scheme put on our coach platform
 - One was a staff impersonation to change payroll deposit info
 - No personal data breach occurred in either case
 - New multi factor authentication procedures are now in place
 - New external monitoring service in place watching for anomalies
 - Overall FAC satisfied with financial performance and procedures
- 2024-2025 Operations Summary Attached
- 2025-2026 Budget Attached
 - To approve the 2025 – 2026 budget

Motion: Joanne Mortimore

Second: Sylvie Bigras **7-0**

6. Ethics Committee

- No current National Level cases

Boris

7. Athlete Council

- No activity to report

Cam

8 Operating Reports

WOMEN'S PROGRAM

- Senior Team
 - All players involved in pro season... except for:
 - 2 athletes are in Canada rehabbing from injuries
 - 1 athlete is in Toronto dealing with a health issue
- Staffing
 - Matt Krueger has transitioned to NextGen Head Coach and will continue as NEP Head Coach in the fall.
 - Kevin Valcke, Lead Physio & Medical Coordinator will be leaving with last day March 31, however he will be involved a handover across April.



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- In addition to hiring for Kevin's role we are also in the process of hiring a NextGen Therapist, NextGen S&C Coach and second travelling therapist for the Senior National Team
 - All Senior Team Coaching Staff has been announced- Vincenzo Mallia to remain as assistant coach with Carolyn O'Dwyer. Fatih Yagci will join as statistician from Turkiye.
 - Summer development programs
 - NextGen try-out information and process has been released with dates set for the try-out May 3-4 followed by Senior Team Selection camp May 6-9
 - U19 & U21 Head Coaches will remain from the previous year (2 year cycle) and expressions of interest are open for U21 Assistant Coach position as well as Canada Cup Red & White coaching positions (U17)
 - Planning is underway for all summer programs and selection camps. Our online selection process is currently open for U19, with U21 and U17 set to open March 17.

MEN'S PROGRAM

- Senior Team
 - All players involved in pro season
- 2025 Summer programs (see attached for Events Calendar)
 - Planning and staffing is on-going
 - Online registration for U19 and U21 programs now open. NextGen will open this week
- NEP
 - All ID camps are now completed. A total of 170 athletes attended the 7 camps held between December 6 and February 23. 16-18 athletes will be selected before April and will train in Gatineau this fall



TCMV 2025 CALENDAR - UPDATED MARCH 3

APRIL / MAY 2025							JUNE 2025							JULY 2025						
M	T	W	Th	F	Sa	S	M	T	W	Th	F	Sa	S	M	T	W	Th	F	Sa	S
28	29	30	1	2	3	4	2	3	4	5	6	7	8	30	1	2	3	4	5	6
				NG SELECTION CAMP								Travel	Quebec City CAN-ITA	NO VNL MATCHES - M & W						
5	6	7	8	9	10	11	9	10	11	12	13	14	15	7	8	9	10	11	12	13
NG SELECTION CAMP							U21 SELECTION CAMP							U19 PAN AM CUP - GUERNAVACA, MEX						
12	13	14	15	16	17	18	16	17	18	19	20	21	22	14	15	16	17	18	19	20
A Team starts							Travel		GER	ARG	FRA	BUL	VNL #3 - LJUBLJANA (SLO)							
19	20	21	22	23	24	25	23	24	25	26	27	28	29	21	22	23	24	25	26	27
							VNL #2 - CHICAGO (USA)							U19 W CH - TASHKENT, UZB						
26	27	28	29	30	31	1	Travel		BRA	USA	POL	CHN	28	29	30	31	1	2	3	
							VNL CANADA DOES NOT PLAY IRAN / TURKEY / JAPAN / ITALY / CUBA							VNL FINALS						
														U19 W CH - TASHKENT, UZB						

AUGUST 2025							SEPTEMBER 2025							OCTOBER 2025						
M	T	W	Th	F	Sa	S	M	T	W	Th	F	Sa	S	M	T	W	Th	F	Sa	S
4	5	6	7	8	9	10	1	2	3	4	5	6	7	29	30	1	2	3	4	5
U21 PAN AM CUP - CALGARY, CAN							PRE WORLD CHAMP. PREPARATION - LOCATION TBD							FINAL 6						
11	12	13	14	15	16	17	8	9	10	11	12	13	14	6	7	8	9	10	11	12
							PRE-WORLD	WORLD CHAMPIONSHIP - MANILA						NORCECA FINAL 6 - PUR (TBC)						
18	19	20	21	22	23	24						LBA	13	14	15	16	17	18	19	
PAN AM CUP			U21 W CH - CHINA				15	16	17	18	19	20	21							
25	26	27	28	29	30	31	JPN	TUR					20	21	22	23	24	25	26	
PAN AM CUP - MEXICO							WORLD CHAMPIONSHIP - MANILA, PHI													
U21 W CH - CHINA							22	23	24	25	26	27	28							
							WORLD CHAMPIONSHIP - MANILA, PHI													

Beach Update

- A Montreal Elite event (August 13-17, 2025) has been announced as part of the Volleyball World 2025 Beach Pro Tour: <https://en.volleyballworld.com/beachvolleyball/competitions/beach-pro-tour/news/montreal-elite-and-baden-challenge-added-to-beach-pro-tour-2025>
- Corey Dempsey has been hired as the new VC Beach High Performance Manager (Replacing Kerry MacDonald)
 - Corey previously held key leadership, operations, and communications roles with Gymnastic Canada, Athletics Canada, Equestrian Canada, the National Hockey League and the Ottawa Senators Hockey Club.
- Catherine Naulleau has become the Nutritionist for the VC Beach High Performance Program (Replacing Nicole Springle)
 - Catherine is a former elite rowing athlete with a master's degree in nutrition from the University of Montreal who joined the Canadian Sport Institute Ontario (CSIO) from the Institut National du Sport du Quebec (INS)



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- The NORCECA Closed Trials were held February 12-13, 2025
 - Men's Results: 1st Cam Chadwick/Robert Kemp, 2nd Steve Abrams/Tynan Gannett, 3rd Rouzbeh Rahnavard/Dylan Devecseri
 - Women's Results: 1st Devon Corah/Isabelle Lima, 2nd Sophie Hancock/Ruby Cochrane, 3rd Emily Anderson/Rhea Kohl
 - Upcoming Dates
 - Spring Break Camp: March 10-14
 - Summer Carding Selection Camp: May 9-11
 - FISU Trials: May 24-25
 - 2025 Asuncion Pan Am Games (U23) Trials: May 31-June 1
 - FIVB U21 World Championships Trials: June 7-8
 - NORCECA Open Trials: July 5-6
 - Montreal Elite BPT event: August 13-17
 - Beach Nationals: August 15-17
 - University/College Beach Championships: August 30-31

Below are the Downsview Relocation Updates:

- Volleyball Canada's lease agreement for the training center in Downsview Park has been extended to **May 31st, 2027**.
 - There is a possibility that this date could be moved later in the future.

Sitting Update

TCWSV

- OTP funding of \$750k for 25-26 confirmed and signed off on
- Staff update:
 - Lead Assistant Coach/ Sport Development Coordinator hired – Leah Mousseau (Ottawa, ON)
 - Assistant Coach/ Women's NT Coordinator hired – Dione Kristel (Edmonton, AB)
 - Lead Physiotherapist and Para Medical Coordinator – interviews in progress
 - Lauren Vickery (IST Lead) going on maternity leave in March – leave will be covered by Nicole Bewski from CSI AB

TCMSV

- Staff update:
 - Ongoing identification of potential assistant coach candidates
 - Collaboration with CSI-AB for S&C Coach and MPC, allows for enhanced services for money available from VC

WORLD PARAVOLLEY

- WPV releasing some competition dates earlier – will be able to better plan and budget
 - Zonal Championship confirmed for May 21-29 in Denver, CO
 - World Cup confirmed for October 2025 in Fort Wayne, Indiana
 - World Championships June 2026 in China (next fiscal)



National Training Centres

Beach High Performance Centre Update

- Volleyball Canada's lease agreement for the training center in Downsview Park has been extended to **May 31st 2027**.
 - There is a possibility that this date could be moved later in the future.
- Discussions regarding a new VC Beach High Performance Centre as part of a new Multi-Sport Center on [Villiers Island](#) are proceeding forward.
 - This will be the first development project on [Villiers Island](#) (4 km from Ashbridges Bay) with an expected opening in **2029** or **2030**
 - An RFP (Managed by Waterfront Toronto) for the development of the Multi-Sport Center and Condominium Complex is tentatively planned for **April/May 2025**
 - Volleyball Canada's proposed commitment to this project will be for annual leasing costs only with no capital expenditures by Volleyball Canada
 - Volleyball Canada's detailed Terms of Reference (From Waterfront Toronto) are expected in **March/April 2025** for consideration by the VC Board of Directors

National Team Training Centers Indoor research/proposals

- Have provided a letter of support to a group in BC that is looking to lease a building (still under construction) for the building of a 12-court indoor facility in Cloverdale B.C. The building has long term potential for both national team training and international (NORCECA) event hosting.
- Had conversation with 7-Chiefs facility in Calgary about being a possible training hub for age-class programs that cannot fit within existing facilities in 2026. Many specifics to be working out, with accommodations being the largest. Would be a good test if it could be a long-term viable option.

Athlete and Coach Pathways

- Athlete and Coach Pathways Committee Meeting – Feb 28
 - Committee composition
 - Rules of the Game working group to be established
- Learning Management System
 - Full layout design available for feedback from various keyholders
 - Pilot projects established for NCCP Workshops
 - Launch of Coach area on track for September 1, 2025
- Grassroots working group reestablished
 - provide feedback on the combining of the Smashball Workshop and the Elementary E-learning Module to enhance marketability of resources
- Canada Cup
 - Indoor Planning ongoing
 - Beach Draft Proposal to PTAs
- Pathways Coordinator
 - Hiring Process ongoing



Referee

Domestic Programming:

- Heavily focused on National Championship logistical planning and coordinating with each of our PTA partners
- Referee Committee chair is in year two of two. In discussion with the nominations committee, there is no need to solicit nominations at this time and the current chair will be recommended for a second term
- Continue engaging with the PTA EDs and professional staff to broaden the lines of communication, specifically focusing on recruitment, retention, finances and registration services.
- Last meeting was February 11th, next meeting scheduled as in person during the AGM/Convention

International Programming:

- No projected development opportunities at the NORCECA and FIVB levels in 2025
- Received several nominations to the Beach Elite 16 and VNL competitions, anticipating further nominations to come in March
- NORCECA referee nomination structure has been altered for '25 where the Federation now provides a pool of eligible referees to an event and NORCECA will oversee the final selection
- Upcoming Para opportunities include Zonal Championship (May '25), WPV World Cup (Oct '25), Youth ParaPanAM Games, (Nov '25), and WPV World Championships (July '26). Anticipated to have a Canadian referee at each event.

Domestic Competitions

- Final registration total at 1688 Teams
- Registration growth is at 7% from last year, 15% if only counting 15U – 18U
- Sr Open in Richmond was cancelled due to low interest
- Sr Open in Gatineau has strong registrations with 12 teams in each the women and men's division
- Updating estimated numbers for future events and reviewing potential hosting plans

International Events

VNL

- Feb 25/27 we started selling Flex packages for both VNL hosts. VNL Ticket sales to date (revenue to Mar 2):
 - Quebec: \$613,120
 - Ottawa: \$ 119,421?
- Government grants:
 - Received confirmation of \$150,000 from Quebec City Tourism; verbal confirmation of \$150,000 from Grands événements QC. Still waiting on Min or Tourism, Min of Education, Secretariat Nationale de Capitale (over \$500k outstanding for grants)
 - Applied for 3-year grant from Tourism Ottawa
 - Sport Canada grant support likely won't be strong



NORCECA 2025

- U21 Men's Pan Am Cup (Aug 3-11) at Seven Chiefs in Calgary: did site visit on Feb 11
 - Accommodations and training at U of C
 - *Need Board approval to apply for Alberta Major Sport Events grant (~\$100k-200k)*
- U19 Women's Pan Am Cup (June 22-29) at Queen's University: did site visit on Feb 13
 - Competition, accommodation, and training all on-campus at Queen's

Beach Pro Tour 2025

- The Montreal Beach Pro Tour event will proceed on Aug 13-17, 2025!

LMS:

- VC LMS project team continues to meet to plan for fall 2025 launch; meeting weekly to discuss business model, content, comms, support and training
- James S. leading weekly VC LMS calls with PTAs to train and prepare pilots
- Plan to purchase more sessions with Docebo for support as needed
- Strong consideration of Single Sign-On (SSO) via Sportlomo; decision to be firmed in coming months

VRS:

- Nationals VRS debrief complete and plans for 2026 in discussion
- Ongoing meetings with Beach Nationals staff to plan for registration launch in May; SL development well underway
- All offline PTAs have been submitting member data imports and financial transfers to VC
- VQC automated financial transfers should be in place shortly, leaving only OVA and VNT with manual financial transfers (VQC to send last transfer as we become automated)
- Sportlomo contract up for renewal in 2026; internal discussions have started to review gap analysis as well as engaging PTAs for input and Sportlomo for self-review

IST

Men's Indoor:

- Currently, hiring a Strength and Conditioning Coach/Sport Scientist (Next Gen). This position will be full time (May – Aug) and work with Next Gen to U19 and is a major upgrade to supporting these athletes with full time support. Previously, this position was part time and there is a need to replicate the level of support our senior athletes receive at the Next Gen level.
- Also looking to hire a travelling Sports Chiropractor for VNL and World Championships with our Senior Team.
- Welcoming back Kyle Paquette as a Mental Performance Consultant with our Senior Team (was with the program 2015 – 2021) and expanding the portfolio of Brendan Dinsdale to Next Gen who has been our Mental performance Consultant for NEP and U21 for a few years now.
- Currently negotiating projects with a new Sports Dietician and will be bringing in some younger therapists to help with coverage/be mentored by our Lead Therapist to begin their journey on our practitioner pathway.
- All other practitioners returning.



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- A note to a special thank you to the following practitioners who have moved on from our program:
 - Louis Jean Tremblay (Strength and Conditioning).
 - Erik Sesbrano (Sports Dietitian).
 - Jelle Kooijman (Mental Performance Consultant).
 - Working with women's indoor and men/women's sitting to fine tune our Athlete Management System.
 - Michael Cook completed LEAD Program with Sport Scientist Canada/Own The Podium.

Safe Sport/Gender Equity, Diversity & Inclusion

- VC is working on its transition to the Canadian Safe Sport Program (CSSP) under CCES. All VC staff, Board members and National Team programs will need to take mandatory training which includes signing the consent agreement by March 31, 2025. Links and code to take the training have been sent out to all staff/contractors and will be sent to Board members shortly, if not yet received.
- VC continues to work with OSIC for the transfer of cases to PTAs. PTAs have been invoiced large amounts in the last few months with little accounting backup and are extremely upset. VC is working with OSIC and SDRCC to get better details on the billing which is now being provided. Mark and Caroline are meeting with SDRCC to discuss the immediate transfer of remaining PTA cases and debt relief for the PTAs. OSIC has been given a four-month extension by the Government to facilitate the transition of cases that are already in progress, but this will only apply to VC cases and not to the PTAs as they cannot afford to continue with OSIC.
- All PTAs now have access to Independent-third parties for Safe Sport cases.
- VC is working with Alias on an IT mechanism ("Safe Sport Super Highway") to ensure that Volleyball Complaints are directed appropriately within our system to the correct jurisdiction. VC is also working with Alias to update the Discipline & Complaints agreement. Alias will manage process 2 non-Safe Sport complaints for VC moving forward.

Communications

- Communications/marketing plans under way for Nationals (Mezi), international events including VNL in Ottawa and Quebec City and national teams (Jackie) and the fundraising auction in March (Courtney). NORCECA events (hosted in Canada) now added to the schedule.
- Auction update: <https://volleyball.ca/en/news/save-the-date-volleyball-canada-s-31st-annual-auction>
- Rolling out a comms plan for new VBTV membership offer. Marketing emails have been sent out to NB, and more recently the other maritime provinces.
- Solidifying plans (May 18 in Edmonton during 2025 Nationals) to celebrate the historic Paris 2024 medalists in beach and sitting volleyball. Beach and sitting tentatively agreed to date. Positive meeting with Explore Edmonton. Presenting an agenda to athletes shortly.



Partnerships / Merchandise

- Finalizing the formal agreement for Sport Chek for 2025 Nationals in Edmonton
Agreed to terms on a 4-year Gruppo Nutrition & VC partnership, reviewing the formal agreement.
- Discussions ongoing with Huha Underwear
Focus on Selling 2025 and 2026 Nationals 'Title' sponsorship, VNL in Ottawa and Quebec City and National Team 'Jersey' sponsors.
Focus on improving our e-newsletter and VC Online store integration to increase sponsor product sales etc.

Human Resources

Employee Assistance Program rolled out to all salaried staff on benefits plan (info attached)

New Staff:

- Corey Dempsey- Beach HP-Manager, Fulltime staff
- Dione Kristel – Assistant Coach and National Team Coordinator (0.5 FTE)
- Leah Mosseau - Assistant Coach and Sport Development Coordinator (0.75 FTE).

Departed Staff:

- Lionel Bonnaure

Returning Staff:

- Thalia Hanniman – Human Resources Coordinator (March 17th)

Internship:

- Emily Cottreau – National Events

On-going recruitment:

- Pathways Coordinator
- Lead Therapist + Medical Coordinator

- Other opportunities being recruited for (term/ non- employment/hourly)
- Beach Volleyball Summer Coaches
- NextGen therapists/ S& C coaches

09. Next Meetings

- 7 April 2025 – 20:00 EST

10. In Camera

11. Adjournment