

REUNIÓN COMISION DE DESARROLLO NORCECA 2025
2025 NORCECA DEVELOPMENT COMMISSION MEETING

04 ABRIL / APRIL 04, 2025

El día 4 del mes de ABRIL de 2025, a las 9:00 am, de manera digital, se llevó a cabo la Reunión de la Comision de Desarrollo de la Confederación Norte, Centroamericana y del Caribe de Voleibol. / ***On APRIL 4th, 2025, at 9:00 am, a digital meeting was held for the North, Central American and Caribbean Volleyball Confederation Development Commission.***

1. Apertura Reunion por el Presidente NORCECA
Opening of the Meeting by NORCECA President
Lic Cristobal Marte Hoffiz
Presidente NORCECA / ***NORCECA President***

El Lic. Cristobal Marte Hoffiz les da la bienvenida a los miembros de la Comision de Desarrollo. El dice que luego de las primeras elecciones luego de convertirse en presidente en el 2025, ellos empezaron suplir las necesidades de las 35 Federaciones Nacionales categorías 1 y 2. Las Federaciones Nacionales demandaban un fuerte desarrollo para poder lograr desarrollo en Voleibol y Voleibol de Playa en sus territorios y países. Hemos venido muy lejos desde el 2005, y estamos muy felices de brindar el apoyo necesario. Proveemos más de US\$40,000.00 en distribucion de utileria a cada Federacion Nacional, todos los años debido al contrato que tenemos con MIKASA de Japon. / ***Mr. Cristobal Marte Hoffiz welcomes all the members of the Development Commission. He states that after the first elections that were held after he became President in 2005, they started to comply with the needs of the 35 category 1 and 2 National Federations. The National Federations demanded very strong development in order to achieve the development of Volleyball and Beach Volleyball in their territories and countries. We have come very far since 2005 and we are very happy to provide the necessary support. We provide over US\$40,000.00 in equipment distribution to each National Federation every year due to the contract we have with MIKASA from Japan.***

Estamos brindando el apoyo economico necesario. Es imposible desarrollar cualquier deporte sin el apoyo necesario, sin el apoyo económico necesario. Así que hemos implementado de una manera honesta, que el dinero que viene del deporte, que en este caso viene de los eventos, del mercadeo de los eventos, el ingreso de nuestros eventos, del presupuesto de ingresos de los eventos, de la cuota de sede, la cuota de mercadeo, patrocinios, regresa de manera inmediata a nuestras Federaciones Nacionales categorías 1 y 2 para cubrir sus necesidades básicas. / ***We are providing the necessary financial support. It is imposible to develop any kind of sport without the necessary backup, without the necessary financial support. So we have implemented in a truly honest way, that money that comes from sport, which in this case was from events, the marketing from our events, the income budget of our events, hosting fees, marketing fees, sponsoships, goes out immediately back to our category 1 and 2 National Federations so they are able to cover their basic needs.***

Hoy estamos muy emocionados y felices de haber alcanzado cierto nivel que no podíamos alcanzar hace unos años. Nunca antes tuvimos Federaciones Nacionales NORCECA categorías 1 y 2 que pudieran celebrar eventos a nivel zonal. Hoy es una historia diferente, hoy tenemos Federaciones Nacionales que pueden celebrar no solo eventos zonales sino también eventos continentales en Voleibol y Voleibol de Playa. /

Today we are very excited and happy that we have accomplished a certain level that were unable to achieve before. Never before had NORCECA category 1 and 2 National Federations been able to host zonal events. Today it is a different story, today we have National Federations that are not only hosting zonal events but also continental events in Volleyball and Beach Volleyball.

NORCECA prove asistencia para los entrenadores a través del plan de desarrollo, junto con el plan de empoderamiento de la FIVB para entrenadores para las Federaciones Nacionales. Hoy le estamos brindando todas las herramientas necesarias a las Federaciones Nacionales categorías 1 y 2 para que viajen al tour continental y se le reembolsan los boletos aéreos a todas Federaciones Nacionales categorías 1 y 2 que participen en eventos de Voleibol de Playa NORCECA. / ***NORCECA provides support for coaching assistance through the development plan, together with the FIVB empowerment plan for National Federation coaching. Today we are providing all the necessary means for category 1 and 2 National Federations to travel to the continental tour and reimburse them for airline tickets for all category 1 and 2 National Federations that participate in NORCECA Beach Volleyball events.***

Estamos bendecidos en NORCECA y todo esto no bajo del cielo, no es una coincidencia. Es el resultado de todo el trabajo que se ha hecho. El presidente del Plan de Empoderamiento FIVB es el Sr. Glenn Quinlan y el Prof. Mushtaque Mohammed es el presidente de la Comisión de Desarrollo FIVB. Es un reconocimiento del trabajo que ha realizado NORCECA durante muchos años. / ***We are gifted in NORCECA and this did not come down from heaven, it is not a coincidence. It is a result of all the work that has been done. The president of the FIVB Empowerment Plan is Mr. Glenn Quinlan and Prof. Mushtaque Mohammed is the president of the FIVB Development Commission. It is a recognition of the work NORCECA has been doing for many years.***

2. Palabras de Bienvenida / Welcoming Words

Prof. Mushtaque Mohammed

Presidente Comisión / Commission President

El Prof. Mushtaque Mohammed dice que el Lic. Cristobal Marte es un gran apoyo para el desarrollo. Siempre ha estado motivado por no dejar que nadie desacredite o ponga por el suelo a NORCECA o las Federaciones Nacionales. Siempre hemos tenido oportunidades de estar en desacuerdo pero nunca nos hemos alejado de la mesa de negociación. / ***Prof. Mushtaque Mohammed states Mr. Cristobal Marte is a great supporter of development. He has always been motivated to not allow anyone to discredit or belittle NORCECA or the National Federations. We have always had opportunities to disagree but despite disagreeing they have never walked away from the negotiating table.***

El quiere darle el crédito al Lic. Marte porque por él están todos donde están en la FIVB. Les ha enseñado a todos el camino, brindando oportunidades y las herramientas para que la comisión de desarrollo se hiciera realidad. También le gustaría reconocer el plan de desarrollo NORCECA porque la FIVB siguió el plan de desarrollo NORCECA y modeló su plan de desarrollo en el nuestro. La idea de la rotación de entrenadores y trabajando por 3 meses de país a país nació en NORCECA, de la necesidad que existía en NORCECA. / ***He wants to give credit to Mr. Marte, because of him they are all where they are within the FIVB. He has shown them the pathway, provided the opportunities and the tools to make the development commission a reality. He would also like to recognize the NORCECA development plan because the FIVB followed the NORCECA development plan and modelled their development plan after ours. The idea of the rotation of coaches and working for 3 months from country to country was born in NORCECA, out of the need that existed in NORCECA.***

3. Pase de Lista, Confirmacion de Quorum y Presentacion Nuevo Miembros
Attendance List, Quorum Confirmation and Introduction of New Members
Mrs. Arateide Caceres
Gerente General NORCECA / *NORCECA General Manager*

La Lic. Arateide Caceres, Gerente General NORCECA, procede al pase de lista y les brinda la oportunidad a los miembros de la comisión a presentarse a los demás miembros, a indicar su nombre y país de procedencia. Presentes en la reunión están las siguientes personas: / ***Mrs. Arateide Caceres, NORCECA General Manager, procedes with the attendance list and allows the opportunity for all members to introduce themselves by stating their name and country. The following persons are present in the meeting:***

Lic. Cristobal Marte Hoffiz	Dominican Republic	Presidente NORCECA <i>NORCECA President</i>
Mark Eckert	Canada	Vicepresidente Ejecutivo / Presidente NCVA <i>Executive Vice President / NCVA President</i>
Prof. Mushtaque Mohmmmed	Trinidad & Tobago	Presidente Comision / Presidente CAZOVA <i>Commission President / CAZOVA President</i>
Glenn Quinlan	St. Kitts	Vicepresidente Ejecutivo / Presidente ECVA <i>Executive Vice President / ECVA President</i>
Lic. Felix Sabio	Honduras	Vicepresidente Ejecutivo / Presidente AFECAVOL <i>Executive Vice President / AFECAVOL President</i>
Lic. Arateide Caceres	Dominican Republic	Gerente General NORCECA <i>NORCECA General Manager</i>
Lic. Enrique Santis Rangel	Guatemala	Secretario General <i>General Secretary</i>
Jose Luis Jimenez Lao	Costa Rica	Staff NORCECA <i>NORCECA Staff</i>
Prof. Ariel Sainz	Cuba	Dir. Eventos Deportivos NORCECA <i>NORCECA Sport Events Director</i>
Mrs. Carolina Rivas	Guatemala	Oficial de Prensa NORCECA <i>NORCECA Press Officer</i>
Prof. Nelson Jose Ramirez	Dominican Republic	Director Centro de Desarrollo <i>Development Center Director</i>
Lucille Hobson	US Virgin Islands	Secretaria Comision <i>Commission Secretary</i>
Allan Sharp	Belize	Miembro Comision <i>Commission Member</i>

Angel Calzada	Mexico	Miembro Comision Commission Member
Dawna Sales	USA	Miembro Comision Commission Member
Osvaldo Martinez	Cuba	Miembro Comision Commission Member
John Kessel	USA	Miembro Comision Commission Member
Oneil Ebank	Jamiaca	Miembro Comision Commission Member
Gisselle Schjang	US Virgin Islands	Miembro Comision Commission Member
Jose Luis Nicolaas	Bonaire	Miembro Comision Commission Member

4. Aprobacion de la Agenda / **Approval of the Agenda**

Mrs. Arateide Caceres

Gerente General NORCECA / **NORCECA General Manager**

La Lic. Arateide Caceres procede a la aprobacion de la agenda. La misma fue enviada con suficiente tiempo de antelación para la revisión de los miembros. Se incluye un punto para tratar una propuesta remitida por parte de la Comision Tecnica y de Entrenadores NORCECA para la Comision de Desarrollo a ser tratada en otros asuntos y la agenda es aprobda por los miembros. / **Mrs. Arateide Caceres procedes with approval of the agenda. It was sent to all members with sufficient time in advance. There is the addition of a proposal submitted by the NORCECA Technical and Coaches Commission for the Development Commission to be brought forth during other matters and the agenda is approved by the members.**

5. Informes / *Reports*

- 5.a. Centro Regional de Desarrollo de Voleibol FIVB/NORCECA 2024
2024 NORCECA/FIVB Regional Development Center
Prof. Nelson Jose Ramirez

2024 PROGRAM OF NATIONAL AND INTERNATIONAL COURSES AND SEMINARS	
Continental Course for Volleyball and Beach Volleyball Referees. (Ingles) – PRESENCIAL	International Level I Beach Volleyball (SPANISH) – ON-SIDE
- Venue : Puerto Rico - Instructors Arrival : Jan 17, 2024 - Participants Arrival : Jan 18, 2024 - Class : Jan 19--25, 2024 - Participants Departure : Jan 26, 2024	- Venue : Santo Domingo. Rep.Dom - Instructors Arrival : Aug 17, 2024 - Participants Arrival : Aug 19, 2024 - Class : Aug 20-24, 2024 - Participants Departure : Aug 25, 2024
International Level I Volleyball Coaches Course. Cuba (Español) – PRESENCIAL	International Level I Volleyball Coaches Course (Español) – PRESENCIAL
- Venue : Havana (Cuba) - Instructors Arrival : Feb 18, 2024 - Participants Arrival : Feb 19, 2024 - Class : Feb 20-24, 2024 - Participants Departure : Feb 25, 2024	- Venue : Santo Domingo. Rep.Dom - Instructors Arrival : May 05, 2024 - Participants Arrival : May 06, 2024 - Class : May 07-11, 2024 - Participants Departure : May 12, 2024
International Level II Volleyball Coaches Course. (Español)- PRESENCIAL	International Level III Volleyball Coaches Course (Español)- PRESENCIAL
- Venue : Santo Domingo, Rep.Dom - Instructors Arrival : September 29, 2024 - Participants Arrival : September 30, 2024 - Class : October 1-5, 2024 - Participants Departure : October 6, 2024	- Venue : Santo Domingo, Rep.Dom - Instructors Arrival : June 20, 2024 - Participants Arrival : June 21, 2024 - Class : June 22-30, 2024 - Participants Departure : June 31, 2024

6. Discusion General / *General Discussion*

- 6.a. Planes y Proyectos 2025-2027
2025-2027 Plans and Projects

Role of the Commissions

“The primary role of the Commissions is to make proposals to the Board of Administration and the Executive Committee on matters of a highly technical or specialised nature.”



Specific Competence- Development Commission

- Development of the Volleyball Community through promoting its unity and consolidating the mission of the FIVB and its World Vision through:
 - Activating programmes of management education under set principles and programmes for National Federations and Confederations
 - Promotion of a common Volleyball culture through networking and sharing of objectives
- Development of Volleyball by assisting National Federations to achieve their highest potential and improve their standards in the areas of national competition, international participation, funding, development programmes, management and media through:
 - Volleyball Cooperation Programmes
 - Development Centres
 - Programmes for all forms of Volleyball
- Support Volleyball activities designed to develop a lasting legacy for communities and individuals through:
 - Women's Programmes
 - Youth Programmes
 - Cooperation with governmental and non-governmental agencies on humanitarian and social issues
 - NFs' social responsibility
- Review any request for the development fund coming from Confederations, or from Zonal Associations and National Federations through their Confederations
- Fix the financial support for each project, as well as the initial financial support for the start of the project, to be approved by the Board of Administration

VOLLEYBALL EMPOWERMENT

NF Projects – National Teams → High Performance

- Targeted and Application-Based support to National Volleyball and Beach Volleyball teams and Athletes to compete at the highest level
- NF & ZA Relations

DEVELOPMENT

NF Projects – Development → Growing and Promoting the Sport Globally

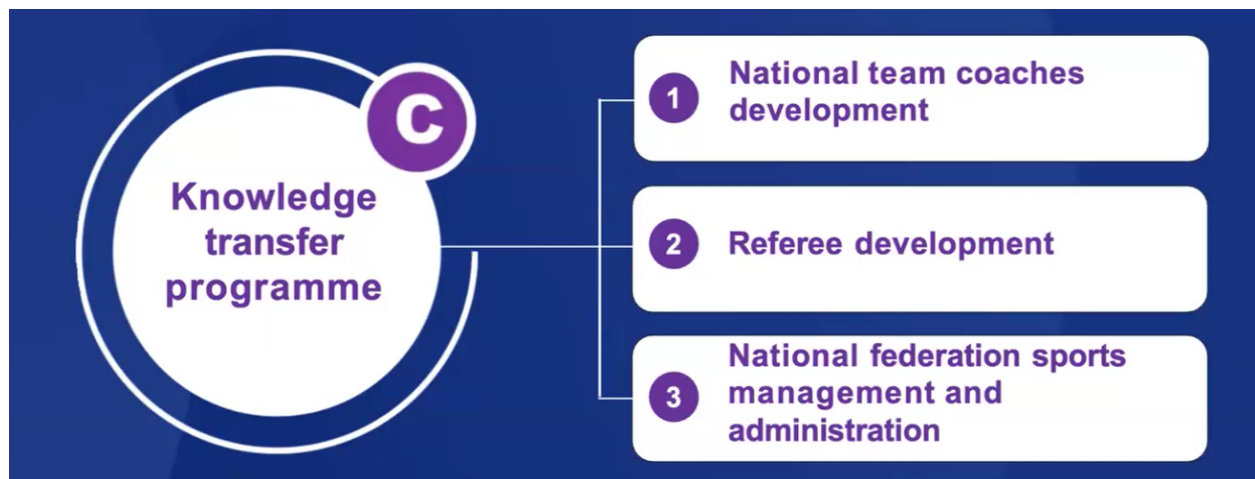
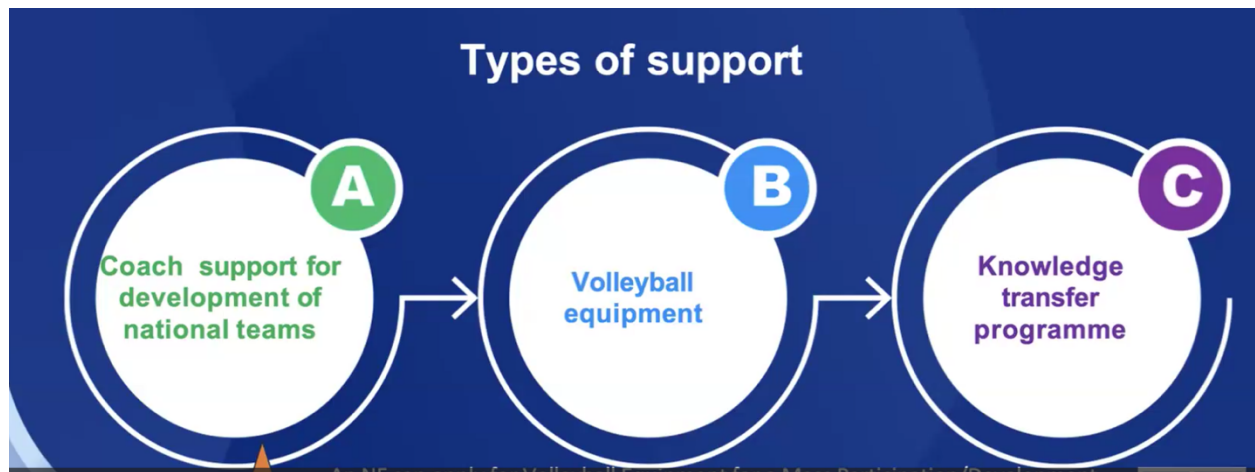
- Capacity Building and Education
- Partnering for funds and overseeing Olympic Solidarity Programmes
- Growing the Sport through Mass Participation & Grassroots Development

VOLLEYBALL FOUNDATION

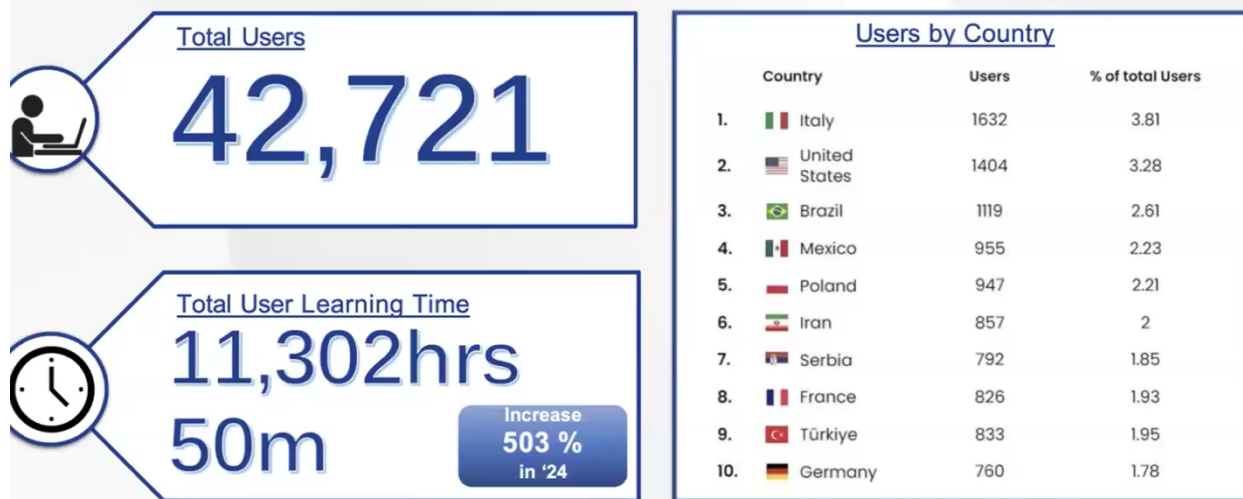
Volleyball Projects Mass participation (Non-NF)

- Sport for Development
- Projects that drive social, inclusion and economic impact through Volleyball

Development & Humanitarian	FIVB Sustainability
Olympic Solidarity Partnership • Technical Coaches Courses (TCC) • WISH • Coaches Scholarship • ICECP Programme	Sustainability Strategy – FIVB – VW
Knowledge Transfer & Activation	Sustainability Governance & Champions
NF Categorisation	Sustainability Knowledge Transfer
Special Olympics / World Para Volley	Guidelines for Sustainable Events
Development Impact – Monitoring & Evaluation	Stakeholder Engagement: IOC, UN, NFs, Academia
	Impact – Materiality and Reporting
Volleyball Experience	Volleyball Academy
Volleyball Experience Strategy	Volleyball Academy Strategy – Audiences
Snow Volleyball Events	Education Annual Plan
Volleyball Experience Events & Legacy	NF Coaches Courses & Coaches Resources
Volleyball Experience Annual Plan	E-Learning Platform
LA 2028 – Sports Initiation	FIVB Development Centres collaboration
	Technology & Innovation



FIVB E-Learning Platform – 2024 Summary



Volleyball Academy: Education & E-learning

Guided & Self-Directed Learning Resources

Coach Education

Coaches Resource Centre
NF Coaches Courses

Referee Education

Referee Resource Centre
FIVB course – every 4 years

Mandatory Courses

PCMC
Play Clean – Anti-doping
Safeguarding

“How to” Education

VIS

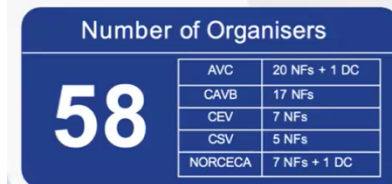
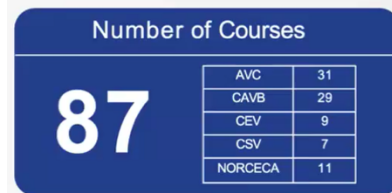
- Registration of players & officials
- Registration of competitions

ITC

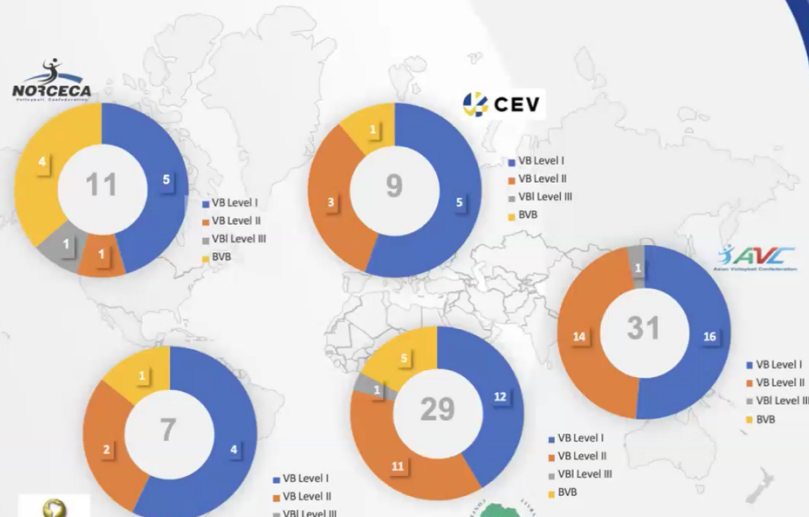
- Transfer System of VB players
- FIVB Agents
- How to play & Where to play

El Lic. Cristobal Marte le pide al Prof. Mushtaque Mohammed a escribir una carta que sera enviada a todas las Federaciones Nacionales informando de la Academia de Voleibol y le pide trabajar con Cayacoa aa crear un banner en la pagina web NORCECA que va proveer toda la informacion necesaria de la plataforma de Educacion y E-Learning que esta disponible para todas las Federaciones Nacionales. / **Mr. Cristobal Marte asks Prof. Mushtaque Mohammed to write a letter that will be sent to all Naional Federations informing of the Volleyball Academy and asks him to work alongside Cayacoa to create a banner on the NORCECA website which provide all necessary information regarding the Volleyball Academy and the Education and E-Learning platform which is available for all National Federations.**

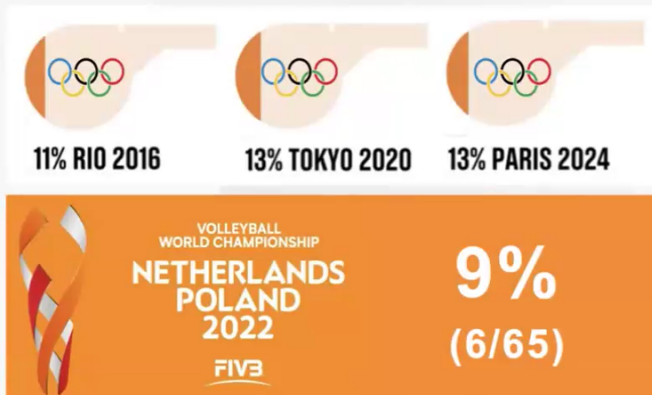
Overview of Coaches Courses conducted in 2024



NF > National Federation Sponsored
DC > Development Centre Sponsored



Women Coaches



WISH Women In Sport High Performance Pathway



6.b. Plan de Empoderamiento *Empowerment Plan* Mr. Glenn Quinlan Presidente ECVA / *ECVA President*

El Sr. Glenn Quinlan dice que la Comisión de Empoderamiento tiene la tarea de trabajar con los programas y eventos de intercambio de conocimiento y uno de los problemas a los que se enfrentan es con los programas de entrenadores que son rotados cada 3 meses porque crea un problema con la continuidad. Les han dado la tarea de encontrar una solución a países de recursos limitados. El le pregunta al Prof. Mushtque Mohammed como se puede crear un camino para Federaciones Nacionales que existen en países con una población de 100,000 personas para que puedan ser profesionales y vivir del voleibol. Estas son las cosas principales con las que deben cumplir dentro de la comisión. / ***Mr. Glenn Quinlan states the Empowerment Commission has been tasked with working with knowledge transfer programs and events one of the problems that has been encountered is with the coaching program where coaches are rotated every 3 months because it creates problems with continuity. They have been charged with finding a solution for countries of limited resources. He asks Prof. Mushtque Mohammed how a pathway can be created for National Federations that exists in countries with a population of 100,000 people where they can become professional and make a living off of volleyball. These are the main things they are looking to accomplish within the commission.***

7. Visión Estratégica 2024-2032 de la FIVB / *FIVB Strategic Vision 2024-2032*



8. Otros Asuntos *Other Matters*

PORPUESTA / PROPOSAL

1. La Comisión Técnica y de Entrenadores les solicita a la Comisión de Desarrollo volver a llevar a cabo los cursos y seminarios especializados para posiciones específicas. (Defensa – Recepción -Libero) El Prof. Nelson Ramirez dice que el centro de desarrollo tiene la capacidad para llevarlos a cabo este mismo año. Se enviara la propuesta del calendario al Consejo de Administración para su aprobación. / ***The Technical and Coaches Commission asks the Development Commission to once more hold specialized courses and seminars. (Defense- Reception- Libero) Prof. Nelson Ramirez states the development center has the capabilities to provide these trainings this year. He will send a proposal with the calendar to the Board of Administration for their approval.***
2. El Prof. Mushtque Mohammed presentara un programa sobre gerencia deportiva para las Federaciones Nacionales, incluyendo su presupuesto para que sea presentado al Consejo de Administración para su aprobación. / ***Prof. Mushtaque Mohammed will present a program and a budget about sports administration for National Federations to be presented to the Board of Administration for their approval.***

9. Cierra de la Reunion

Closing Remarks

El Lic. Cristobal Marte y el Prof. Mushtaque Mohammed cierran la reunión dando gracias a los presentes por su participación. This was a very dynamic meeting. Estan muy agradecidos del trabajo realizado por parte de la Comision de Desarrollo y saben que seguirán todos comprometidos con NORCECA y el continuo mejoramiento de la comisión. / ***Mr.Cristobal Marte and Prof. Mushtque Mohammed close the meeting by thanking all present for their participation in this meeting. Fue una reunion muy dinamica. They are veery grateful for the work that has been done by the Development Commission and they know they will all continue to be committed to NORCECA and the continued improvement of the commission.***