

REUNIÓN COMISION DE FINANZAS NORCECA 2025
2025 NORCECA FINANCE COMMISSION MEETING

06 OCTUBRE / OCTOBER 06, 2025

El día 06 del mes de OCTUBRE de 2025, a las 9:00 am, de manera digital, se llevó a cabo la Reunión de la Comision de Finanzas de la Confederación Norte, Centroamericana y del Caribe de Voleibol. / ***On OCTOBER 06th, 2025, at 9:00 am, a digital meeting was held for the North, Central American and Caribbean Volleyball Confederation Finance Commission.***

1. Guia General / ***General Guidelines***

Lic Cristobal Marte Hoffiz

Presidente NORCECA / ***NORCECA President***

El Lic. Cristobal Marte explica la guia general para la reunión. El explica que es necesario que las personas que quieran hablar presionen el icono que tiene la mano para que se le ceda la palabra, esto asegura que todos son tratados con respeto y que todos tienen oportunidad de hablar. / ***Mr. Cristobal Marte explains the general guidelines or the meeting. He explains it is necessary for anyone who wants to speak to press the hand icon on the botton of their screen so they may take the floor, this ensures everyone is treated respectfully and everyone has the opportunity to speak.***

2. Programa de Actividades / ***Activities Schedule***

Lic Cristobal Marte Hoffiz

Presidente NORCECA / ***NORCECA President***

El Lic. Cristobal Marte explica el programa de actividades y el mismo es aprobado. / ***Mr. Cristobal Marte explains the activities schedule for this meeting and it is approved.***

3. Pase de Lista, Confirmacion de Quorum y Presentacion Nuevos 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>
Lic. Felix Sabio	Honduras	Vicepresidente Ejecutivo / Presidente AFECAVOL <i>Executive Vice President / AFECAVOL 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. 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>
Margaeth Graham	Haiti	Presidente Comision <i>Commission President</i>
Lic. Olga Rivas	Dominican Republic	Gerente Finanzas <i>Finance Director</i>
Lic. Miguelina Martinez	Dominican Republic	Contable Interno <i>Internal Accountant</i>
Alberto Arreola	Mexico	Auditor Interno <i>Internal Auditor</i>
Luz Adriana Escobar	Guatemala	Auditor Interno <i>Internal Auditor</i>
Stacie Kearns	USA	Miembro Comision <i>Commission Member</i>

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. No hay objeciones, observaciones ni adiciones y la agenda es aprobada por los miembros. / ***Mrs. Arateide Caceres procedes with approval of the agenda. It was sent to all members with sufficient time in advance. There are no objections, observations or additions and the agenda is approved by the members.***

5. Palabras de Bienvenida / ***Welcoming Words***

Lic Cristobal Marte Hoffiz

Presidente NORCECA / ***NORCECA President***

El Lic. Cristobal Marte Hoffiz les da la bienvenida a los miembros de la Comision de Finanzas. Esta comisión se ha reunido hoy para analizar los estados financieros NORCECA al 31 de diciembre, 2024. El Lic. Marte felicita a la comision de finanzas y su presidente a la Sra. Margareth Graham por un muy buen desempeño. Fue un año difícil para completar los estados financieros debido a un retraso con los auditores externos Ernst & Young. /

Mr. Cristobal Marte Hoffiz welcomes all the members of the Finance Commission. They have come together today to discuss NORCECA financial statements as of December 31st, 2024. Mr. Marte congratulates the finance commission and their president Mrs. Margareth Graham for a very good performance. It was a difficult year to complete the financial statements because of a delay with our external auditors Ernst & Young.

Este es un informe muy comprensivo, facil de leer y sera publicado en la pagina web NORCECA junto a los estados financieros de años pasados. Esta muy satisfecho con el trabajo realizado en año anterior. En el 2024 pudieron cumplir con todos los requerimientos recibidos de las Federaciones Nacionales de ECVA, CAZOVA y AFECAVOL por asistencia financiera. Asi como las solicitudes hechas por las Asociaciones Zonales. / ***This is a very comprehensive report, very easy to read and it will be published on the NORCECA website along with all the other financial statements from previous years. Overall he is very satisfied with the work that was done during the previous year. In 2024 we were able to comply with every request made by National Federations from ECVA, CAZOVA and AFECAVOL for financial assistance. As well as requests made by the National Associations themselves.***

El Lic. Marte tambien quiere resaltar que pudimos completar todos nuestros eventos de Voleibol de Playa para el año 2024. Pudimos completar el calendario de competencias previsto para el año 2024. Debemos recordar que los eventos de Voleibol y Voleibol de Playa son la principal fuente de ingresos para NORCECA. Siendo este el caso, es de extrema importancia que se fortalezca el calendario de competencias por que es nuestro sustento. / ***Mr. Marte would also like to highlight that we were able to complete all our Volleyball and Beach Volleyball Events for the year 2024. We have been able to complete the entire competition calendar that was forseen for the year 2024. We must remember our Volleyball and Beach Volleyball events are the main source of income for NORCECA. This being the case, it is extremely important to strengthen our competition calendar, because it is sostenivility of NORCECA.***

NORCECA es muy estable y es muy fuerte desde el aspecto financiero. Esto fortalece nuestras Federaciones Nacionales y Asociaciones Zonales porque podemos cumplir con todas las solicitudes recibidas de las Federaciones Nacionales y las zonas. Nos hemos recuperado de manera exitosa de la Pandemia del Covid y desde el año 2023, vemos estabilidad en las finanzas de NORCECA. / ***NORCECA is very stable and very strongly financially. This strengthens our National Federations and Zonal Associations because we are able to response to all requests received from our National Federations and our zones. We have successfully recovered from the Covid Pandemic and as of the year 2023, we have seen stability in NORCECA's financials.***

Hemos cumplido con nuestros presupuestos de ingresos y gastos. Esto crea estabilidad en las actividades financieras de NORCECA. Todos los documentos son publicos, y desde que sean aprobados en esta reunión serán publicados en la pagina web NORCECA para que estén disponibles para todos. / ***We have complied with our income and expenses budgets. This creates stability for all NORCECA financial activities. All the documents presented today will be public, and as soon as they are approved in this meeting they will be posted on the NORCECA website so they may be available to everyone.***

6. Palabras de Bienvenida / Welcoming Words
Mrs. Margareth Graham
Presidente Comision / Commission President

La Sra. Margareth Graham se presenta. Es la pasada presidenta de la Federacion Nacional de Haiti y ha sido presidenta de la Comision de Finanzas por varios años. Ella nos dice que este ha sido un año muy ocupado para el departamento de finanzas debido a la cantidad de torneos y eventos que se celebraron.

/ Mrs. Margareth Graham introduces herself. She is the former president of the Haitian National Federation and has been president of the NORCECA financial commission for several years. She states this has been a very busy year for the finance department due to the amount of tournaments and events that were held.

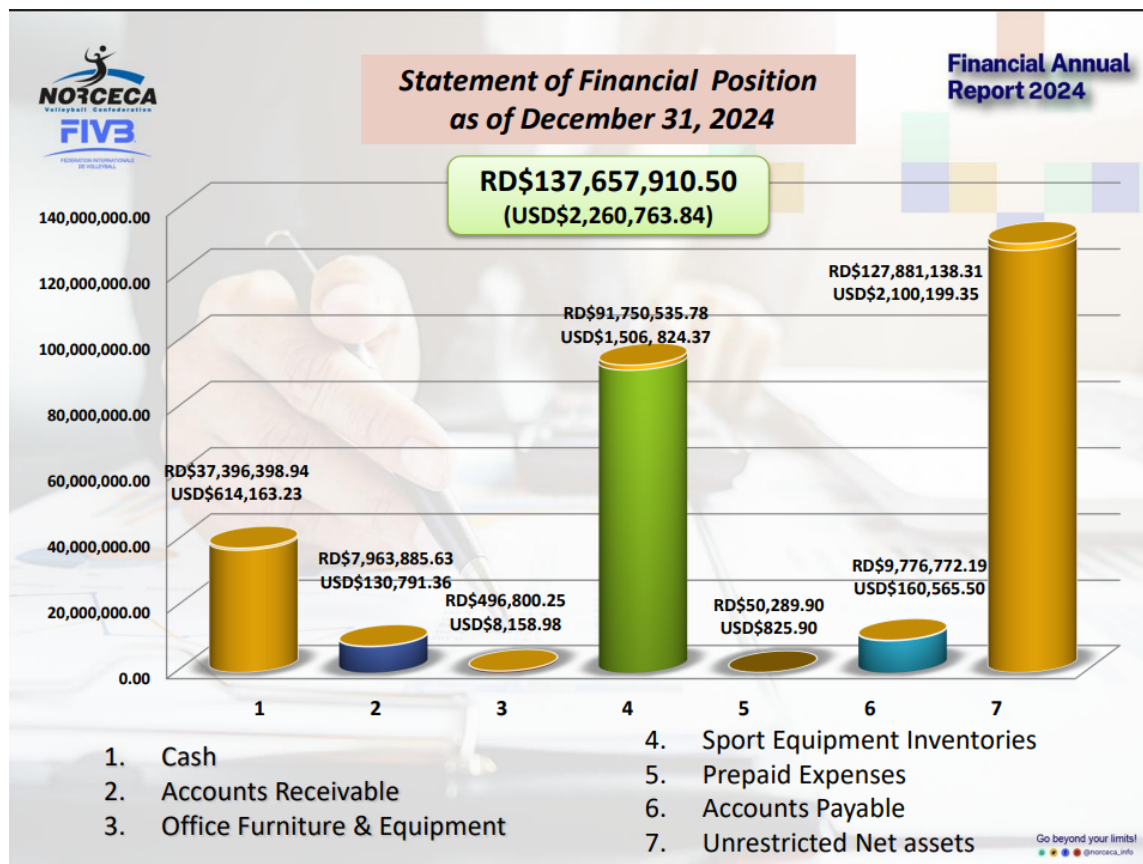
Estamos en el proceso de concluir la auditoria externa para recibir el visto bueno para NORCECA y sus finanzas. Se une al Lic. Marte en agradecimiento al equipo de finanzas por el arduo trabajo que han realizado con las finanzas de NORCECA durante muchos años. */ We are in the process of finalizing the external audit for a clean bill of health for NORCECA and its finances. She would like to join Mr. Marte in thanking the finance team for the hard work they have done on NORCECA's finances over the years.*

7. Estados Financieros NORCECA 2024 / 2024 NORCECA Financial Statements

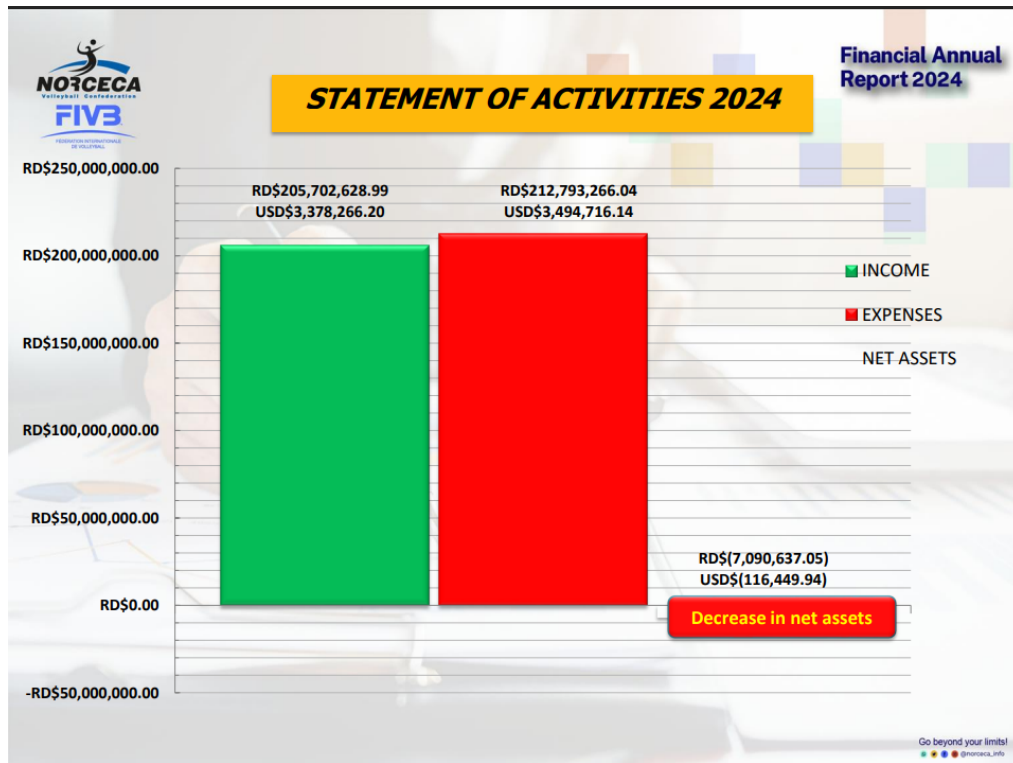
Mrs. Margareth Graham

Mrs. Olga Rivas, Mrs. Miguelina Martinez

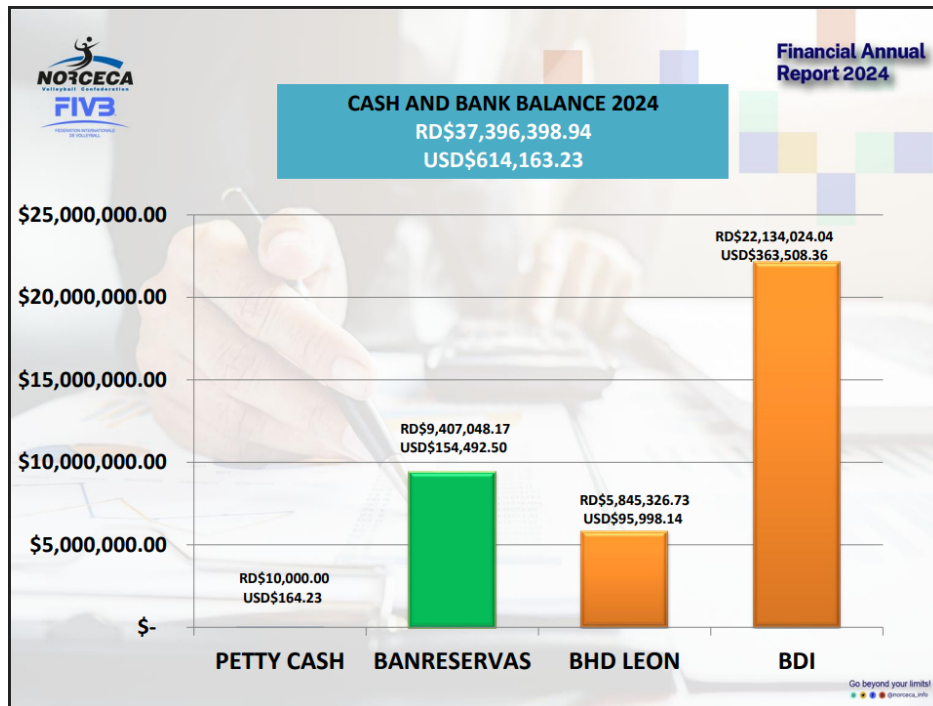
7.1. Estado de Posicion Financiera / Financial Position Statements



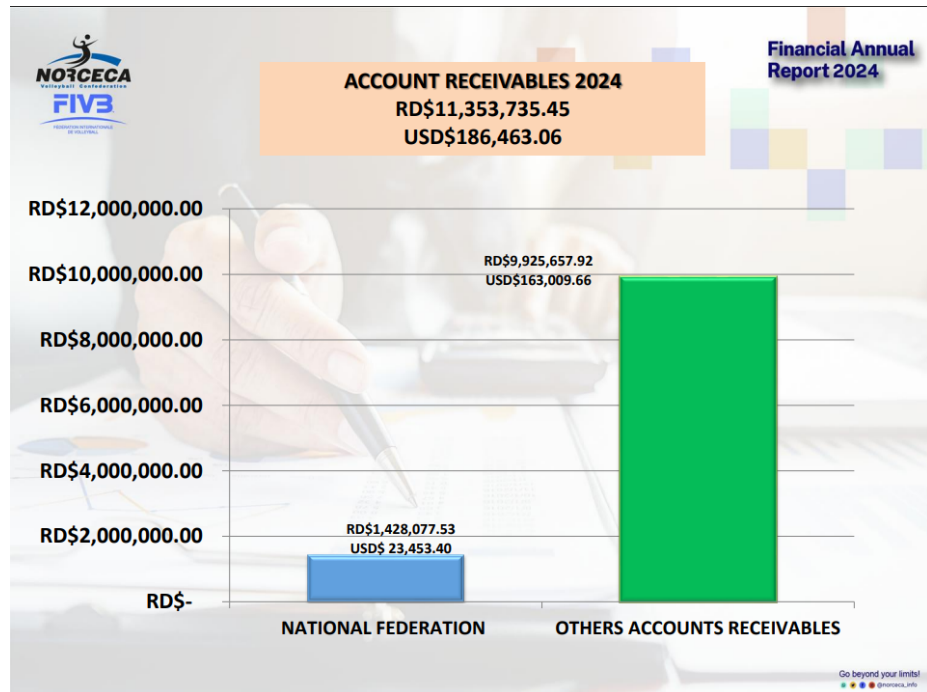
7.2. Estado de Actividades / *Statement of Activities*



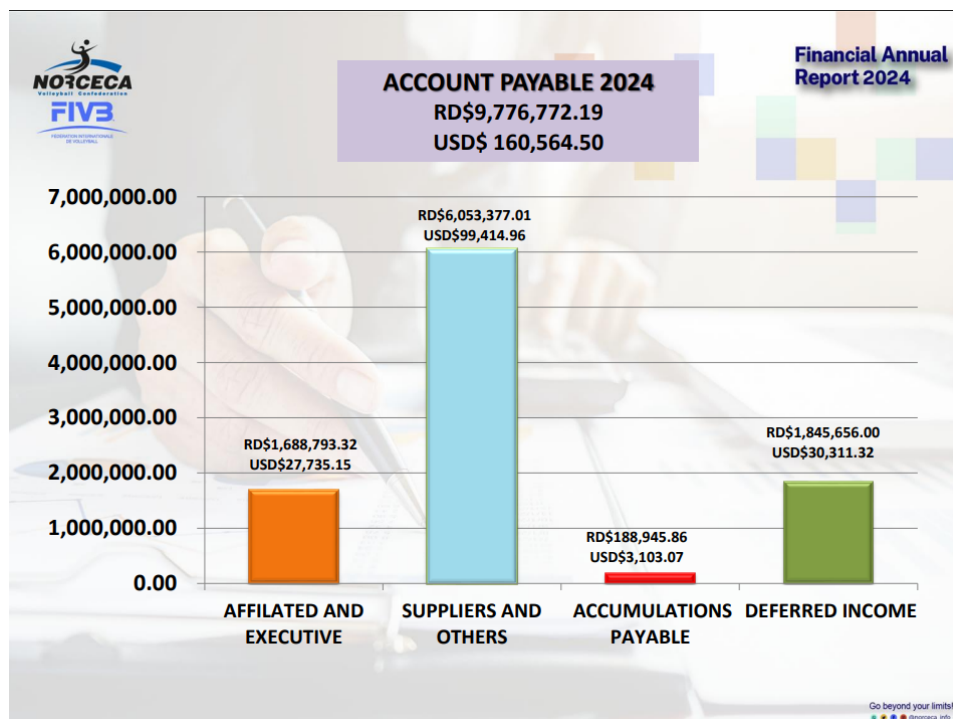
7.3. Efectivo en Caja y Banco / *Cash and Bank Balance*



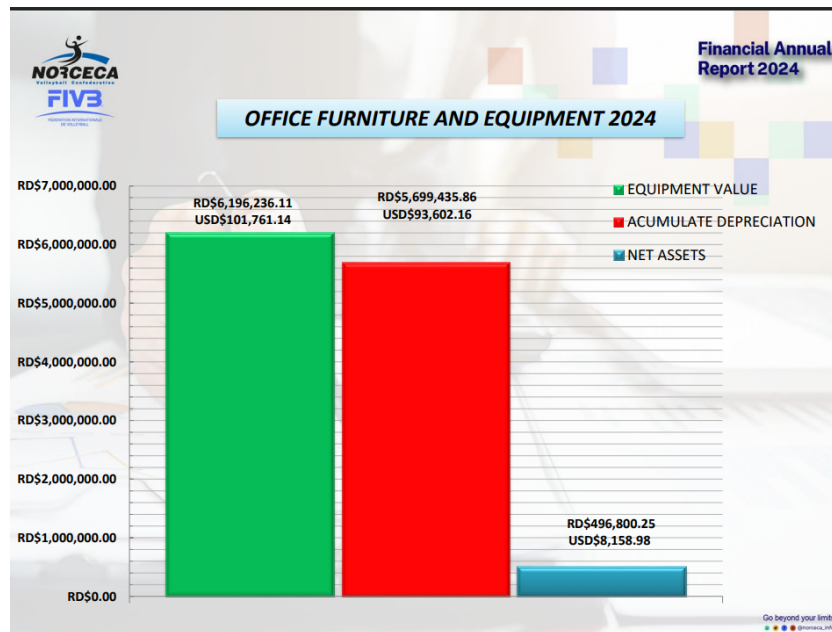
7.4. Cuentas por Cobrar / *Accounts Receivable*



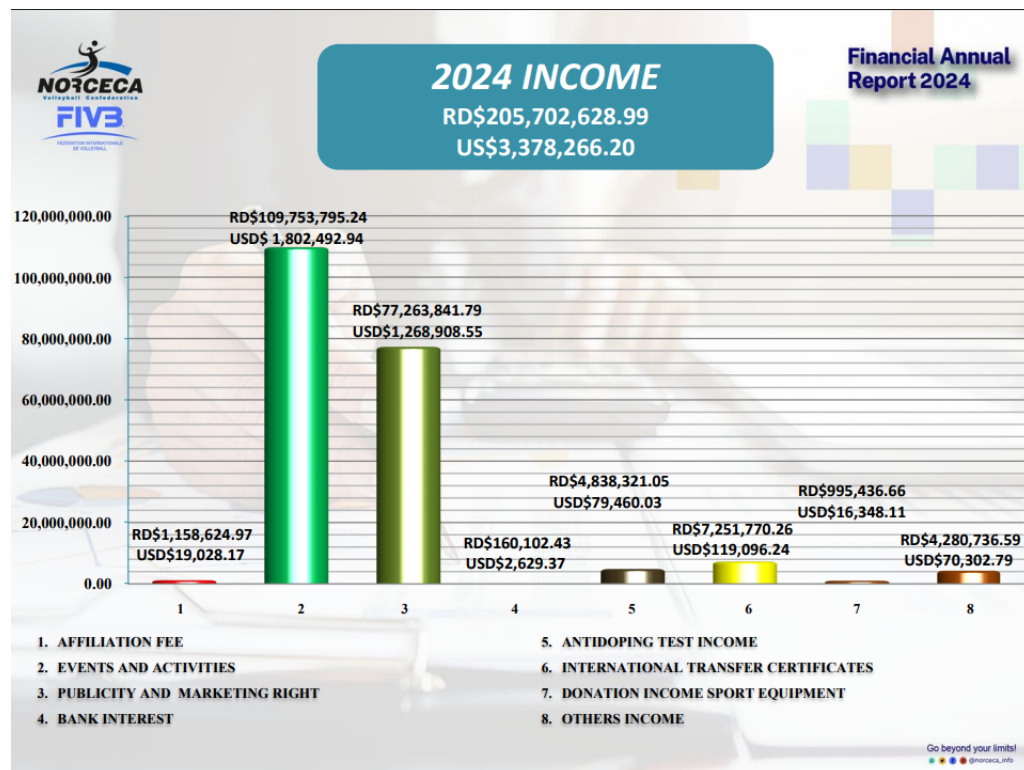
7.5. Cuentas por Pagar / *Accounts Payable*



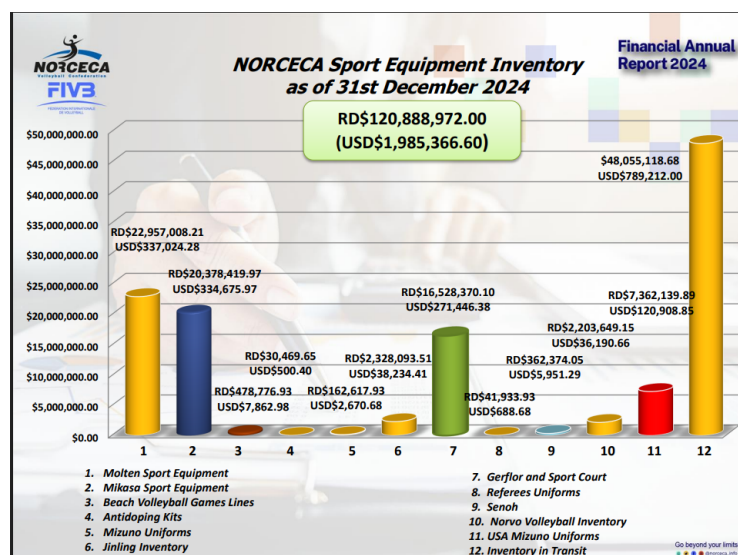
7.6. Mobiliarios y Equipos / *Office Furniture and Equipment*



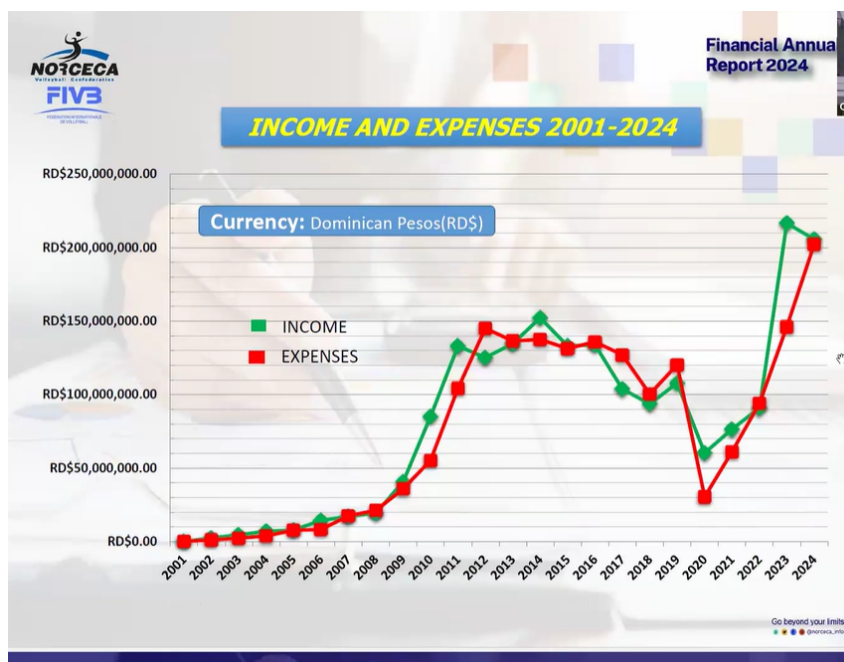
7.7. Ingresos / *Income*



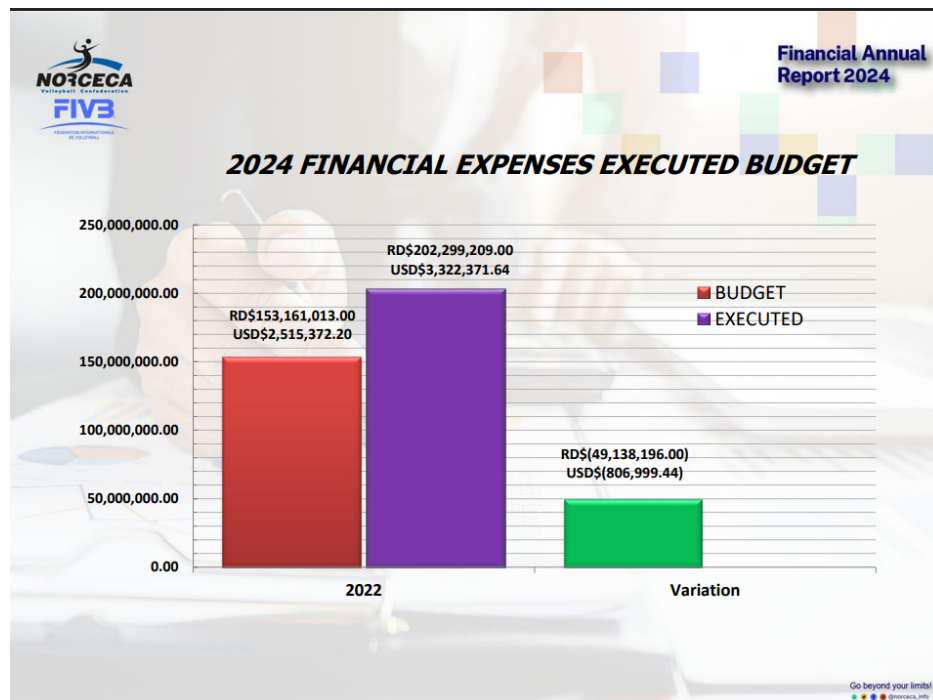
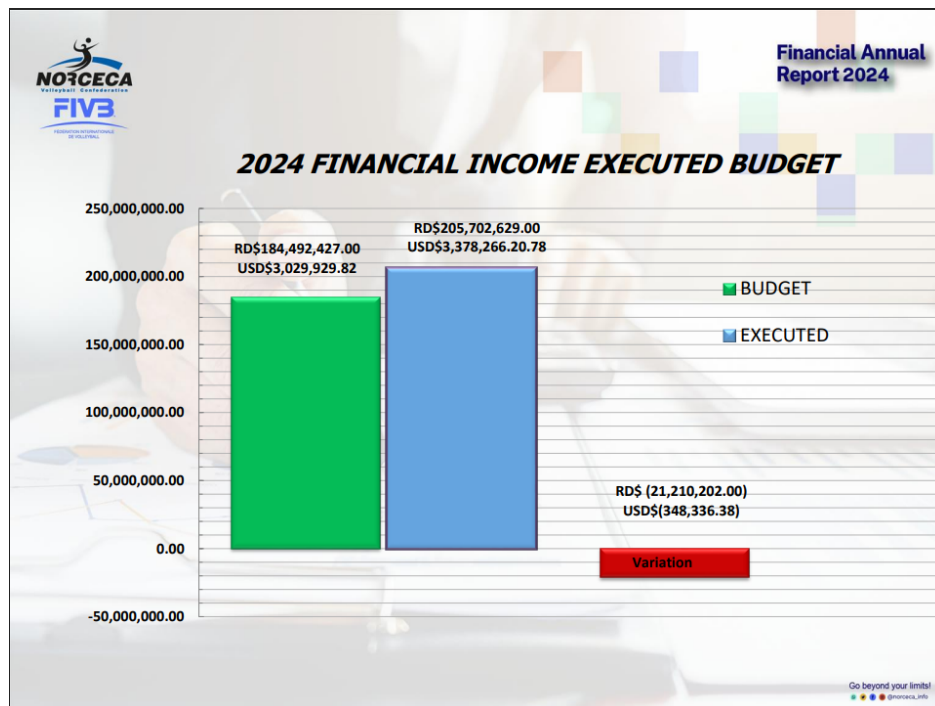
- 7.8. Inventario Utileria Deportiva / *Sport Equipment Inventory*
- 7.8.1. Inventario Utileria Molten / *Molten Equipment Inventory*
- 7.8.2.. Inventario Utileria Mikasa / *Mikasa Equipment Inventory*
- 7.8.3. Inventario Cancha de Voleibol de Playa / *Beach Volleyball Game Lines Inventory*
- 7.8.4. Inventario Kit de Dopaje / *Doping Kits Inventory*
- 7.8.5. Inventario Utileria Jinlin / *Jinlin Equipment Inventory*
- 7.8.6. Inventario Pisos Deportivos Sport Court y Gerflor
Sport Court and Gerflor Inventory
- 7.8.7. Inventario Uniformes MIZUNO / *MIZUNO Uniform Inventory*
- 7.8.8. Inventario Uniformes Arbitros / *Referee Uniform Inventory*
- 7.8.9. Inventario Ropa Deportiva MIZUNO-USA / *MIZUNO-USA Sports Clothes Inventory*



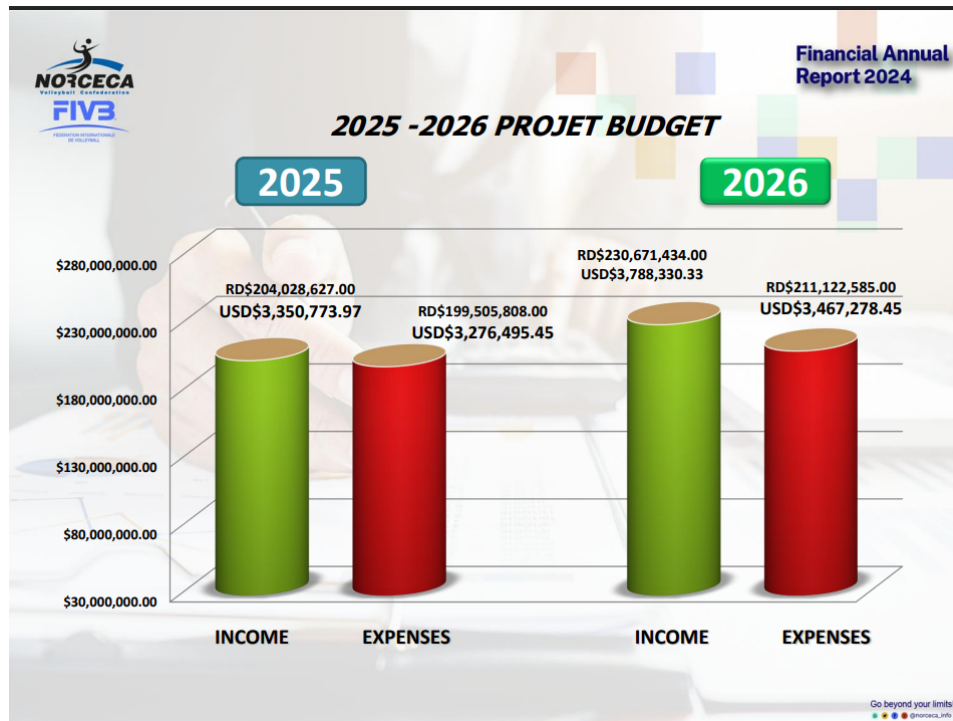
7.9. Grafico de Ingresos y Gastos / *Income and Expenses Charts*



7.10. Presupuesto Ejecutado Ingresos y Gastos / *Income and Expenses Executed Budget*



7.11. Presupuesto de Ingresos y Gastos 2025-2026 / 2025-2026 Income and Expenses Budget



7.12. Activos Fijos por Departamento / Net Assets by Department

NOFCECA
Volleyball Federation of Costa Rica
FIVB
FEDERATION INTERNATIONALE DE VOLLEYBALL

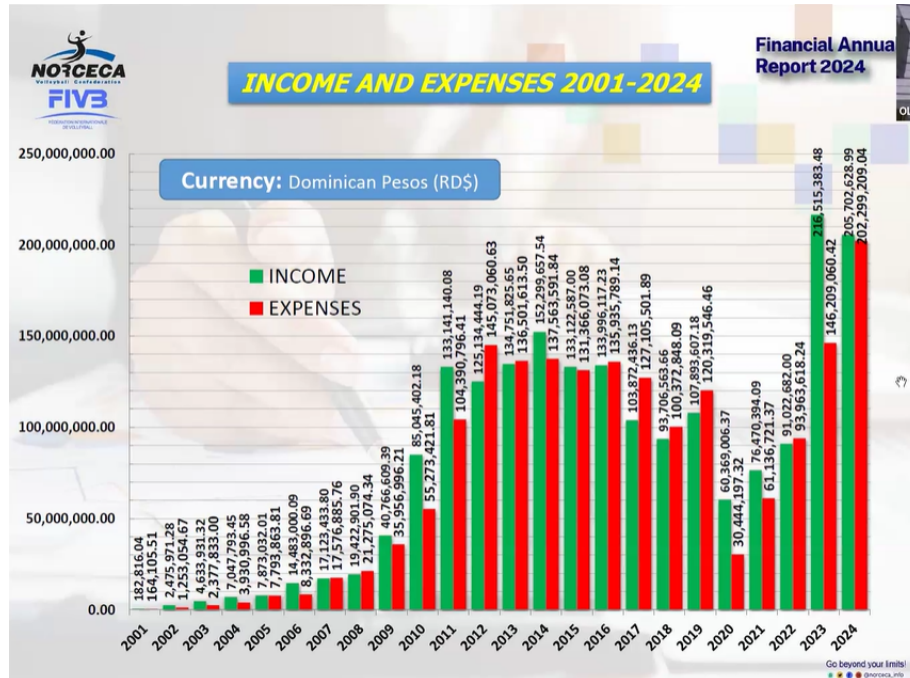
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FIXED ASSET DISCHARGES 2024

CODE	QUANTITY	MODE	LOCATION	YEAR ADQUIRED	UNIT COST RD\$	VALUE IN RD\$	DEPRECIATION ACCUMULATED AT 31-12-2024	NET BOOK VALUE 31-12-2024
038	11	Divider Panels color blue	Administrative Offices/Accounting Department	2004	5,221.31	57,434.41	57,434.41	0.00
228	6	Banner	Warehouse	2005	4,524.00	27,144.00	27,144.00	0.00
229	40	Desktop Plastic Labels	Administrative Office	2005	580.00	23,200.00	23,200.00	0.00
231	1	Daeuo Microwave	Kitchen	2005	4,495.00	4,495.00	4,495.00	0.00
260	1	Sony video Camera	VIS	2008	57,265.57	57,265.57	57,265.57	0.00
263	1	ZK Software Time Control	Kitchen	2009	26,457.50	26,457.50	26,457.50	0.00
282	1	Honeywell Alarm	Accounting Department	2010	23,570.05	23,570.05	23,570.05	0.00
394	1	Printer HP Office Jet 4500	Financial Department	2012	3,137.00	3,137.00	3,137.00	0.00
411	1	Laptop NB HP 1000-1220la 14"	Press Depto.	2013	28,000.00	28,000.00	28,000.00	0.00
416	1	Honeywell Alarm	Warehouse	2013	28,634.78	28,634.78	28,634.78	0.00
435	1	Escan G3110	Financial Department	2014	5,201.00	5,201.00	5,201.00	0.00
437	1	Brother ML300 Typewriter	Financial Department	2014	18,408.00	18,408.00	18,408.00	0.00
442	1	Sony Bravia 40" LED TV with LCD Stand	1 ST Floor Norceca	2014	29,400.00	29,400.00	29,400.00	0.00
475	1	Laptop	President Office	2018	50,250.00	50,250.00	50,250.00	0.00
476	1	Lapto DELL Vostro 14 5471 intel	VIS	2019	38,953.13	38,953.13	38,953.13	0.00
						421,550.44	421,550.44	

Go beyond your limits!

7.13. Informe Financiero Comparativo 2024-2025 / 2024-2025 Comparative Financial Report



8. Deuda de las Federaciones Nacionales al 30 de septiembre, 2025 National Federation Debts as of September 30th, 2025



CONFEDERATION NORCECA OF VOLLEYBALL

ACCOUNTS RECEIVABLE NATIONAL FEDERATION TO

SEPTEMBER 30, 2025

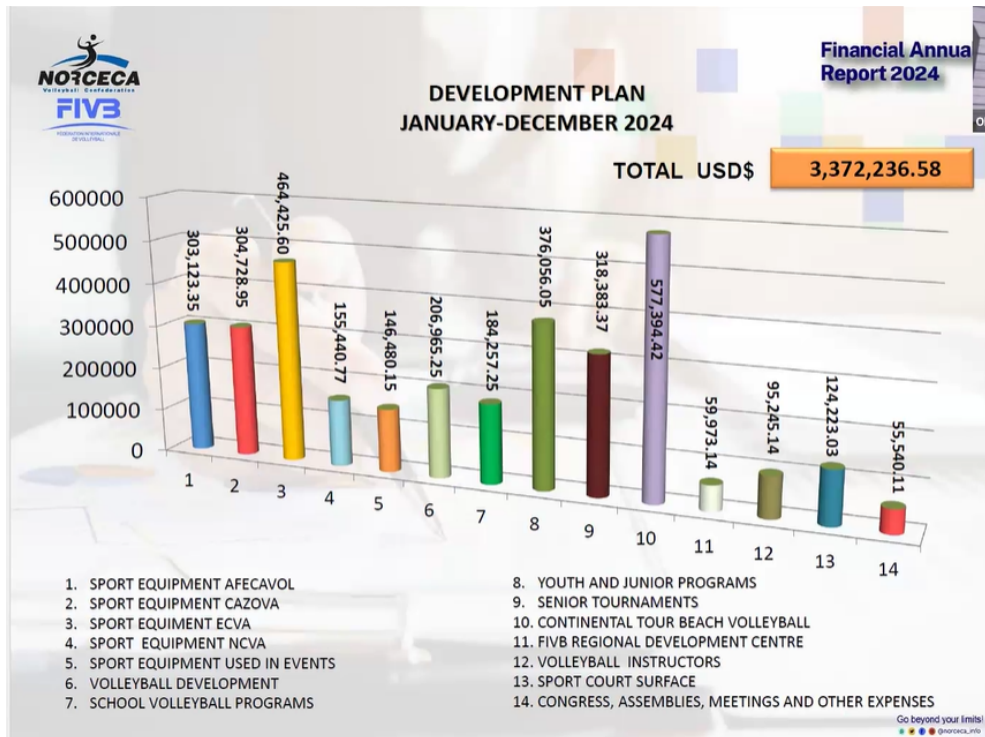
VALUES EXPRESSED IN US\$

Financial Annual Report 2024

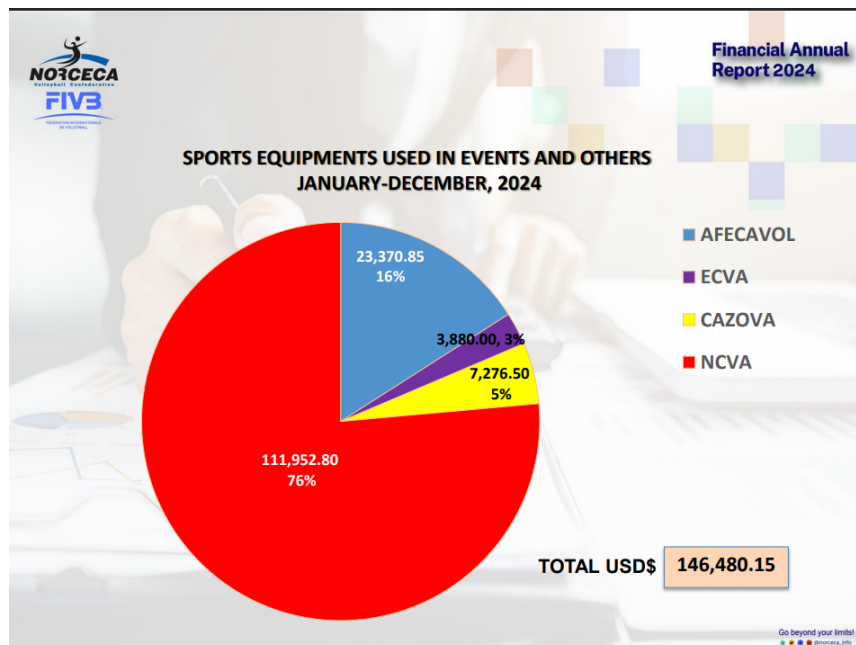
FEDERATIONS	2024					2025				
	2024 AFFILIATION FEES	EVENTS AND OTHERS AT 31-12-2024	PAYMENT OF AFFILIATION FEE RECEIVED IN 2024	PAYMENT OF EVENTS AND OTHERS RECEIVED IN THE 2024	ACCOUNTS RECEIVABLE AT 12/31/2024	2025 AFFILIATION FEE	EVENTS AND OTHERS AT 09/30/2025	AFFILIATION FEE PAYMENT RECEIVED IN 2025	PAYMENT OF EVENTS AND OTHERS RECEIVED IN 2025	TOTAL ACCOUNTS RECEIVED AT 09/30/2025
ARIUBA VOLLEYBALL ASSOCIATION	200.00	0.00	200.00	0.00	0.00	200.00		95.20		104.80
FEDERACION COSTARRICENSE DE VOLEIBOL	400.00	8,976.62	400.00	7,476.62	1,500.00	400.00	11,981.82	400.00	10,100.00	3,381.82
CANADA VOLLEYBALL FEDERATION	2,400.00	2,482.00	2,400.00	0.00	2,482.00	2,400.00	288,000.00	2,400.00	285,985.00	4,497.00
FEDERACION CUBANA DE VOLEIBOL	2,400.00		2,400.00	0.00	0.00	2,400.00	3,000.00		2,000.00	3,400.00
FEDERACION DOMINICANA DE VOLEIBOL	2,400.00	0.00	2,400.00	0.00	0.00	2,400.00	2,000.00			4,400.00
JAMAICA VOLLEYBALL ASSOCIATION	400.00	3,524.59	324.59	0.00	3,600.00	400.00				4,000.00
SURINAME VOLLEYBALL BOND	200.00		200.00	0.00	0.00	200.00	11,794.00	200.00	4,800.00	6,994.00
TOTAL USD\$	8,400.00	14,983.21	8,324.59	7,476.62	7,582.00	8,400.00	316,775.82	3,095.20	302,885.00	26,777.82

Go beyond your limits!

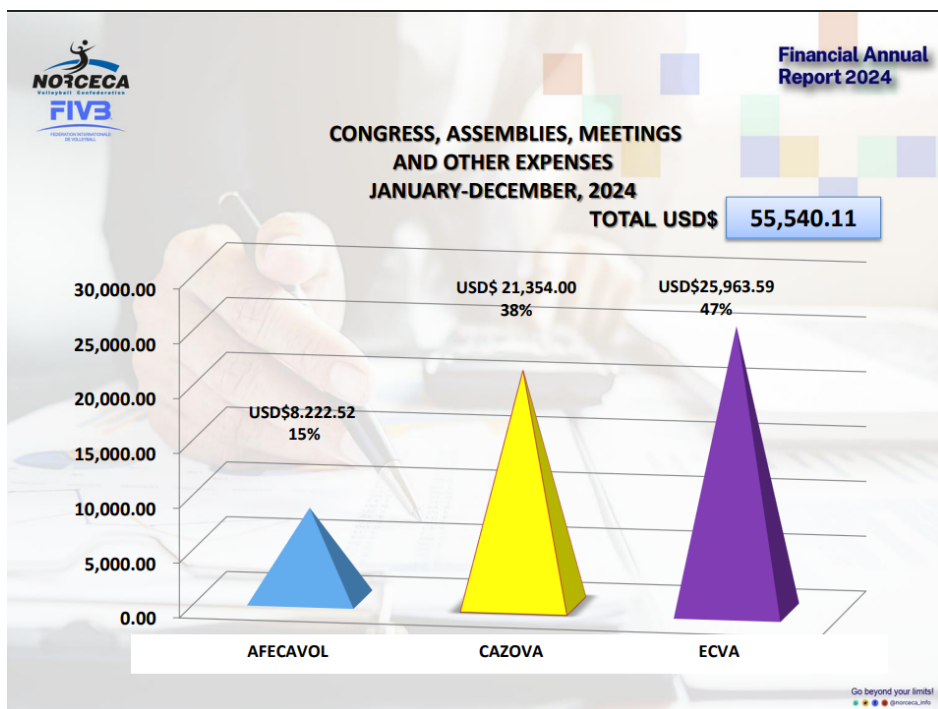
9. Plan de Desarrollo NORCECA / *NORCECA Development Plan*



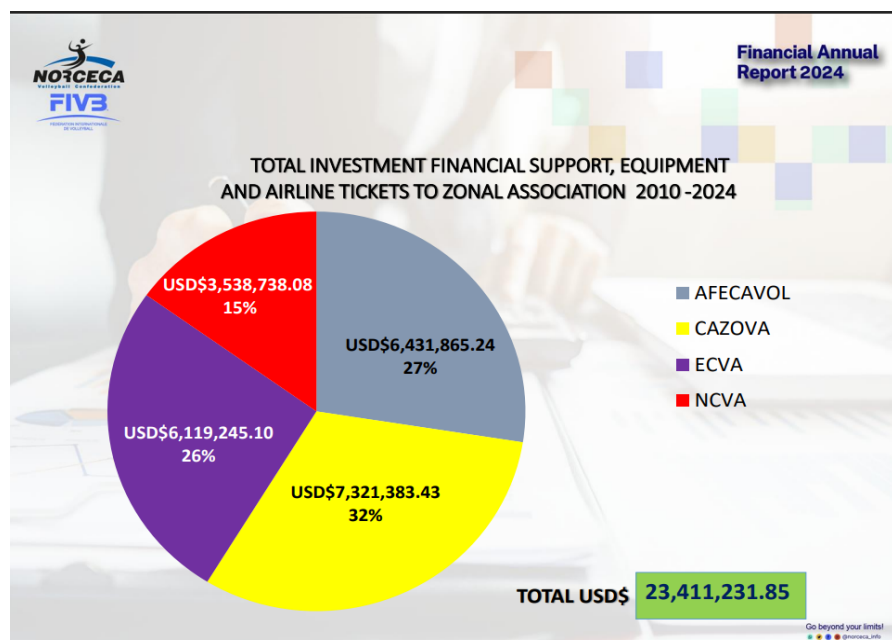
9.1. Asistencia Financiera de NORCECA a Federaciones Nacionales para la Organización y su Participación en Eventos de Voleibol y Voleibol de Playa / *NORCECA Financial Assistance to National Federations for their Organization and Participation in Volleyball and Beach Volleyball Events*



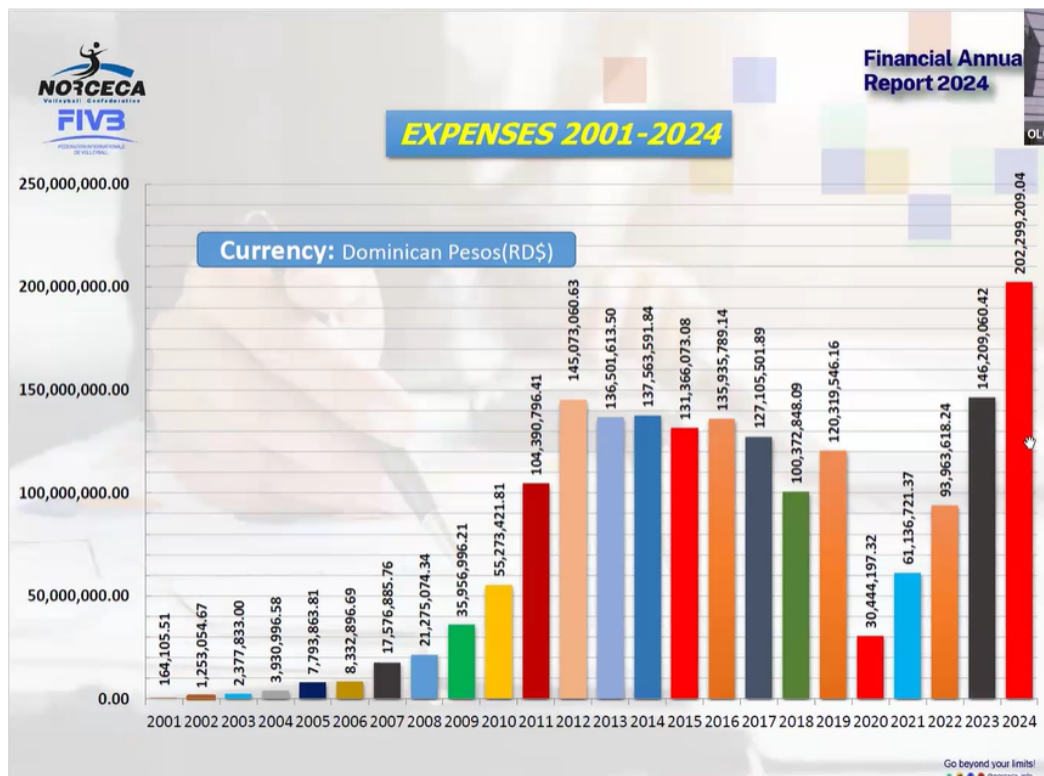
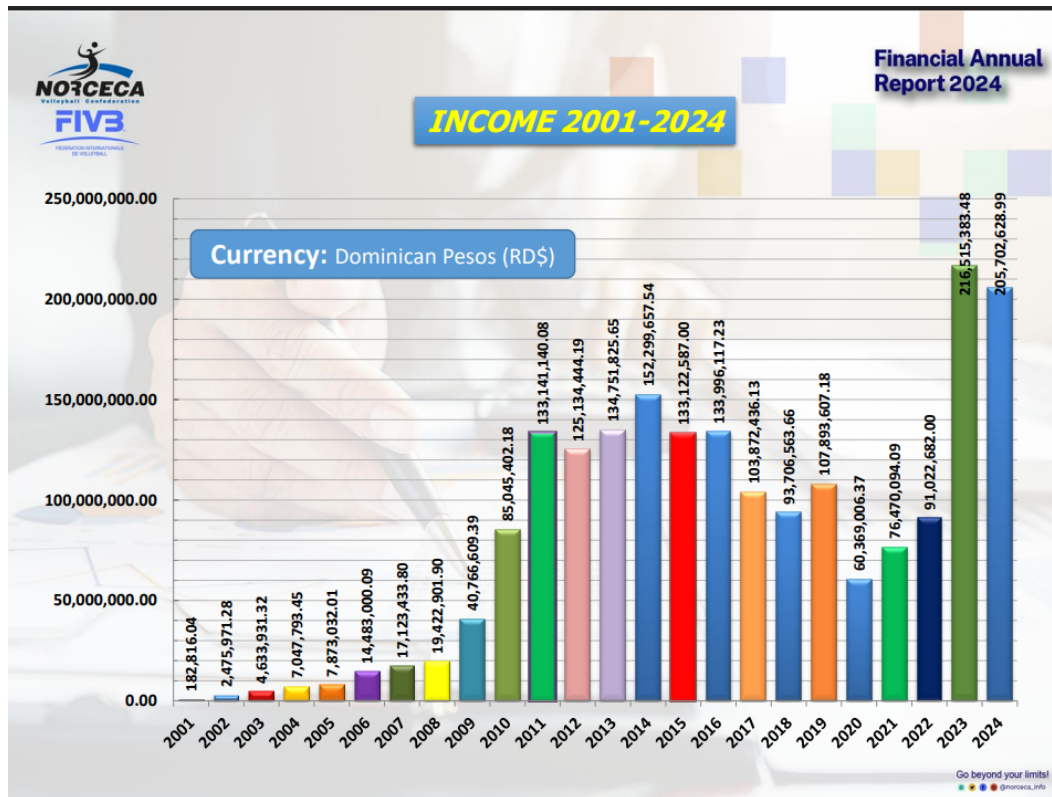
9.2. Asistencia Financiera de NORCECA a Federaciones Nacionales para la Organización y su Participación en Cursos y Seminarios de Capacitación, Congresos y Asambleas a través del Plan de Desarrollo / *NORCECA Financial Assistance to National Federations for Courses and Seminars, Congresses and Assemblies through the Development Plan*



9.3. Inversión en el Plan de Desarrollo 2020-2024 en las Federaciones Nacionales de AFECAVOL, CAZOVA y ECVA / *2020-2024 Development Plan Investment in National Federations of AFECAVOL, CAZOVA and ECVA.*



10. Evolucion Financiera de NORCECA 2022-2024 / 2022-2024 NORCECA Financial Evolution



11. Informe Auditores Internos NORCECA / *NORCECA Intrnal Auditors Report*

Mr. Albert Arreola

Mrs. Luz Adriana Escobar



Lic. Cristóbal Marte Hoffiz
NORCECA President

Mrs. Margareth Graham
NORCECA Finance Commission President

Lic. Olga Rivas Laureano
NORCECA Financial Manager

As a preliminary comment to our opinion, we would like to inform you that although we are familiar with the method and manner in which NORCECA's financial department keeps accounting records, we have compared the 2022, 2023, and 2024 financial statements for some accounts and were able to confirm that the balances and provisions are correct and fully, that's is just to ensure that what we reviewed was correct in its previous periods. It is important to mention that we conducted this analysis with all possible respect for our previous colleagues.

After completing our review of the 2024 internal financial statements, we were able to confirm that they reflect the true financial situation of NORCECA, and for this reason, we have NO ISSUE recommending that NORCECA publish these internal financial statements wherever it sees fit.

In our opinion, the financial statements comply with generally accepted accounting principles.

Mr. President Cristobal Marte Hoffiz, was as internal auditors we fully and grant approved the NORCECA Volleyball Confederation 2024 financial statements.

SINCERELY; NORCECA VBC INTERNAL AUDITORS

JUNE 18; 2025

La Sra. Margareth Graham dice que se acogerá la solicitud de los auditors internos, Lic. Alberto Arreola y la Lic. Luz Adriana Escobar, y para el año próximo la auditoria externa se llevara de manera presencial en las oficinas de Santo Domingo. / ***Mrs. Margareth Graham states that they have taken into account the recommendation of the internal auditors, Mr. Alberto Arreola and Mrs. Luz Adriana Escobar, and that for next year, they will perform the internal audit in person in the Santo Domingo offices.***

12. Otros Asuntos / *Other Matters*

12.1. Transicion Contable 2028 / *2028 Accounting Transition*

El Lic. Marte dice que se presento una propuesta durante la reunion de la Comision Legal para establecer el process de transicion de NORCECA para una nueva administracion a ser elegida en el año 2028. La transición propuesta es la misma utilizada por el Comite Olimpico Internacional cuando eligen un Nuevo presidente.

La propuesta es la siguiente: luego del 31 de diciembre, 2028, la saliente administracion de NORCECA tendra un period de 90 dias laborables para presentar sus informes financieros. El presidente electo deberá venir a Santo Domingo durante esos 90 dias laborables para la transicion y para familiarizarse con los procesos de NORCECA durante esos 90 dias. Pueden elegir dejar las oficinas NORCECA en Santo Domingo o pueden elegir mover las oficinas a otro pais. / ***Mr. Marte states that a proposal was made during the meeting of the Legal Commission to establish the process for the transition of NORCECA to the new administration to be elected in the year 2028. The transition proposed is the same as what is being done in the International Olympic Committee, IOC, when a new president is elected. The proposal is the following: after December 31st, 2028, the outgoing NORCECA administration requires a period of 90 business days to present the financial reports. The elected president must come to Santo Domingo during those 90 business days for the transition and will become familiar with NORCECA and its processes during those 90 days. They can choose to keep NORCECA offices in Santo Domingo or they can choose to move the offices to another country.***

Esta propuesta sera presentada en el siguiente Congreso NORCECA en el 2026 para la aprobacion de la asamblea general. Si es aprobado sera incluido como un artículo en la constitucion NORCECA como el proceso de transicion establecido cuando un nuevo presidente es electo. El articulo dira que las nuevas autoridades electas deberan trasladarse a la sede de NORCECA a recibir todos los documentos y a familiarizarse con los procesos NORCECA. / ***This proposal will be presented at the next NORCECA Congress in 2026 for approval by the general assembly. If approved it will be included as an article in the NORCECA constitution as the established transition process when a new president is elected. The article will state that the new authorities to be elected will come to NORCECA headquarters to receive all documents and familiarize themselves with NORCECA processes.***

12.2. Cierre de las Cuentas 2028 y Presentacion de las Auditorias *Close Out of Accounts in 2028 and Audit Presentation*

La Sra. Margareth Graham dice que sea que el nuevo equipo decida quedarse en Santo Domingo o si ellos deciden mover las oficinas a otro pais, habran cambios administrativos significantes. Asi que es de extrema importancia que empiecen a pensar en la logistica y como se puede hacer la transicion de manera fluida. Las cuentas bancarias actuales de NORCECA serán cerradas y cuentas nuevas seran abiertas bajo la responsabilidad de la nueva administracion. / ***Mrs. Margareth Graham states that whether the new team decides to stay in Santo Domingo or if they decide to move the offices to another country, there will be major administrative changes. So it is extremely important to start thinking of the logistics and how the transition can happen smoothly. Current NORCECA bank accounts will be closed out and new accounts must be opened under the responsibility of the new administration.***

12.3. Cierre de Inventario 2025 / *Close Out Inventory 2025*

El Lic. Alberto Arreola dice que se debe pasar inventario de la utileria que se encuentra fisicamente en los almacenes, debido al hecho que NORCECA tuvo que cambiar de oficinas. El Lic. Marte y la Lic. Olga explican que el personal de NORCECA se movio de oficinas debido a las renovaciones que se estan llevando a cabo en las oficinas NORCECA pero la utileria aun se mantiene en el mismo lugar y no se ha movido. / ***Mr. Alberto Arreola states that we must pass inventory on the sports equipment that is physically present in the warehouse, due to the fact that NORCECA had to change their offices. Mr. Marte and Ms. Olga explain that NORCECA staff were moved to another office due to renovations currently happening at NORCECA offices but the sports equipment is still in the same place and has not been moved.***

De igual forma, las nuevas autoridades electas en el año 2028, junto con el departamento de finanzas y los auditores externos de Ernst & Young, deberán ir al almacén para realizar un inventario de la utilería que se encuentra físicamente allí para confirmar de manera personal que todo está completo y presentar un descargo a la administración que va de salida. / ***Also, the new elected authorities in 2028, along with the finance department and the Ernst & Young external auditors must go to the warehouse to perform inventory in person to the sports equipment that is physically in the warehouse so they may confirm everything is complete and they can discharge the outgoing administration.***

13. Cierra de la Reunion *Closing Remarks*

El Lic. Cristobal Marte y la Sra. Margareth Graham cierran la reunión dando gracias a los presentes por su participación. Fue una reunión muy dinámica. Están muy agradecidos del trabajo realizado por parte de la Comisión de Finanzas y saben que seguirán todos comprometidos con NORCECA y el continuo mejoramiento de la comisión. / ***Mr. Cristobal Marte and Mrs. Margareth Graham close the meeting by thanking all present for their participation in this meeting. This was a very dynamic meeting. They are very grateful for the work that has been done by the Finance Commission and they know they will all continue to be committed to NORCECA and the continued improvement of the commission.***