



**Minutes: Volleyball Canada Board of Directors
Wednesday, 29 January 2025, 20:00 EST**

Microsoft Teams:

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

1. Conflict of Interest Declarations **Kevin**

- No conflicts declared based on agenda and distributed materials.

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

Motion: Sylvie Bigras **Second:** Marie Christine Rousseau **7-0**

- Noted typo page 3 program

3. External Relations Update

- FIVB
 - o Month of February is all FIVB Councils and Commissions
 - o FIVB Board and Executive Committee meeting set for April 10th and 11th in Lausanne
 - o VNL Canada stops off to a good start:
 - Quebec City – 480k in ticket sales
 - Ottawa – 110k in ticket sales (no advertising to date)
 - o Empowerment Story to focus on women’s indoor team
 - o VBTV – free for one year for all VC members
- Sport Canada
 - o New Minister – Terry Duguid – joint appointment
 - o CSAI messaging:
 - Announcements later this week
 - o SSP – Sport Support Program
 - Not expected until the end of March
 - Money not expected to flow until late April at best.
 - o Hosting
 - No updates on funding



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- Nominations and Elections Committee Gord
 - NEC Board Report (Revised) Attached
 - 2025 Directors Profile – Candidates Attached

 - Strategic Planning MC
 - Still working on language and stronger messaging
 - Clarification on 2 year Operating versus 2032 Strategic Plan
 - Change management issue with a longer term

Action: Parrish to join working group

5. Finances & Operations

- P&L with BAF - January 15, 2025 Attached
- Cash on hand January 22, 2025
 - \$906k CAD
 - \$100k USD
 - \$2.5mil GICs
 - \$52k CAD referee GIC (1 year lock)
 - COF funds reports have not yet been received for December 31st, 2024. Current market values as of September 30th, 2024:
 - Hoag fund: \$53,750
 - Ng fund: \$41,189.07
 - Wong fund: \$63,586.88
 - General fund: \$1,167,196.38
 - VC's Profit & Loss statement, with Budget, year to date to January 15th, as well as an updated Forecast. Management notes listed by program area in column N.

- Significant items to note:
 - Sport Canada application for two-year funding was submitted on December 10th. Funding confirmation expected in April
 - Mid-year audit will be commencing the final week of January. Finance & Audit Committee to meet mid-February
 - OTP expected amounts for 25/26: Indoor and Para Women up, Beach Status quo, Men's Indoor down. Overall organizational gain of 95k
 - Budget for 25/26 in progress, aim for presentation to FAC at meeting.

6. Ethics Committee

- Current appeals, complaints etc. Boris
 - No current complaints submitted to Discipline and Complaints
 - No National level Safe Sport cases reported thru OSIC

7 Athlete Council

- Updates and activity Cam
 - New Athlete reps elected at Beach induction camp



8 Operating Reports

WOMEN'S PROGRAM

- Senior Team
 - All players involved in pro season... except for:
 - 2 athletes are in Canada rehabing from injuries
 - 1 athlete is in Toronto dealing with a health issue
- Staffing
 - Mary Claire Geneau is the new S&C/IST lead. Hired in early January. Start date was January 20.
 - Gionanni Guidetti hired as Senior Team Head coach. Public announcement sent out on January 21
 - Shannon transitioned to the Women's HPD role
- Summer development programs
 - Planning and staffing is on-going
- OTP funding announced
 - Support will be \$450K for 2025-2026 (\$300K last year)

MEN'S PROGRAM

- Senior Team
 - All players involved in pro season
- Staffing
 - Dan Lewis named as Senior Team Head coach. Contract to be signed shortly. Public announcement to follow
 - Cass to work remotely from Italy - From January 24 until late March
- Summer development programs
 - Planning and staffing is on-going
- OTP funding announced
 - Support will be \$650K for 2025-2026 (\$875K last year)

Beach Update

- VC Beach OTP 2025-2026 OTP Funding was set at \$900,000. The same amount as in 2024-2025
- New VC Beach High Performance Manager (To replace Kerry MacDonald, VC Chief Sport Officer as of January 1, 2025)
 - Job Posting closed on January 20, 2025
 - Interviews will take place the week of February 3-7, 2025
- VC Beach Induction Camp for all 15 Full-time VC Beach National Team athletes (Senior and Next Gen) was held January 6-10, 2025
- Upcoming Dates
 - 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 31-June 1



Sitting Update

TCWSV

- OTP Recommendation for 2025-26 = \$750,000 (request was \$780,958)
 - Increase of \$170,000 (29%) from 24-25
- Zonal Championship confirmed for May 21-29 in Denver, CO
- **Athlete update:**
 - 4 retirements/ 3 athletes taking leave from program
 - 5 returning athletes coming to January camp with 5 new athletes
- **Staff update:**
 - Lead Assistant Coach/ Sport Development Coordinator – interviews in progress
 - Assistant Coach/ Women’s NT Coordinator – posting closes Jan 26
 - Lead Physiotherapist and Para Medical Coordinator – posting next week, strong internal candidate. Also using CSI network to identify candidates.

TCMSV

- Reid Brodie is being onboarded and upskilled as new HC
- Zonal Championship confirmed for May 21-29 in Denver, CO
- Staff update:
 - Interviewing potential AC candidates
 - Collaboration with CSI-AB for S&C Coach and MPC, allows for enhanced services for money available from VC

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

- Update from General Assembly Elections on Dec 7:
 - President – Juergen Schrapp (GER)
 - Vice President – Elvira Stinessen (NED)
 - Medical Director – Milan Milosevic (CRO)
 - Athlete Commission Leader – Heidi Peters (CAN)

National Training Centres

Beach High Performance Centre Update

- Volleyball Canada has received written confirmation that Volleyball Canada's Downsview Lease will be extended until May 2027 (Originally ending in May 2025).
 - 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 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 (Toronto Tempo) 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/April 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 February/March 2025 for consideration by the VC Board of Directors

National Team Training Centers Indoor research/proposals

- Indoor: Exploratory discussions with an interested party in Western Canada. They seem to understand the specs/minimum requirements laid out from a facility standpoint.

Athlete and Coach Pathways

- Held Technical Meetings - Dec 16 & 17
 - Outcome: focus on an aligned path forward, coach education module approach
- CSAI 2025-2027 Application – Submitted - +\$800k over 2 years
- Pathway Job description adjustments
 - Replace Coordinator (Lara – moving to PT) – posting shortly
 - Adjust administration of Women's Pathways to Women's HP
- Skill and Drills footage captured for indoor, beach, and s&c
- Completed general LMS on-boarding with Docebo (Volleyball Connect)
- Finalizing Smashball Level videos (CSAI 2023-2024 project)
- Canada Cup & Canada Games 2025 – planning ongoing

Referee

Domestic Programming:

- Referee Committee preparing for their quarterly meeting (Feb 11) with the PTA EDs and professional, focusing on recruitment, retention, communication, finances, and registration services
 - Study of recruitment and retention strategies employed across the country has been conducted
 - Results will aid in developing standardized metrics of success nationwide
- Initiated circulation of a new digital rule book to the registered referees (<https://online.flippingbook.com/view/444563244/>)
 - Targeted role out commencing in the Maritimes and moving west
- Working closely with our partners at CCAA and U SPORTS to finalize logistical preparations for the upcoming championships

International Programming:

- No projected development opportunities at the NORCECA and FIVB levels in 2025
- 2025 Nominations are being finalized at the FIVB level
- NORCECA planning will commence following the FIVB nominations
- Para nominations are expected to commence in February

Domestic Competitions

- All 1st round invites have been sent out, issues with SL which have slowed the process by one week per age group
- Registrations at 1555 currently, still more invites next week
- Interest from 2027 15U – 18U hosts has been received: Regina, Mississauga, Calgary, Edmonton



- Rule change for Youth Beach Nationals- will be permitting coaching at all ages & increased minimum coach training to match indoor
- 2025 Beach Nationals to be launched end of Jan

International Events

- Dec 10 was the global announcement of VNL for 2025, including the host cities, teams, schedule and ticketing
 - Quebec City had a highly successful special press conference on Dec 10 for this
- Strong VNL Ticket sales to date (revenue to Jan 23):
 - Quebec: \$467,000
 - Ottawa: \$104,000
- Quebec:
 - Considerable efforts in applying for various government grants
 - Still waiting on confirmations of any amounts

NORCECA 2025

- U21 Men's Pan Am Cup (Aug 3-11): confirmed for Seven Chiefs in Calgary
- U23 Men's Pan Am Cup (Jul 27-Aug 4): no bidders;
- We took on U19 Women's Pan Am Cup (June 22-29) instead
 - Successful bidder was Queen's University in Kingston

Beach Pro Tour 2025

- Volleyball World still trying to complete discussions with promoter for Montreal Beach Pro Tour event (deadline is mid Feb)

LMS:

- Migration of user profiles from the Volleyball Canada Coaching Centre to Volleyball Connect is complete
- VC LMS project team continues to meet to plan for fall 2025 launch
- TDs will be provided with a LMS training plan this quarter; some TDs to join VC LMS project team as we approach PTA pilots and launch

VRS:

- Nationals' registration has gone well this year; Sportlomo has provided support where needed but most issues are user error
- Most offline PTAs have been submitting member data imports and financial transfers to VC on a timely basis; working with one outlier and should have import by end of Jan
- Working with VQC to get automated financial transfers at the source (Spordle); this will be in place by mid-Feb

IST

Men's Indoor:

- Currently, evaluating budget and strategic priorities as it relates to service provision for MNT IST. Attempting to move forward with most strategic priorities given budget reduction.
- Recently attended the Volleyball Canada IST retreat. Several joint projects were identified across all programs and are now in motion.



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- Mapping out the plethora of services available from Game Plan and strategically scheduling specific services to various age groups within our programs.
 - Beginning to schedule IST planning meetings for 2025-26 Fiscal year.
 - In the process of identifying a new Chief Medical Officer (CMO). Dr Andy Marshall, who has been our CMO for several years, will remain involved in our program but will take a step away from the leadership role. Andy has made incredible contributions to our program, and we have been extremely lucky to have such a great practitioner involved. Andy brought in several sport medicine doctors into our program who have been incredible, and his replacement will come from this pool of doctors.

. Safe Sport/Gender Equity, Diversity & Inclusion

- The VC/PTA Safe Sport Working Group completed its work, and all PTAs are now affiliated with Independent third-party providers. OSIC has provided a letter of release for the PTAs. Most PTAs who do not have a Safe Sport provider with their Sport Governing body are working with the company ITP. Ontario signed on with Sport Dispute and Alberta is with Alias since their province will be signing on with them. Alias is also the Provincial Provider for Quebec.
- VC continues to work with OSIC for the transfer of cases to PTAs. OSIC has been given a four-month extension by the Government to facilitate the transition of cases that are already in progress.
- VC will be working with CCES over the next month to finalize our agreement.
- The Safe Sport for Youth Education Videos launched January 23rd! VC is meeting with COC this month regarding additional funding to expand the project.

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 in March (Courtney).
- Rolling out a comms plan for new VBTV membership offer (details to be sent out in late Jan).
- CSAI (community sport for all) content creation underway. First story published: <https://volleyball.ca/en/news/building-belonging-volleyball-and-afghan-newcomers-in-nova-scotia>
- Solidifying plans (ideally around 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.
- Strat plan involvement – meetings as well as assisting with presentation once wording is finalized.



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- Supporting National Team coaching announcements (men's and women's indoor).
 - Supported roll out of Safe Sport Training resource.

Partnerships / Merchandise

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

- Annual review processes scheduled for Jan-Mar to be conducted
- New Employees:
Daniel Lewis- Men's Volleyball Head Coach (April start)
Giovanni Guidetti- Women's Volleyball Head coach (May start)
- New Internships:
Emily Cottreau – Events Internship
Cloe Mondeaux- Marketing Internship
- Departures:
Lara Schroeder- moving down to part time – effective January 15th, 2025. Will transition out once FT Pathways Coordinator starts (to come)
- Employment Opportunities:
 - Selection process for HP Beach Manager position: applications are being reviewed
 - Women's Sitting Volleyball Assistant Coach + National Team Coordinator: interviews are in process
 - Women's Sitting Volleyball Assistant Coach + Development Coordinator: interviews are in process

09. Next Meetings

- Proposed meeting schedule to be distributed.

10. In Camera

11. Adjournment