



## Finance and Audit Committee A Report to Members – AGM 2024

### 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, 2023 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 at November 30 for the past three years and the results of operations for the 12 months then ended is presented below.

	2023	2022	2021
<b>Revenue</b>			
<b>Administrative</b>	\$ 1,198,095	\$ 601,648	\$ 627,694
<b>Program</b>	<u>3,974,416</u>	<u>3,387,328</u>	<u>1,771,271</u>
<b>Total revenue</b>	\$ 5,172,511	\$ 3,988,976	\$ 2,398,965
<b>Expenses</b>	<u>4,857,343</u>	<u>3,562,905</u>	<u>2,187,973</u>
<b>Excess (deficit) of revenue over expenses</b>	\$ 315,168	\$ 426,071	\$ 210,992
<b>Net assets</b>	\$ 2,346,314	\$ 2,031,146	\$ 1,605,075



## COMMENTARY

Volleyball BC (“VBC”) continues to maintain financial health thanks to the support of volleyball enthusiasts across the province, the federal and 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 2023 fiscal year were \$2.3 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 17.3 percent to reach \$4.0 million (2022: \$3.4 million). Expenditures during the year increased \$1.3 million, or 36.3% 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 2023 with a \$315 thousand operating surplus which was primarily due to the higher-than-expected programming and accompanying rental revenue.

Looking ahead to 2024, VBC anticipates continued demand for programming and other opportunities for athletes to enjoy the sport of volleyball across the province. Capacity constraints are continuing to impact VBC’s ability to meet demand, and efforts to address the demand 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 2023 fiscal year financial statement audit.

On behalf of the Finance & Audit Committee,

A handwritten signature in black ink, appearing to read "Nicole Clendinning".

Nicole Clendinning, CPA, CGA

Treasurer

May 14, 2024



## HR and Governance Committee A Report to Members – AGM 2024

### COMMITTEE MEMBERS

Rayel Bausenhaus (Chair)  
Doramy Ehling  
Jake Cabot  
Jamie Hatch  
Ryan Gandy  
Rosie Schlagintweit  
Andrea Pham  
Emma Gibbons (staff)

### ANNUAL REVIEW

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

- A matrix of best practices in sport governance was shared and discussed. This was a commitment from our Member Engagement Plan to review our current practices against best practice. It was noted that viaSport BC have rated us as exemplary in this area. A working group of Jake Cabott, Rosie Schlagintweit, and Nicole Robb provided recommendations for change and review. Note: these recommendations were subsequently reviewed and approved to move forward by the sub-committee for further development.
- The Commitment Statement on Diversity, Equity, Inclusion, and Accessibility was reviewed and recommended for approval by the Board.
- The schedule for policy review was circulated and reviewed to identify priorities for 2024.
- The Committee's Terms of Reference were reviewed and approved with minor changes. The Committee also approved the Terms of Reference for the High Performance Advisory Committee and revisions to the Terms of Reference for the Referee Committee.
- The Committee agreed to appoint Logan HR to move ahead with a compensation update to ensure that we remain competitive and aligned on our compensation philosophy.
- The Committee received the following reports:
  - The HR, Safety, and DEI Report from staff
  - The 2023 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 2024 AGM. These documents were also provided and reviewed by the Board subsequent to the HR and Governance Committee. A Nominations Committee composed of Rayel Bausenhaus, Nicole Clendinning and Jake Cabott was struck to promote, evaluate and make recommendations of prospective Board members to the wider membership before the AGM.



## 2023 BC Officials Report Report to Members – AGM 2023

**Submitted by:** Steve Hewitson (Regional Referee Chairperson) Glenn Wheatley (Referee Development Manager)

2023 saw Volleyball continue to grow at a resounding rate and referee numbers grew as well. The High Performance season saw probably the most competitive season ever and our High Performance referees continued to provide exemplary service to both the Pacwest and USPORTS leagues!

### 2023 HIGHLIGHTS

- **Registration-** The registration numbers remained stable at 300 this year. 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 and Fraser Valley with more needed in the Okanagan and on the Island.
- **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 which is getting more traction. The High School season culminated in the Provincials in late November and Early December. The tournaments were well spread out this year and went to places that we don't often get to, Dawson Creek and South Slokan. Other events were held in Victoria, North Vancouver (2), Delta and Langley. All events had a great Head referee on site and were valuable educational opportunities for all involved.
- **Club Season-** This club season we continued to use the early season tournaments for Level 1 certification whenever possible. We also had some excess money from our Viasport Grant that we rolled into club season development. We used much of this to provide extra referee coaches and R2 work at many of the tournaments. We also offered free minor officiating clinics to all the clubs in the Province. Unfortunately only 7 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 and remains one of our top priorities.



- **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. It was great to see the tournament grow as the men's side doubled in size.
- **Senior Nationals-** BC hosted the Senior Nationals in Burnaby this year at Simon Fraser University. We had up/down referees for all matches and used it as a great development opportunity also providing a referee coach on each court. The event will be bigger next year and we look forward to the opportunity to work at it again next year.
- **High Performance Highlights-** We were very fortunate to be able to host the CCAA Men's Championships in Victoria (Camosun). We provided minor officials for both tournaments and all the referees performed well. We received compliments from all Referee Jury members and Major Referees on the professionalism and quality of our referees and it was a great learning experience for everyone. It is events like these that are very important to the development of referees as everyone gets a chance to sit in on the debriefs and learn from the best referees in Canada.

#### VOLLEYBALL CANADA NATIONAL CHAMPIONSHIPS

This year we will be hosting the 14U Nationals in Richmond as well as sending over 30 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. We will also be sending 3, Level 4 candidates for final evaluations and we wish Nick Tran, Fred Settington and Marcus Vander Veen all the best.

## UPGRADES

**Level 3 (Regional)** - There was a level 3 theory clinic held this year but no practical evaluations. There will be a new list of L3 referees after this year's 17/18U Provincials. We wish all the participants the best of luck!

**Level 4 (National)** – David Tam (Richmond) and Val Shannik (Kamloops) attended this year's National theory in Montreal. They will be eligible for practical evaluations next May. We are excited for our 3 candidates, (listed earlier) as they attend the practical evaluations in Edmonton at 18U nationals. We wish all 3 of them 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 – Nik Fuess, Steve Hewitson
- 2) USPORTS Women's – N/A
- 3) CCAA Men's – Ashley Lowndes, Trevor Thors
- 4) CCAA Women's- Jannik Eikenaar

All referees performed well and represented our Province well.

Steve Hewitson was nominated as R1 for the bronze medal match at USPORTS men's nationals.

Ashley Lowndes was nominated as R2 in the CCAA Men's National final.

Jannik Eikenaar was nominated as the R2 in the CCAA Women's National Bronze medal match.

Steve Hewitson also traveled to Puerto Rico and the Dominican Republic to represent Canada at the Women's Panam Cup and the Norceca women's Championships. Steve was nominated as R1 for the Semifinals at the Norceca event.

**Beach** – Bruce McElroy continues on as the Beach Committee Chair. We had a full beach season in 2023 including the biggest ever Vancouver Open! It was an exciting year on the beach. We ran a level 1 clinic securing 8 new L1 referees as well. We also hosted for the first time the Youth Beach 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 second year as the Beach Committee Chair for Volleyball Canada. Brian has travelled far and wide representing our Province, and Country, on the world stage. This year he will be representing Canada at the Olympic Games in Paris. We all look forward to going on this journey with Brian!

## CHALLENGES

This coming year it will be a priority to work with Volleyball BC to develop a more forgiving club structure so our referees are not taxed so much. Advanced schedules, and early tournament location announcements would help with scheduling referees further in advance. Having more referees in the Okanagan and the Island would go a long way to helping this issue. Currently we are limited on the amount of courts we can run and this season we were beyond that.

We also need to continue to chip away at last year's priorities as the website is still not active and we continue to work on new ways to communicate and interact with our referees. We also continue to work on updating the Policy and Procedures and get that finalized. We are also looking at ways that we are able to get referees paid in a timelier manner, especially for the HP Season.

Yours in Volleyball:

Steve Hewitson

*S. Hewitson*

Regional Referee Chair  
[RRC@volleyballbc.org](mailto:RRC@volleyballbc.org)

Glenn Wheatley  
Referee Development Manager  
[referee@volleyballbc.org](mailto:referee@volleyballbc.org)



**Volleyball BC Referee Committee Meeting****9:00am-5:00pm September 23, 2023****Attendees:**

Voting: Steve Hewitson, Jannik Eikenaar, Nik Fuess, Liz Yoon, Darrin Moreira Non-voting: Glenn Wheatley, Daryl Ward, Mark Lindal, Ron de Jesus, Mai Hoang, Emma Gibbons

Regrets: David Caughran, Bruce McElroy, Brad Willard, Brian Bird, Trevor Thors

**AGENDA**

1. Meeting called to order at 9:04am (Steve Hewitson)
  - a. Land Acknowledgement (Glenn Wheatley)
2. Regional Referee Chair Welcome, Introductions (Steve Hewitson)
3. Approval of the Agenda
  - a. Motion to approve the agenda: Darrin Moreira; Second: Nik Fuess. No discussion: unanimous approval
4. Executive Director Address: Safe Sport Discussion (Emma Gibbons)
  - a. Presentation slides circulated separately.
    - i. Action: review Policies and Procedures sections 2.4 and 4.6 (Steve, Emma, Liz, Jannik)
5. Referee Development Manager Address (Glenn Wheatley)
  - a. Development: registered referees up to ~300 last year; hoping to get to ~400 this year; challenges in working with Volleyball Canada in terms of materials and resources
    - i. L1 pathway: Glenn or ZRC runs the theory clinic, sends contact info to ZRC; ZRC should coordinate practical training; Glenn manages registration
      1. Action: Darrin will review processes and needs with RDM and ZRCs
  - b. Successes (major events) and Failures (symposia)
    - i. Action: Glenn will email ZRCs to ask opinions for why there was no interest in the symposia
    - ii. Actions: Glenn will re-send mentor training session info to ZRCs; ZRCs will identify and encourage referees to participate in mentorship training
  - c. Finance
    - i. Budget doc circulated separately.
    - ii. Action: Glenn and Steve will develop guidelines for annual uses of development funds. These will include, but are not limited to:
      1. Female referee development/mentorship (in discussion with Liz)
    - iii. General discussion re: registration fees for VBC and VC
6. Regional Referee Chair Reporting (Steve Hewitson)
  - a. 2022-2023 Review, Highlights
    - i. Registration numbers increased
    - ii. Participation at provincial and national events was good
    - iii. Three Mentors trained at national age-class event
    - iv. Hosted L4 clinic, with three BC participants
    - v. Hosted CCAA and U Sports national women's championships

- vi. Glenn Wheatley awarded VC Award of Distinction
  - vii. Sanctions: two letters of reprimand; no other sanctions
  - b. Updates from National Referee Committee Meeting
    - i. Scott Borys is confirmed as NRC for 2023-25
    - ii. VC has hired a referee administrator; VC RDM will focus on development
    - iii. New uniform supplement: red shirt, black pants, black shoes. Timeline TBD.
  - c. Governance (HP/high school)
    - i. Canada West agreement is in place with every BC school
    - ii. BCSS agreement is the same as last year
  - d. RRC – Plans for 2023-2024
    - i. Major objective: improve the experience of the referee, including sense of value and inspiration
      - 1. Steve plans to travel around the province
      - ii. Review Policies and Procedures
      - iii. Improve HP payment processes
      - iv. Continue raising the standard of HP referees
      - v. Beach: review disciplinary procedures for participant misconduct
    - 7. Sub-Committee Reports
      - a. Female referee development (Liz Yoon)
        - i. Report circulated separately
        - ii. Action: add contact info for female referee support to L1 material (Glenn/Darrin)
        - iii. Recommendation: post-event debrief with female referees
      - b. Beach (Bruce McElroy)
        - i. Report circulated separately
      - c. Domestic Development (Darrin Moreira)
        - i. Report circulated separately
      - d. High Performance (Nik Fuess)
        - i. Oral report:
          - 1. General comments on best practices in allocation: balancing needs of teams/matches with support for referee development
          - 2. Ashley Lowndes will run an L3 theory clinic in February
          - 3. COTR assignments will be challenging this year
8. Zone Referee Chair Reports
  - 1. Zone 1, Kootenays (Trevor Thors)
    - a. No report
  - 2. Zone 2, Okanagan (Daryl Ward)
    - a. Report submitted separately
  - 3. Zone 3, Fraser Valley (Ron de Jesus)
    - a. First year as ZRC
    - b. Goal: “bring in” more female referees
    - c. Change to paying referees every two weeks
    - d. Developing a mentorship program for L1 and L2 referees
    - e. Planning mandatory ref camps before high school season for 2024: each camp will be 90 minutes on a Sunday – this is based on the basketball referee model

4. Zone 4/5, Lower Mainland (Glenn Wheatley/Mai Hoang)
  - a. Strong team of returning referees for zone leadership
  - b. Change to paying referees every two weeks
  - c. Plans to recruit adult referees
5. Zone 6, Vancouver Island (Mark Lindal)
  - a. Report submitted separately
6. Zone 7, North (Brian Bird)
  - a. No report
9. New Business:
  - a. Zone 4/5 ZRC
    - i. Motion: That Mai Hoang be ratified as the ZRC for Zone 4/5 effective immediately and continuing until May 31 2026, and contingent on her registration as a referee. Moved: Darrin; Second: Nik.
      1. Approved: unanimous.
  - b. Rules R
    - i. Motion: That the Rules R license be continued for two years. Moved: Darrin; Second: Ron. Discussion:
      1. Approx. 100 users last year, with over 1000 attempts completed. Cost was \$1439.06
      2. Possible uses: required for nomination to and participation at events; support Referee Coach training; delivery of L1 and L2 examsApproved: unanimous.
    - ii. Motion: That an honorarium be paid annually for a period of two years to Raymond Young for administration of the Rules R for VBC referees. Moved: Darrin; Second: Liz. Discussion:
      1. Steve will discuss the honorarium amount with Raymond and work with Glenn to budget appropriately re: recurring uses of development funds.
      2. Approved: unanimous.
  - c. Changes to the Policy and Procedures (ZRC process, Committee Structure)
    - i. Summary of relevant changes (Steve)
    - ii. Motion: That the committee recommend to VBC that both members-at large of the BC Referee Committee be voting members of the Committee. Moved: Steve; Second: Darrin.
      1. Approved: unanimous.
  - d. Volleyball BC Awards and Recognition
    - i. Awards:
      1. Motion: That the committee recommend to VBC that the "Rookie Referee of the Year Award" be changed to something more appropriate, to be determined by Steve and Emma. Moved: Steve. Second: Jannik. Approval: unanimous.
    - ii. Communications: Jannik will work with the VBC communications coordinator when they are hired.
    - iii. Motion: That the male and female referee bursary be awarded in the amount of \$250 each. Moved: Darrin. Second: Steve. Approval: unanimous.
      2. Action: Jannik will work with Glenn to develop a process.



e. Referee Jacket

- i. Action: Jannik will ask Bill Sood for jacket samples (Men's L, Women's M).

f. High-School Provincials, planning and Head Referee Document

- i. Action: Provide feedback on Head Referee Supervisor Guide

g. VC High-Performance Pathway

h. Match Fees, 2023/2024

- i. Motion: That Canada West league match rates increase to \$110 and \$55, effective the 2024 season. Moved: Steve; Second: Nik. Approval: unanimous.

- ii. Discussion of club rates for 2024 season. Decision to hold separate meeting of the BC Referee Committee to discuss.

1. Action: Steve will schedule Zoom meeting.

i. VC Rules

- i. Discussion: best practices in distributing information to referees in zones.

j. Other Business

- i. Discussion of RRC Honorarium, to be continued at a subsequent meeting of the Committee.

10. Motion to adjourn at 5:00pm. Moved: Steve; Second: Darrin. Approval: unanimous.



## Regional Development Committee A Report to Members – AGM 2024

### COMMITTEE MEMBERS

#### Full-time committee members:

Alex Pappas / Fraser McIntosh	Chair / Regional Manager - Okanagan
Adrian Goodmurphy	Head of Programs and Pathways
Kelvin Ma	Technical Director
Ben Robinson	Regional Manager – Fraser Valley
Miia Sorra	Regional Manager – Lower Mainland
David Caughran	Regional Manager – Island
Jackie Desilets	Regional Manager – North & Kootenays
Glenn Wheatley	Referee Development Manager
Ryan Adams	Coach Development Manager
Jeremy Wilson	Club Representative (Sky Volleyball Club)*

*\* The Club representative departed partway through the term. In 2024, we will be revising its structure and implementing a new way forward to allow more robust and broader participation and input from clubs.*

### 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).
- Issue 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 wherever 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.

## 2023-24 COMMITTEE REVIEW AND ACTION ITEMS

- Youth Club (Indoor) Volleyball:
  - Published 2024 Club Handbook & Competition Calendar in August 2023.
  - Club directors meetings held in all regions in the fall to review changes and key information ahead of the 2024 season.
  - Significant and unprecedented growth in the number of teams and size of the club season, with 4,827 regular season matches held (vs 3,550 in 2023).
  - 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 Girls were separate categories for the full season.
    - Formula for division sizes and movement following events, including for teams that did not attend an event.
  - Improved member engagement through regular post-event surveys of participants.
  - Members of the RDC hosted monthly town hall meetings with club directors 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:
    - The order of minor officiating assignments was revised to allow for a more balanced schedule for teams.
    - 17U and 18U Boys were split into separate playing categories for their third Super Series.



- Youth Beach Volleyball:
  - The RDC is currently planning a full-scale beach season for youth. Tournament schedule is released with registration from May 1.
- Sanctions:
  - There was an increase in the number of minor sanctions applied, including:
    - Roster sticker violations
    - Late registration for members
    - Facility rule violations (failure to clean up)
    - Event withdrawals
  - There was an increase in the number of misconduct sanctions, including:
    - One expulsion.
    - A significant 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 spectator conduct. New Event and Facility Conduct Policies were introduced at the start of the season.

## 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 2024 club season was the largest ever held by Volleyball BC, with event sizes regularly exceeding the capacity of available facilities, officials, or staff. The objectives for 2025 are as follows:

1. Implement a new process for club representation on the RDC that allows for broader participation and contribution from clubs across the province.
2. Identify and implement a temporary indoor club structure based on feedback, staff expertise, and a thorough evaluation of our resources. This will be designed to maximize participation without exceeding our capacity for the 2025 season.
3. Undergo a thorough process of club engagement, consultation, and review to create an improved and sustainable indoor club model for the 2026 season and beyond.
4. Continue to offer a full-scale youth beach season while implementing coach education requirements and strengthened policies to support the growing number of youth beach clubs across the province.
5. Improve education and consider new measures to reduce future violations of the Code of Conduct, Club Handbook, and other policies.



## High Performance Committee A Report to Members – AGM 2024

### MEMBERS

Jay Tremonti/Alex Pappas - Technical Director (Committee Chair)  
Fraser McIntosh – Okanagan Regional Manager  
David Caughran - Island Regional Manager

### COMPOSITION & MEETINGS

The High Performance Committee (HPC) meets bi-monthly on operational focused calls.  
***Special Note: In 2023, we reviewed and developed Terms of Reference for a new High Performance Advisory Committee (HPAC) to replace the HPC. These Terms of Reference were approved by the Board at the end of 2023 with the intent to recruit and form the new HPAC in 2024.***

### KEY DUTIES

Key duties include the continual planning, development and monitoring of the Team BC programs.

### TEAM BC MISSION

Volleyball BC Team BC Programs work to identify, train and develop athletes with high performance potential and coaches who aspire to represent Canada internationally. Team BC programs provide a pathway for athletes and coaches to reach elite levels within the sport of indoor and beach volleyball.

### TEAM BC PROGRAM REVIEW

#### Team BC Ignite 12-14U

The Team BC Ignite Program is a multi-day camp ranging from 3-5 days ran across BC. The program is a fun, high energy experience through small sided game play where athletes can develop skills, confidence and IGNITE a life long journey and passion for volleyball. It is open to all athletes; no try outs or identification is required for participation.

#### Program Coaches

Various Coaches

#### Athletes Participating:

LM – 20 / IS – 19 / KT - 19

Total - 58





## Team BC Zone Program (15U) – BC Summer Games

The Team BC Zone Program is the first Team BC experience where athletes are selected to participate in a program. Athletes will build off the IGNITE experience and continue to GROW their skills for continued growth and prepare for future participation with Team BC High Performance Programs. Athletes and parents can expect a holistic athlete development experience, where athletes learn and grow in a competitive team training environment with some of the top athletes with in each athletes region. For 2023, athletes who participated with the Team BC Zone program represented their home zone at the BC Cup in Kamloops July 20-23, 2023.

- Indoor Boys Medalist – Gold - Fraser Valley, Silver - Thompson-Okanagan, Bronze - Vancouver-Coastal
- Indoor Girls Medalist – Gold – Cariboo North-East, Silver - Fraser River, Bronze - Fraser Valley

### Athletes Participating:

Region 1 – 9 Boys, 14 Girls

Region 2 – 14 Boys, 13 Girls

Region 3 – 13 Boys, 10 Girls

Region 4 – 14 Boys, 14 Girls

Region 5 – 13 Boys, 14 Girls

Region 6 – 13 Boys, 14 Girls

Region 8 – 14 Boys, 14 Girls

## Team BC Red & Blue Program (16U)

The aim of the Team BC Red & Blue program is to provide athletes with their first opportunity to be recognized, coached, and immersed in a high-performance environment. Those athletes identified will possess the future potential to progress and compete, aiming to represent BC on both national and post-secondary stages.

In 2023, the Team BC Red & Blue program will pinpoint the most talented athletes from BC, aged 16 and 17, who will then be chosen to train and compete at the Canada Cup. These selected athletes will undergo a camp-based training program spanning up to 12 days. This training is overseen by a comprehensive coaching staff and an integrated support team, ensuring that athletes are empowered to reach their utmost potential.

Team BC Red – 7th, Team BC Blue 3rd

### Athletes Participating:

**Female Roster:** Aleda Bondaroff, Annika Lawrence, Ashlyn Zylstra, Brooklyn Robinson, Claire Pakulak, Georgia Liaskas, Kaydence Kitzul, Keona Savage, Lacey Saville, Lauren Matthes, London Krahn, Louisa Cassidy, Raezan Diopita, Sydney Schierbeck, Ella Genge, Devyn Hildebrand

Coaches: Brent Hall, Sue Soolsma, Kat Sahota, Chris Dahl



**Male Roster:** Cale Turchansky, Carson East, Charlie Lang Gould, Dylan Laszlo, Dominic Sodaro, Ethan Lau, Evan Loeppky, Isaac Navarro, Kai Creed, Niko Marquard, Noah Henson, Rowan Hartshorne Rowan MacPherson, Simon Tate, Nicholas Konopacki Gavin Johnson

Coaches: Matt Ekholm, Derek Meeuwisse, Emma Meeuwisse

## Team BC Select (18U)

*The Team BC Select stands as the premier program within the Team BC Development Pathway, catering to athletes of exceptional promise. Identified athletes are those deemed to possess the potential to excel and represent Canada on the international stage in the years ahead. In the 2023 edition of the Team BC Select program, the focus will be on identifying the most outstanding athletes from BC, aged 18 and under, who will be chosen to undergo training and compete at both the Canada Cup. These selected athletes will undergo a rigorous camp-based training program spanning up to 20 days.*

Canada Games Results: Men 5<sup>th</sup>, Women 5<sup>th</sup>,

### Athletes Participating:

**Female Roster:** Jayden Armstrong, Grace Blaskovits, Mackenzie Campbell, Tasha Cheung, Ava Dahl, Mandi Feist, Emma Graca, Alana Murr, Alten Proctor, Alexandra Rathlef, Nyla Tukker, Ella Ungemach, Naomi Unger, Hailey Ward, Danica Henderson, Quinn Mctavish

Coaches: Jeff Ross, Mark LeFleur, Florence Chan

**Male Roster:** Sawyer Wishlow, Devon Sales-Parno, Alex Howard, Brandon Johnson, Darius Best, Kyle Stool, Rowan Redekop, Marek Vann Struth, Huxley Wendland, Mattias Dirks, Ethan Chang, Oliver Profili, Willem Vanhuizen, Justin Peng, Rafael Williams, Zachary Yewchuk

Coaches: Craig Marshal, Isaac Bevis, Nadine Plett

## TEAM CANADA – BC ATHLETES ON INDOOR NATIONAL TEAMS

*\*BC athletes defined as born in BC, or attended a BC post-secondary institution, or trains in BC at least 3 months a year. Information gathered from VC website. Athletes gathered from multiple events attended over 2020 season.*

### Team Canada SR A Men's National Team – VNL Roster

Jesse Elser, Matthew Neaves, Eric Loeppky, Lucas van Berkel, Jordan Schnitzer, Ryan Sclater, Brodie Hofer, Derek Epp, Jackson Howe, Mathias Elser

Coach: Mike Hawkins

### Team Canada SR A Women's National Team – VNL Roster

Kiera Van Ryk, Claire Cossarini, Brie King, Emily Maglio, Hilary Howe, Caroline Livingston, Kennedy Snape, Sydney Grills, Avery Heppell

Coach: Shannon Winzer, Matt Kreuger



### **Team Canada NextGen Men's National Team**

Jesse Elser, Matthew Neaves, Jordan Schnitzer, Fynn McCarthy, Byron Keturakis, Jackson Howe

### **Team Canada NextGen Women's National Team**

Avery Heppell, Gabrielle Attieh, Trinity Solecki, Sydney Grills, Kacey Jost, Lucy Borowski, Thana Fayad

### **Team Canada Men's Junior National Team**

Aaron Elser, Reeve Gingera, Logan Greves, Mason Greves, John Obi, Cory Schoenherr

### **Team Canada Men's Junior National Team**

Tianna Kehler

### **Team Canada Women's NEP Program**

Isabel Kuna

### **Team Canada Men's NEP Program**

Alex Emery, Isaac Navarro

## **TEAM CANADA – BC ATHLETES ON BEACH NATIONAL TEAMS**

*\*BC athletes defined as born in BC, or attended a BC post-secondary institution, or trains in BC at least 3 months a year. Information gathered from VC website. Athletes gathered from multiple events attended over 2019 season.*

### **Team Canada NextGen Men's National Team**

Alex Russell

### **Team Canada NextGen Women's National Team**

Darby Dunn

## **TEAM CANADA – BC ATHLETES ON SITTING NATIONAL TEAMS**

*\*BC athletes defined as born in BC, or attended a BC post-secondary institution, or trains in BC at least 3 months a year. Information gathered from VC website. Athletes gathered from multiple events attended over 2019 season.*

### **Team Canada SR Women's National Team**

Danielle Ellis, Felica Voss-Shafiq, Jayme Lepp, Jennifer McCreesh

### **Team Canada SR Men's National Team**

Jason Beaman



# VOLLEYBALL BC

Adult Beach Players' Committee  
A Report to Members – AGM 2024

## 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 three times per year and communicates by email as often as required. Meetings will be at the call of the VBC Program Manager:

- Before beach season begins (April/May)
- Before the Vancouver Open (end of June/beginning of July)
- After the beach season (September); a review of the beach season

- Volleyball BC launched a new website for the Beach Tour and Vancouver Open.
- The 2023 season marked the new implementation of schedule updates. In response to events being cancelled or postponed due to heat or smoke conditions, adjustments were made to the schedule to mitigate and circumvent such complications.
- The beach tournament schedule included:
  - Kits Classic - May 20-21, 2023
  - Penticton Open - June 3-4, 2023
  - Jim Clive Cup - June 10-11, 2023
  - Parksville Open - June 24-25, 2023
  - Kamloops Open - July 3-4, 2023
  - Vancouver Open - July 14-16, 2023
  - Beach Provincials - August 5-6, 2023
- For the first time, Parksville Open was a 2-day tournament in line with the rest of the 2-star events during the tour.
- The registration deadline was changed to two weeks to allow teams' better time management and a bigger time frame for communication towards the upcoming tournament.



## Safe Sport Working Group A Report to Members – AGM 2024

### COMMITTEE MEMBERS

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

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

### ANNUAL REVIEW

- The Safe Sport Working Group (SSWG) met twice during the 2023-2024 season in September 2023 and in January 2024. At both meetings, staff provided progress updates for the 2023-2024 deliverables for the Safe Sport Action Plan.
- The SSWG met Dr. Shaunna Taylor to discuss and review the mental health toolkit for volleyball clubs and organisations. The SSWG provided suggestions for how to best roll out and promote the toolkit, including promotion at tournaments, pre-season online meetings for referees and coaches and creating mental health ambassadors. (As a result of this feedback, Volleyball BC launched the toolkit in October 2023 and implemented many of the group's suggestions for promotion).
- 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.
- 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.
- A focus for 2024 will be on coaches and referees, providing more resources and guidance on what is appropriate/inappropriate behaviours. 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.



- It was noted that over the 2023/2024 seasons, there have been a growing number of incidents involving inappropriate behaviour by spectators/ parents with respect to facility conduct and towards teams, coaches, and referees. In addition, there have been a number of complaints regarding racist comments or slurs. As a response, over the last season, Volleyball BC has developed new event discipline and facility conduct policies. We have also implemented more proactive communication to all participant groups about upholding our code of conduct. However, this is an issue that we need to continually address moving forward.



## Diversity, Equity, and Inclusion Committee A Report to Members – AGM 2024

### COMMITTEE MEMBERS

Keeva Kehler (Committee Chair)	Shannon Leggett
Katie Anne Reimer	Salma Ismail
Lara Tagulao	Sahara Moon
Wylen Wong	Emma Gibbons (staff)
Brandon Nguyen	Lesley Rowe (staff)

### ANNUAL REVIEW

- This marked the first 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 twice over the last year. At both meetings, staff provided progress updates for the 2023-2024 deliverables for the DEI Action Plan.
- The Committee received a presentation from Inclusion Incorporated on a draft Commitment Statement on Diversity, Accessibility, Equity and Inclusion. The Committee provided detailed feedback on the content of the Commitment Statement and the role that Volleyball BC should play with respect to this area. Note: the Commitment Statement was subsequently finalised and adopted by the Board in fall 2024.
- The Committee suggested specific activities to advance DEI and accessibility considerations within the remit of Volleyball BC, including:
  - Setting up a shared coach-referee meeting before Provincial Championships or key tournaments to review expectations. (*Note: this has been implemented for the 2024 season*)
  - Providing feedback to partners and stakeholders (eg. Municipalities, facility operators) about accessibility issues and best practices.
  - Encouraging clubs to complete the DEI Audit Tool that is part of the mental health toolkit.
  - Proactively communicating with participants about accessibility issues.
  - Creating social contracts for athletes/participants with clear and simple language around behavioural expectations.

A number of these areas have been incorporated into the DEI Action Plan for 2024.





- The Committee received proposals and provided feedback to staff for the following initiatives that will be implemented by Volleyball BC later in 2024:
  - Barrier identification and reporting process to monitor and respond to accessibility issues
  - Venue accessibility checklist for VBC events.
- In March 2024, Volleyball BC was presented with the Delivering on Diversity Award by the Province of British Columbia at the Sport BC Athlete of the Year Awards. This was given in recognition of the work that Volleyball BC has done in the area of diversity, equity, an inclusion.