

10 February, 2025 – commence 6.00pm

Present: President - Ian Phipps (IP), Ben McRobb (BM), Darren Beltman (DB), Michelle Hort (MH), Robyn Kuhl (RK),  
 Yuhan Richards (YR)  
 In attendance: Kirsty Eaton (KE)  
 Apologies: Ruth Gibbons (RG)

| Item | Summary of Actions   | Action by                              |
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| 2.2  | Outstanding Board Items <ul style="list-style-type: none"> <li>Formal Board Induction Process document to be completed.</li> <li>VWA Board Delegation to CEO - final document to be circulated to VWA Board members for review and approval.</li> <li>VWA Constitutional Review – IP and KE to schedule a meeting to review the Constitution, with KE providing IP the previous comments from the December VWA Board meeting. The updated draft Constitution to be tabled at the March VWA Board Meeting for discussion and approval.</li> </ul> | IP / RK / KE<br>BM / RK<br><br>IP / KE |
| 3.2  | RK to circulate Volleyball Australia Update (February) Strategy Progression.   | RK                                     |
| 3.3  | RK to update the VWA Board Skills Matrix, recirculate and collate the document, incorporating Community & Engagement and Legal skills into the Matrix. Document to be completed for the March VWA Board Meeting.   | RK / All                               |
| 4.2  | KE to issue VWA Debt Collection warning letter to Ace Volleyball Academy.  | KE                                     |
| 4.5  | RK to issue a WAVL Review Letter to the 19 WAVL Clubs and Associations outlining the Board's decisions for the 2025 WAVL season.   | RK                                     |
| 5.1  | BM to work through the process for the preparation of the 2026-2029 Strategic Plan and what actions need to be undertaken for March VWA Board Meeting.<br>RK / KE to source a possible facilitator for the 2025 Clubs Conference.  | BM<br><br>RK / KE                      |
| 5.2  | RK to incorporate DLGSC Evaluation Principles Discussions into the 2025 VWA Board Calendar.  | RK                                     |

| Agenda Item | Notes  | Action |
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| 1           | Opening and Preliminaries<br>1.0 Welcome and Apologies<br>The President opened the meeting at 6.00pm and provided an |        |

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|   |                      | <p>Acknowledgement of Country.</p> <p>IP acknowledged Helen Shields (HS) resignation and thanked Helen for her valuable contribution and commitment to the VWA Board.</p> <p>1.1 Declaration of Interests<br/>         The meeting noted the conflicts of interest as previously tabled.</p>  |  |
| 2 | Minutes for Approval | <p>2.1 Confirmation of Minutes<br/>         The VWA Board approved the following minutes as tabled at the meeting;</p> <ul style="list-style-type: none"> <li>• 9 December, 2024</li> <li>• 9 December, 2024 – Confidential Minutes</li> </ul> <p>Resolution<br/>         That the Minutes and Confidential Minutes of the VWA Board of Directors held on the 9 December, 2024 be confirmed as true and accurate records.</p> <p>Carried: Unanimously.</p> <p>2.2 Actions of the previous meetings<br/>         The Board noted the previous actions and accepted they were completed, contained with the current Board Meeting Agenda or listed below;</p> <ul style="list-style-type: none"> <li>• Completion of the Formal Induction Process document.</li> <li>• VWA Board Delegation to CEO - final document to be circulated to VWA Board members for review and approval.</li> </ul> | <p>IP / RK / KE<br/>         BM / RK</p> |

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|   |                          | <ul style="list-style-type: none"> <li>VWA Constitutional Review (IP, KE) – IP and KE to schedule a meeting, KE to provide IP with previous comments from the December VWA Board meeting. The updated draft Constitution is to be tabled at the March VWA Board Meeting for discussion and approval.</li> <li>All other actions completed and / or included in the meeting agenda and /or the CEO report.</li> </ul>   | IP / KE                            |
| 3 | VWA Risk Management Plan | <p>3.1 2025 VWA Board Calendar<br/>The VWA Board noted the updated and previously circulated 2025 VWA Board Calendar.</p> <p>3.2 2025 VWA Board Calendar<br/>RK to circulate VA Update (February) Strategy Progression when it arrives from VA.</p> <p>3.3 2025 VWA Board Skills Matrix<br/>The VWA Board noted the Board Skills Matrix. RK to update, recirculate and collate the document, incorporating Community &amp; Engagement and Legal skills into the Matrix. The document to be completed by all Board Members prior to the March VWA Board Meeting.</p> <p>3.4 2025 VWA Operational Plan<br/>The VWA Board noted and approved the previously circulated 2025 VWA Operational Plan that was tabled at the meeting.</p> <p>3.5 Year End 2024 Comparative Data<br/>The VWA Board noted the Year End 2024 Comparative Data</p> | <p>RK</p> <p>All Board Members</p> |

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|   |                                      | information as tabled at the meeting.  |  |
| 4 | Business for Decision / Ratification | <p>4.1 Ratification of VWA Affiliates<br/>                     The VWA Board ratified the below listed 2025 Affiliates;</p> <p>Platinum (23)</p> <ul style="list-style-type: none"> <li>• Apex Volleyball Club</li> <li>• Aussie Indian Volleyball Club</li> <li>• Balcatta Volleyball Club</li> <li>• Baldivis Volleyball Club</li> <li>• Bunbury Volleyball Association</li> <li>• Busselton Volleyball Association</li> <li>• Chequers Volleyball Club</li> <li>• Fremantle Volleyball Club</li> <li>• Horizon Volleyball Club</li> <li>• Mandurah Volleyball Association</li> <li>• Murdoch University Volleyball Club</li> <li>• Murdoch Knights Volleyball Club</li> <li>• Northern Stars Volleyball Club</li> <li>• Northshore Rockets Volleyball Club</li> <li>• Perth Scorpions Volleyball Club</li> <li>• Reds Volleyball Club</li> <li>• Reds Junior Volleyball Club</li> <li>• Rossmoyne Volleyball Club</li> <li>• Southern Cross Volleyball Club</li> <li>• Southern Cross Masters Volleyball Club</li> <li>• The Hub Beach Volleyball Club</li> <li>• University of WA Volleyball Club</li> <li>• West Coast Beach Volleyball Club</li> </ul> |  |

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|  |  | <p>Platinum Regional (10)</p> <ul style="list-style-type: none"> <li>• Albany Volleyball Association</li> <li>• Boulder Pasifika Volleyball Association</li> <li>• Broome Volleyball Association</li> <li>• Collie Volleyball Association</li> <li>• Denmark Volleyball</li> <li>• Esperance Volleyball Association</li> <li>• Hedland Volleyball Association</li> <li>• Kalgoorlie Volleyball Association</li> <li>• North West Volleyball Association (Karratha)</li> <li>• Tom Price Volleyball Association</li> </ul> <p>Gold (2)</p> <ul style="list-style-type: none"> <li>• Perth Reds Volleyball Association</li> <li>• Southern Cross Volleyball Association</li> </ul> <p>Gold Indoor Beach (5)</p> <ul style="list-style-type: none"> <li>• Bunbury</li> <li>• Canning Vale</li> <li>• Fremantle</li> <li>• Joondalup</li> <li>• Osborne Park</li> </ul> <p>Bronze (11)</p> <ul style="list-style-type: none"> <li>• Carnarvon PCYC</li> <li>• City of Kalamunda Hartfield Park Rec. Centre</li> <li>• Cockburn ARC</li> <li>• Curtin University</li> <li>• Kingsway Indoor Stadium</li> </ul> |  |
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|  |  | <ul style="list-style-type: none"> <li>• Loftus Recreation Centre</li> <li>• Mandurah Filipino Sports Club Incorporated</li> <li>• Mongolian Volleyball Community in WA</li> <li>• The Volleyball Bunch</li> <li>• UniSport Australia Limited</li> <li>• UWA Sport</li> </ul> <p>4.2 Ace Volleyball Academy<br/>         The VWA Board resolved that Ace Volleyball Academy (AVA) must settle their outstanding 2024 Term 4 Membership invoice if they wish to Affiliate in the future. KE to issue VWA Debt Collection warning letter AVA.</p> <p>4.3 AVSL Coach (Men) Selections<br/>         The VWA Board formally ratified the 2025 AVSL Men's Coaches:</p> <ul style="list-style-type: none"> <li>• Rory Read (Head Coach)</li> <li>• Jayson Fox (Assistant Coach)</li> </ul> <p>4.4 AJVC Coach Selections<br/>         The VWA Board formally ratified the 2025 Travelling and Non-Travelling AJVC Coach and HOD Selections.</p> <p>Travelling Coach Selections:<br/>         U19 Men</p> <ul style="list-style-type: none"> <li>• Travis Luff – Head Coach</li> <li>• Jordan Fancote – Assistant Coach</li> </ul> <p>U21 Men</p> <ul style="list-style-type: none"> <li>• Peter Fitzgerald - Head Coach</li> </ul> | KE |
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|  |  | <ul style="list-style-type: none"> <li>• Cameron Edwards - Assistant Coach</li> </ul> <p>U23 Men</p> <ul style="list-style-type: none"> <li>• Steve Petsos - Head Coach</li> <li>• Sean Andrews - Assistant Coach</li> </ul> <p>U19 Women</p> <ul style="list-style-type: none"> <li>• Laurel Wentworth – Head Coach</li> <li>• Leah Clayton - Assistant Coach</li> </ul> <p>U21 Women</p> <ul style="list-style-type: none"> <li>• Carly Walters - Head Coach</li> <li>• Matt Liley - Assistant Coach</li> </ul> <p>U23 Women</p> <ul style="list-style-type: none"> <li>• Greg Hunt - Head Coach</li> <li>• Jasmine Serra - Assistant Coach</li> </ul> <p>Non-Travelling Assistant Coaches:</p> <ul style="list-style-type: none"> <li>• U21Men – Kevin Gravestock</li> <li>• Specialist Middle Blocker Coach across all teams - Jose Martinez.</li> <li>• U19 Women – Ryan Gonsalves</li> </ul> <p>4.5 WAVL Review Matters</p> <p>The VWA Board thanked the 19 WAVL Clubs and Associations for attending the WAVL review meetings and sharing their feedback. Each meeting lasted about two hours, with four VWA staff members present. The VWA Board reviewed the results from the WAVL Review Questionnaire.</p> <p>The VWA Board approved the multi-grading days for Division 2 and</p> |  |
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|  | <p>below as requested (and voted for) by the majority of WAVL clubs and Association. RK noted that in conjunction with the decision-making process a “Pros and Cons” document for the three possible options (Single Grading Day, Multi-round grading process and implementation of Promotion and Relegation for all Divisions) had been distributed.</p> <p>The VWA Board expressed concerns regarding the following;</p> <ul style="list-style-type: none"> <li>• Planning by Clubs / Associations particularly in relation to Facility Bookings.</li> <li>• Communications to / by Clubs / Associations in relation to the new format and its implementation for the 2025 WAVL season.</li> <li>• Possible disruption of the sequential pathways between divisions.</li> </ul> <p>The following discussions were also noted;</p> <ul style="list-style-type: none"> <li>• A revised membership fee structure for term / quarter-based participation (Kids, Junior and Social) also took place. The financial changes were approved by the VWA Board (Refer Section 7.3).</li> <li>• Concerns regarding Volunteer workload (s) due to the impact of the WAVL criteria on was deferred to allow more time for VWA staff to address concerns raised.</li> </ul> <p>The VWA Board requested RK issue a WAVL Review Letter to the 19 WAVL Clubs and Associations outlining final decisions for the 2025 WAVL season.</p> | RK |
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|   |                         | They also reaffirmed that the annual mid-year WAVL Review process is designed to gather feedback from the WAVL Clubs and Associations for Board and staff consideration.   |                                    |
| 5 | Business for Discussion | <p>5.1 VWA Staff Priorities for 2026-2029 Strategic Planning<br/>                     The VWA Board noted the prioritised collated information provided from the VWA Staff from the 'Away Day' regarding the final year of the 2022-2025 Strategic Plan and the development of the 2026-2029 Strategic Plan.</p> <p>BM would work through the process for the preparation of the 2026-2029 Strategic Plan and what actions need to be undertaken for March VWA Board Meeting.</p> <p>RK / KE to source a possible facilitator for the 2025 Clubs Conference.</p> <p>5.2 DLGSC Evaluation Report – Low Priority Concerns – Action Plan<br/>                     The VWA Board noted the Board Evaluation Summary previously circulated. It was agreed that a discussion about the three low priority Principles would be actioned at each future VWA Board Meeting, commencing with Principle 6 and focusing on the first three dot points. RK to update the VWA Board Calendar and recirculate to the VWA Board.</p> | <p>BM</p> <p>RK / KE</p> <p>RK</p> |
| 6 | Business for Noting     | <p>6.1 AYBVC Additional Coach Selections<br/>                     The VWA Board noted the AYBVC additional Coach Selections:</p> <ul style="list-style-type: none"> <li>• Conrad Hill</li> <li>• Gareth Whitehead</li> </ul>   |                                    |

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|  |  | <ul style="list-style-type: none"> <li>• Greg Hunt</li> <li>• Hannah Walker</li> <li>• Jasmine Serra</li> <li>• Jordan Linton</li> <li>• Romano Fracassini</li> <li>• Ryan Penno</li> <li>• Timothy Everett</li> <li>• Tara Banks</li> </ul> <p>6.2 High Performance – WA Representation in National Teams<br/>         The VWA Board congratulated the following athletes for their selection into the 2025 National Squads / Programs:</p> <ul style="list-style-type: none"> <li>• Pre-Youth Women’s Squad (10/11)             <ul style="list-style-type: none"> <li>○ Madison Eckert</li> <li>○ Ella Zaorski</li> </ul> </li> <li>• Pre-Youth Men’s Squad (10/11)             <ul style="list-style-type: none"> <li>○ Levi Chandra</li> <li>○ Reece Da Silva</li> <li>○ Bodhi Hand</li> <li>○ Tom Merrett</li> <li>○ Hayden Saw</li> <li>○ Jayden Cho</li> </ul> </li> <li>• Youth Women’s Squad (08/09)             <ul style="list-style-type: none"> <li>○ Cynthia Aung</li> <li>○ Zoe Green</li> <li>○ Erin Parker</li> <li>○ Kaia Tuuta</li> <li>○ Asha Walters</li> </ul> </li> </ul> |  |
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|  |  | <ul style="list-style-type: none"> <li>• Youth Men's Squad (08/09)               <ul style="list-style-type: none"> <li>○ Jacob Allison</li> <li>○ Hayden Baker</li> <li>○ Angus Flower</li> <li>○ Ben Fourie</li> <li>○ Matthew McCarthy</li> </ul> </li> <li>• Junior Women's Squad (06/07)               <ul style="list-style-type: none"> <li>○ Rosie Alchin</li> <li>○ Jolie du Plessis</li> <li>○ Tara Jorgensen</li> </ul> </li> <li>• Australian Volleyball Academy               <ul style="list-style-type: none"> <li>○ Rosie Alchin</li> <li>○ Jaxon Neill</li> <li>○ Hayden Baker</li> <li>○ Tessa Kilchenmann</li> <li>○ Rachel Kilchenmann</li> </ul> </li> <li>• Developing Beach Volleyroos               <ul style="list-style-type: none"> <li>○ Elizabeth Alchin</li> <li>○ Jolie du Plessis</li> <li>○ Joshua Howat</li> <li>○ Jed Walker</li> </ul> </li> <li>• Senior Beach Volleyroo               <ul style="list-style-type: none"> <li>○ Paul Burnett</li> </ul> </li> </ul> <p>6.3 National Event Announcement (AYVC, Clubs, AVSL Game and National Camp – September, 2025)<br/>         The VWA Board noted the recent WA National Event Announcement. This is a three-year sponsorship from both Tourism WA and Venues West. These events would take place at Bendat Basketball, Gold</p> |  |
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|  |  | <p>Netball and Joondalup Arena (all Venues West venues). The programmed AVSL game will be played at Bendat Basketball Stadium, as will the other two 2025 Perth Steel Home Games.</p> <p>The VWA Board thanked VA, RK and the VWA Staff team for the excellent work that had been undertaken in the preparation of the proposal that had been presented to Tourism WA and acknowledged that the successful bid had been a team effort from all parties involved.</p> <p>6.4 Infrastructure Recognition – Election promises (both Political Parties)<br/>         The VWA Board acknowledged infrastructure election announcements from both Political Parties regarding possible new and upgraded facilities. They were pleased that long-term advocacy efforts by VWA had brought volleyball's needs into focus for future state-wide facility developments.</p> <p>6.5 Updating of VWA Policies (completed end 2024)<br/>         The VWA Board noted the completion of VWA Policies by the VWA Staff team in 2024, which did not require VWA Board approval;</p> <ul style="list-style-type: none"> <li>• Extreme Heat Policy and Procedures</li> <li>• Information Technology Systems and Equipment</li> <li>• Work Experience and Volunteer Placement Policy</li> <li>• Concussion Management Policy and Procedures (reviewed by RG – Approved)</li> </ul> |  |
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|   |                   | <p>6.6 2025 VWA Polices for Board approval (included in the Board Calendar)</p> <ul style="list-style-type: none"> <li>• Contract Management Policy</li> <li>• Staff Misconduct Policy</li> </ul> <p>6.7 2025 VWA Policies for Board noting (completion by the VWA Staff team)</p> <ul style="list-style-type: none"> <li>• Alcohol Policy – Corp &amp; Admin Section</li> <li>• Cyber Security Policy – Marketing &amp; Communications Section</li> <li>• Diversity and Inclusion – Participation Section</li> <li>• State Team Youth and Junior Athlete Selection Policy – Pathways Section</li> <li>• Working from home / satellite office – Corp &amp; Admin Section</li> </ul> |  |
| 7 | Financial Reports | <p>7.1 Financial Reports – End 2024<br/>                     The VWA Board noted the year end 2024 Financial Reports as circulated prior to the meeting. It was noted that these are pre-Audit reports</p> <p>7.2 January 2025 Financial Report<br/>                     The VWA Board noted the January 2025 Financial Report as circulated prior to the meeting.</p> <p>7.3 VWA Updated Membership Fees (Term-based)<br/>                     The VWA Board formally approved the updated 2025 Fee Structures for Kids, Junior and Social Volley. It was noted that these had been adjusted as a result of discussions that arose during the WAVL Review process.</p>             |  |

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|   |                         | <p>It was further noted that the WAVJL Membership fees and AVSL Fan Membership will need to be approved at a later date, as there were ongoing discussions regarding the structure of WAVJL for 2025, and a new venue where AVSL games will be played in 2025.</p> <p>7.4 VWA – 2025 Hobby / Statement of Supplier / Payments<br/>         The VWA Board formally approved the 2025 Hobby / Statement of Supplier / Payments fee structure.</p> <p>7.5 Healthway Grant – paid January, 2025<br/>         The VWA Board noted the Healthway Grant (Instalment #2) was paid in January, 2025.</p> <p>7.6 Balcatta VC Loan (\$7,000)<br/>         The VWA board noted that the Balcatta VC loan payments were currently on schedule.</p> <p>7.7 OMI Grant – Harmony Week – received \$2k grant<br/>         The VWA board noted the \$2k grant that was received for the VWA Harmony Week event.</p> <p>7.8 City of Karratha Grant application submitted (\$23,327k) to offset additional costs required to host a WAVL Regional round.<br/>         The VWA Board noted that the City of Karratha Grant application has now been submitted.</p> |  |
| 8 | VWA Operational Reports | <p>8.1 CEO Report<br/>         The VWA Board noted the CEO report as circulated.</p>  |  |

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| 9  | VWA Sub-Committee Reports | <p>9.0 Sub-Committee Reports<br/>         The VWA Board noted the information and updates as included in the CEO Report.</p> <p>9.1 VWA Beach Committee (20 January)</p> <p>9.2 VWA Junior Working Group (22 January)</p> <p>9.3 Disability Inclusion Working Group (29 January)</p> <p>9.4 Indoor Beach Volleyball Federation (4 February)</p> |  |
| 10 | General Business          | 10.1 Nil items  |  |
| 11 | Next meeting              | 10 March, 2025  |  |