

REFEREE COMMITTEE MINUTES
 Monday 6th November 2023 - 6.00pm

Agenda Item		Agenda Topic	Action Required
6:05pm	1.0 1.1 1.2	<p>OPENING AND PRELIMINARIES</p> <p>Present: Dani Francis (DF), Jose Martinez (JM), Robyn Kuhl (RK), Oliver Guazzelli (OG), Renae Harvey (RH), and Shaun Barnett (SB). Online: Will Dundas (WD), Sam Delaney (SD), and Karen Wickham (KW). Apologies: Sam Stewart (SS).</p> <p>It was noted that SB was joining a VWARC meeting for the first time.</p>	
6:07	2.0 2.1 2.2	<p>MEETING NOTES FOR APPROVAL</p> <p>Confirmation of Meeting Notes The Meeting notes from the 31st of November 2023 meeting were accepted by OG and seconded by WD as a true reflection of the meeting.</p> <p>Actions of the previous meeting OG brought up the status of regulating the numbers in uniforms. RK noted that uniform specifications, including all the FIVB requirements, need to be found in the WAVL Competition Handbook. There will be some leniency for uniform policy, including the home and away requirements, in WAVL 2024, with strict policing in the 2025 season. RK mentioned that for 2024 the main priority is for clubs to be compliant to the general criteria and technicalities will be enforced afterwards.</p>	<p>OG To review handbook</p>
6:12	3.0 3.1	<p>VWA & VA UPDATES</p> <p>RK noted that Alex Neindorf has taken over the position of Competitions and Millie Monaghan has replaced Alex in the Events position. She also noted that Josh Brown commenced in the Diversity and Inclusion position with strong experience working with people with autism. Weiwei is also officially back in the Finance department.</p>	

	3.2	<p>RK noted that Jason Laverdure has left the Places to Play position and that position has been advertised.</p> <p>JM shared that VA will be migrating all the education content from Learndash to the Australian Sports Commission's learning portal. This new portal is supposed to be up and running by February 2024, but it is still unclear if this will happen as planned.</p> <p>There have been conversations nationally about what is considered to be valid content for CDC points and the example of the sessions at AYVC in Bendigo was given. These sessions were great initiatives but not many coaches were able to attend because of team commitments and they were not recorded.</p> <p>SD shared that he was invited to test the new ASC site. JM said that he will also have the same opportunity as the relevant staff member of VWA. SD noted that there might be some migration issues as VWA does not use RevSport as their membership portal and instead uses Fortix. JM noted that there will not be any problems with migrations as the idea is that accreditations will remain in RevSport, only the course is moving platforms. RK noted that VWA is not the only state association that does not use RevSport as their membership portal, with VQ using something else as well. RK noted that between VQ and VWA, we carry the country's biggest percentage of accreditations.</p> <p>RK was very happy that 9 WA referees were selected to go to AYVC, stating how in previous years whoever applied would normally go. Now there are tough decisions to be made by the appropriate selection panels as our base of qualified and active officials grows.</p> <p>There was a consensus in the group that the best kind of learning is always Face-to-Face, but with a pool of more than 500 people needing continuous education, there needs to be accessible and volleyball-specific online materials to be able to service everyone.</p> <p>RK wishes that VA would have a clearer action plan and enables better support for the delivery of volleyball-specific CDC point opportunities. JM noted that VA is not going to be creating any new material anytime soon, as they are currently spending all of their resources and time in the platform migration. We hope that the migration will be done as seamless</p>	
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		<p>as possible, and that new material will be created afterwards instead of trying to find yet another online platform.</p> <p>There was a conversation regarding transparency in the Referee Selection processes in both VWA and VA. It was delegated to SD to address with VARC to hopefully clean the communication issues between VA and referees being selected to various events. This is as sometimes referees are not being notified directly and VWA generally is not getting any sort of notification either.</p> <p>This stemmed from OG not knowing he had been selected to an event and being notified by someone not involved with VA or VWA. It also stemmed from DF being awarded a VA life membership after being nominated by VWA but VWA not being informed about the result. VWA would like to know when our members get selected and/or awarded so we can celebrate it as well and share the achievement with the community.</p> <p>It was said that hopefully with the appointment of Max Vollebergh as the Development Coordinator, VA's education section will have better support and the appropriate channels and protocols will be utilized.</p>	<p>SD To address with VARC</p>
6:30	<p>4.0 4.1 4.2 4.3</p>	<p>FOLLOW UP ACTIONS FROM LAST MEETING</p> <p>4.1 This item was discussed in 2.2.</p> <p>4.2 JM shared that he is working alongside Kirsten Tyson to make a document detailing the requirements for clubs and schools to host their own education courses. The link will be inserted in documents such as the Affiliation Guideline.</p> <p>4.3 RK said that the separation of venue coordinator and tournament director is possible, but there needs to be an internal look at how this will work. The decision and technicalities will be defined alongside the Pathways and Competitions team.</p> <p>There was a discussion regarding refereeing in WAVL and maintaining the integrity of the highest level of competition in the state. RK shared that with WAVL Criteria being due in November, fixtures for the top divisions of WAVL 2024 will be released before the Christmas break. This will allow for both clubs and officials to get organised and allow for an easier appointment and distribution of neutral referees.</p>	<p>JM To finish document</p> <p>RK Internal look at the positions</p>

	<p>There is a need to extend the pool of referees that are ready to referee SL and SLR games, alongside working with the clubs in selecting people that will be allowed to referee the higher-level games due to their experience, age, and professionalism.</p> <p>With fixtures being ready earlier and expanding the pool of referees, the idea is to roster a neutral official to each of the high-levelled games instead of relying on clubs to provide their own referees.</p> <p>RK said officiating neutrality is necessary now more than ever because of how big the competition is getting. We also need to maintain the integrity of awards that are awarded by the match officials.</p> <p>OG said that a tentative list of approved referees will need to be done. DF said that they need to be ranked or their skills need to be determined to understand where each referee sits and to know who is allowed to referee what and make match-assignments easier.</p> <p>It was raised by DF the role of the Venue Coordinators and if there are any mechanism to guarantee their integrity and assure that their duties are being done correctly. She wondered if there is any penalization for this.</p> <p>RK explained that with VCs being a paid position, they are expected now more than ever to do their role correctly or they will start to not get paid. Having a floater TD will ensure that the VC checklists are being covered appropriately in the different venues.</p> <p>WD noted that the information in the Venue Coordinator handbook and position description is correct and there are minimum changes that are needed. The problem of underperforming VCs are not these documents but the past inability of enforcing it.</p> <p>It was agreed that any repercussions should go to the individual directly as Venue Coordinator, as they are getting paid directly by VWA. In this occasion, even if the VC is member of a club running a home round, the club should not be the main focus of any penalization.</p> <p>There was a consensus that a pre-WAVL meeting is needed for VCs. This is imperative so that TDs fully comprehend their responsibilities and understand what they are allowed and not allowed to do, alongside</p>	<p>DF/OG Creation of the approved list</p> <p>ALL Organizing VC meeting</p>
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6:50	4.4	<p>knowing the consequences if the work is not completed or done poorly. As WAVL, WAVJL, and Schools Cup are run differently, it is possible that a different pre-tournament meeting with Venue Coordinators will be needed for each competition.</p> <p>OG shared that he had a chat with Alex and Jackie regarding the WAVL Rules and Regulations. An updated handbook draft has been written and submitted. It was decided that there will be 2 different editions of the handbook, one for SL, SLR, Div 1, and Div 1R and another for the rest of the divisions. This is for clubs and teams to have a clear understanding on what to expect for both levels of the competition. OG will distribute the handbooks later on so they can be read and amended if necessary.</p>	<p>OG Distribute amended handbook</p>
6:50	5.0 5.1	<p>BUSINESS FOR DISCUSSION</p> <p>WD brought up the status of a selection policy for referees, as he mentioned that he had not seen one and did not know if the selections were happening accordingly. He said that a policy in place is a great mechanism to back up selection decisions in case there is anyone challenging the decisions.</p> <p>RK shared that the document already exists, saying how she is concerned that the document has either been overlooked or not circulated enough. RK proceeded to send the policy to everyone in attendance and shared where it is located within VWA's website. She also mentioned how the policy was last reviewed recently, in 2022.</p> <p>Moving forward, the policy was read, and the discussion moved towards analyzing if the contents of the policy were appropriate. The question of who needs to be doing these selections came up, with the consensus being that the group needs to know the refereeing candidates to provide fair decisions, with a potentially different panel for beach events and indoor events. SD noted that the policy indicates the process but does not specify what the selection criteria is. These two factors need to be accounted for and a new draft of the policy needs to be created.</p> <p>The final discussion was around the selection criteria. It was said that different candidates would be selected for different reasons. While one candidate may be selected for their experience, another may be selected</p>	<p>ALL Brainstorm selection policy changes</p>

7:03	5.2	<p>as part of their development. Should the panel select who is objectively the best? Whoever referees the most during our season? Whoever is the most merited and awarded? Who they are? Their accreditation level? Their stage of development? These questions need to be pondered on before amending the policy.</p> <p>The final consensus was that there needs to be objective reasoning when someone is not selected to be able to provide feedback so the rejected applicant can work on that and potentially be selected to the next event. It is imperative that the processes and mechanisms are followed.</p> <p>WD shared the idea of sharing referee resources, post celebratory content and general posts through a Referee Committee social media page. KW mentioned how VWA already has a 'Coaches and Referees' group that is meant for resource exchange and to share opportunities for officials. She noted how this page has little use and members do not engage well with the posts that are shared directly by VWA.</p> <p>RK said that she would be happy to support VWARC sharing resources on the group but wondered who will be going to do it. She was mostly worried about the consistency as it is key to maintain engagement with users. She also mentioned that every post needs to follow VWA policies and guidelines.</p> <p>The consensus was that there will be a push to revive the Facebook group with content, see if members engage with it, and see from there.</p>	<p>WD/ALL Reviving the FB group</p>
7:11	5.3 5.4 5.5	<p>Items 5.3 and 5.4 were covered on item number 2.2</p> <p>JM said that it would be a good idea to add new names to the approved Referee-Coach list that was implemented successfully earlier this year. There was a discussion around differentiating Referee Assessors, Referee Coaches, and Referee Mentors.</p> <p>It was defined once again as Assessors being the highest-level referees being able to approve candidates, Coaches being experienced Level 2s that are allowed to sign Log Sheets, and Referee Mentors as experienced referees in clubs that aim to help upcoming referees in their officiating</p>	

7:21	5.6 5.7	<p>journey. These three positions are independent of each other, someone can be a Referee-Coach but not a Referee-Mentor and vice versa. RK shared that within the WAVL criteria, clubs need to provide referee and coach mentors. The conclusion was that by the end of November (when all Mentor nominations are submitted), JM will distribute the list to the VWARC, who will then as a collective decide if any of the Mentors have the experience and integrity required to be a Referee Coach. SB said that having more Referee-Coaches would benefit the community, especially to smaller clubs in lower divisions that struggle getting in touch with higher-level officials.</p> <p>There was a discussion around online referee education and moving from in-person sessions after this year's lack of attendance to the Referee Seminars. JM noted that as was discussed in July's meeting, it was decided to not hold any of the seminars and instead only run the Referee Workshop. DF proposed that we should not hold the in-person Referee Workshop and instead run a series of online sessions in 2024. DF explained the vision for these sessions. These would take place fortnightly on a Monday evening commencing just before the WAVL season and going through it. RH said that Monday is generally a good option as most teams practice on Tuesday, Wednesday, or Thursday. The sessions will be a mix of a structured section with a specific topic and an informal chat with whoever attends. Some of the tentative topics are general referee education, specific rules, game protocol, specific roles, and scoring. These sessions can be recorded and kept for people to watch afterwards if they could not attend the session live. SD noted how many beach-volleyball specific things in some of the VA and FIVB manuals have changed and they need to be updated. He noted that some of the manuals VA uses come directly from the FIVB so it takes some time for everything to be updated. The tentative start of the series will be the 17th of March 2024, for a 'how to be a referee mentor' session intended to the clubs' pool of referee mentors. The next one is intended to happen on the 25th of March 2024 for how to correctly be a Venue Coordinator. RK noted that it is imperative that this session be done alongside the Pathways department</p>	<p>JM Mentor list shared</p> <p>ALL Reviewing the list</p> <p>DF/ALL Organize series</p>
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7:41	5.8	<p>as they will be the ones hiring and paying the Venue Coordinators. The fortnightly sessions will start the 8th of April for a 6:45 pm start on the Teams app.</p> <p>There was also a proposal to add a brief technical meeting at the start of the State Championships to ensure that the refereeing is done correctly and participants know what to expect for the day.</p> <p>RK noted how she had seen some specific referee education manuals during her meeting with VA, but SD alongside JM noted that these manuals are only images on the new ASC platform to showcase how courses will look once they are uploaded.</p> <p>After the last items' discussion, it was agreed that it will be easier to reach more regional people if we have more online content.</p> <p>It was noted by KW that the regional associations ask for sessions and assistance, but they are unsure of what exactly they want. Then VWA proceeds to organize something that ends up with underwhelming registrations, so the session needs to be cancelled.</p> <p>It was suggested that there needs to be a change from VWA trying to penetrate the regions directly towards regions asking for specific session types or education and then working together to deliver that. There is only so much aid VWA can get, so it will be good for regional associations to obtain grants themselves and then VWA can work towards delivering what they want. There were talks regarding using higher level coaches already in the Southwest to mitigate travel costs, or taking someone from Metro Perth to a community if the basic costs are covered.</p>	
	5.9	This item was covered in the discussion for points 5.6 and 5.7.	
	5.10	<p>a. There was a discussion about refereeing and duties for year 9 and 10 in the WA Schools Cup. This item was also discussed in the last Junior Committee Meeting. There is a consensus that the competition has outgrown the available referees for the competition, as it happens mainly on weekdays during working hours. An idea that was discussed was to adopt the AVSC model and have referee supervisors ensuring that duties are being done correctly. An issue that arose was finding enough quality</p>	

	<p>referees that can mentor and supervise as needed. The communication to the public would change to say that we are no longer providing referees and instead are helping develop young referees. The AVSC model has a Referee Delegate looking after Referee Supervisors that look after the teams doing duty.</p> <p>No matter what happens in the next WASC, RK wants to be assured that the mechanisms will work. This year there were 304 teams playing in 5 different venues, so at least a supervisor would be needed in each of the venues, possibly even more than one if the halls in a stadium are apart (such as in Warwick Stadium).</p> <p>SB asked if there is the opportunity to have referee education in schools. JM shared that in the handbooks that are shared to clubs there is a line stating that we are happy to try and organize any sort of education session that they might want, not limited to official VA Accreditation Courses. He also shared that no Metro school or club has asked for a session like this, only regional associations like Albany who hosted a Referee Workshop earlier this year. He is happy to work with clubs and provide what they ask if it ever happens.</p> <p>b. OG mentioned that he will send a link to the competition handbook when it is completed so that everyone can go through it and provide feedback. RK restated that the information regarding tops needs to be added. It was said that the date the handbook needs to be published is the 13th of December.</p> <p>RK shared that a letter has been sent to each individual club detailing which WAVL requirements they have already fulfilled and which ones they are missing. This is to have the top divisions set before the Christmas Break and to have the first draft of the fixtures and the handbook published before then.</p> <p>The deadline is important to see which clubs will not be joining the top divisions and VWA proceeding by filling up the vacated spots. A grading will be done in February to fill in the available spots with teams coming from a lower division that fulfill the required criteria.</p>	<p>OG Send handbook for review</p>
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8:04		<p>c. RK brought up the status of the Development Player. There is a concern that development players position is not being used appropriately, which is to give an opportunity to emerging players to play in a higher division. The position is currently used to avoid a forfeit for teams missing players or for having a higher-level player play in two divisions simultaneously. There is a widespread worry about 'stacking' now that the top divisions have implemented promotion and relegation.</p> <p>The DP also creates extra administration to clubs and the VWA office, keeping track of who is playing when and with which team. The only real control currently in place is eligibility for Finals.</p> <p>OG shared the idea of having team lists for each round and that every player can only play once per round. RK said that this seems like it would add to the administrative work that already happens to run the WAVL competition and that it does not sound viable.</p> <p>WD shared that even though there are pros in having DPs, clubs have found ways to abuse the system and this needs to stop. He said that surely the promotion and relegation model will make this worse so having limited or no DPs would possibly be the best way to go.</p> <p>SD said that he is not fully aware on how the DP system works but that it seems to cause more admin work than what VWA can handle.</p> <p>OG said that he would be happy to set up a meeting with RK to expand on Development Players and Team due to the length of this meeting.</p> <p>d. SB was formally invited to be part of the committee and he will happily join the next meeting.</p> <p>e. RK formally congratulated DF for her VA Life Membership, to SD for his appointment to VARC, and the nine referees that were selected for AYVC this year – WD, OG, RH, Edwin Chung, Rowan Facey, Caide Lance, Matthew Liley, Leah McKeown, and Anthony Wah Day.</p>	<p>OG/RK Meet to discuss DPs</p>
	6.0	<p>WA STRATEGIC PLAN AND PLANNING</p> <p>JM mentioned if the sections 6.0 and 7.0 were necessary to have, as 6.0 had not been used since being part of this committee and 7.0 is generally just a feel-good sentence. RK mentioned that previously, this section has</p>	<p>JM To add stats on next agenda</p>

		been used to share with the committee the current numbers of accreditations and establish goals that relate to the Strategic Plan. It was decided that the sections would not be eliminated and that some of the data that was shared here in past years would be shared once again.	
	7.0	MEETING EVALUATION A quality meeting with insightful discussion in preparation for 2024, expanding referee opportunities and education, and maintaining neutrality and integrity in all levels of competition.	
8:26pm	8.0	NEXT MEETING AND CLOSURE The next meeting is scheduled for Monday the 26 th of February 2024 at 6pm in the VWA offices.	