

**Minutes of the meeting of the directors of Volleyball WA
 Held at 180 Charles Street, West Perth
 on Monday 12 September 2023**

Present: President - Ian Phipps (IP), Ruth Gibbons (RG), Matt Hodge (MH), Darren Beltman (DB), Michelle Hort (MHo) & Robyn Kuhl (RK)

In attendance: Mitchell Collins (MC) – Acting CEO (until 12 September, 2023)

Apologies: Ben Mc Robb (BM)

Summary of Actions

ITEM	ACTION	ACTION BY
2.1	Update the minutes from the July Board meeting and re-circulate to the Board.	RK
3.1	Matt Hort to attend the November Board meeting – WHS Presentation.	MHo
3.4	VWA Policies (Membership and Occupational Health and Safety) to be tabled at the November meeting for approval	RK
4.4	RK to provide a response to the six WAVL Clubs.	RK
4.5	WAVL Criteria eligibility – RK to provide an update to the next meeting.	RK
5.2	VWA to request the assistance by DLGSC for a formal VWA Board evaluation to be undertaken in 2024.	RK

Minutes

AGENDA	AGENDA TOPIC	ACTION
1.0	<p>OPENING AND PRELIMINARIES</p> <p>1.1 Welcome and Apologies The President opened the meeting at 6.00pm and provided an Acknowledgement of Country.</p> <p>1.2 Declaration of Interests The meeting noted the conflicts of interest as previously tabled.</p>	
2.0	<p>MINUTES FOR APPROVAL</p> <p>2.1 Confirmation of Minutes The Board provided amendments to the draft minutes, which are to be updated and then recirculated for VWA Board approval.</p> <p>2.2 Actions of the previous meetings The Board noted the previous actions and accepted they were completed or contained within the current Board Meeting Agenda.</p>	RK to update the minutes and re-circulate to the Board.
3.0	<p>VWA BOARD RISK MANAGEMENT PLAN</p> <p>3.1 Strategic Plan Implementation Strategy - People The VWA Board noted the information contained within the report and commented on the achievements and success of number of key projects contained within the People pillar of the VWA Strategic Plan 2023-2025.</p> <p>RK noted that regarding ongoing staff training opportunities that DLGSC had indicated that the AIM courses they had previously provided for State Sporting Association staff would not be available in 2024. The VWA Board noted that this was a disappointing development.</p>	

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	<p>It was agreed that Matt Hort would be asked to attend the November meeting (as per agreement at the June 2023 VWA Board meeting) regarding a WHS presentation.</p> <p>3.2 Sport Integrity Australia (SIA) Policies RK and RG noted that all Sport Integrity Australia (SIA) Policies (five Policies) are being updated to comply with the relevant State / Territory legislation and would need to be changed accordingly. As a result of this it was noted that the updating of these Policies would be delayed until further guidance was formally provided by SIA, SportWest and Volleyball Australia.</p> <p>From a VWA website perspective this meant that the following Policies currently requiring updating would thus need to be indicated on the website 'as in progress pending SIA';</p> <ul style="list-style-type: none"> • VWA Member Disciplinary Policy • VWA Member Protection Policy <p>3.3 Mental Health Charter Updates (SportWest True Sport) RK provided an update in relation to the forthcoming release of the SportWest True Sport Mental Health project for which she had been a member of the Mental Health Working Group and more recently the new True Sport Advisory Group.</p> <p>From a VWA website perspective this meant that the following Policy / Charter currently requiring updating would thus need to be indicated on the website as 'in progress pending True Sport';</p> <ul style="list-style-type: none"> • VWA Mental Health Charter <p>3.4 Remaining VWA Policies requiring updating in 2023; The meeting noted that the following two Policies were in progress and would be tabled at the November meeting for approval by the VWA Board;</p> <ul style="list-style-type: none"> • VWA Membership Policy • VWA Occupational Health and Safety 	<p>VWA Policies to be tabled at the November meeting for approval</p>
<p>4.0</p>	<p>BUSINESS FOR DECISION / RATIFICATION</p> <p>4.1 Circular Resolution – Danielle Francis VA Life Membership The VWA Board noted their confirmation of the Circular Resolution for VWA to nominate Danielle Francis as a VA Life Member.</p> <p>4.2 VWA Volunteer Recognition Program The Board endorsed the VWA Volunteer Recognition Program as tabled at the meeting.</p> <p>4.3 AVSL Finances The VWA Board noted the information as tabled at the meeting. After discussion it was agreed that the AVSL Men's team would be invoiced a further \$150 per athlete for the remainder of the season. RK noted that in addition they would be required to pay for any additional accommodation</p>	<p>RK to invoice the AVSL Men's team.</p>

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	<p>nights that the team had requested in Bendigo.</p> <p>4.4 WAVL Letter – Six WAVL Clubs The meeting noted the email (letter) received on the 30 August, 2023 from six of the WAVL Clubs (Balcatta VC, Chequers VC, NSVC, Reds VC, Rossmoyne VC and UWA VC) regarding their continuing concerns pertaining to the flexibility of the 2024 WAVL Criteria and the implementation of Promotion and Relegation.</p> <p>The VWA Board held lengthy discussion about the discussion items raised by the six WAVL Clubs and agreed that the following information should be communicated to these Clubs;</p> <p>The Volleyball WA Board appreciates that some of the Clubs which currently compete in the Western Australian Volleyball League are concerned with the changes and amendments to the competition for 2024 and onwards. It was also noted at the meeting that it was positive and refreshing that Clubs fully support the Vision of the WAVL competition.</p> <p>The concept of WAVL Criteria has been consistent within the WAVL competition since 2019. The Volleyball WA Board has seen a positive impact from the implementation of the WAVL Criteria, with a number of Clubs and Associations increasing their capacity, capability and sustainability for the future. It is noted that each Club / Association has its own areas of strength and synergies with certain programs and activities, which enable that Club / Association to be successful and viable.</p> <p>The Volleyball WA Board notes that whilst there is an appetite to consider building in flexibility to enable Clubs / Associations to focus on areas of strength and passion, it has concerns of how to manage the expectations of the Clubs / Associations participating in WAVL. Volleyball WA receives numerous enquiries and complaints from Clubs / Associations with regards to compliance and application of the rules. In some instances, Clubs / Associations have openly expressed that “they do not trust Volleyball WA and other Clubs abilities to be unbiased and consistent in it’s application of WAVL”. The Volleyball WA Board will consider enabling flexibility into the WAVL Criteria at the completion of the WAVL 2024 season, taking into consideration if the WAVL Clubs approach to trusting Volleyball WA to administer WAVL, including the integrity of the league improves.</p> <p>The Volleyball WA Board understands the concept of Promotion and Relegation is new for the WAVL Competition and that changes to competitions can cause concern amongst members who have contributed to the competition over many years. However, the Board notes that given the growth of Volleyball and in particular the growth of the WAVL competition, it is necessary for the competition to consider alternative models to support the quality and efficiency of the competition. There are now 18 Clubs / Associations (in 2024 a possible further four Clubs / Associations) who participate in the WAVL competition and Volleyball WA has a responsibility to provide each Club / Association with an opportunity to aspire to play at the highest level each Club / Association desires. Promotion and Relegation is a competition tool used in a number of sports including the other State</p>	<p>RK to provide a response to the six WAVL Clubs.</p>

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	<p>Volleyball Competitions. The decision to implement Promotion and Relegation into the WAVL competition has been considered with examples and evidence from other sporting competitions, which consist of a similar number of teams and Clubs / Associations or greater than the WAVL Competition.</p> <p>Volleyball WA is committed to reviewing these amendments to the WAVL competition at the completion of the 2024 season. There will be an opportunity for all clubs to provide feedback, noting that Volleyball WA remains focused on providing a competition that continues to grow, develops performance, and provides opportunities for all Clubs and Associations to compete at the highest level possible.</p> <p>4.5 WAVL Eligibility</p> <p>The VWA Board noted the information tabled at the meeting from the VWA Staff team regarding the monitoring of the completion of the 2024 WAVL Criteria by the WAVL Clubs and Associations. It was noted that the majority of the Clubs were on schedule with / had already completed the requirements that were applicable to their Clubs / Associations.</p> <p>It was further noted that there were possible concerns pertaining to three Clubs / Association that may not meet the requirements of the WAVL Criteria for the grades in which they intended / wished to play in, these included;</p> <ul style="list-style-type: none"> • Busselton VA • United VC • UWA VC <p>It was agreed that the VWA Board would request the VWA Staff team to continue to work with all WAVL Clubs and provide a further update at the next meeting.</p> <p>In relation to the below exemptions the VWA Board made the following decisions;</p> <ul style="list-style-type: none"> • The compulsory implementation of Home and Away playing uniforms would be delayed until 2025. • That Busselton VA (if eligible to be promoted from SL to SLR) needed to meet all the requirements of the SL WAVL criteria. It was noted that there were discussions regarding the implementation of a South West Association for the 2025 season. As a result, if Busselton VA remained in SLR for the 2024 season, an exemption would be provided in relation to the commencement of a Junior League competition that would align with the introduction of the South West Association. 	<p>RK to provide an update at the next Meeting.</p>

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	<p>4.6 Christmas Island Senior High School – Request for assistance The VWA Board noted that Christmas Island Senior High School was intending to attend Australian Volleyball Schools Cup (one male team – eight players) which was proving to be an expensive exercise for the School. The VWA Board agreed to cover the costs for the Platinum memberships of the eight players.</p>	
<p>5.0</p>	<p>BUSINESS FOR Discussion 5.1 VA Matters / Meetings RK and IP provided a verbal update regarding the VA Participation Charter and ongoing actions being taken by VA regarding the implementation of the Charter.</p> <p>5.2 DLGSC Advanced Governance Course – DB attendance. The Board noted the information provided to the meeting by DB. After discussion it was agreed that VWA would request the assistance by DLGSC for a formal VW Aboard evaluation to be undertaken in 2024.</p>	<p>VWA would request the assistance by DLGSC.</p>
<p>6.0</p>	<p>BUSINESS FOR NOTING There was no business for noting.</p>	
<p>7.0</p>	<p>FINANCIAL REPORT 7.1 Financial reports as presented. MH distributed the Financial Reports and comments via email circular.</p> <p>Resolution The Board resolved to adopt the financials as circulated.</p> <p>Carried: Unanimously</p>	
<p>8.0</p>	<p>VWA OPERATIONAL REPORT 8.1 CEO Report The Board noted the CEO Report as circulated.</p> <p>The VWA Board ratified the affiliation of the following Bronze Affiliate;</p> <ul style="list-style-type: none"> • Donnybrook Shire <p>The VWA Board also noted the many additional hours that had been provided by the VWA Staff team supporting both the WAVL Finals and AVSL Home Games, and passed their thanks and gratitude onto the VWA Staff team for their efforts.</p> <p>8.2 Strategic Plan Report – Comparative Data The Board noted the report as circulated.</p> <p>8.3 Places to Play Report The Board noted the Places to Play Report as circulated.</p>	

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9.0	<p>SUB COMMITTEE UPDATES (verbal)</p> <p>9.1 Referee Committee (17 July) MC provided a verbal update to the meeting.</p> <p>9.2 Beach Committee (7 August) MH provided a verbal update to the meeting, noting that an additional regulation for the 2023 / 2024 ATA Beach season would include the requirements for players to either undertake a Level #1 Referee Course and / or attend a Referee Forum prior to the beginning of the season.</p>	
10.0	<p>GENERAL BUSINESS</p> <p>10.1 Thank you to Mitchell Collins The VWA Board acknowledged and thanked Mitchell Collins for his nine weeks work whilst RK was on Leave. The VWA Board noted their sincere appreciation of all the work that he had undertaken during this period of time.</p>	
11.00	<p>DATE OF NEXT MEETING 13 November, 2023</p> <p>VWA Volley Awards – 28 October, 2023</p>	