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**Minutes: Volleyball Canada Board of Directors  
Friday December 13, 2024, 10:00 EST  
Hunt Club Room, Sandman Signature Ottawa Hotel**

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

**1. Conflict of Interest Declarations**

- No conflicts declared based on agenda and distributed materials.
- Potential Conflict in Host selection of U19 NORCECA event for Parrish

**2. Review and Approval of previous minutes**

**Joanne**

**Motion:** Sylvie Bigras

**Second:** Boris Tyzuk

**6-0**

**3. External Relations Update**

- FIVB
  - o Congress in Porto:
    - Celebration of previous President and transition to a New President
    - New President Fabio Azevedo
    - New Position for Mark Eckert – executive Vice President
  - o FIVB is restructured – much more of a corporate look
    - CEO remote in USA
  - o Empowerment :
    - Targeted Support for the Women’s Indoor Team 311k US for the next 4 years
    - Currently have project funding in:
      - Men’s beach
      - Men’s Indoor
      - Pathways
  - o VNL tickets went on sale December 10<sup>th</sup> – promising starts
  - o VBTV – free for one year for all VC members
- Sport Canada
  - o Support Sport funding program/eligibility submitted last week,
    - VC applied for two years of funding
      - seem to be in good shape with policies, and governance etc



- CSAI( Sport For All ) application due next week – Recommendations in the New Year
- Future of Sport Commission has requested an extension
- OTP Board Meeting January 17<sup>th</sup> , communication to NSO's January 20<sup>th</sup>
- Submitted 7 Canada Student Summer job application

#### NORCECA

- Summer event Calendar released, we have been assigned U21 and U23 men
  - RFP's for hosts have been released
  - Trying to change events in order to host a women's event

#### COC

- Session Confirmed Ottawa April 25<sup>th</sup> – 27<sup>th</sup>
- Olympic Solidarity application being submitted
- NSO, COC Games agreement being updated

#### PTA's

- PTA Safe Sport transitioning from OSIC to various Independent third Parties across the Country
- Growth issues remain – but not as high as first thought
- Competition Reviews occurring in BC and Ontario

#### 4. Governance

See following updated TOR's. For information not for approval at this point.

Boris

- |   |          |
|---|----------|
| • Alumni and Awards                     | Attached |
| • High Performance Management           | Attached |
| • Athlete & Coach Pathway               | Attached |
| • Volleyball Indoor Championships       | Attached |
| • Volleyball Canada Beach Championships | Attached |
| • Sitting Volleyball                    | Attached |
| • National Referee                      | Attached |

- Boris reviewed the process he has undertaken with modernizing the operating TOR's and current status of updated TOR's being reviewed by committee chairs and the relevant staff person

#### Strategic Planning

MC

##### Discussion:

- The Two Strat Plan doc feels like operating plans
- 8 year Strat plan vision makes sense
- Want the fourth pillar to be a Thriving Organization

##### Action

- MC to update Strat planning committee
- MC and Mark to meet with staff working group
- Provide updates to board in January



## 5. Finances & Operations

- Cash on hand Nov 30, 2024
  - \$300k CAD
  - \$380k GICs
  - \$52k CAD referee GIC (1 year lock)

Attached files include:

- COF funds reports provided by COF to September 30<sup>th</sup>, 2024. Current market values:
  - Hoag fund: \$53,750 Attached
  - Ng fund: \$41,189.07 Attached
  - Wong fund: \$63,586.88 Attached
  - General fund: \$1,167,196.38 Attached
  - VC's Profit & Loss statement, with Budget, year to date to November 30<sup>th</sup>, as well as an updated Forecast. Management notes listed by program area in column N.
- Significant item to note:
  - Sport Canada application for two-year funding deadline is December 11<sup>th</sup> 2024. First round of budgeting is done, will be refined prior to submitting for Board approval

## 6. Ethics Committee

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

## 7 Athlete Council

- Updates and activity Cam

- Cam reported he has had feedback with women's indoor team regarding the debrief
- Mark outlined the current action plan for the program

Action: Cam/Mark to clarify with Gord Peterson ( Nominations Chair) his eligibility for another term

## 8 Operating Reports

### WOMEN'S PROGRA

- National Excellence Program (NEP)
  - Still going on in Richmond - Last day will be December 18
  - 2025 applications closed on November 20 - 201 applications - Up from 170 last year (see attached)
- Staffing
  - S&C/IST lead position - 2nd round of interviews December 3-4 - Final decision should take place the week of December 9
  - Still following up on action items from Women's debrief
- 2025 competitions
  - Still awaiting World Championship drawing of lots and pool composition (ETA December 10)
  - Still awaiting official VNL schedule (ETA December 10)



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## **MEN'S PROGRAM**

- National Excellence Program (NEP)
  - Still going on in Gatineau - Last day will be December 12
  - 2025 applications closed on December 1st - 156 applications - Up from 66 last year (see attached)
- Staffing
  - Senior Head coach position opened on November 25 - Deadline to apply is December 21 - As of December 6: 0 applications
- 2025 competitions
  - Still awaiting official VNL schedule (ETA December 10)

## **Beach Update**

- Kerry MacDonald (Beach High Performance Manager) has been hired as Volleyball Canada's Chief Sport Officer effective January 1, 2025
  - A process to find a new VC Beach High Performance Manager has begun
- The 2025 Next Gen Carding Selection Camp was held November 29-30, 2024
  - 4 Female athletes were selected: 1) Amy Ozee, 2) Lea Monkhouse, 3) Marie-Alex Belanger, 4) Emily Anderson (New to VC played NCAA Beach at Arizona State University and Loyola Marymount University)
  - 7 Male athletes were selected: 1) Sam Schachter, 2) Jonathan Pickett\*, 3) Tynan Gannett, 4) Martin Licht\*, 5) Steven Abrams, 6) Luke de Greef, 7) Guillaume Rivest\*
    - \* Jonathan Pickett, Martin Licht and Guillaume Rivest were part of the 2024 VC Beach National Team Summer Program
- Upcoming Dates
  - Downsview BHPC Facility closed: December 21-January 5
  - Beach Senior and Next Gen Induction Camp: January 6-10
  - NORCECA Closed Trials: February 12-13
  - Spring Break Camp: March 10-14
  - Summer Carding Selection Camp: May 9-11
  - 2025 Asuncion Pan Am Games (U23) Trials: May 24-25

## **Sitting Update**

### **TCWSV**

- Quad/ Paralympic debrief completed and final report received.
- OTP Submission and Review Call completed
  - Financial request for 25-26 = \$780,958
  - Increase of \$200,958 (35%) from 24-25
- Zonal Championship confirmed for May 21-29 in Denver, CO
- Awaiting WPV calendar for rest of 2025
- Training camps to resume in January 2025
- Upcoming job postings:
  - Lead Assistant Coach/ Sport Development Coordinator
  - Assistant Coach/ Women's NT Coordinator
  - Lead Physiotherapist and Para Medical Coordinator



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## TCMSV

- Reid Brodie has been hired as new head coach. She will also continue to be responsible for the NT Coordinator responsibilities for the men's team only, maintaining a 0.5 FTE position.
- Zonal Championship confirmed for May 21-29 in Denver, CO
- Awaiting WPV calendar for rest of 2025
- Training camps to resume in January 2025

## SPORT DEVELOPMENT

- Will be working with Pathways team on Sport for All grant application to develop sitting volleyball partnerships, programs and initiatives across Canada.

## WORLD PARAVOLLEY

- 2024 General Assembly to take place on Dec 7, 2024. Ian to represent VC.
- Some key positions up for election – President, Vice President and Medical Director. VC will be supporting the following candidates:
  - President – Lori Okimura (USA)
  - Vice President – Jenni Cole (AUS)
  - Medical Director – Saro Keresteciyan (CAN)

## National Training Centres

### Beach High Performance Centre Update

- Volleyball Canada has been informed that the original Downsview eviction date of June 2025 has been extended to 2 years from a formal notification that has not yet been given.
- Discussions regarding a new VC Beach High Performance Centre as part of a new Multi-Sport Center on [Villiers Island](#) are proceeding very well.
  - This will be the first development project on [Villiers Island](#) (4 km from Ashbridges Bay) with an expected opening in 2029 or 2030
  - 200,000 square feet of multi-sport facilities (Downsview BHPC = 26,000 square feet) in the podium of a condominium complex with 500,000 square feet of living space (Approximately 500 condominiums) above the multi-sport facilities
    - Proposed tenants/facilities: Volleyball Canada Beach HP, Tennis Canada, WNBA Training Center, squash courts, curling rinks plus other sport facilities
  - An RFP (Managed by Waterfront Toronto) for the development of the Multi-Sport Center and Condominium Complex is tentatively planned for March 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 early 2025 (January/February) for consideration by the VC Board of Directors

### National Team Training Centers Indoor research/proposals

- No update since last reported.



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## **Athlete and Coach Pathways**

- Technical Meetings - Dec 16 & 17
- CSAI 2025-2027 Application – Due December 23
  - Two fiscal year request
  - Focus – Sitting/Para Volleyball
  - Chrissy Benz – contract to support the application development
- CAC Reinvestment Fee Model Consultation On-going
- Planning for Pathway 2025 Age Class Programs
  - Canada Cup Red and White, Norceca, and World Championships (U17, U19, U21)
- Canada Cup 2025 Confirmed: Canada Games Park/Brock, ON
- NEP ID (W) – ongoing with camps scheduled for Dec, Jan – March
- Volleyball Connect onboarding
  - Filming of skills and drills with NEP athletes to update coach education resources
  - Data Migration
  - Pilots

## **Referee**

### **Domestic Programming:**

- Referee Committee commenced with a quarterly meeting schedule, engaging the PTA EDs and professional staff with a focus on recruitment, retention, communication, finances, and registration services
  - Initial project is a nationwide study of recruitment and retention strategies employed across the country and developing a metrical standard of success
- Engaged Mizuno to develop and supply a supplemental referee uniform, thus expanding upon and modernizing the current catalogue of products.
- National championships planning is underway with all PTAs currently invested in securing their referees for participation in the 2025 Edmonton and regionalized 14U events

### **International Programming:**

- 2025 U SPORTS championships will function as the final development opportunity in preparation for the upcoming NORCECA and FIVB calendars
- Referees in all disciplines are finalizing their medical certifications for the 2025 season
- Engaged in para development opportunities in BC in preparation for the Invictus Games and to further promote the discipline

### **Domestic Competitions**

- Expression of Interest has opened for Nationals Total as of 10:30am Dec 6 is 672
- Pre registration opens next week
- Sr Open registration opens next week
- 2027 RFPs have been shared with PTAs and will be posted shortly



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## **International Events**

### **VNL**

- Dec 10 will be the global announcement of VNL for 2025, including the host cities, teams, schedule and ticketing
  - Quebec City will have a special press conference on Dec 10 for this, since they are a new host city
- Quebec:
  - Considerable efforts in applying for various government grants
    - Still waiting on confirmations of any amounts

### **Beach Pro Tour 2025**

- Volleyball World trying to complete discussions with promoter for Montreal Beach Pro Tour event

### **NORCECA 2025**

- Finally received notification of NORCECA events that Canada is to host in 2025:
  - U23 Men's Pan Am Cup (Jul 27-Aug 4)
  - U21 Men's Pan Am Cup (Aug 3-11)
- Issued RFPs for bids for these events
  - Very late for most venues, as they are already booked
  - Operationally difficult to have 2 events back to back

### **LMS:**

- Docebo onboarding for the fall is complete; will purchase additional sessions as needed in the new year (see attached announcement)
- Migration of user profiles from the Volleyball Canada Coaching Centre to our new LMS, Volleyball Connect, is in the sandbox stage
- Communication regarding the LMS going out to EDs, TDs, Referee Committee Chairs and PTA presidents week of Dec 9<sup>th</sup>
- TDs were briefed on LMS in Nov and will engage in more discussion at meetings in Ottawa
- Working group of TDs will join VC LMS project team in 2025 for collaboration in the onboarding process
- Financial model/strategy will be reviewed in the new year

### **VRS:**

- Many months of working with Sportlomo on development and bug resolutions for nationals registration has been very successful
- Nationals Expression of Interest was moved from Formstack to Sportlomo this year
- EOI opened on Dec 2<sup>nd</sup> and has gone very smoothly; very pleased to see the developments have resulted in a positive start to national registration
- Offline PTAs have been submitting member data imports and financial transfers to VC



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## IST

### Men's Indoor:

- Presented the quadrennial performance research science and innovation plan and needs to Own the Podium and appeared to be well received. Particularly, the growth of the IST and its many functions.
- Starting to build IST exit reports for current NEP cohort. The goal is to continue supporting these athletes in the new year to help continue developing their new high-performance habits, to continue to develop physically, and to help them develop towards possible national team duties for U17/19/21 next season. Each athlete shall be provided a strength and conditioning program with various reports on progress provided to our development pathway coaches as part of our new approach to tracking and monitoring.
- Assisted Pathways (James Sneddon) in videoing of strength, speed, and suppleness videos that will be housed on the new LMS. Our NEP athletes and staff were models for these professionally captured videos and will help tenfold as we communicate important physical development and injury prevention strategies down our pathway. We will also be assisting James with various resources/learning tools that will be housed on the coaches' pages.
- Assisting with the hiring of the IST and S&C Lead for Women's Indoor.

### Safe Sport/Gender Equity, Diversity & Inclusion

- VC/PTA Safe Sport Working Group has now met with three (3) Companies that provide Independent third-party complaint systems to replace Abuse-Free Sport who will no longer provide system-wide support for volleyball in the transition to CCES. The group is in the final decision phase.
- VC has asked Abuse-Free Sport to transition its new PTA cases to the third provider as soon as possible, rather than wait for the new year. Cases continue to take over 6 months and the costs are very high.
- The Safe Sport for Youth Education Videos will be launching formally in the new year with a social media campaign and releases to the community. VC will soft launch the platform to VC and PTA staff prior to the launch for testing.
- Following is the Abuse-Free Sport Activity report for Volleyball Canada from April 1 – Sept. 30, 2024:



### Activity Period Statistics Statistiques de la période d'activité

Complaints/Reports Received during the reporting period <i>Plaintes et signalements reçus pendant la période de référence</i>	34
Cases Open <i>Dossiers en cours</i>	16
Cases Closed <i>Dossiers clos</i>	18
Cases Deemed Admissible <i>Cas jugés recevables</i>	25
Admissibility Determination Pending <i>Décisions à venir sur la recevabilité</i>	0
Cases with Provisional Measures currently imposed <i>Dossiers ayant donné lieu à l'imposition de mesures provisoires</i>	9
Total Cases with Sanctions imposed during activity period <i>Total des dossiers ayant donné lieu à l'imposition de sanctions durant la période d'activité</i>	9

### Communications

- Communications/marketing planning under way for Nationals (Mezi), international events including VNL in Ottawa and Quebec City and national teams (Jackie) and the fundraising auction next March (Courtney). Global launch for VNL on Dec. 10 – marketing underway as of this date.
- Developing a comms plan for new VBTV membership offer (details to come). Close to getting deal finalized.
- CSAI (community sport for all) content creation underway. Stories completed and to be published shortly. Also, a new PSA for TV is being developed for Smashball.
- Looking at opportunities (ideally around May 18 in Edmonton during 2025 Nationals) to celebrate the historic Paris 2024 medalists in beach and sitting volleyball. Factors that may affect the date are the beach Pro Tour schedule (yet to be released – likely mid-NOV), and other availability issues. Include a celebration involving vball community; fans; media, sponsor activations etc. This would be separate from H of F.
- Working on Strat. Plan wording and presentation.

### Partnerships / Merchandise

- Finalizing contract on a 4-year renewal with women's beach program sponsor, Left on Friday through the 2028 LA Olympics.
- Sport Chek is excited about expanding their sponsorship of 2025 and 2026 Nationals and VC, just reviewing rights and benefit options.
- Jumplete reviewing final contracts for renewal of men's beach program (2 year) and knee brace (4 year) categories.
- Current discussions ongoing with potential new sponsors Balltime Video Analysis, Huha Underwear, and Gruppo Nutrition.



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- Focus on Selling 2025 and 2026 Nationals 'Title' sponsorship, VNL in Ottawa and Quebec City and National Team 'Jersey' sponsors.
  - Agreement with Nothers the Award Store is reviewing renewal terms.
  - Focus on improving our e-newsletter and VC Online store integration to increase sponsor product sales etc.

### **Human Resources**

- Departures:
  - Tuomas Sammelvuo, Head Coach Men's volleyball
- Hiring Processes:
  - Team Canada Men's Volleyball Head Coach (Sr)
  - S+C Coach & IST Lead Hiring process– final stages.
- Position updates
  - Chief Sport Officer, Kerry MacDonald has accepted the position and will be starting January 01, 2025.
  - Team Canada Men's Sitting Volleyball Head Coach and Program Coordinator- Reid Brodie started December 2024
- Positions upcoming:
  - Team Canada Women's Sitting Assistant Coach/Development Coordinator (Full time)
  - Team Canada Women's program Coordinator (Part-Time)
- Employee Handbook has been distributed to all FT VC staff
- Orientation Manual (staff & board) will be finalized soon

### **09. Next Meeting**

- Wednesday January 29<sup>th</sup> 8:00 pm.

TEAMS

### **10. In Camera**

### **11. Adjournment**