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**Volleyball Canada Board of Directors**  
**Thursday 8 February 2024, 20:00 EST**  
**TEAMS**

**Minutes:**

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

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

Kevin

**Motion: Sylvie Bigras**

**Second: Parrish Offer**

**7-0**

**2. Conflict of Interest Declarations**

- No conflicts declared based on agenda and distributed materials.

**3. External Relations Update**

- NORCECA

Mark

- Zonal Congress March 2 – 4<sup>th</sup> Dominican
- Despite our early confirmations – events changed

- Sport Canada

- New PA Nick Vipond replaces David Joseph
  - OTP fundings not officially announced until next week
  - However we were able to find out what was recommended
  - Beach 900k down 25k
  - Men 875k down 50k
  - Women 300k up 100k
  - Sitting Women 580k up 100k
  - Overall VC has increased by 125k
  - Not public

- FIVB

Mark

- VNL Council Held January 16<sup>th</sup>
  - New format 3 pools of 6 ( two new teams )
  - Three hosts per weekend
  - No core or challenger teams – last place team out
  - 98k US approved for women’s team ( empowerment )
- FIVB will be announcing it’s Foundation, similar to Sport for All Program
- FIVB Newcomer Coach/Coordinator in place – Yousef Sadeq
- Knowledge Transfer/work Experience program proceeding



- COC
  - Mark
  - Session dates Announced
  - 100k awarded for Safe Sport
  - 32.5 awarded for men's Paris staging camp
  - 30k Olympic Solidarity for women's team
  
- PTA's
  - Trans gender policy
  - Club Governance support

Mark

#### 4. Governance

Terms of References to be approved:

All Attached

- Strategic Planning Committee
- National Referee Committee
- National Indoor Championships
- National Beach Championships
- Governance Committee
- Finance & Audit Committee
- Alumni & Awards Committee
- Athletes Council Committee
- Athletes & Coach Pathway Committee
- HP Management Committee
- Ethics & D&C Committee
- HP Training Centres Committee
- Nominations & Election Committee

**ACTION: Boris explained TOR's are not for approval this meeting but for review of the structure and the designation of Board Committee's and Operating Committee's.**

Revised Policies for approval:

All Attached

- Diversity, Equity & Inclusion Policy
- Reciprocation Policy
- Screening Policy
- Board of Directors Mandate

**Motion: To approve the screening policy ( editing still required to define minor in all jurisdictions)**

**Sylvie Bigras**

**Second: Parrish Offer**

**7-0**



Nomination & Elections Updates:

- Confirm intentions of the current Board members on standing for re-election (Boris and Joanne up for re-election)
- establish the Nominating Committee (add two people)
- prepare and circulate a call for nominations on or before March 5, 2024

5. Finances & Operations

- Cash On Hand: 750k CAD, 51k USD
- Investments:
  - GICS: General: 2m CAD 100k USD. Referees: 100k CAD (locked in)
  - COF: awaiting statements for Dec 31 2023...update provided by COF when I inquired:

*Unfortunately, the December 31 reports are not yet complete. We typically aim to send quarterly reports within two months of quarter-end. The December 31 reports can potentially take up to three months, since it is our year-end.*

*That being said, I can provide you with the market value of your funds as at November 30, 2023, which may be helpful:*

- Hoag Fund: \$39,229.44
- Wong Fund: \$39,801.77
- Ng Fund: \$38,452.22
- General Fund: \$1,068,615.23

- Mid Year Audit underway- Jan 29-Feb 9. New process and system
- Year End Forecast for 23-24:

PROGRAM NETS	Budget 23/24	Forecast 23/24	
National Competitions	\$ 668,920.00	\$ 970,142.98	Expenses lower than budgeted across indoor championship events
Pathways	\$ 36,000.00	\$ 292,126.26	Additional revenues from recruitment tools, one position vacant for 5 months.CSAI grant notification re
Regional Excellence Programs	\$ 20,500.00	\$ 51,839.71	
Combine	\$ (5,402.00)	\$ (22,650.53)	
Merchandising	\$ (19,000.00)	\$ (6,245.37)	Some hiccups with execution this year. To be re-evaluated
Marketing & Communications	\$ (135,004.26)	\$ (191,997.18)	Investment in staff and content creation higher than anticipated
Corporate Operations	\$ (23,500.00)	\$ (274,696.07)	Additional positions allocated for: Membership, HR. Audit fees increased, Meeting expenses higher
Beach Training Centre (Downsview)	\$ 97,959.06	\$ 113,808.78	
National Team- Beach	\$ (267,900.00)	\$ (274,067.09)	
National Team - Beach Athlete Support	\$ -	\$ -	
National Team - Men's Indoor	\$ (153,600.00)	\$ (453,533.85)	Increased travel costs, pre- Olympic qualifier investment
National Team Men - Athlete Support	\$ 42,500.00	\$ 116,539.78	Canadian athletes in demand
National Team - Women's Indoor	\$ (234,675.00)	\$ (363,192.36)	VNL & Olympic Qualifier travel higher than budgeted
National Team Women - Athlete Support	\$ 10,000.00	\$ 53,961.00	Canadian athletes in demand
Referees Development	\$ (1,930.00)	\$ (68,358.76)	Change in fee structure was not implemented that was budgeted for
Team Canada Para Volleyball	\$ (152,280.00)	\$ (164,157.37)	
2023 Pan Am Cup	\$ (80,683.37)	\$ (136,499.88)	Revenues less than budgeted
2023 Para Pan	\$ (78,321.05)	\$ (110,878.64)	Late program withdrawals
2023 NORCECA (Women)	\$ (156,837.56)	\$ (95,695.17)	Ticket sales higher than budgeted, and savings from one team pulling out
2023 Volleyball Nations League (Men)	\$ 43,625.00	\$ 59,644.51	Ticket sales higher than budgeted
VC Overhead	\$ 299,055.00	\$ 364,288.11	
	\$ -	\$ -	
TOTAL NET	\$ (90,574.18)	\$ (187,821.14)	

**Expected Gain on exchange not included: \$40,000**  
**Forecasted Net as of Feb 1: (97,821.14)**

Not included in above: Agreement in principal for \$75k from Wilson Sports for brand mis-use

- VC Draft Budget 24-25: Sport Canada submission will have a draft budget, and terms to release funds in new fiscal will be dependent on submission of a board approved budget.



**Draft budget currently:**

- Fine tuning to occur, this was the initial submission by all groups. We will be aiming for a surplus
- Does not have OTP confirmed numbers, conservative estimates in funding (confirmed amounts Feb 15)
- Membership estimate: 4% increase, + \$1 fee increase
- Compensation adjustments: generally used 3-4% as the increase for now- will be more precise in the next few weeks, upon thorough review.
- NORCECA events- ever evolving. Currently based on hosting a u21 event in Toronto, a Pan Am Final 6 in Gatineau
- NO CSAI grants factored in for 24-25
- FIVB empowerment grant confirmed at higher dollar figure for next year for WNT



INCOME STATEMENT		2023/2024 Budget	2024/2025 Budget
<b>REVENUES</b>			
National Competitions	\$	3,731,990.00	\$ 5,245,844.00
Pathways	\$	857,316.00	\$ 972,316.00
Regional Excellence Programs	\$	305,000.00	\$ 305,000.00
Combine	\$	43,648.00	\$ 40,000.00
Merchandising	\$	95,000.00	\$ 88,500.00
Marketing & Communications	\$	214,500.00	\$ 168,500.00
Corporate Operations	\$	1,258,000.00	\$ 1,225,500.00
Beach Training Centre (Downsview)	\$	555,000.00	\$ 580,700.00
National Team- Beach	\$	1,392,000.00	\$ 1,435,880.00
National Team - Beach Athlete Support	\$	-	\$ -
National Team - Men's Indoor	\$	1,660,500.00	\$ 1,578,500.00
National Team Men - Athlete Support	\$	120,000.00	\$ 165,000.00
National Team - Women's Indoor	\$	1,152,250.00	\$ 1,393,000.00
National Team Women - Athlete Support	\$	80,000.00	\$ 65,000.00
Referees Development	\$	259,800.00	\$ 270,050.00
Team Canada Para Volleyball	\$	755,360.00	\$ 848,300.00
2024 Pan Am Cup (M)	\$	625,000.00	\$ 371,500.00
2023 Para Pan	\$	595,175.00	
2024 NORCECA u21 (Women)	\$	655,000.00	\$ 502,500.00
2024 Volleyball Nations League (Men)	\$	1,311,250.00	\$ 1,460,325.00
VC Overhead	\$	299,055.00	\$ 317,080.00
<b>TOTAL REVENUE</b>	<b>\$</b>	<b>15,965,844.00</b>	<b>\$ 17,033,495.00</b>
<b>EXPENSES</b>			
National Competitions	\$	3,063,070.00	\$ 4,038,738.00
Pathways	\$	821,316.00	\$ 868,816.00
Regional Excellence Programs	\$	284,500.00	\$ 283,500.00
Combine	\$	49,050.00	\$ 36,563.20
Merchandising	\$	114,000.00	\$ 112,500.00
Marketing & Communications	\$	349,504.26	\$ 414,500.00
Corporate Operations	\$	1,281,500.00	\$ 1,641,000.00
Beach Training Centre (Downsview)	\$	457,040.94	\$ 470,500.00
National Team- Beach	\$	1,659,900.00	\$ 1,729,880.00
National Team- Beach Athlete	\$	-	\$ -
National Team - Men's Indoor	\$	1,814,100.00	\$ 1,750,650.00
National Team Men - Athlete Support	\$	77,500.00	\$ 87,500.00
National Team - Women's Indoor	\$	1,386,925.00	\$ 1,669,050.00
National Team Women - Athlete Support	\$	70,000.00	\$ 70,000.00
Referees Development	\$	261,730.00	\$ 268,230.00
Team Canada Para Volleyball	\$	907,640.00	\$ 960,000.00
2024 Pan Am Cup (M)	\$	705,683.37	\$ 743,800.00
2023 Para Pan	\$	673,496.05	
2024 NORCECA u21 (Women)	\$	811,837.56	\$ 564,300.00
2024 Volleyball Nations League (Men)	\$	1,267,625.00	\$ 1,425,890.00
Program Area Surplus (Deficit) Carryover			
<b>TOTAL EXPENSES</b>	<b>\$</b>	<b>16,056,418.18</b>	<b>\$ 17,135,417.20</b>
<b>SURPLUS (DEFICIT) CURRENT YEAR</b>	<b>\$</b>	<b>(90,574.18)</b>	<b>\$ (101,922.20)</b>

- VC FAC Meeting- dates being confirmed.
- Performance Reviews- completed for majority of organization.
- HR Coordinator: Thalia Hanniman on parental leave, beginning Feb 5 2024. Expected return Feb-May 2025. Jamie Dorian started Feb 5 2024.
- Finance & Admin Lead: Candidate has accepted, expected start date Feb 26 2024. Coming from another NSO.



- Current processes ongoing: HP Coordinator- Beach programs. Summer support position for HP development programs
- Circulated compensation grids to VC senior staff. Will seek feedback
- Fine tuning of employee handbook to start.

Compliance draft checklist

 [Yearly overview compliance calendar.xlsx](#)

#### 6. Ethics Committee

- Current appeals, complaints etc.

Boris

Boris considering attending Nationals as a resource for Discipline and Complaints issues

#### 7. Athlete Council

- Updates and activity

Cam

Pregnancy policy is being addressed, AthletesCan has done work in the area but we are waiting for new policy

### 8. Operating Reports

#### WOMEN'S PROGRAM

- Summer calendar planning well underway.
  - Main competitions (see attached for more details):
    - VNL - May 12-June 16 (Rio de Janeiro-Arlington-Fukuoka)
    - Olympic Games (if qualified) July 26-August 11
    - Pan Am Cup - August 21-31 (TBC)
- OTP support announcement postponed until February 12-16
- Shannon Winzer will travel to Turkey February 12-26 for PD. Going to Istanbul (match observation) and Izmir (DTE observation with Glenn Hoag)

#### MEN'S PROGRAM

- Summer calendar planning well underway.
  - Main competitions (see attached for more details):
    - VNL - May 19-June 23 (Antalya-Ottawa-Manila)
    - Olympic Games - July 26-August 11
- OTP support announcement postponed until February 12-16
- Dan Lewis (NextGen coach) has signed a contract for the next 2 seasons as Head coach of Poitiers in France. We are currently looking at different options to replace him

#### Beach Update

- Own The Podium (OTP) Beach Funding for 2024-25 will be communicated to VC the week of February 12, 2024.
- Lia Diffin, VC Beach Programs & Events Coordinator, will move from 50% Full-time Equivalent (FTE) Beach High Performance and 50% FTE Domestic Competitions to 100% FTE Domestic Competitions on **April 1, 2024**.



- VC Beach High Performance has posted the new position of Beach High Performance Coordinator (100% FTE Beach High Performance) with the expected start date of **March 1, 2024**. Twenty-nine (29) applicants have applied for this job and 5-6 people will be interviewed February 14-15, 2024.
- VC NORCECA Closed Trials will take place **April 17-18, 2024** at the VC Beach High Performance Centre in Downsview Park (BHPC). This event will determine the teams that represent Volleyball Canada at 2024 NORCECA Beach Tour events that occur in the first half of 2024. VC NORCECA U23 Trails will take place **May 7-8, 2024** in the BHPC to determine U23 NORCECA Tour teams for 2024.

### Sitting Update

#### TCWSV

- Did not receive WPV Women's Super 6 bid, event will be hosted by FRA. Awaiting dates in June.
- Paris prep plan still TBC and dependent on costs of WPV Super 6 event
- Ian attended CPC Site Visit end of Jan in Paris.

#### TCMSV

- Registered for WPV Final Qualifier in Dali, CHN in April 2024
- Very difficult to get there and very expensive. I have concerns about sustainability.

Flights (16 ppl x \$6000 approx.)	\$96,000 CAD
WPV Entry Fee (1200€)	\$1760 CAD
LOC Admin Fee (2000€)	\$2934 CAD
LOC Team Fees (21,780€)	\$31,995 CAD (120€ per person per night – double, 140€ per person per night – single)
Visas (\$135 x 16)	\$2160 CAD
Misc (insurance, baggage, meals, etc)	\$3000 CAD

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**TOTAL                      \$137, 849 CAD**

- Ian to have meeting with new WPV President (Lori Okimura) on February 14 to discuss event concerns, international schedule and financial sustainability and risks of attending WPV events

### Athlete and Coach Pathways

- 2023-2024 Community Sport for All
  - Target Regions - Atlantic and Territories
  - Target 20 Communities – direct funding for equipment, facility rentals,
  - Program Leader Mentorship Program, including Atlantic Coaches Conference
  - Video Resources and marketing plan for Smashball
- Canada Games
  - 2025 Games – Newfoundland and Labrador, Tech Rep and Sport Lead in place, Coach Certification exemption approved.
  - Application for Indoor M/W, Beach M/W successful for 2029, New Brunswick
- Coach Evaluator Training and improved process in progress – Pilot project with Bongo – video submission tool used for coach evaluations
- Women's Pathway Program Underway



- Canada Cup Red and White, Norceca U19 & U21, U17 World Championships planning underway
- NEP ID Camps ongoing, near completion

## Referee

- Highlight of Canadian Referees at the 2024 Olympics
  - Volleyball: Scott Dziewirz (Referee) and Guy Bradbury (Referee Coach)
  - Beach Volleyball: Brian Hiebert (Referee), Lucie Guillemette (Challenge Referee), and Andre Trottier (Referee Coach)
  - Para: Neal Konowalyk (referee) and Marie-Claude Richer (referee)
- International Referee Development
  - Successful participation of Simon Ouellet in an FIVB Beach Volleyball Referee Candidate Course
  - Successful participation of Nikolaus Fuess in a NORCECA Volleyball Referee Candidate Course
  - With the quadrennial coming to a close, high-performance development models will be reviewed for programming adjustments to meet the needs of attrition, retirements and long-term development of future referees
- Grassroots Referee Development
  - Actively engaged in the LMS project for the future delivery of a sustainable and consistent developmental program across all disciplines
  - Started researching the viability of program growth to include aspects of IST functionality in the referee domain
  - Had initial discussions with Reveal Media to consider participation in a study on the use of body cameras in sport and the effectiveness of minimizing participant abuse towards referees
- National Referee Committee
  - Continued focus on bringing the PSO referee groups into alignment with all expected policy requirements
  - Anticipation of participating in the upcoming AGM/Convention to cross collaborate with all of the volleyball pillars

## National Competitions

- Registration Summary Attached
- Registration will max at approximately 1548
- New registration process (expression of interest) is an improvement over previous method
- Significant issues with SportLomo which made for issues with teams and significant extra work for staff. Requested new reg process with deadlines in 2023 so they could be tested; access was only provided on the day that registration needed to be sent out.
- Senior Open registrations are overall low; hoping to hit 8 per age per event (one BC, one ON); will be cancelling masters divisions as we have no teams at this point.
- New additions to EDM Nationals: Mizuno Athlete Zone & 18U 'farewell' party
- Combine was held in NWT this past weekend, also included WNT and IST events over the weekend in various communities.





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## International Events

### VNL 2024

- Organizing Committee meetings have commenced and planning is underway
- Event passes go on sale Feb 13 for an advance offer, then Feb 15 to the general public
- Started assessing options for bidding on VNL 2025-2028 events.

### 2024 U21 Women's NORCECA Championships

- (finally) confirmed that we will host the U21 Women's event in Toronto at Pan Am Sports Centre on June 23-30

### 2024 Men's Pan Am Cup

- Have confirmed Centre Slush Puppie in Gatineau for the Pan Am Cup Aug 18-25
- NEW Problem! NORCECA had also promised USA that they can host that event
  - Working with USA Volleyball and NORCECA to find a solution

### Beach Pro Tour

- Montreal Elite 16 confirmed for Aug 29 – sep 1
- Halifax Futures Aug 21-24

### ParaVolley Women's Super 6

- We lost; France was awarded this event

## VRS:

- Nationals registration had a few issues to start but by day two, tech issues were resolved with Sportlomo so all invites could go out
- Process was much smoother than last year with the lottery system; We will continue to tweak the process and discuss improvements for 2025
- Plans to increase internal testing and move up Sportlomo debugging/development deadlines to increase success rate of nationals registration

## LMS RFP

- Vendors are providing supplementary demonstrations for specific areas (coach evals and certification tracking) to the RFP team
- RFP team has continued to meet to discuss the evaluation tool and VC priorities
- All RFP team members have access to vendor "sandboxes" to try out systems
- Process is moving along well and evals should be completed in the next month or so

## IST

### Men's Update:

- Currently in the process of hiring a new therapist for the Senior Team. Will, hopefully, conclude this coming week (Feb 9<sup>th</sup>).
- We will be adding a Mental Health Liaison for athletes, coaches, and staff, through one of our existing Mental Performance Consultants. This role will assist, myself, in delivering and executing our Integrated Wellness Plan submitted to OTP.
- We recently acquired "Smartabase" for our new Athlete Management System. All HP Programs are now on the same platform.



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**WNT:**

- Finalizing order for 3 year subscription for catapult to outfit the Sr. A team
- Waiting for OTP funding to finalize IST contracts for 2024 contractors
- Accepting applications for NG therapist contractor.
- Planning travel schedules for VNL

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

- VC currently has 16 individuals on the Abuse-Free Sport Registry with Provisional measures applied pending the completion of their cases. That is an increase of 3 since the last report in November.
- VC has received a grant from COC for \$100,000 towards Safe Sport initiatives related to creating resources and assisting PTAs with compliance and enforcement of requirements. Meetings have been held with each PTA to determine needs and a portion of funding will be provided to PTAs for contract staffing for PIA checks.
- The Safe Sport for Youth Videos are in final production, and we anticipate reviewing them, and the platform over the next two weeks. There have been delays from the production company due to illness and we are hoping to launch the videos in March.
- We are working on tracking DEI initiatives that are taking place across different programs to ensure that we are making progress in areas identified in the VC DEI Framework Plan.

**Communications**

- Planning meetings for international events (VNL and NORCECA) well underway. Marketing plan for VNL created and submitted to Volleyball World. NORCECA planning in early stages. Creating assets for events with graphic artists/video editors.
- Nationals comms planning/newsletter (Mezi).
- Continue to work with all programs to support consistency in messaging and branding. Continue to work with Safe Sport Director and staff to reinforce VC's safe sport messaging, especially surrounding media/public inquiries.
- Ongoing: Developing content calendar for 2024 based on information currently available. Announcements and coverage of major National Team activities ongoing. Developing plan for Road to Paris.

**Partnerships / Merchandise**

- In the final stages of confirming a SportChek activation at Nationals and potential larger partnership
- Custom Team Canada Mizuno shoe was released and sales exceeded Mizuno's expectations
- Mikasa custom VC branded recreational beach ball in the works. Release date of spring 2024
- Current focus is on selling 2024 Nationals 'Title' sponsorship and National Team 'Jersey' sponsors.
- Left on Friday attended the beach induction camp to meet with athletes and gather content



- Working with apparel partners to finalize Olympic & Paralympic uniforms
- Mizuno to sell replica team tracksuits and team Canada gear leading up to Paris
- Final discussions with a new sports nutrition partner with launch at Nationals

## **9. Next Meetings**

- 2 April 2024
- 14 May 2024

## **10. In Camera**

## **11. Adjournment**