

Western Australian Volleyball Association Inc.

WAVL #1, #2 and #3 Meetings

Held at Volleyball WA / Zoom

180 Charles Street, West Perth WA, 6005



21st, 26th June and 3rd July, 2023 – 6.00pm

MEETING NOTES - COMBINED

Agenda Item		Discussion Points/Attachments	Actions
1	Attendance & Apologies	<p>Clubs / Regional Associations (C/RA)</p> <p>Meeting #1 Balcatta VC – Layne van Smaalen & Alice Huynh Tran Chequers VC – Dylan Wood & Jasmine Serra Fremantle VC – Kevin Gravestock Reds VC – Anthony Meo & Logan Vanderweide (Zoom) Rossmoyne VC – Matthew Waddington & Meredith Willmott Southern Cross VC – Remi Cousin & Cody Versteeg</p> <p>Meeting #2 Apex VC – Eugene Lee & Hugo Tam Busselton VA – Brett Lewington (Zoom) Murdoch Uni VC – Justine Ross & Laura Tan Northern Stars VC – Peter Woodthorpe United VC – Maurice Marcelo & Tani Bernados (Zoom) UWA VC – Ethan Dodd & Nick Bew</p> <p>Meeting #3 Mandurah VA – Charlie Grigio & Jess Grigio Perth Scorpions VC – Shaun Barnett & Mitchell Joslin Reds Junior VC – Logan Vanderweide Southern Cross Masters VC – Toma Stanca</p>	

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		Meeting #3 Apologies Northshore Rockets VC Virsa Club WA VWA Staff Robyn Kuhl (VWA Chief Executive Officer) Jackie Tamburri (Pathways & Events Manager) Kirsten Tyson (Club & People Development Coordinator) Gregory Hunt (Competitions Coordinator) EO (Apologies for Meeting #3)	
2	Introduction & Overview of WAVL History 2018 – Mid 2023	<p>As per documents circulated prior to the meeting.</p> <p>RK welcomed all to the meetings noting that given the numbers of C/RA now competing in WAVL that there would be three meetings held on 21 & 26 June and 3 July, 2023. The primary purpose of the meeting is to discuss the changes to WAVL as per the previously distributed and VWA Board approved WAVL Criteria 2024 to 2033. This includes some changes to the Criteria requirements and the introduction of Promotion and Relegation (P & R) for State League (SL), State League Reserves (SLR), Division One (D1) and Division One Reserves (D1R).</p> <p>RK noted the approved changes were not for discussion as the direction(s) for the future of WAVL had commenced in 2018. The first agenda item would reflect on the 'history of WAVL' and should be understood by all in attendance at the meeting particularly in light of the annual changes to C/RA Presidents and Committees.</p>	

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		<ul style="list-style-type: none"> • 2018: 8 Clubs participating in WAVL. 2023: 18 C/RA participating in WAVL. • 2018: 61 teams in WAVL. 2023: 150 teams in WAVL. • Anthony Meo (Reds VC) the only Club President for a WAVL Club still a WAVL Club President. • VWA Staff: Robyn Kuhl and Jackie Tamburri still working for Volleyball WA (VWA). • Significant reviews undertaken by external facilitators in 2018 (Emma Taylor) and 2019 (Ruth Gibbons). • 2021 – 2023: WAVL Criteria remains unchanged (as per request of WAVL C/RA). • Request that all WAVL C/RA review this document – please send any further questions through to JT and GH. • 2022: only two responses to the annual end of season survey – thank you to Murdoch VC and Southern Cross VC. • WAVL Criteria 2024 and Promotion & Relegation 2024: only three Club responses – thank you to Reds VC, Reds Junior VC and Rossmoyne VC. 	
3	Purpose of this Meeting	<ul style="list-style-type: none"> • The big picture for indoor volleyball 2024 - 2033 • Acknowledgement that C/RA will not agree with or like everything in these documents. • Critical Mass – what does this look like? <p>Big picture example (noting there are many others to be reviewed and discussed: Volleyball vs Netball – 149 WAVL, 137 WAVJL this all sits within</p>	

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	<p>one association for netball. Within a 10+ year vision this is where we want to review, investigate, and adopt a “volleyball model” in the future – currently included as a 2026 initiative.</p> <p>Meeting #1 C/RA Feedback</p> <p>Rossmoyne VC – Netball State League are separate entities. Has the structure and court availability to support the number of teams and growth. Netball WA only have to manage State League teams but not the teams and programs below. No accreditations for the referees in lower divisions.</p> <p>Southern Cross VC – Growth is coming, and venue issue is not going away short term. Comes through the role of Places to Play.</p> <p>Balcatta VC – Home round venues are available but not within venue guidelines. Issues of booking a venue for “in season.” Easier to book for an entire year but find a way to use it during summer. The culture of senior teams and giving back to the clubs needs to be developed.</p> <p>RK – There is a significant opportunity for growth. Venues for the sport are a huge challenge, the purpose of the 2024+ initiatives is to collectively address the growth.</p> <p>Balcatta VC / Rossmoyne VC – Takes load off VWA to gain money from the clubs.</p>	
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		<p>Meeting #2 C/RA Feedback Northern Stars VC– Seeking context around geographical location of Fremantle Netball comparison.</p> <p>Meeting #3 C/RA Feedback No comments made.</p> <p>Initial questions regarding the way forward for the 2024 Zoning initiative and what that would look like. VWA are exploring the formation of the VWA Places to Play Working Group which needs to include volleyball representatives but also LGA and State Government representatives. Initial thoughts are as per the WAVL Criteria documentation (schools and suburbs). However, there is significant work and investigation into what other team sports do for example Netball and current arrangements that C/RA have in situ.</p>	
4	Values and Behaviours	<ul style="list-style-type: none"> • What do we expect of each other? • What is the difference between healthy rivals and poaching? • Why is the VWA Office expected to deal with complaints (formal and informal) regarding some of these types of matters? <p>Meeting #1 C/RA Feedback Rossmoyne VC – The criteria is what causes these issues, Clubs have the need to meet the criteria and all clubs have the same criteria meaning the same resources are then used. Chequers VC – Only a certain number of resources (players/venues) and everyone fights over them to meet the criteria.</p>	

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		<p>Southern Cross VC – Sport has grown too organically and there are now clubs on top of each other. Belief that zoning will fix this issue and external groups are aware of who to approach.</p> <p>Balcatta VC – Current structure drives behaviour of clubs. Perceived decimation of individual club if they lose their SL/SLR teams due to relegation, and the extra criteria is sometimes too much on the individuals doing the work in the clubs.</p> <p>Meeting #2 C/RA Feedback</p> <p>Northern Stars VC – Overarching guidelines of people being a member of a “club.” (No transfer system), Not “professional” so players are not on contract, and it is free for players to move. Potential to add administrative process to hold them accountable, however no examples are the same, and each player has their own reasons.</p> <p>Apex VC - Players trial everywhere and then go where they are offered highest position (Grading Day Process doesn’t help), More collaboration between clubs, hopeful that associations will band together and provide more opportunity for this to occur.</p> <p>Murdoch Uni VC – Comments based on unknown from other clubs, degrading other clubs in order to hold their own players. Clubs do too much and spread too far too quickly and are not running quality programs.</p>	<p>C/RA: Provide viewpoints of transfers to VWA.</p>
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	<p>United VC – Education to players regarding what it takes to run clubs. Leaders of clubs to hold this to other players.</p> <p>Meeting #3 C/RA Feedback</p> <p>Perth Scorpions VC – Many players are going to different trials at the start of the year. If people don't want to be in the club, making them stay is not in their best interest. Players will keep “club shopping” until culture in the club is right. Club leaders to be held accountable.</p> <p>Southern Cross Masters VC / Mandurah VA – Players want to play in the highest division. It is difficult to keep a core group when they don't know which grade, they will be in.</p> <p>Southern Cross Masters VC – Difficult to keep culture when players leave.</p> <p>Reds Junior VC – Discussions between clubs important with club shopping.</p> <p>RK – Conversations are key between clubs to avoid conflict. Expectations go between both VWA and the clubs. Difference between athletes finding what's best for them vs club leaders “bashing” other clubs. In 2023, there were a large number of instances, behaviours and complaints than in previous years. Clubs/Associations and VWA must all take responsibility for this behaviour and the development of their C/RA culture.</p>	
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4	<p>WAVL Criteria 2024 – 2033 (Approved by the VWA Board 17 April, 2023. Team numbers updated May 2023)</p>	<p>Discussion and Questions regarding the WAVL Criteria 2024+</p> <ul style="list-style-type: none"> • 10 year plan • 2024 initiatives (including zones) • 2026+ initiatives (including formation of Associations/Hubs) • What help do you need? <p>Meeting #1 C/RA Feedback Rossmoyne VC – Clarification around club vs school-based teams. Allows pathways for non-school athletes to still play through the club. Concerns that this is a cookie-cutter approach and does not allow for Clubs and Associations to have different programs.</p> <p>Meeting #2 C/RA Feedback Northern Stars VC – Associations, Board felt we weren't ready for it yet. Currently sit all within one association. Hubs in WAVJL to sit North or South given where athletes are.</p> <p>Busselton VA – Exceptions for regional clubs/associations for number of teams being inconsistent within regions. – Listed in criteria</p> <p>Murdoch Uni VC – Questions regarding progressing through the divisions. Clarification of D1 Reserves this year being Division 2 currently.</p> <p>RK noted the following point regarding promotion and relegation covered by Stage 1 of promotion and relegation. It will be a two-year</p>	<p>Correction to the WAVL Criteria – WAVL Teams should read Divisions & SLR require eight teams.</p> <p>Clarification sought from the VWA Board for WAVJL – Club teams and School teams (pathways), definition surrounding what is a “club” and what is a “school” team.</p> <p>Exemption form updated for 2024.</p>
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	<p>process to get to SLR if they are currently in Division 2.</p> <p>Initiatives 2026+ Associations Actual goal in year 10 – Go up 20-25 teams each year. Sitting two associations (metro) and regional associations. Concerns around facilities. Building this number of teams each season and decreasing volunteer perspective but unable to match without facility plan. VWA Strategic Plan (Places to Play) is looking at getting more venues. Allowing more time for Robyn to talk to venues and local government. Getting clubs to have a paid administrator role. More revenue through to reduce volunteer workload.</p> <p>Question: Does it matter if they don't have WAVJL teams but then have extra teams in WAVL? Could there be a specialisation of clubs of development and resources individual clubs have?</p> <p>RK: Noted there could be but this would involve an environment of truth between both Clubs with each other and the Clubs with VWA.</p> <p>RK: Acknowledged that at this stage in her opinion this environment does not exist across all parties.</p> <p>Meeting #3 C/RA Perth Scorpions VC – Happy with criteria, 6-7 years before they will be thinking about SL/SLR. Asked for clarification on one team clubs only being in D2 and below. Asked clarification on reasoning of renaming D1/</p>	
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		<p>D1R</p> <p>JT – A clear distinction between SL, SLR, D1, D1R, and D2 & below categories, ensuring an organised grouping with P&R.</p> <p>Reds Junior VC - Asked for clarification around uniforms.</p> <p>Southern Masters VC – Does VWA want divisions with home and away strips eventually?</p> <p>RK – Uniforms are about professionalism in the top grades and the number of conflicting colours. Cost is understood for lower grades which is why it is not mandatory for them.</p>	
5	<p>Promotion & Relegation Stage #1 2024 & 2025 (Approved by VWA Board April, 2023)</p>	<p>Meeting #1 C/RA Feedback</p> <p>RK - Lesson learnt – break between end of grading and start of season.</p> <p>Rossmoyne VC - What is best for the league/s. Assessed case by case each season. SLR clubs (Southern Cross VC and Fremantle VC) assessed based on their team at trials but allow these clubs a pathway back into SL.</p> <p>The matter of a player transfer system was discussed:</p> <ul style="list-style-type: none"> • Players do not stay if a player is relegated out of a club • Transfer fees will achieve nothing unless the fee is of a high enough level. SL players lead the club in other areas. 	

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	<ul style="list-style-type: none"> Concern that SLR – D1 junior players will leave clubs, players that have been developed. Free movement between clubs negates players' needs. <p>Clarification requested from VWA Board about who is being promoted/relegated the winner of regular season or winner of grand final.</p> <p>Meeting #2 C/RA Feedback UWA VC – Not discussed from a club perspective. Asked purpose behind it? More teams then mean less quality, can't ensure quality is there but does P & R have the potential to keep it? Rewards Mediocrity by staying in the middle ground. Could lose Busselton VA if quality isn't kept. SLM has been the healthiest/competitive it has been in a long time. A bigger picture and having value for players for both teams. Possibly disadvantageous should one team leave, and another enter.</p> <p>Murdoch Uni VC - Players leaving based on results of previous season, no transfer process, loss of players. Clarification around free spots after "one team clubs" and losing their Div 1 or D1 Reserves spot. All games have referees provided. Using club members to do duty teams. "Personal conflicts" between girl's teams as a turn off. Low socio-economic status and cultural backgrounds been unable to continue to play.</p> <p>Meeting 1,2 & 3 (P&R) Viewpoints</p>	<p>Clarification to be sought from VWA Board regarding what results would apply for Promotion & Relegation.</p>
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		<p>It was noted that there were some different viewpoints from the Clubs/Associations about the introduction of P & R. It was agreed that some of these items should/could be discussed as part of the 2024 review process.</p> <ul style="list-style-type: none"> • Four C/RA: Mandurah VC, Southern Cross VC, Southern Cross Masters VC and Fremantle VC – Support P & R • Seven C/RA: Apex VC, Balcatta VC, Busselton VA, Murdoch Uni VC, Perth Scorpions VC, Reds Junior VC and United VC – Did not state whether they supported P & R or not, simply asked clarification questions. • Rossmoyne VC – P & R should be for divisions only. • Chequers VC – P & R should involve the bottom team from a grade playing the top team from the lower grade. • Reds VC – there should be no P & R as it should be based on WAVL license system controlled by VWA. • Northern Stars VC – Against P & R, believe it puts a ceiling on players and then clubs will lose the players to another club. • UWA VC – did not have a committee opinion to provide to the meeting. • Two C/RA: Apex VC & Busselton VA – they were not in agreement with multiple teams in a division as it diluted the overall quality of the competition. 	
6	Discussions	<p>Topics for ongoing discussion</p> <ul style="list-style-type: none"> • Zones (includes facilities) – as per 2024 WAVL Criteria Initiatives • Pathways -Building Capacity, Coaches & Managers etc. 	

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		<ul style="list-style-type: none"> – Kids/Junior Volley – WAVJL – WAVL – State teams • Masters – how do they fit? Could we start a Masters Division? • What is needed to attract more Women's teams into WAVL? • Formation of Associations & Hubs – as per 2026+ WAVL Criteria Initiatives. • Referee/ Coach Development <p>VWA Action Items</p> <ul style="list-style-type: none"> • TOR's to be developed for the below 2024 Working Groups – two to three representatives from each Club/Association: <ul style="list-style-type: none"> ○ Zones – no disagreement to this concept provided at any of the meetings. ○ Pathways – Juniors to State Teams – athletes, coaches & referees ○ Masters ○ What is needed to attract more women's teams to WAVL? ○ Referee and Coach Development – on-line courses / forums • 2023 WAVL Criteria compliance and 2024 WAVL Criteria requirements to be updated for each Club/Association • Player Transfer system for 2024 to be considered / discussed (again), noting that there had been no previous agreement for the re-introduction of this system. Discussion to occur as to when do athletes / players become a member of a Club. • Referee Committee – Uniforms for Divisions (particularly around wearing bike shorts), Rent a Referee concept, on-line forums. 	<p>RK</p> <p>KT & JL (CESC – venues) WAVL Technical Committee (JT & GH)</p> <p>JM (Education Coordinator)</p>
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		<ul style="list-style-type: none">Metro on-line catch-ups (as per the Regional Catch-ups to be commenced regarding a specific subject matter. <i>Post meeting note: Kids & Junior Volley – 15 August, 2023</i>	KT
7	AOB	Handbook Review Handbook Review will take place after the end of the 2023 season. Information regarding timelines and other 2024 WAVL Season documentation/requirements/surveys will be circulated in late October, 2023.	