



Finance and Audit Committee A Report to Members – AGM 2025

COMMITTEE MEMBERS

Nicole Clendinning (Committee Chair)
Andrew Clauson
Ryan Gandy
Craig Smith
Adam Woelders
Tim Fernback
Emma Gibbons (staff)

SUMMARY OF FINANCIAL POSITION

Volleyball BC's ("VBC") fiscal year ended November 30, 2024 and the organization has prepared financial statements for that period which were audited by WL & Company, Chartered Professional Accountants. The audited financial statements are available from Volleyball BC upon request. The Finance & Audit Committee met four times during the year to review the budget and financial results of VBC.

A summary of the financial position as of November 30 for the past three years and the results of operations for the 12 months then ended is presented below.

	2024	2023	2022
Revenue			
Administrative	\$ 1,264,143	\$ 1,198,095	\$ 601,648
Program	<u>5,433,335</u>	<u>3,974,416</u>	<u>3,387,328</u>
Total revenue	\$ 6,697,478	\$ 5,172,511	\$ 3,988,976
Expenses	<u>6,013,253</u>	<u>4,857,343</u>	<u>3,562,905</u>
Excess (deficit) of revenue over expenses	\$ 684,225	\$ 315,168	\$ 426,071
Net assets	\$ 3,030,539	\$ 2,346,314	\$ 2,031,146

COMMENTARY

Volleyball BC (“VBC”) continues to maintain financial health thanks to the support of volleyball enthusiasts across the province, the provincial government, the City of Burnaby, and countless others. Management and the VBC Board make it a priority to ensure the fiscal health of VBC remains strong, and implements sound planning, rigorous execution, and appropriate monitoring of program delivery. Net assets as at the end of the 2024 fiscal year were \$3.0 million, which the board of VBC believes is sufficient to finance expected capital maintenance of the Harry Jerome Sports Center (“HJSC”) and prepare for any unforeseen financial impacts to VBC’s annual operations.

Over the past two years, program delivery has grown by approximately 36.7 percent to reach \$5.4 million (2023: \$4.0 million). Expenditures during the year increased \$1.2 million, or 23.8% compared to the prior year. The year over year change is a function of the increase in programs delivered (leagues, tournaments) and the ongoing facility rental of HJSC.

VBC ended 2024 with a \$684 thousand operating surplus which was primarily due to the higher-than-expected programming and accompanying rental revenue.

Looking ahead to 2025, VBC anticipates continued demand for programming and other opportunities for athletes to enjoy the sport of volleyball across the province. Capacity constraints around facilities are continuing to impact VBC’s ability to meet demand, and efforts to address the constraints are ongoing.

The Board considers the financial status of VBC to be viable and healthy.

There were no significant issues brought to the attention of management or the Finance & Audit Committee during their meeting with WL & Company concerning the 2024 fiscal year financial statement audit.

On behalf of the Finance & Audit Committee,



Nicole Clendinning, CPA, CGA

Treasurer

May 15, 2025



HR and Governance Committee A Report to Members – AGM 2025

COMMITTEE MEMBERS

Rosie Schlagintweit (Chair)
Doramy Ehling
Jake Cabot
Ryan Gandy
Andrea Pham
Emma Gibbons (staff)
Nicole Robb (staff)

ANNUAL REVIEW

The following items were discussed and reviewed over the past year:

- The Committee approved and oversaw the work of Logan HR to review VBC's compensation philosophy and levels. The review covered all permanent staff positions including the CEO. This work was completed to ensure that VBC remains competitive and in acknowledgement that we have had issues with staff retention/turnover. Logan HR shared the results of the review with the Committee in November 2024. The Committee reviewed and approved the new philosophy and compensation levels, which were subsequently approved by the Board for implementation in 2025.
- The Committee approved the Terms of Reference for the High Performance Advisory Committee and the Beach High Performance Advisory Committee. The creation of these Committees was directly related to the delivery of our High Performance Plan and replaced the existing High Performance Committee that was predominantly staff-based. Both of these Terms of Reference subsequently went to the Board for approval.
The Committee also reviewed and approved minor changes to the Terms of Reference for the Referee Committee which were then approved by the Board.
- The Committee provided an initial review of the Whistleblower Policy with input to the CEO for amendment. The Policy was brought back to the Committee and approved in early 2025.
- The Committee reviewed and approved the Team BC Selection Policy. The Committee noted that this did not include beach volleyball which will be added in after the development of the Beach Volleyball High Performance Plan.



- The Committee received Plain English versions of several key policies. These were developed as part of our work to ensure policies are accessible and understandable. We have also translated the Plain English versions into French, Farsi, Cantonese and Mandarin for placing on our website.
- The Committee received the following reports:
 - The HR, Safety, and DEI Report from staff
 - The 2024 Safe Sport Action Plan
 - The annual Health and Safety Report
- The Committee oversaw the self-evaluation of the current Board and the development of a skills matrix for Board recruitment at the 2025 AGM. A Nominations Committee composed of Doramy Ehling, Rosie Schlagintweit and Ryan Gandy was struck to promote, evaluate and make recommendations of prospective Board members to the wider membership before the AGM.



2024 BC Officials Report Report to Members – AGM 2024/2025

2024 saw Volleyball continue to grow at a resounding rate and referee numbers grew as well. The High-Performance season saw one of the most competitive seasons ever and our High-Performance referees continued to provide exemplary service to both the Pacwest and USPORTS leagues!

2024 HIGHLIGHTS

- **Registration-** The registration numbers continued to grow as we reached 350 this year up 15%. We continued to run Zoom clinics throughout the Province as Volleyball Canada was delayed with their self-directed learning module that was supposed to be rolled out in September. We ran 8 clinics for approximately 200 people with 60 of them completing certification. We still have many people wanting to complete the certification process. Retention continues to be our number 1 hurdle as many of the new referees from last year did not re-register this year. Our numbers remain high in the Lower Mainland, adequate in the Fraser Valley with more needed in the Okanagan and on the Island. We are pushing to get enough referees in all zones to make 2 referees on all matches in all zones possible for the club restructure in 2026.
- **High School Season-** All zones were running at full steam for the High School season with very few issues. We continued to encourage the use of only certified and registered referees. The High School season culminated in the Provincials in late November and Early December. The tournaments were well spread out this year and events were held in Mill Bay, Victoria, Nanaimo, Surrey/Delta, Vernon and West Vancouver. All events were supported with a Head Referee on site which provided valuable educational opportunities for all involved. Our goal is to formalize the service we provide to BCSS as referees.
- **Club Season-** This club season we continued to use the early season tournaments for Level 1 certification whenever possible. Volleyball BC was generous in supporting the Referees with a \$10,000 stipend to assist in providing more development opportunities for referees within all zones. This was both in more referee coaches at events and more R2 opportunities at events. We again offered free minor officiating clinics to all the clubs in the Province. There was still little traction in this as only 9 showed any interest. Our club Provincials are just getting started but again there is a lot of interest in all of the championships.
- **North Development-** There were a handful of North referees that took part in the online clinic and either completed or are in the process of completing their certification. We have representation from the North at both our Provincial Championships as well as the Nationals in Edmonton.
- **Cranbrook Development-** It continues to be a struggle getting any new referees in Cranbrook, as there is little opportunity for referees in this area.

- **Island Development-** There was a number of good young referees come out of the Island this year and the development team, led by Mark Lindal and Bill Sood, continue to do some great work. We continue to have many Island referees at both Provincial and National Championships.
- **Adult Provincials-** The adult Provincials were held again with referees taking part in the playoff matches on both the men's and women's side.
- **Senior Nationals-** Unfortunately the Senior Nationals was cancelled this year so the development opportunity and exposure for our referees was lost.
- **High Performance Highlights-**
- **VOLLEYBALL CANADA NATIONAL CHAMPIONSHIPS**
- **Awards-** It is with great excitement that we share that VBC has set aside \$1000 to a deserving Female referee for the Female Leadership in Refereeing Award. This combined with 2 awards, donated from an anonymous donor, in the amount of \$500-\$1000, to 2 Student Referees. Both of the criteria can be found on the website and will be available this year.

This year we are not hosting any Nationals Championships but are fortunate to be sending over 40 Referees to the "Super Nationals" in Edmonton. We are excited for the opportunities for all referees as this is by far the best experience for all our referees. We will be fulfilling all roles during the 12 day event, Referees, Referee Supervisors and Referee Coaches as well as assignors. We will also be sending 2, Level 4 candidates for final evaluations and we wish David Tam and Val Shannik all the best in their endeavours.

2024 REFEREE COMMITTEE MEETING

See attached minutes.

UPGRADES

Level 3 (Regional) – There was no theory clinic held this year but evaluations were held at the 17/18U Provincials. We would like to congratulate the following on their successful completion of the Level 3 program;

Leanne Wong (Vancouver)
Michael Clark (Kelowna)
Scot Whiteley (Victoria)
Hendrik Van Ryk (Aldergrove)
Jamie Anderson (Abbotsford) Pending
Preston Lee (Vancouver) Pending



Level 4 (National) Raymond Young (Burnaby) attended this year's National theory in Halifax. He will be eligible for practical evaluations next May. We are excited for our 2 candidates, (listed earlier) as they will attend the practical evaluations in Edmonton at 18U nationals. We wish them both all the best as we look forward to adding to our deep pool of L4 referees.

Major Assignments – We had referees assigned to the following tournaments;

- 1) USPORTS Men's – Steve Hewitson (Lake Country)
- 2) USPORTS Women's – Nik Fuess (Surrey)
- 3) CCAA Men's – Ron de Jesus (Langley)
- 4) CCAA Women's- Brad Willard (Mission)

All referees performed well and represented our Province well. Steve Hewitson was nominated as R1 for the Gold Medal match at the USPORTS Men's National Championships. Ron de Jesus was also nominated as R2 for the Gold Medal match at CCAA Men's Nationals.

Steve Hewitson travelled to Puerto Rico last May, to the U19 Boys Pan-Am cup, where he was nominated as the R1 for the gold medal match.

Nik Fuess travelled to Mexico, where he completed his first event as an International Referee.

Beach – Maya Berglof has taken over from Bruce McElroy as the Beach Committee Chair. We all want to thank Bruce for his tireless efforts running the beach program and congratulate Maya on her appointment. Bruce will still be around blowing a whistle and helping out on the Island. We had a full beach season in 2024 including the biggest ever Vancouver Open!!! It was an exciting year on the beach. We will be running a level 1 clinic shortly with 30 people signed up. We hope to get 10-12 new level 1 referees certified hoping a few of those will be in the Okanagan. We also hosted again the Youth Beach Nationals along with the University Nationals which was a huge success and will be coming back again this year. We will again be bringing in some top level International referees for the Vancouver Open which is a great opportunity for our local referees to learn from the best. BC continues to have some of the top beach referees in the country! Brian Hiebert is in his third year as the Beach Committee Chair for Volleyball Canada. Brian has travelled far and wide representing our Province, and Country, on the world stage. Brian was also named the Sport BC Official of the year and we were excited to be there to celebrate with him!

CHALLENGES

The challenges this year are to continue to work on the development of the club structure and see how it fits in with our referee structure. We need to find ways to keep referees interested by finding them more work and making the experience more enjoyable. This is especially true with young female referees and females transitioning into level 2 and 3.

The payment of the referees this year was flawless as our new system and full competent of staff at Volleyball BC made things run really smooth. This, along with the new website made the referee experience much better.

Yours in Volleyball:

Steve Hewitson

S. Hewitson

Regional Referee Chair
RRC@volleyballbc.org

Glenn Wheatley
Referee Development Manager
referee@volleyballbc.org



Volleyball BC
Referee Committee Meeting
September 7, 2024

Sandman Signature, Langley, Fernridge Room

Attendees:

Voting: Steve Hewitson, Brad Willard, Liz Yoon, Jannik Eikenaar, Bruce McElroy, Darrin Moriera, David Caughran

Non-voting: Glenn Wheatley, Mai Hoang, Brian Bird, Mark Lindal, Ron DeJesus, Trevor Thors, Emma Gibbons

Regrets: Nik Fuess; Ashley Lowndes

AGENDA

1. Call to Order
 - a. Meeting was called to order at 9:00
2. Indigenous Acknowledgment- Glenn
3. Regional Referee Chair Welcome, Introductions
4. Approval to the Agenda
 - a. Executive Director Address (new item 6)
 - b. Rules R (other business)
 - c. Approved by consensus.
5. Approval of the 2023 Meeting Minutes
 - a. Approved by consensus.
6. Executive Director Address
 - a. Separate document circulated.
7. Regional Referee Chair Reporting
 - a. 2023-2024 Review, Highlights
 - Over 300 registered members; we do not currently track retention year-to-year
 - 34 referees attended age-class Nationals, after 50 initially expressed interest; over 50% of medal matches were refereed by VBC referees
 - No disciplinary action to note
 - b. Updates from National Referee Committee Meeting
 - National growth of 30% in participants; no matching growth in referees
 - 2025 age-class Nationals will be in Edmonton
 - Additional fee in annual registration for online learning platform

- Change to junior/recreational referee registration
- New Volleyball Canada position: referee development assistant
- c. RRC – Plans (2024-2025)
 - Pay: rate increase, change in process for HP payment; change in process for age-class payment
 - Development and support for high-performance referees
 - Circulate and post progression documents for L2 and L3
 - Steve is sitting on the Club Competition Review Working Group; goal of bringing referees under the VBC “tent”; Steve will engage the Referee Committee throughout the year
- 8. Referee Development Manager Address
 - a. Development Fund (separate document circulated)
 - b. Online clinics: Six held in 2023-24; successful in engaging people across the province; limited impact: participants are not ready for practical components; suggestion to “get back into schools”
 - c. Need to shift development responsibility back to the zones; need to set zone-specific targets for recruitment and retention; Vancouver and Fraser Valley have strong referee populations
 - d. Need to advocate for normalizing assignment of two referees
 - e. High School Provincials ran well
 - f. Club season was not enjoyable.
 - g. Age-class Nationals: very enjoyable.
- 9. Sub- Committee Reports
 - a. Women referee development (Liz)
 - Report submitted separately.
 - Wishlist item: Assign female referees to all matches, not primarily women’s matches.
 - b. Beach (Bruce)
 - Report submitted separately.
 - Wishlist item: Certify Island and Okanagan referees in a more timely manner.
 - c. Domestic Development (Darrin)
 - Report submitted separately.
 - Wishlist item: External to provide perspective on RDT processes and activities.
 - d. High-Performance (Steve)
 - Report submitted separately.
 - Wishlist item: n/a
 - e. Level Three program update (Steve)
 - Report submitted separately.
 - Wishlist item: n/a
- 10. Zone Referee Chair Reports
 - 1. Zone 1, Kootenays (Trevor)
 - 2. Zone 2, Okanagan (none)
 - 3. Zone 3, Fraser Valley (Ron)
 - a. Wishlist item: Take on assigning within the zone during club season.

4. Zone 4/5, Lower Mainland (Mai)
 - a. Wishlist item: culture change among high-performance referees in the zone.
 5. Zone 6, Vancouver Island (Mark)
 6. Zone 7, North (Brian)
 - a. Wishlist item: evaluations for new referees
11. New Business:
- a. Changes to the Policy and Procedures, committee structure (discussion)
 - 2023 recommendations were approved by VBC Board, effective 2024
 - b. Development Fund (discussion)
 - Annual spending should balance with annual income
 - Approach to use of funds should be equitable rather than equal
 - c. Development fund (approval)
 - Motion: Continue using the 1/3 model for supporting high-performance referee development (Steve, Brad). Approved: unanimous.
 - d. Request for referee development funds (approval)
 - Motion: We recommend that VBC make a one-time investment of \$10000 in referee development for the 2025 indoor season. (Jannik, Bruce). In favour: Six. Opposed: None. Abstained: David Caughran. Approved.
 - e. Volleyball BC, VC Awards and Recognition (discussion)
 - f. Motion: That Volleyball BC recognize a Beach Official of the Year through an annual award (Bruce, Darrin). Approved unanimously.
 - g. Safe Sport (discussion)
 - h. Invictus Games (discussion)
 - i. Referee Jacket (discussion)
 - j. High-School, rule updates and provincials (discussion)
 - k. PacWest Provincials, Feb 21-22 (discussion)
 - VIU
 - l. CCAA Nationals/USport Nationals (discussion)
 - Manitoba and Ontario/Manitoba and Manitoba
 - m. Match Fees, 2024/2025 (discussion)
 - Canada West: increases for referees (\$110) and line judges (\$55)
 - PacWest: we are in the last year of the current contract
 - n. Motion: That we recommend that mileage rates for Canada West and PacWest matches be calculated according to the provincial government standards (Darrin, Brad).
Unanimous approval.
 - o. VC Rules (discussion)
 - p. Committee structure, roles (discussion)
 - q. Other Business
 - Rules R (approval)
 1. Motion: That we engage Guy to provide additional Rules R content, with content and use to be reviewed after two updates, and a decision on continuing to be made based on the two-update evaluation (Jannik, Bruce). In favour: 3. Opposed: 2. Abstained: 1. Approved.
 - VBC Recreational Referee shirt (discussion)

- VBC web site content management (discussion)
- Working group re: RDM role (discussion)
- Video/game tape access for high-performance referees (discussion)
- Club season assigning (discussion)

12. Adjournment at 5:25pm.

Action Items

1. ZRCs: email Steve a summary of referee assigning strategy
2. Advocate for normalizing assignment of two referees
3. Incorporate MHLP in Domestic Development initiatives
4. ZRCs send Darrin a list of potential referees to work in development initiatives
5. Steve, Nik, and Jannik will review HP referee identification, support, and accountability, then report back to the Referee Committee
6. Jannik and Trevor will coordinate high-performance referee meetings, including pre-season and ongoing development sessions
7. Glenn will review zone needs with each ZRC to develop zone-specific development plans (deadline: Oct 1)
8. Darrin and Glenn will develop rules “clinic” for participants (e.g., coaches and club directors)
9. ZRCs will make referees in their respective zones aware of potential support from the central development fund for unique development opportunities
10. Jannik/Trevor/Darrin will discuss with Brian Hiebert the possibility of a webinar to share his experience of refereeing at the Paris Olympics.
11. Glenn will include in referee information (e.g., assignment spreadsheets, in-gym posters) a QR code linking to information and reporting for Safe Sport concerns and violations.
12. Jannik and Trevor will explore production of a Volleyball BC referee jacket.
13. ZRCs will make referees in their respective zones aware that uniforms must be worn during warm-up (i.e., from the moment of the coin toss) and that additional clothing may be worn over the uniform during the warm-up.
14. Jannik will work with Glenn in managing VBC web site content. Priorities include the updated Policies and Procedures, committee members and contact information, development pathways, match rates, and events/opportunities.
15. Working group to develop recommendations for the RDM role, with work to be complete by March 31 2025. Noting significant interest in participating, Steve will periodically engage committee members to participate.
16. Steve will ask Rocky about HP referee access to match video and tape.
17. ZRCs will work with Glenn in advance of and during the 2025 indoor season to align allocations with development pathways for the referees in their zones.



Regional Development Committee A Report to Members – AGM 2025

OVERVIEW

This report will summarize the activities and directives of the Regional Development Committee (RDC) for the year 2025.

COMMITTEE MEMBERS

Full-time committee members:

Kelvin Ma	Chair / Technical Director
Adrian Goodmurphy	Director of Operations
Lori Moger	Regional Manager - Okanagan
Ben Robinson	Regional Manager – Fraser Valley
Rhys Matheson	Regional Manager – Lower Mainland
David Caughran	Regional Manager – Island
Jackie Desilets	Regional Manager – Kootenays
Noelle Young	Regional Manager - North
Glenn Wheatley	Referee Development Manager
Ryan Adams	Coach Development Manager
Vacant	Club Representatives*

PURPOSE

The RDC is responsible for all club/team related youth competition programs delivered by Volleyball BC (indoor & beach). Including (but not limited to):

- Development and implementation of youth indoor club competitions.
- Development and implementation of youth beach competitions.
- Development, adaptation and implementation of rules governing club activities and conduct (indoor & beach).
- Development, adaptation and implementation of rules governing competitions – outside of Volleyball Canada rules (indoor & beach).
- Dispute resolution within the club/team system (indoor & beach).

SCHEDULE

The RDC meets in person two times per year and meets virtually on a monthly basis. Between meetings, RDC discussions occur on the Volleyball BC Slack workspace with VBC staff seeking input and feedback from club representatives when possible.

In person meetings are:

- Post-Season Review for Indoor - After the club season (typically June); review of the club season; initial planning for the next indoor season; update for beach season.
- Post-Season Review for Beach and Pre-Season Planning for Indoor - After the beach season (typically September); review of the beach season, plan the club season.

2025 COMMITTEE REVIEW

Youth Club (Indoor) Volleyball:

- Published 2025 Club Handbook & Competition Calendar in August 2024.
- Club directors meetings held in all regions in the fall to review changes and key information ahead of the 2025 season.
- Significant growth in the number of teams and size of the club season.
- Record number of teams and courts at Volleyball BC Provincials.
- The new club structure for 15U-18U girls was refined based on club feedback, including:
 - 17U and 18U Boys were separate categories for the full season.
 - Improved formula for division sizes and movement following events, including for teams that did not attend an event.
- Members of the RDC continued with increased engagement with club directors when compared to previous years, including monthly communication in all regions
- A number of changes were made in-season to improve events, including due to events exceeding capacity. Whenever possible the RDC prioritized the athlete experience and based decisions on club input. For example:
 - Removal of minor officiating assignments was to prioritize athlete recovery and performance
 - 17U and 18U Boys were split into separate playing categories for all Super Series.

Youth Beach Volleyball:

- The RDC is currently planning a full-scale beach season for youth.
- Published 2025 Beach Handbook & Competition Calendar in April 2024.

2025 COMMITTEE REVIEW (CONTINUED)

- Club directors meetings held in all regions in the fall to review changes and key information ahead of the 2025 season.
- Significant growth in the number of teams and size of the club season.

Sanctions:

- Minor Sanctions: Observed a small decrease, including:
 - Roster sticker violations
 - Late registration for members
 - Facility rule violations (failure to clean up)
 - Event withdrawals
- Misconduct Sanctions:
 - One expulsion.
 - An average number of red cards.
- There was an increased number of incidents both in and outside of matches that required investigations, follow ups, and sanctions. This included multiple issues with club operations and recruiting violations.

2025 COMMITTEE OBJECTIVES

The RDC recognizes that our current indoor club model has facilitated immense growth but is no longer sustainable nor best suited to the ongoing success of volleyball in BC. The 2025 club season was the largest ever held by Volleyball BC. The objectives for 2025 are as follows:

1. Club Competition Structure Review: Conclude a comprehensive review of the club competition structure in collaboration with Sport for Life to align with long-term athlete development principles and ensure sustainable growth. Develop an improved and sustainable indoor club model for the 2026 season and beyond, building on findings from the Sport for Life collaboration.
2. Youth Beach Season Development: Maintain a full-scale youth beach season while introducing mandatory coach education requirements and strengthened policies to support the expanding network of youth beach clubs across British Columbia.
3. Code of Conduct Compliance: Enhance educational initiatives and explore or implement new measures to reduce violations of the Code of Conduct, Club Handbook, and other policies, fostering a culture of respect and accountability.

CONCLUSION

The Regional Development Committee remains committed to fostering the growth and success of youth volleyball in British Columbia. By addressing current challenges and pursuing the outlined objectives, the RDC aims to ensure sustainable, high-quality competition programs for all participants in 2025 and beyond.

Submitted by: Kelvin Ma, Chair, Regional Development Committee, Volleyball BC
April 28, 2025



High Performance Advisory Committee (Beach and Indoor) A Report to Members – AGM 2025

OVERVIEW

This report summarizes the activities, achievements, and strategic directives of the High Performance Advisory Committee (HPAC) of Volleyball BC for the year 2025. The HPAC is dedicated to guiding the development and success of youth Team BC indoor and beach programs, ensuring alignment with long-term athlete development goals and national standards.

COMMITTEE MEMBERS

Beach Committee Members	
Kelvin Ma	Chair / Technical Director
Chloe Stone	Athlete Rep - Board of Directors
Dave Dooley	Head Coach - Men's CSG
Maverick Hatch	Head Coach - Women's CSG
Wayne Green	Club Director
Vacant	Club Director

Indoor Committee Members	
<i>Note: The Indoor Committee was not fully established in 2024 but will be initiated in 2025.</i>	
Kelvin Ma	Chair / Technical Director
Chloe Stone	Athlete Rep - Board of Directors
To be confirmed	Post-Secondary Coach
To be confirmed	Post-Secondary Coach
To be confirmed	Post-Secondary Coach
To be confirmed	Post-Secondary Coach

PURPOSE

The High Performance Advisory Committee is responsible for providing strategic guidance and oversight for Volleyball BC's Team BC indoor and beach programs. These programs aim to identify, develop, and support high-potential youth athletes for provincial, national, and international competitions. The committee's responsibilities include, but are not limited to:

- Developing and evaluating high-performance plans for Team BC programs.
- Consulting with stakeholders, including coaches, athletes, and Volleyball Canada, to align programs with national standards.
- Reviewing and refining selection processes for Team BC athletes and coaches.
- Ensuring resources and training environments support athlete development and competitive success.
- Addressing programmatic gaps to enhance pathways for youth athletes.

SCHEDULE

The HPAC conducts virtual meetings quarterly. Ongoing discussions occur with input sought from program coaches, athletes, and stakeholders as needed. The in-person meetings are scheduled as follows:

- **Mid-Season Review (April):** Evaluates ongoing Team BC indoor and beach program performance and plans for summer competitions.
- **Post-Season Review and Planning (September):** Reviews the competitive season, including Canada Summer Games and beach events, and plans for the upcoming year.

2025 COMMITTEE REVIEW

Team BC Beach Programs

- Initiated a comprehensive consultation process to develop a high-performance plan extending through 2029.
 - This process involved collaboration with Volleyball Canada, and regional stakeholders to create a sustainable framework for athlete development and competitive success.
 - Gathered feedback from coaches, athletes, and parents to inform the plan's priorities, focusing on talent identification, coaching excellence, and resource allocation.
 - Plan to enhance the Team BC beach program through increased access to coaching and beach-specific training across British Columbia.

Team BC Indoor Programs:

- Expanded participation in Team BC indoor programs, with increased athlete applications and identification for 15U–18U age categories.
- Conducted a review of the Team BC indoor high-performance plan, identifying an oversight in the original structure.
 - The initial plan did not account for an 18U team competing at the Canada Summer Games in the summer of 2025, as it focused primarily on younger age groups.
 - Addressed this gap by creating a 17U team to ensure a developmental pathway for athletes progressing to the 18U level, enabling competitive readiness for the Canada Summer Games.

- Delivered high-performance training camps in Winter 2024 and spring 2025, focusing on technical skills, tactical preparation, and physical conditioning, in line with Volleyball BC's athlete development framework.

2025 COMMITTEE OBJECTIVES

The HPAC recognizes the need to build on the successes of 2025 while addressing challenges related to program scalability and long-term planning. The following objectives are set to guide Team BC indoor and beach programs in 2025 and beyond:

1. **Finalize High-Performance Beach Plan:** Complete the consultation process and publish a comprehensive high-performance plan by July 2025, outlining strategies for athlete development, coaching support, and competitive opportunities through clubs.
2. **Enhance 17U–18U Pathway:** Implement and evaluate the new 17U team structure to ensure seamless progression to 18U competitions, particularly for the Canada Summer Games, with a focus on training intensity and competitive exposure.
3. **Expand Beach Program Capacity:** Increase access to beach training and coaching resources to accommodate the growing number of youth athletes participating in beach programs.
4. **Strengthen Coach Development:** Develop and implement high-performance coaching certifications and specialized workshops in partnership with Volleyball Canada, with a primary focus on enhancing coaching for Beach Volleyball to meet the unique demands of the sport and elevate Team BC program standards.

CONCLUSION

The High Performance Advisory Committee is committed to advancing the excellence of Volleyball BC's Team BC indoor and beach programs. By addressing programmatic gaps, initiating long-term planning, and fostering stakeholder collaboration, the HPAC aims to position British Columbia's youth athletes for success on provincial, national, and international stages in 2025 and beyond.

Submitted by:

Kelvin Ma

Chair, High Performance Advisory Committee

Volleyball BC

April 28, 2025



Safe Sport Working Group A Report to Members – AGM 2025

COMMITTEE MEMBERS

Keeva Kehler (Committee Chair)
Liz Yoon
Shon Sim
Liz Cordonnier

Mike Walkinshaw
David Wildman
Carol Hofer
Stephen Orteza
Emma Gibbons (staff)

ANNUAL REVIEW

- The Safe Sport Working Group (SSWG) met twice during 2024. At both meetings, staff provided progress updates for the 2024 deliverables for the Safe Sport Action Plan.
- The group received a presentation from Caroline Sharp, Director of Safe Sport for Volleyball Canada. Caroline provided an update on OSIC, the complaint process, and learnings from the first year.
- The SSWG reviewed the group's Terms of Reference and approved the skills matrix and selection process that will be used moving forward. The group also made suggestions around frequency of meetings, timing of meetings and the focus of activities.
- A focus for 2024 will be on coaches and referees, providing more resources and guidance on what is appropriate/inappropriate behaviours. (Note: As part of this VBC subsequently created and shared A Coach Guide to Safe Sport which is available on the Safety Hub on the new website). The group suggested activities to create more clarity on boundary transgressions and to support coaches and referees with education. It was also agreed that a priority for 2024 is to create scenarios/ table top discussions that bring safe sport issues to light and help clubs and individuals to better manage them.
- The Working Group reviewed the Annual Member Survey results for 2024 that indicated increased levels of concern around safety and a higher level of complaints. As a result the following suggestions were made and implemented
 - Clubs need more support in issue resolution / conflict management – VBC organised online training in complaint management with Now What Facilitation (viaSport BC funded). VBC also co-hosted a webinar on complaint management with ITP Sport to introduce the new third party provider.

- Support is needed for coaches around emotional / psychological safety – VBC’s Coach Development Manager was notified who subsequently included resources in his monthly newsletter. We also hosted a webinar with Dr. Shaunna Taylor on coach mental health and how coaches could support athlete mental health.
- The Working Group reviewed and provided input into a proposal for Club Toolkit that would help clubs put in place the governance and policies to support safety. *Note: this work was subsequently put on hold in 2024 and will be revisited in 2025 as part of the new Framework for DEI and Safety.*
- The Working Group received and reviewed new physical injury and concussion resources that VBC created.
- In addition, the Working Group provided input that helped shape other safety initiatives for participants throughout the year. These included:
 - Buddy Check for Jesse posters and promotions at the Provincial Championships to highlight athlete mental health – this included green shoe laces, stickers and a sticky notice board at Provincial Championships with positive comments and tips.
 - A series of Mental Well-being Webinars were delivered on key topics identified by players such as body image, self-care, and performance anxiety. These were also integrated with initiatives involving the Mental Health Ambassadors
 - Resources to help clubs comply and understand safe sport training and requirements.



Diversity, Equity, and Inclusion Committee A Report to Members – AGM 2025

COMMITTEE MEMBERS

Keeva Kehler (Committee Chair)
Katie Anne Reimer
Lara Tagulao
Wylen Wong
Brandon Nguyen

Shannon Leggett
Emma Gibbons (staff)
Lesley Rowe (staff)

ANNUAL REVIEW

- This marked the second year of the Committee which was established with the purpose of providing insight and input into Volleyball BC's Strategy for Diversity, Equity, and Inclusion.
- The DEI Committee met once online and once via email over the last year. At both meetings, staff provided progress updates for the 2024 deliverables for the DEI Action Plan.
- The Committee reviewed and provided feedback on a barrier identification / reporting process. The mechanism is designed to provide an opportunity for our members to share any barriers or issues that they experience in volleyball to allow us to monitor data and address where possible. The online mechanism was then established on the VBC website.
- The Committee reviewed and provided input into an event accessibility checklist that was intended for VBC staff and contractor use. This intends to encourage staff to consider all accessibility issues when planning for VBC events.
- The Committee was invited by email to provide input into:
 - Plain English versions of key policies. The Committee recommended translating these documents which was then completed by staff.
 - Communication calendar to acknowledge and recognise key dates.



Adult Beach Players' Committee A Report to Members – AGM 2025

COMMITTEE MEMBERS

Kristyna Loudova (Events and Sponsorship Manager)
Adrian Goodmurphy (Head of Programs and Pathways)
Maverick Hatch (Former Player)
Logan Mend (Current Player)
Lisa Tam (Current Player)
Jeremy Bednar (Current Player)
Katie Wuttunee (Current Player)
Lars Bornemann (Current Player)
Amanda Renkema (Current Player)
Mitra Shad (Current Player)
Jonathan Wong (Current Player)
Craig Moore (Former Player)
Bruce McElory (Beach Officials Chair)

PURPOSE

Provide direction and support for the 1-star (formerly Am) and 2-star (formerly Pro) Beach tournaments that are coordinated as a part of the VBC Beach Tour across BC.

KEY RESPONSIBILITIES

- Approve seeding and wild card applications for all 1-star and 2-star Beach Tournaments
- Approve seeding and wild card applications for the Vancouver Open
- Act as a liaison between VBC Tournament participants and VBC Staff
- Meet as necessary with the VBC representatives to gather input for the upcoming beach season

SCHEDULE

The Adult Beach Players' Committee meets in person four times per year and communicates by email as often as required. Meetings will be at the call of the VBC Program Manager:

- Before registration opens (February/March)
- Before beach season starts (April/May)
- Before the Vancouver Open (end of June/beginning of July)
- After the beach season (September); a review of the beach season

2024 HIGHLIGHTS

- Volleyball BC split the Beach Provincial Championships, and the Adult Beach Provincial Championships are now part of the Kits Fest.
- The 2024 Vancouver Open introduced a new service area with expanded capacity to 3000 people from the previous 750.
- The beach tournament schedule included:
 - Kits Classic - May 18-19, 2024
 - Penticton Open - June 1-2, 2024
 - Jim Clive Cup - June 8-9, 2024
 - Parksville Open - June 22-23, 2024
 - Kamloops Open - June 29-30, 2024
 - Vancouver Open - July 12-14, 2024
 - Adult Beach Provincials - August 10-11, 2024
- The committee approved new sanctions for receiving a Red Card against to Code of Conduct. If a player receives a Red Card during a Beach Tour event, Volleyball BC will take the following steps:
 - 1. Letter of Warning
 - 2. \$100 fine
 - 3. Tournament suspension
 - 4. 1-year suspension
- New system for Referee Assignments during pool play. Referees are assigned to courts (equal number per gender) by drawing numbers corresponding to the pools for the morning session. Additionally, an extra referee serves as a Supervisor to address any questions or concerns throughout the tournament.



Awards Committee A Report to Members – AGM 2024

COMMITTEE MEMBERS

- Doramy Ehling (Chair)
- Brenda Chinn
- Chrissy Benz
- Jenny Black
- Dale Ohman
- Jerry Story
- Lesley Rowe / Brett Honeysett (Staff)

PURPOSE

Responsible for overseeing the Hall of Fame program of Volleyball BC, advising on Excellence awards, and nominating members from the volleyball community in BC for provincial, national, or international awards.

SCHEDULE

The committee is typically scheduled to meet three times per year:

- annually in June – to review Hall of Fame nominees and make selections
- annually in the Fall – at the Hall of Fame event
- annually in January – to review/reflect on the Hall of Fame event and look towards next year's potential nominees, develop the communications plan for the coming year, and promote the nominations for the Hall of Fame

The committee also provides input and guidance into the Volleyball BC Excellence Awards and other external awards where nominations are required.

2024/2025 COMMITTEE REVIEW

- The Committee decided to return to in-person awards for the first time post-COVID. We decided to also take the opportunity to revamp the Excellence Awards so the Awards were delayed until 2025. The Awards are scheduled to take place in November 2025 in Burnaby. This will be the 10th anniversary of the Hall of Fame! We will endeavour to send out Save the Dates in the coming months.



- The Committee selected individuals for the 2024 Hall of Fame and these will be announced and inducted at the 2025 Awards Ceremony.
- The Committee strategized about increasing the diverse representation of nominees, particularly focusing on increasing the number of nominations for women and creating a category to acknowledge participants with a disability.
- The Hall of Fame website was revamped to increase visibility of the awards. A new recognition program, independent of the Hall of Fame, will be introduced for athletes and teams that have represented BC/Canada and deserve recognition. A Wall of Distinction web page will be added in 2025.
- The Committee agreed to continue with podcasts with inductees to the Hall of Fame in order to capture the oral history of our sport.
- With ongoing events in 2025, the Hall of Fame committee is currently open to nominations for new committee members. We also constantly seek ways to acknowledge the achievements of its members and encourages all to share their ideas, feedback, and nominations for recognition at any time.