



## Annual General Meeting Agenda

Meeting check-in starts at 9:30 am  
 Sunday December 14, 2025 – 10:00 - 11:30 am  
 Teams

<b>Date of Meeting:</b>	<b>December 14, 2025</b>	<b>Location:</b>	<b>Teams Conference Call</b>
<b>Minutes Prepared By:</b>	<b>Kelvin Cheng, OVA</b>	<b>Time:</b>	<b>10:00 A.M.</b>

### ONTARIO VOLLEYBALL ASSOCIATION BOARD OF DIRECTORS

<i>In attendance</i>	
<b>Leigh Pearson</b>	<b>Director-at-Large</b>
<b>Paul Bonfigli</b>	<b>Director, Governance and Administration</b>
<b>Andrew Nichols</b>	<b>Director-at-Large</b>
<b>Howie Grossinger</b>	<b>OVA President and Chair</b>
<b>Margo Malowney</b>	<b>Director-at-Large Nominations Committee Chair</b>
<b>Victoria Altomare</b>	<b>Athletes' Representative</b>
<i>Regrets</i>	
<b>Christine Cook</b>	<b>Vice President Finance/Treasurer</b>
<b>Michael Amoroso</b>	<b>Director-at-Large</b>

### REFEREES COMMITTEE

<b>Martin Kerstens</b>	<b>Ontario Regional Referees Chair</b>
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### ONTARIO VOLLEYBALL ASSOCIATION STAFF

<b>Jo-Anne Ljubicic</b>	<b>Executive Director</b>
<b>Jennifer Harkness</b>	<b>Director of Finance &amp; Administration</b>

-AGM documents posted in the chat  
-Introductions of OVA Board and Staff

1. Call to order
  - a. Howie calls the meeting to order
  - b. Kerish completes the OVA land acknowledgement
2. Establishment of Quorum
  - a. Howie announces quorum established
3. Introduction of Scrutineers
  - a. Using Simply Voting for casting votes, OVA staff administering process
  - b. Everyone encouraged to vote early and throughout AGM to ensure that voting software is working
  - c. Use Q&A function for help with voting issues
4. Approval of the Agenda
  - a. Includes all items, including meeting notifications, required by by-laws

**MOTION: To approve the OVA AGM agenda as presented.**

**Leigh Pearson/Terence Lam**

**CARRIED**

- i. Use the raise hand function for yes
      - ii. Call for Nos for approval of agenda, none
      - iii. Call for abstentions, none
  5. Declaration of any Conflicts of Interest
    - a. Paul Bonfigli – VC Governance Committee
  6. Adoption of Minutes of the previous Annual Meeting
    - a. Call for concerns and questions re: last year's minutes
- MOTION: To adopt last year's AGM meeting minutes.**

**Tauri Caputo/Melissa St-Onge**

**CARRIED**

- i. Voting via Simply Voting
    - ii. Minutes approved through voting process
7. Board and Committee Chair Reports
  - a. Board of Directors – Howie Grossinger

- i. Happy to share it's been wonderful year or collaboration and growth, community building, engagement
    - ii. Record participation at all age groups culminating in festival championships
    - iii. Sport 4 Life youth comp review, lots of engagement by community, thanks to board members for participation
    - iv. Canada Games – 2 gold and 2 bronze medals, reflect of clubs, coaching staff, high performance programs and volleyball community
    - v. Returned to in-person meetings by the board, resulted in highly productive and engaged year of activity
      - 1. Incorporated consistent staff presentations, adding connection between staff to board
      - 2. Board empowered story-telling and community engagement
      - 3. Social connection as strategic initiative
  - b. Governance Committee – Paul Bonfigli
    - i. One of the goals over the last few years was to boost interest in AGM
    - ii. PSOs have to review and revise policies for 3 years
    - iii. Trans/inclusion and discipline and complaints policies reviewed this year
      - 1. Moved D&C to 3<sup>rd</sup> party processor resulting in more efficiency
    - iv. Updated Terms of Reference for different councils and committees
  - c. Regional Council – Sylvie Laperriere
    - i. Finding opportunities for membership including youth comp review
    - ii. Two subcommittees – indoor volleyball council and coaching subcommittee
    - iii. Funded referee uniform rebate
    - iv. OVA coach development and mentorship program
  - d. Athletes' Council – Victoria Altomare
    - i. Want athletes to bring topics up for discussion on both beach and indoor side
    - ii. Acknowledgement for Oklend Llakaj working taking the lead with the council
    - iii. Partnered with Six Pack Recruiting to provide 2 webinars regarding recruitment in post-secondary
    - iv. Youth Comp review participation
    - v. Safe sport continues to be important, ongoing education and providing resources
  - e. Referee Committee – Martin Kerstens
    - i. Lots of growth in Ontario volleyball
    - ii. 850 refs with large waiting list, need mentoring
    - iii. Coach-ref symposium at UofT in Oct 2024, garner communication between coaches and senior refs
    - iv. Lots of matches and events in Ontario, Ontario Championships, National Championships, Canada Summer Games, international assignments, beach volleyball
    - v. Renzo Milan, Dean Oberle and Vince Enright received volleyball awards
8. Presentation of the Annual Report
- a. Link to report posted in the chat
  - b. OVA video presented recapping achievements of previous year
9. Presentation of Audited Financial Statements

- a. Presented by John Nguyen and David Woods
- b. board involved in process of financial review, clean audit opinion
- c. Financial statements accurately reflect position of the OVA
- d. No management recommendations
- e. Board approved financial statements
- f. \$600K drop of cash
  - i. large prepaid for facilities and large capital assets (12 sport court), meet needs for next 3 years, reduce risk vs. renting
- g. Large payable to members fund, \$700K
  - i. dedicated to delivery of member related activities i.e. regional council and officials development funds
- h. OVA is in strong financial positions, lots of cash but is committed to programs, not a lot of risk in position
- i. Contingency reserve fund - \$2.2M
  - i. Finance committee has set aside to ensure that PSO can continue to operate
  - ii. Reserve calculated as 50% of wages, reserve for capital projects, reserve for ministry funding (about \$270K x 3 year cycle)
    - 1. Total target is \$2.485M, not at target but very close
- j. Income statement
  - i. Massive growth in membership, which translates to increase in program delivery
  - ii. Up \$75K in membership, \$240K in program revenue this year
  - iii. Resources don't trickle through until next year, revenue ends up on bottom line
  - iv. We budget to remain flat, not budgeting to make money and still not at target of contingency fund
  - v. Significant reduction in legal fees – went away from OSIC to using own independent 3<sup>rd</sup> party
    - 1. 2024 - \$500K in legal fees, half of that this year
    - 2. Should see another decrease next year
    - 3. more visibility and efficiency in discipline process

10. Appointment of Auditor

- a. Board and finance committee recommends to continue using MacNeill Edmundson Professional Corp.

**MOTION: To continue to use MacNeill Edmundson as auditor for OVA.**

**Terence Lam/Gerry DeGirolamo**

**CARRIED**

- i. Vote was approved

#### 11. New Business/Questions (if any submitted)

- a. Thanks to outgoing board members Leigh Pearson and Christine Cook, Michael Amoroso

#### 12. Election of new Directors

- a. Nominations committee tasked with identifying needs of the board

- i. Identified need for legal and tech experience
- ii. Used recruiting strategy and company, Capacity Canada, put together profile to bring diverse candidate slate
- iii. 3 voting windows for different positions
- iv. Candidates introduced alphabetically

- b. Treasurer

- i. Candidates get to speak, 3 candidates
  1. Chad Hepburn – CPA, external audit, 5 previous NFP boards, daughter plays in Guelph
  2. Josh Hone – CPA, MBA, finance and governance, AI, coaches with Preds and Conestoga, kid plays in 4v4
  3. R. Devan Moodley – President & CEO of Software company for NFP, daughter plays, leadership, banking finance, CPA
- ii. Josh Hone is elected for Treasurer

- c. Director at Large (2 positions)

1. Ceri Haywood – Di Mira – passion for volleyball, children in 12U/17U, ref, team manager and for business, OpenText, Blackberry, marketing, sales, finance, ops experience, AI and how to bring practically,
2. Chris Plante – daughter plays 14U, beach, police officer for York Region, strategic services, QA, risk, policy, governance and ops improvement, strategy, innovation, use of AI in policing
3. Daniel Bartley – 2 daughters play, lawyer, on board for vulnerable adults, grassroots,
4. Dave Ward – founder of Beach Hangar, Summit Sports, commitment to building sport, 20 years of board exp for youth mental health, change management, unification, London
5. David Kociancic – product owner at TD, computer programmer, networking, worked at telcos, leading AI strategy for network ops, financial management, Head Coach for OVA
6. Jamie Hancock – 30 years senior leadership in banking, finance, military, Head at Merrill Lynch, daughter played OVA
7. Jon Collis – daughter plays, believe in mission and vision of OVA
8. Karen Scott – Senior President at Soft Choice, how to apply AI, board member for different orgs., parent of athletes in organized sport
9. Laurie Cabanas – advise board and senior exec, governance, policy and stakeholder engagement in NFP,

10. Leigh Pearson – previous board member, passionate about people and community, daughters play, 20 years of board experience, policy, governance, meaningful growth
  11. Matthew Horton – tech, Telus, work with post-secondary and NFP to use AI, two daughters that play, digital transformation, athlete/coach/parent experience
  12. Rod Hynes – Director for Info security at Bell, GRC compliance, data governance, tech, transformation, AI, board experience – telcos, national security, protecting orgs., coaching HP, daughter plays
  13. Shannon Snell – n/a
  14. Terence Lam – IT, cyber security, risk, audit, KPMG, Construction, SLT of Canadian Tire, daughter plays, volleyball coach, L1 referee
  15. Tony Wong – believe in benefits of sport, daughter plays, IT professional, data, digital transformation and AI strategies,
  16. Wells Hick – Deloitte transformation practice, played in OVA, transformation for banks, change
- ii. Daniell Bartley is elected for the 1<sup>st</sup> Director-at-Large position
  - iii. Jon Collis is elected for the 2<sup>nd</sup> Director-at-Large position
  - iv. Consideration for board to appoint 10<sup>th</sup> member for 1 year, as included in by laws, to be brought up in Jan

- LP provides update re: youth comp
  - recommendation was to create streams for 200+ teams for girls age groups
  - invite for club leaders to stick around re: survey results
- Lauren provides update on athlete ID
  - application March 1
- LP provides update on winter beach training & March Break camp
- reminder call for nominations for awards

13. Adjournment

**MOTION: To adjourn the OVA 2025 AGM.**

**Don Morton**

**CARRIED**

## Voting Members Attendance List

Aidan	Haslett
Alex	Park
Alison	Cooper
Amanda	Hynes
Anastasia	Carli
Andrea	Paladino
Andrew	Sluiter
Antonio	Curciarello
Baolin	Chen
Ben	Lirangi
Carra	Myers
Ceri	Haywood-Dimira
Chad	Hepburn
Charlena	Harvey
Colleen	Lamont
Connie	Pugliese-Riolino
Corinne	Williams
Daniel	Shermer
Daniell	Bartley
David	Arbuckle
David	Kociancic
Dennis	Barnes
Don	Morton
Doris	Adeyemi
Duane	Lunn
Ellen	Carlson
Esi	Moffett
Fayrial	Leung
Fernando	Ventresca
Gerry	Degirolamo
Giovanna	Beaudin
Gordon	Griffith
Holly	Van Der Marel
Iliana	Schlechta
Irving	Ho
James	Kupka
Jamie	Hancock
Janet	Cairns
Jason	King
Jenny	Deslauriers
Jeremy	Crane

### Voting Members Attendance List

Jon	Collis
Josh	Hone
Josh	Lawrence
Julie	Wannamaker
Karen	Iszczuk
Kimberley	Sonneveld
Kris	Reeve
Kristine	Drakich
Laura	Agostini
Laura	Inward
Laurie	Cabanas
Lily	Brygidyr
Lindsay	Mcbride
Lisa	Brygidyr
Luciana	Baptista Cohen
Marco	Braggio
Maria	Kupina
Mark	Sutton
Mason	Chiu
Matthew	Horton
Meghan	Kociancic
Melissa	St-Onge
Mia	Riolino
Michael	Wakayama
Millicent	Prince
Mithzy	Mizener
Nancy	Thipsouvanh
Natasa	Dejanovic
Reema	Zuberi
Richard	Beedham
Rick	Roubos
Robert	Wojcik
Ryan	Fay
Sandick	Leung
Shaun	Illingworth
Stephen	Chan
Tauri	Caputo
Terence	Lam
Tess	Bermejo
Tiffany	Lam
Tom	Kerkhoff
Tony (Yiu Tung)	Wong
Tracy	Li

### **Voting Members Attendance List**

Tracy	Liburd
Trina	Bailey
Vanessa	Fazio
Veronica	Shapiro
Vishnu	Persaud
Ana	Cruz
Andy	Woo
Charlene	Hone
Claus	Hahne
Colby	Brygidyr
Elsa	Cabral
Eugenio	Di Mira
Gordon	Baxter
Heidi	Kirk
Jennifer	Thompson
John	Curtis
Juliana	Buratto
Maria	Marcuzzi
Michelle	Fischer
Nadine	Lea
Ruth-Claire	Alinas
Sandra	Valderrama
Tuck	Yiong

### **Attendance Non-Voting**

Wells	Hick
Chris	Plante
Devan	Moodley
Karen	Scott
Matthew	Laing
Michael	Hawke
Mike	Kupina
Rod	Hynes

## OVA Staff in Attendance

Alishia	Lidums
Angie	Shen
Antonia	Bonaldi
Carrie	Campbell
Christine	Cook
Claire	Melanson
Dylan	Brennand
George	Huffman
Hayden	Cavender
Jacob	Barker
Jennifer	Harkness
Jo-Anne	Ljubicic
Kelvin	Cheng
Kerish	Maharaj
Lauren	Sokolowski
LP	Mainville
Mario	Rando
Mark	Wiersma
Matt	Golas
Michael	Amoroso
Mylene	Andrade
Oklend	Llakaj
Shunya	Yamada
Suzanne	Fogg
Taylor	Callow