

LIFE MEMBER & DISTINGUISHED SERVICE AWARDS POLICY

Policy Name: Life Member & Distinguished Service Awards Policy

Policy Number: As Per SOP

Document Type: Policy

Effective Date: 23rd June 2026

Last Reviewed: New

Next Review: March 2029

Applicable Legislation: NA



1.0 Purpose Statement

This Policy establishes the framework for the nomination, assessment, approval, endorsement and recognition of Life Members and Distinguished Service Awards of Volleyball Western Australia (VWA).

Life Membership is the highest honour that may be conferred by Volleyball WA. Distinguished Service Awards recognise exceptional and sustained contribution across a range of service categories that support the development, governance, culture and performance of volleyball in Western Australia.

This Policy ensures that Life Membership and Distinguished Service Awards are awarded in a manner that is:

- Transparent, consistent and evidence-based;
- aligned with the Constitution and objects of Volleyball WA;
- supported by an independent and structured assessment process; and
- protective of the prestige, integrity and credibility of VWA honours.

2.0 Authority and Governance Framework

This Policy is made pursuant to the Volleyball WA Constitution, including provisions relating to:

- classes of membership, including Life Members as a category of Associate Member;
- the powers and responsibilities of the Board; and
- the Board's authority to determine policies governing honours and recognition.

The Constitution does not prescribe a mandatory process for the approval of Life Membership or Distinguished Service Awards. Accordingly, this Policy adopts a governance framework whereby:

- all nominations are assessed by the Honours & Awards Committee in accordance with approved criteria;
- the Committee provides written recommendations to the Board, including rationale;
- the Board retains final approval authority for all honours; and
- all awards are formally recognised at the Volleyball WA Annual Awards Night.

The Honours & Awards Committee operates in an advisory capacity only and does not hold decision-making authority.

Nothing in this Policy limits the Board's overarching responsibility to act in the best interests of Volleyball WA.

3.0 Awards Framework

Volleyball WA recognises Distinguished Service Awards as part of its broader awards structure, including:

- Life Membership;
- John Sewell Service Award;

- Order of Merit; and
- Hall of Champions.

Life Membership is superior to all other service-based awards and is reserved for the most exceptional level of contribution.

4.0 Status of Life Membership

Life Membership is an honorary recognition and confers Associate Membership of Volleyball WA. Life Members:

- do not hold voting rights;
- are not entitled to nominate or be elected as Delegates by virtue of Life Membership alone; and
- remain subject to the Constitution, policies and codes of conduct of Volleyball WA.

5.0 Categories of Life Membership

Volleyball WA recognises the following categories of Life Membership.

5.1 Life Member – Service to Volleyball WA

This category recognises individuals who have made an exceptional, sustained and distinguished contribution directly to Volleyball WA, resulting in a significant and enduring positive impact on the organisation, its members and the development of volleyball in Western Australia. Such contribution may include, but is not limited to:

- service in governance or Board roles;
- leadership or long-term service on committees or working groups established by Volleyball WA;
- significant involvement in State team programs, pathways, coaching or officiating systems managed by Volleyball WA;
- administration, strategic development or organisational leadership that has materially advanced the Association.
- strategic leadership, innovation or advocacy that has materially advanced Volleyball WA or the sport more broadly;
- establishment or enhancement of programs, systems, partnerships, facilities or initiatives that have delivered lasting benefits;
- contribution to the growth, sustainability, reputation or inclusiveness of volleyball in Western Australia; and
- achievements that have created a demonstrable legacy extending beyond the nominee's period of active involvement.

5.2 Honorary Life Member

Honorary Life Membership may be awarded to a retired Volleyball WA employee or professional who has:

- served the organisation with distinction for more than ten (10) years; and
- demonstrated service, leadership or impact substantially beyond the normal expectations of their role.

Honorary Life Membership is awarded sparingly and only where the individual's contribution is clearly comparable to that of a volunteer Life Member outlined in Clause 5.1 above.

5.3 Posthumous Life Member

Life Membership may be awarded posthumously in recognition of extraordinary service and enduring legacy. Posthumous awards are intended to honour individuals whose contribution continues to have a lasting influence on volleyball in Western Australia.

6.0 Eligibility Criteria – Life Membership

To be eligible for Life Membership, a nominee must demonstrate all of the following:

6.1 Length and Nature of Service

The nominee must have provided a minimum of ten (10) years of significant service to Volleyball WA. Length of service alone will not be sufficient to justify Life Membership, and all nominations must demonstrate exceptional impact, leadership and lasting contribution to the sport and organisation.

6.2 Quality, Impact and Alignment

The nominee's service must be:

- distinguished, sustained and meritorious;
- clearly aligned with the objects, values and strategic direction of Volleyball WA; and
- of substantial and measurable impact on the governance, growth, culture, participation, performance, sustainability or reputation of volleyball in Western Australia.

6.3 Leadership and Legacy

In assessing eligibility, consideration will be given to the extent to which the nominee has:

- demonstrated leadership and influence;
- contributed to mentoring, development or capacity-building of others;
- created systems, structures or outcomes that have delivered lasting benefit to the sport; and
- left a legacy that continues beyond their period of active involvement.
- Influenced positive change or development within Volleyball WA, affiliated members or the wider volleyball community.

6.4 Conduct and Integrity

The nominee must have consistently demonstrated conduct that:

- upholds the values and reputation of Volleyball WA; and
- is consistent with the Association's policies, codes of conduct and integrity frameworks.

Life Membership will not be awarded where the nominee is the subject of unresolved integrity, disciplinary or member protection matters at the time of consideration.

Life Membership is not awarded solely on the basis of:

- length of service;
- financial contribution; or
- holding office without demonstrable impact.

7.0 Distinguished Service Awards – General Principles

Distinguished Service Awards recognise individuals who have made significant contributions to volleyball in Western Australia across service, leadership, performance and legacy domains. Each award category is governed by the criteria outlined in the Volleyball WA Awards Criteria document.

While the level of contribution varies across award categories, all Distinguished Service Awards must be supported by evidence demonstrating:

- sustained and meaningful contribution;
- alignment with Volleyball WA values and objectives; and
- a level of impact appropriate to the category of award being considered.

8.0 Nomination Process

Nominations for Life Membership and all Distinguished Service Awards may be submitted by:

- Members of Volleyball WA;
- affiliated clubs or associations; or
- the Board.

Nominations may be submitted to the Chief Executive Officer at any time throughout the year.

Each nomination must include:

- a written statement outlining the nominee's history of service;
- evidence demonstrating how the nominee meets the relevant eligibility criteria;
- specific examples of impact, leadership and legacy;
- where available, evidence of outcomes, achievements or enduring benefits resulting from the nominee's contribution; and
- supporting endorsements where applicable.

Nominations will be acknowledged upon receipt and held securely for annual assessment.

9.0 Assessment and Board Approval

All nominations for Life Membership and Distinguished Service Awards will be assessed through a structured annual process administered by the Honours & Awards Committee.

The assessment process will:

- occur once per year in alignment with the Annual Awards cycle;
- evaluate nominations against the published criteria for each award category;
- include due diligence and comparative assessment across nominees; and
- result in written recommendations to the Board, including supporting rationale.

The Committee may:

- seek clarification or additional evidence from nominators;
- request supplementary information to ensure a fair and complete assessment; and
- apply consistent evaluation standards across all nominations.

This structured process is intended to ensure independence, consistency and transparency in the assessment of high-level honours

10.0 Feedback and Further Information

To support fairness and transparency, the following principles apply:

- Where a nomination is incomplete or lacks sufficient supporting evidence, the Honours & Awards Committee may request additional information from the nominator prior to finalising its assessment.
- Where a nomination is not successful, the Committee may provide general feedback to the nominator to support future nominations.
- Feedback will be constructive in nature and will focus on alignment to criteria and evidentiary requirements, rather than comparative ranking of nominees.
- Confidentiality will be maintained at all times in relation to nominees and Committee deliberations.

This approach recognises that the quality of a nomination may not always reflect the merit of the nominee and seeks to ensure that worthy candidates are not disadvantaged by incomplete submissions.

11.0 Board Approval

Following assessment, the Honours & Awards Committee will provide its recommendations to the Board.

In considering recommendations, the Board:

- may approve or decline any recommendation at its discretion;
- may seek further clarification where required; and
- retains final authority for the conferral of all awards.

Board decisions are final.

12.0 Recognition and Presentation

All approved Life Members and Distinguished Service Award recipients will be formally recognised at the Volleyball WA Annual Awards Night.

This event is the primary forum for the celebration and acknowledgement of award recipients and reinforces the significance and prestige of these honours within the volleyball community.

13.0 Posthumous Recognition

Where Life Membership is awarded posthumously:

- the Board approval process will still apply; and
- recognition may be accepted by a family member or nominated representative.

14.0 Cessation of Life Membership

Life Membership may cease upon:

- resignation;
- death; or

- termination of membership in accordance with the Constitution and applicable disciplinary procedures, subject to procedural fairness.

15.0 Register of Honours

The Chief Executive Officer is responsible for maintaining an accurate and up-to-date register of:

- Life Members; and
- recipients of Distinguished Service Awards,

including the category of award and date of Board approval.

16.0 Review

This Policy will be reviewed by the Board at least every three (3) years, or earlier where required due to changes in governance standards, the Constitution, or strategic direction.

Document Control

Version History

Date	Version number	Executive Summary of changes
June 2026	1.0	New policy adopted by the VWA Board