

**REFEREE COMMITTEE MINUTES**  
 Monday 26<sup>th</sup> February 2024 - 6.00pm (To be approved)

Agenda Item		Agenda Topic	Action Required
6:04pm	1.0	<b>OPENING AND PRELIMINARIES</b>	
	1.1	<b>Present:</b> Dani Francis (DF), Jose Martinez (JM), Will Dundas (WD), Renae Harvey (RH), Robyn Kuhl (RK), Karen Wickham (KW), Karyn Murray (KM), and Alex Neindorf (AN). <b>Online:</b> Oliver Guazzelli (OG), Sam Stewart (SS), Shaun Barnett (SB). <b>Apologies:</b> None.	
	1.2	No additional items	
	2.0	<b>MEETING NOTES FOR APPROVAL</b>	
	2.1	Previous notes were approved by WD and seconded by OG as a true reflection of the meeting.	
	2.2	No Actions from the previous meeting.  At this point RK thanked KW and WD for their work in developing VWA's Referee Selection Policy.	
	3.0	<b>VWA &amp; VA UPDATES</b>	
	3.1	No updates were discussed as they were discussed two weeks prior in the catchup with Nam Pham.  RK welcomes KM and AN to this meeting, representatives from the VWA Competitions department.	
6:05pm	4.0	<b>FOLLOW UP ACTIONS FROM LAST MEETING</b>	
	4.1	AN said that pre-event Venue Coordinator meetings are needed not only for WAVL but for every competition moving forwards. The aim is to host these online with the people selected so they can understand better their roles and know what to do in case of emergency.	<b>AN to set up meetings whenever relevant</b>

	<p>4.2</p> <p>4.3</p> <p>4.4</p> <p>4.5</p>	<p>The rest of the discussion that was held at this point will be annotated in 5.2.</p> <p>OG mentioned that the handbook was ready, and corrections had been made. The one thing that will be amended is some technical terminologies that stemmed out of this meeting but no changes to the rules.</p> <p>JM brought up the previous intention to be more active in social media. He said that some technical documents were shared but were not too popular, with no one else posting anything.        WD said that it would be good to do a good news story for our referees that have been doing the national and international events, which was agreed it was a good idea.        JM said that this would be good idea to share to our wider community, not only in the Coaches and Referees Group. WD said that the Referee Sessions will be shared there, and they should be attracting some users.</p> <p>It was said that just as for the venue coordinators, a meeting will be set up by JM to cover expectations for the Club referee mentors. This will include how to provide feedback and specific technicalities.        SB mentioned the importance of having a Mentoring framework, which was discussed more in-depth in 5.7.</p> <p>The importance of getting these sessions correctly was noted. The sessions will be done online and potentially alternating days depending on the week and availability of presenters. OG, RH, and WD will be delivering these sessions.</p>	<p><b>OG to update handbook</b></p> <p><b>JM to prepare good news story</b></p> <p><b>JM to share list and set up meeting</b></p> <p><b>VWARC to prepare content</b></p> <p><b>VWARC to Finalize session details and date/time</b></p>
<p>5.0</p> <p>5.1</p>	<p><b>BUSINESS FOR DISCUSSION</b></p>	<p>AN said that he wanted to better understand the reasoning and background for the introduction of the Level 1 Referee accreditation as a requirement for the ATA Beach Tour. RK said that the main intention was to increase the quality and responsibility of referees doing duty, as every pair must referee at least one match every tournament. Subsequently, it was noted that in the Australian Beach Volleyball Tour there is a clause</p>	

	<p>that says if State Tours do not have accredited referees for certain sections of their tournaments, it is a possibility that the points obtained will not count towards the national rankings. JM added that it was more cost-efficient to have people do their own accreditations than to have appointed referees for every match that would require it as per the ABVT Handbook.</p> <p>KM noted that we must ensure that the right channels are used to handle complaints and that they are directed towards the right people. Players are communicating with AN directly through social media when he is not in charge of the beach competitions anymore. These complaints need to be directed to both KM and to Millie Monaghan, who oversees beach events now, through official VWA channels, including email.</p> <p>RK noted that many people have been fined for not adhering to this new requirement, but that VWA has been lenient in the collection of them. People not paying fines could have them put on the unfinancial list. This would mean that they cannot play any state or national event, affecting people traveling to the Australian Beach Volleyball Tour.</p> <p>RK also noted that the requirements will stay the same for the 2024/25 tour and then it will be considered changing them for the season afterwards.</p> <p>KM said that there will be an event survey sent to the athletes which competed in our beach rounds.</p> <p>JM said that by having a referee accreditation, people are covered by insurance while they are doing their refereeing duties which is another reason accreditations were pushed.</p> <p>5.2 There was a long discussion regarding the separation of the Chief Referee,        5.3 Tournament Director, and the Venue Coordinator positions. This discussion included the specifics and duties of each role and the processes around them.</p>	<p><b>KM to send event survey</b></p>
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	<p>The Chief Referee will be a rostered floater separated from the Venue Coordinator. They will oversee everything relating to refereeing which includes supervising the quality of in-game refereeing, assisting with refereeing situations, and providing mentoring and assessment to upcoming referees.</p> <p>The Tournament Director and Venue Coordinator positions were also differentiated. The official 'Tournament Director' is someone that oversees the whole competition and is above all the other Venue Coordinators. Their duties include making sure that everything is being run correctly and organizing everything organizationally.</p> <p>The Venue Coordinators will be physically stationed in each of the venues where WAVL is being played. The VC will deal with the running of the competition in the venue, making sure teams are where they should be, making facility audits, collecting scoresheets, and noting if duty teams are there and on time.</p> <p>After the distinctions between positions were made, the focus went to discussing the role of the Chief Referee, as it is the position that concerns this committee directly.</p> <p>Specific duties for the Chief Referee were listed as:      Dealing with protests and irregular game interruptions, being on call to assist Venue Coordinators when required, dealing with protocols, managing the heat policy, mentoring and assessing referees, preparing pays for the appointed SL and SLR referees, do venue spot-checks, provide feedback to VWA, among others. The final list of duties will be included in the position description.</p> <p>Desired qualities for the Chief Referee were listed as:      Have outstanding community and on-duty behavior and professionalism, ideally a Level 3 Referee but could also be an experienced/appropriate Level 2 State, have experience refereeing in national/state events, and</p>	
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	<p>have a desire to develop their skills whether to obtain a higher accreditation or be appointed to a national event.</p> <p>DF noted that they will still enforce the 'no stand no assessment' rule for referees officiating WAVJL.</p> <p>It was indicated that JM will do EOI forms to get the pool of appointed referees and chief referees.</p> <p>There was a discussion about making the Chief Referee job description that encapsulates the conclusions made in this meeting. It was also noted the need for a selection panel to select both positions. It was decided that KM would lead this panel as the Chair (and having the deciding vote), alongside AN, DF and RH. OG reminded everyone of the importance of having a record of decisions made by the selection panel.</p> <p>RK lead a discussion about the neutrality and impartiality of officials, particularly the appointed referees in SL and SLR. The idea is to have referees officiating games of clubs they are not affiliated to, but it is understood that sometimes that will not be the case. JM noted the importance of having different referees for matches as opposed to having one single impartial referee officiating all of one club's matches. It was also said that there will be exceptions to appointing referees, with the examples being said emergency situations and during finals.</p> <p>It was noted as well that the goal for this year is to have appointed referees for all SL matches, with remaining referees filling in SLR matches. VWA is not committing to fill up every SLR match, but we will provide referees when available. The intention is to eventually be able to cover all SLR matches as well, but it is too ambitious for this initial year.</p> <p>5.4 There was confusion on how we have appointed or not referees for the WA Schools Cup. KW clarified with WD that we provided referees for years 7/8 and 9/10 in 2023. From 2024 VWA wanted to transition the 9/10s to Top Referee duties and keep providing referees to only the 7/8s.</p>	<p><b>JM to prepare EOI form</b></p> <p><b>Writing of job description</b></p>
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<p>5.6</p>	<p>KM shared her experience with a similar case study that happened during her time in gymnastics. She mentioned that this might sound like a good idea in the short term, but they ended up having many long-term problems. In her experience, clubs stopped encouraging their members to officiate and the pool of referees remained small. The payment amount this pool of referees started asking for their services was getting out of control, so gymnastics had to control it. This was met with great backlash from the officiating group as they were going to get paid less if everyone adhered to the official guidelines.</p> <p>DF says that mechanisms like this one are good for school tournaments such as IGGSA, PSA or one day tournaments, not WAVL. It was noted that VWA one-day tournaments tend to have open EOIS and other events such as PSA have appointed referees through VWA, which differs from WAVL.</p> <p>OG said that this idea came from Ryan Gonsalves facilitating opportunities for kids studying in the school he teaches. He proceeded to formally apologize for not communicating this idea to VWARC initially.</p> <p>Through her experience in field hockey, RK is aware that some people just want or can commit a certain amount of time to sport on their weekend. Her priority is keeping people in the sport and if this is done through resolving duties then she would be interested in finding a way to do so. She also noted that women’s teams are half the number of men’s team, which is a big drop off from schools’ cup and WAVJL where numbers are even. She believes this might be with the time commitments but was aware that this was a conversation for another time.</p> <p>RK emphasized the importance of sharing information through the right channels and to the right people. This will ensure that situations do not grow to a point where they get out of hand and the VWARC can make decisions together.</p>	
<p>5.7</p>	<p>Recapping the catchup meeting that was held with Nam Pham, SB mentioned the importance of having our own mentorship document. This is especially relevant with having the position of Chief Referee, having official club referee mentors, and other mentorship opportunities being</p>	

<p>8:30pm</p>	<p>5.8</p>	<p>explored. He would like more help from VA when dealing with national and general volleyball things, as leaving all responsibility to the states is a big burden. As a newer referee, he thinks that he now has a better understanding of the paths for becoming a Level 3.</p> <p>DF said it was good to hear about the developments on the para-volley space, including the refereeing opportunities. She is also happy to see some work being done to ensure that processes are being followed, especially selections through the newly created selection policy.</p> <p>WD said that it was good to have an opportunity to talk to VA directly and to know that the selection framework is in the last stages of development. He feels trusted when hearing that the first filter to get a Level 3 Referee accreditation is the approval by the VWARC, which VARC usually will not question.</p> <p>RH said that it was good to meet and get on the same page with specific things.</p> <p>OG said that he was keen to see the selection policy.</p> <p>RK proposed that based on that meeting, there are couple of points to touch base in the next meeting. These are:      Standardizing the process to become a Level 3 in-state and finding objective ways to select referees (which included AVSL selections).</p> <p>RK believes that making our own mentorship framework is probably the way to go as we cannot expect VA to have an official one anytime soon. This will be good to have to then have something to pass on to our clubs. For the next meeting, it would be good to have a tentative draft to present. This draft does not have to be a high-level document, but at least contains what we would like it to be and what we would want to include. The working group will be made by DF, SB, JM, RH, and SS. This ensures that we have people from our clubs and our regional association to better reflect what the framework should include.</p> <p>The idea of including the club mentors on the Referee-Coach list was explored. JM noted that having at least one Referee-Coach per club would</p>	<p><b>To be discussed next meeting</b></p> <p><b>Working Group to develop framework draft</b></p> <p><b>JM to resend list</b></p>
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	5.9	<p>be very helpful to everyone. JM will resend the list of the club Referee-Mentors for the VWARC to consider.</p> <p>There was a discussion on who would remain in the list out of those that were in 2023 and who would be added.</p> <p>Once the updated list is done, JM will resend the invite to the ones there for the second year and send an initial invite to the new people. This list has been a resource in the Referee Course packs but it should be shared around a bit more.</p> <p>JM asked the referees if any of them would be available to present the Referee Course on the 23<sup>rd</sup> of March, as it clashes with the Coolangatta event. DF said she will be available to present.</p> <p>RK shared that there will be a New Club President WAVL meeting. She said that as there are many changes for clubs in both rules and structure, it would be good if any of the VWARC members could attend this meeting.</p>	<p><b>ALL updating the list</b></p> <p><b>JM to send invites and guide document</b></p> <p><b>RK to send invite</b></p>
	6.0	<p><b>WA STRATEGIC PLAN AND PLANNING</b></p> <p>As it is still February, the accreditation numbers had not changed since the previous meeting. This meant there was no further discussion around it.</p>	
	7.0	<p><b>MEETING EVALUATION</b></p> <p>This was a great and productive meeting with the planning of new things that VWA and the VWARC are aiming to accomplish in 2024. We thank KM and AN for their attendance and we hope to keep working with you two for the improvement of our sport.</p>	
8:37pm	8.0	<p><b>NEXT MEETING AND CLOSURE</b></p> <p>The next meeting is scheduled for Monday the 5<sup>th</sup> of August 2024 at 6pm in the VWA offices.</p>	