



Volleyball Ireland

Volleyball Association of Ireland
Annual AGM Minutes
2018

Volleyball Ireland
First Floor, 141 Thomas Street
Dublin 8



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Volleyball Ireland AGM 2018 – Minutes

Date: 19 May 2018

Venue: The Green Isle Hotel, Dublin

Board Members Present:

President – Gráinne Culliton

Vice President – Denise Tallon

Secretary – Anthi Gilligan

Board Member – Jeff King

Board Member – Aidan Curran

Apologies:

Treasurer – Anna Dukasz

Board Member – Peter McDonnell

Clubs Represented:

Per attendance sheet – Appendix 1



1. Opening of Meeting

The President opened the meeting at 1.31pm and thanked all in attendance. She explained the voting protocol to all present. Martin O'Connor (Newbridge) noted that the AGM notice was communicated on April 27th, and that this does not constitute 21 days' notice. The President explained the Association is operating under the Companies Act 2014 until the Corporate Governance review is completed.

2. 2017 AGM - Minutes

The minutes for the 2017 AGM were circulated to clubs in advance of the meeting, and the President asked if anyone had any comments or queries on the items included therein.

Matters arising:

No matters were raised in relation to the minutes from the 2017 AGM.

Adoption of minutes:

Minutes were proposed by Des Currivan (Aer Lingus) and seconded by Giordano V. dos Santos, DVC. The minutes were approved by all members present.

3. President's Address – per appendix 2 (pages 7-14)

- Acknowledgement and thanks to all VAI staff and volunteers
 - Mentioned the various Commissions that support the board and requested a round of applause for their efforts.
 - Mentioned the appointment of the Association's first even General Manager, and staffing plans for the future.
- Review of the past year
 - Promotion of the sport:
 - New approach to finals and St Patricks weekend – there is a drive to develop more such weekends, which are great ways to promote how popular the sport is.
 - Partnership agreement with The Watershed, Kilkenny – no cost to Volleyball Ireland and Eur16k of hall time.
 - Strategy:



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- Huge work completed regarding the new Strategy. The Strategy Workshop in June with relation to the governance framework was a great success. The President thanked Michelle Bennett, who has worked tirelessly on this.
- Memorandum and Articles (rules of the company) - A legal review is being done with many amendments to be proposed to the membership regarding changes required to make the Memorandum and Articles of Association appropriate to the association
- Information on this item was available at the handouts provided to all attending delegates. The possibility of a workshop day was mentioned.
- Grants:
 - FIVB – grant to run coaching for youth courses
 - CEV – grant of equipment. Beach and indoor nets and 10 balls per school, for up to 50 schools. Miriam Gormally, UCD, asked whether schools need to apply for this grant. The president advised that all schools will be scored based on certain criteria and then approached by the Association. Anyone wishing to nominate a school can contact the General Manager, however it will still need to be assessed/scored.
- 2018, our 50th Year Celebration:
 - Apart from trying out a new format for competitions, the Association has also planned:
 - 50th beach event
 - 50th Tournament (to include the 2018 Masters)
 - 50th Gala Dinner with several VIP Guests
 - Meet the VIP Player night
 - History of Volleyball in Ireland book launch
 - Schools events

The President urged attendees to get involved and spread the word.

- Governance Review:

The Governance Review commenced by the VAI in 2017 via The Governance Review Group (GRG) under the Chair of Susan Ahern (Barrister, and former President of the VAI) and the supervision of Board Director Aidan Curran, is well underway.

The Board of the VAI, consistent with their mandate are seeking to ensure that the VAI is governed in a manner and in accordance with rules and practices that are fit for purpose. It is also mindful of the higher emphasis placed upon all National Governing Bodies (NGBs) to ensure that they comply with the Governance Code as promoted by Sport Ireland.

The GRG has undertaken an initial review of the founding documents and existing policies of the organisation, including review into Volleyball Ireland present structure and as part of its mandate will propose recommendations to bring it in line with best industry practice for a sporting organisation of its size and resources.



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The outcomes of the Volleyball Ireland Strategic Review 2018-23 are also part of the process, noting that the Strategic Vision is “Volleyball 4 All” and Mission is to “Actively Create an Environment where Volleyball can flourish”.

Memorandum and Articles Review: The Memorandum and Articles of Association of the VAI which are the legal documents which establish the corporate entity Volleyball Association of Ireland Limited by Guarantee also act as the documents which set the framework for membership and management of the sporting entity being the VAI (or now Volleyball Ireland). These documents which we will refer to as the “Constitution”, have been reviewed and initial amendments are being finalised for relevant VAI Board review.

This review has revealed that there are gaps linking legal requirements to practical operation. These gaps appear in the form of inconsistent definitions and the absence of elaboration in some areas.

The GRG therefore consider that it is necessary to address these gaps either in the body of the Constitution itself or supplemented in the form of Regulations Relating to Volleyball (as appropriate). This is the work that is currently being undertaken. At this juncture it is envisaged that the Regulations Relating to Volleyball would include at least the areas of regulation set out in Schedule 1.

It is hoped that when called upon to participate and get involved in the dialogue around the Good Governance of the VAI that all clubs, schools, Commission, Referees and Coaches will play their part and contribute to the review process over the coming months.

- Closing
 - Thanked the Board members for their hard work and good wishes to Anna
 - Well done to all attendees at the AGM and the Workshop this morning
 - We will continue to promote and develop our sport and share it with more people in Ireland

No questions were raised and so the President moved onto the Treasurer’s report.

4. Treasurers Report – per appendix 2 (pages 15-18)

The President introduced the Treasurers Report in the absence of the Treasurer. The financial statements were handed out to all delegates.

The President then presented the highlights from the financial statements:

Overall the Association made a profit of €4,241

- Brilliant that the VAI made a profit considering revenues dropped



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Income/revenue has decreased by €19k, mainly to do with the fact that Squads had no fundraising events during the year (€14k effect) and equipment sales fell by €6k.

- Costs have fallen by €21k, but really they have gone up by €20k.
- As we had the Cyber Fraud hit in 2016 €28k – no 2017 comparative and we had Squad costs reduction as no competition in 2017 - €19k
- Insurance increased by €4k
- Phone increased by €4k but due a credit, and Mark has renegotiated contracts for 2018.
- Function costs increased by €4k
- Direct costs reduced by €5k
- WIS costs increased by €4k
- Beach Squad costs increased by €4k – competition year
- The salary saving as a result holding the replacement of Paul and John until a GM was found, is allocated to specific promotional events for the 50th year.

The President concluded her report on behalf of the Treasurer and then opened it up to the floor for questions.

Miriam Gormally (UCD) asked about the possibility of going out to tender to a European company for insurance. The President replied that O'Driscoll O'Neill provide sponsorship to the Association, and their cover has been very good so far, but added that the GM will look at reaching out to more companies.

Adoption:

Proposed by Colette King, Tallaght Rockets, and seconded by Miriam Gormally, UCD. The accounts were unanimously approved by the members present, with no abstains.

5. Presentation of VAI Commission Reports

Referees Commission report, per appendix 2 (pages 20-36)

- Declan Ryan, President (DVC)
- Colette King, Secretary (Tallaght Rockets)
- Clodagh NicCanna, Development (DVC)
- Matteo Gubellini, Documentation (Garda)

Board Contact – Gráinne Culliton

Assessors:

- Alan Gormally
- Eamon O'Brien



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- Helen Cotter
- Clodagh NicCanna
- Giordano v. dos Santos
- Gráinne Culliton
- Denise Tallon

The Referees Commission Development Officer stepped forward to present the report, which commenced by declaring a successful season from a Referee's Commission perspective.

- Format: Clodagh presented the structure of the commission, the members' roles and responsibilities and the media used to conduct their business.
- Iterated the Commission's achievements this season:
 - Courses: Two Grade 3 courses, one Refresher course, and one Assessor course. Another two Refresher and one Referee courses were attempted but did not happen.
 - Assessments: 10 assessments, one repeat assessment, two pre-assessments/assessment mentoring, with four more to be conducted in the coming days. These assessments resulted in a new Grade 3 referee, five upgrades to Grade 2, two upgrades to Grade 1, and one upgrade to National, with only one upgrade candidate not passing the assessment.
- Discipline: Provided information on conducting post-match scoresheet reviews and following up on misconduct, and presented the new disciplinary penalties format. Kevin Donnelly, Ballymun Patriots, asked whether penalty points accumulate for a player – Clodagh advised that indeed this is being worked out, adding that points accumulate for the team, though the whole disciplinary system is going to be re-worked. Jenny King, unattached, asked whether the number of cards issued was high this season, and who is responsible for managing those, to which Clodagh replied that the Competitions Commission are maintaining this tracker. Des Currivan, Aer Lingus, queried whether it is possible for schools to help referee club/league matches. Clodagh advised that the idea will be taken onboard, and the President also added that this will also be part of the General Manager's work with the schools.
- Statistics: Clodagh presented a number of statistics from this season
- Refereeing excellence award: Eamon O'Brien was announced as having won this award, based on his continuous involvement, and quality of refereeing.
- Closing: Clodagh closed the presentation by thanking all assessors, individuals who have helped with the course materials, all referees, the Competitions Commission, their Board contact, and the office staff.

There were no questions at the end of the Referees Commission report.

Competitions Commission – per appendix 2 (pages 37-45)

- Jennifer Fitzgerald, President (TCD)



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- Kevin Donnelly, Secretary (Ballymun Patriots)

Board Contact – Gráinne Culliton

The Competitions Commission Secretary presented the Commission report and reminded the attendees of the roles and responsibilities of the Commission. The highlights of the report were as follows:

Season Overview:

Participation levels – 2017-18

- National League: 37 teams ○ 16 men's teams (2 divisions), 21 women's teams (3 divisions)
- Association Cup: 25 teams ○ 11 men's teams, 14 women's teams (no non-league teams)
- Championships: 26 teams ○ 14 men's teams (4 non-league), 13 women's teams (3 non-league)
- Mixed Recreational tournaments:
 - Masters tournament: 8 teams
 - Mixed Recreational tournament: 19 teams (6 non-league)

National Competitions – run by Competitions Commission

- National league – all season & finals weekend – 28/29 April (with office & board)
- Junior & Intermediate Championships – 24/25 February, Gormanston, Meath & ALSAA, Dublin
- Association Cup semi-finals IT Carlow (with Referees Commission)

Recreational volleyball – 2 events

- Masters Tournament – 19 November 2017, ALSAA
- Mixed Recreational tournament – 24 February 2018, Gormanston

Player participation levels – 2017-18

- Competitions-run events:
 - 735 players (414 female, 321 male)
 - increase of 10% on 2017/18
 - 30% of players are non-league
- National League
 - 493 players (293 female, 207 male)
 - Under-18 participation: 18s are almost exclusively female



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- Irish participation
 - 735 players (209 Irish, 526 Overseas)
 - Overall – 28:72 Irish/Overseas
 - Men – 21:79
 - Women – 33:67
 - Overseas numbers are increasing year on year

Challenges

- Only 2 current members on the Commission; one of these is in Canada
- Change of date by 1 week & use of 2 venues for the Championships
- Uncertainty over team numbers – hard to plan events in advance
- Scoresheets & scoresheet review process
- Planning/scheduling – 1 week between end of league & Finals Weekend
- Oversight of Fixture Changes:
 - Fixture change Form has helped but still too many requests to administer

Next Season

- All events taking place again next season
 - Masters moving to a 3-day event in October as part of 50th anniversary celebrations (ALSAA)
- Changes to calendar to reflect VI overall needs in line with strategy
- Potential for new league clubs to enter the league (2 or 3 known already)
- Change to online registration process
 - working with office & board on this – will be communicated in due course
- Clampdown on late scoresheets (workshop item) – zero tolerance
- Outcomes of Workshop this morning

The Commission Secretary thanked all clubs and club secretaries for their cooperation; Denise Tallon, Gráinne Culliton, Gerry White, Sabrina Fay, Dovile Janusauskaite, Adrian Pinczura, Alice Creaton, Edel Nolan and Robert Wypiorczyk who assisted with the Commission's efforts during the season; Clodagh NicCanna and her fellow Referees Commission members for their help with events and at the Workshop this morning; Mark Leonard-Doyle & VI Office Staff for their administrative assistance; Gráinne, Jeff King and the rest of the board members for their support.

The Commission Secretary closed their report by inviting members to join the Competitions Commission, either on a full capacity or by joining a specific tournament sub-committee.

Beach Commission – per appendix 2 (pages 46-73), and 3

- Miriam Gormally, President (UCD)
- Marie-Claire Sabogal, Treasurer (UCD)



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- Andrew Goti, Member
- Alex Graves, Member (UCD)
- Benny O'Regan, Member
- Board Contact – Gráinne Culliton

The Commission President went through the Commission members, along with their roles and responsibilities, and also mentioned all Non-Commission members:

BVI Commission members

- Miriam Gormally - President, Beach Commission
Commission and Event Management and Planning, Coaching Development and Youth Development, Securing Multiple Sponsorship Deals, city council relationships, Squads coordinator, Fundraiser and promoter for inland courts.
- Marie Claire Sabogal - Treasurer, Beach Commission
Event coordinator, Management of Budget, Expenses, Registration, Sponsorship and prizes, head CEV coach for youth development, Squads manager and fundraiser, fund raising manager for inland courts and festival coordinator.
- Alex Graves
Social Media specialist and marketing manager, Squads coach –taking lead on women's team, Tour Registration and points and key promoter of inland court.
- Andrew Goti
CEV coach and squad coach, development of national team, Poster Designer and mediations manager
- Benny O'Regan
Beach VB Development Officer in Kilkenny Area, squads fundraiser and junior coach.

Commission - Festival branch

- Ivett Simon-Byrne and Indre Simkute
Festival managers – with specialisation in Sea Sessions.
- Kama Teterycka
Festival manager – with specialisation in Achill.

VAI Non-Commission members

- Viera Hauriskova
Tour set up, national fitness trainer and assistant CEV coach.
- Patrycja Frach
National sports therapist.
- Fatima Balza



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CEV coach and squad coach, development of national team

- Dywne Hill

Beach Volleyball Administrator

Insurance, city council relationships, player registration and office matters

- Goals for 2017 per report:
 - Increase participation
 - Make tour format more player friendly
 - Increase coaching, especially for juniors
 - Increase tour efficiency and professionalism
 - Improve our social media presence and improve branding of sport
 - Consolidate relations between NIVA and BVI Tour
 - Sponsorship, funds and grants applications
 - Presentation and improvement of prizes
 - Grow squads and compete internationally
 - Find spot and apply for capital grant to build inland court

The Beach Commission President provided highlights for each item to the floor:

- Increase participation
 - Make tour format more player friendly
 - Increase coaching, especially for juniors
 - Increase tour efficiency and professionalism
 - Improve our social media presence and improve branding of sport
 - Consolidate relations between NIVA and BVI Tour
 - Sponsorship, funds and grants applications
 - Presentation and improvement of prizes
 - Grow squads and compete internationally
 - Find spot and apply for capital grant to build inland court
- Increase participation
 - Regularly reached 20 teams in each single sex event and over 35 teams in the mixed, up 15% from previous year, with 230 people participating, up from 190 last year
 - Tied in with festivals around the country and did some coaching – Sea Sessions, Battle of the Bay
 - BVI Facebook community 25% up (from 1285 to 1601).
 - The plan is to continue targeting Irish players, and juniors attending beach camps
 - Make tour format more player friendly



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- 4v4 competitions at Sea Sessions and Battle For The Bay were successful. Three new festivals, Waterford, Atmosphere and Achill. Ballybunion tour promises to be bigger and better with collaboration with Pure Magic. Bettystown event was also successful, with Meath Council keen to make BVI a permanent fixture.
- Increase coaching, especially for juniors
 - CEV youth beach project grant awarded. Two Dublin schools signed up to beach volleyball, with more interested. Juniors attended beach play and train sessions.
 - First ever Beach Varsity Competition took place with 30 teams competing, and schools competition and training running alongside it.
 - Year round training taking place

Jenny King, unattached, asked about the format of the new competitions (mixed, 3v3). The Commission President replied that the new Varsities competition was 2v2, and there are other competitions being considered, such as grass.

The Commission president added that the dates can go up on the Competitions Calendar, however that is difficult as the calendar ends in the middle of the beach volleyball season, which does not lend itself to inclusion of the beach events.
- Increase tour efficiency and professionalism
 - Online payment system launch was successful, with online registration system coming up. Cash payments on the day incur higher cost.
 - Tour equipment set-up and take-down crew expenses increased efficiency in running events on time.
 - Summer intern last season proved very helpful
- Improve awareness and branding of sport
 - Event photos by top quality photographers boosted online traffic
 - Tour social media promotions reached thousands of people across Ireland and generated hundreds of engagements
- Consolidate relations between NIVA and BVI
 - Tour were organised so as to avoid clashes. Joint tours not possible this year due to beach unavailability, however King and Queen of the Beach competition was ran successfully in Bettystown, with further engagement welcomed by Meath Council
- Sponsorship, funding, and grant applications
 - Focus on 2017 was on fundraising, and improving funds from council grants.
 - Record squads fundraising at Championship dinner
 - CEV and Council grant applications were successful
- Prize improvement and presentation
 - Cups were presented at the Championship dinner, improving the profile of the competition.
 - Medals quality increased. 2018 will see a move to a permanent trophy the winners can keep, as well as King and Queen of the Beach winner and runners-up trophies
- Grow squads and participate in international tournaments
 - Participated in 3 international competitions



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- Reached out to the Irish diaspora, and have 3 new male players.
- Achieved acquiring Megan Burgdorf and Isabelle Carey as advisors, who accompanied the squads at their Scotland competition.
- Have taken on a team of coaches including Alex Graves, Fatima Balza, Andrew Goti, Patricia Somers, Benny O'Regan, Jorge Rodriguez Perez, as well as a dedicated fitness trainer, Viera Hauriskova.
- The squad attended trainings abroad with Olympic standard coaches and even hosted their own camp at home in Dublin for the first time ever.
- Find spot and apply for capital grant to build inland court
 - Site behind Clontarf Dart station identified, space for 2 inland courts
 - GiftGrid (giving grid) raised €9000
 - Grant was declined due to admin error on the Dublin County Council's land title
 - DCC will work with the Commission again on the next round of capital grants

The Commission President informed the floor of the results/winners of the 2017 season BVI competitions, as well as news from the squads achievements in the past year.

She closed the report by thanking the Commission members and all other affiliated and non-affiliated volunteers.

Coaching Commission – per appendix 2 (pages 74-78)

- Des Currivan, Acting President (Aer Lingus)
- Jenny King, Member (unattached)

Board Contact – Jeff King

The Acting Coaching Commission President presented the Coaching Commission report and the highlights were as follows:

- Coach Developer Course 2017-2018 – individuals involved
 - Conor Flood VI, Coaching Development Officer
 - Gianni Massa, Ladies Junior Squad Coach
 - Declan Ryan, Coach and Referee with Garda Volleyball Club
- Coach Developer Course 2018-2019
 - 3 candidates required
- Courses:

The Acting Commission President mentioned the different types of coaching courses available through the Association and the plans to rename the Level 0 course to Foundation course. He also



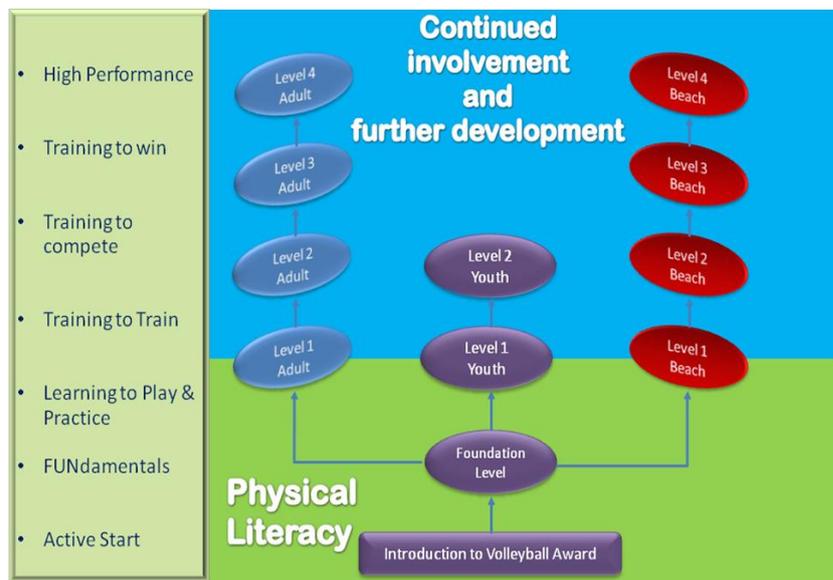
mentioned the Coaching Forum on Youth Coaching which is taking place in June to update the coaching syllabus for Level 0 and Level 1 courses.

- Licensing of Non-Irish Federation coaches:

Process and procedure for the recognition and licencing of foreign coaches who want to register and coach in Ireland within the VAI structure Coaching Pathway, are being developed and are in draft. Once finalised, approval will be sought from Coaching Ireland

Being designed in order to address the needs of coaching at Indoor, Beach and Youth level.

Need to fully incorporate and support the coaches under 18s into the coaching ladder (picture 1)



Picture 1 – Coaching ladder

The Acting Coaching Commission President outlined the Commission’s plans for future development, with assistance from other coaches:

- Review of Syllabus: To allow more Practical Coaching experience as possible.
- E-learning: Use of e-learning to enhance courses, as it allows for more practical on court coaching when courses are run.
- Seminars and workshops: plan to schedule these throughout the season
- Sitting volleyball: Jessie is the current sitting volleyball coach

In closing, the Acting Coaching Commission President reiterated the need for further resources within the volleyball community to support the work of the Coaching Commission.

Squads Commission– per appendix 2 (pages 79- 99)

- Des Curriuan, President (Aer Lingus)



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- Patricia Somers, Secretary (UCD)

Board Contact – Denise Tallon

The Squads Commission Secretary presented the report on behalf of the Commission outlining the Commission's goals, and the progress made from this time last year:

- There were no squads
- Head Coach positions had been advertised
- No written standards/protocols for how a squad functions
- No funding

In summer of 2017, interviews were conducted by an independent panel, the Head Coach positions were offered for both Women's (Fabio Tamborini) and Men's (Andrei Molinar) Squads, and new contracts were drafted.

The appointed coaches were invited to a coaching seminar in Newbridge to get the opportunity to meet other coaches and share their vision for squads.

The Squads Commission and Board Member Denise Tallon met together with both coaches to go through the contracts and outline what was required to set up each squad. What they achieved:

- Set off positively with a common goal
- Outline minimum requirements for each squad
- Discuss communication protocols going forward
- Answer any questions from the coaches

The Head Coach contracts were signed on September 24th, 2017, and in October and November of 2017 open trials were held by both squads. There was great response, with over 100 boys and girls turning up for the trials. The subsequent selection process began and there are now two fully functional squads.

St. Patrick's Weekend Friendlies:

There was a lot of planning around the St Patrick's Day friendlies weekend, which was organised by Volleyball Ireland in conjunction with squads. The new Watershed Centre in Kilkenny was selected as the venue, and Ireland invited Northern Ireland and Scotland to the event, both Junior and Senior squads.

4 Irish squads participated against Northern Ireland, our Junior Men and Women and our Senior Men and Women. It was a great sight to behold, especially the Men's Squads, since there hadn't been one for many years. It was a very successful day – success not necessarily being winning the games, but that so many young players got the opportunity to experience International competition and a big event for the first time.

SCD Zonal Competition:



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Though the Commission made a decision not to enter the Squads in this competition when entries were open in the fall of 2017 (not enough time for preparation, would not be able to commit to hosting the event if selected), the Commission received information about this competition in April 2018 and the Women's Squad decided to compete.

Women's Squad:

- Coaches:
 - Fabio Tamborrini and Jennifer Moret looking after Senior and U19 squads
 - Gianni Massa, Jenny King, Theresa O'Riordan looking after Elite Team 2004
- Applied for and received funding through the IGMF
- Keeping interest alive for those not yet on the elite squad through their "Centres of excellence"

Women's Squad:

- Coaches:
 - Andrei Molnar, Ionuit Tarmure, Ferdie O'Faolain
- 2 squads – Under 17 and Under 19
- Very successful training camps in Gormanston
- Introduction of mini volleyball for U-12 boys
- Interest is building

Behind the scenes: A lot of involvement and assistance in the background

- Parents – the role of the parent is very important for the success of the squads. Many parents are now actively involved in some way which is a huge step forward, even if not actively involved they invest a lot in their son or daughter by involving them with squads.
- Teachers/coaches – day to day working with players to build the skills learned at squad training.
- Volunteers – such as managers, organisers.
- Volleyball Ireland – Board, Development, Office, Referees give support when required.

Challenges:

- Lack of official squad weekends – was a complaint from both squads, hard to plan training. Recommended for 2018/19 calendar 1 weekend per month only for squads. Being addressed.
- Funding – always an issue. Our squads are self-funding and rely on the motivation of all involved to keep going. IGMF is available for under age programmes. Both squads have a different approach to how they fund themselves – we could do with some help to develop a more "global" strategy.

The Squads Commission Secretary concluded her report by providing information on the Squads' funding pages, and opened it up to the floor for questions, of which there were none.



6. National Development Report – per appendix 2 (pages 100-132)

Gary Stewart, General Manager, presented in the absence of the National Development Officer, Conor Flood.

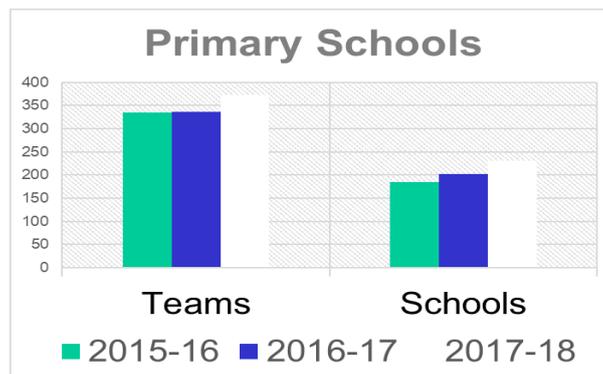
6.1 Development Update

His report containing the challenges and highlights from the season just ended and they are as follows:

Development Figures

Primary Schools

Primary Schools	Teams Schools	
2015-16	334	185
2016-17	337	202
2017-18	372	230
Diff since 2016	+38	+28
Diff since 2017	+35	+45
% diff since 2016	11.38%	15.14%
% diff since 2017	10.39%	22.28%



Post-primary Competitions

Post Primary	2015-16	2016-17	2017-18
SpikeBall	280	253	239
Senior	77	81	80
Cadet	57	80	77
Junior	54	71	80
Mini Volley	73	41	53
Total	541	526	529

Transition Year Women In Sport Programme

- 22 applications already for 2018-19 (ahead of 2017-18)
- 7 new schools for 2018-19



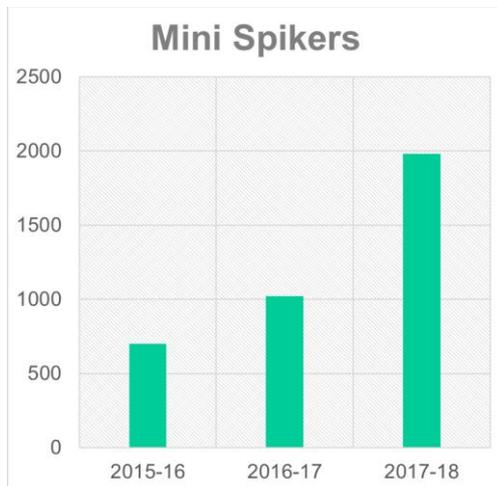
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- Scoring system to be put in place for 2018-19 applications

TY Prog.	Courses	Leaders	Primary
2015-16	20	321	2619
2016-17	28	450	3228
2017-18	24	401	2620

Mini Spikers

Fundamental initiative. 18 Schools have purchased the Mini Spikers Programme, for €10 on top on their affiliation.



Sitting Volleyball

Strategy and development plan are required to drive this initiative, and partnership is a key factor - Paralympics Ireland, The Irish Wheelchair Association, Enable Ireland, Cappagh National Orthopaedic Hospital.





Recreational Leagues



Centres of Development

- Pilot schemes launched in Ennis, Loughrea, Fethard and Portlaoise.
- Ennis & Loughrea retained = 70 children training twice p/w
- Portlaoise & Fethard postponed = 80 children willing to enrol.

Junior Championships May 26th

- U16 Boys – 12 teams, u18 Boys – 4 teams.
- Newbridge, Naas, Dalkey Devils, Mayo, Santry VCs, plus Ennis & Loughrea CoE

6.2 Future Projects

- No Fall Volleyball – an active retirement sport played on a chair using a beach ball
- Community Coaching Scheme – working with Local Sports Partnerships, for people who have an interest in becoming coaches
- Schools Coaching Initiative
- TY Boys Programme

6.3 Garda Vetting and National Children's Officer

118 applicants have been vetted through VI this season. 13 registered coaches and referees have yet to be vetted, and their licences will expire.

Documents, information & support for Validation Officers is available on the website

<http://www.volleyballireland.com/contentPage/10019600/nationalvetting>

Main challenges:

- Incomplete applications where forms were not validated properly.
- ID documentation did not add up to 100.
- ID documentation was not submitted to office with rest of application.

Important update to legislation:

"Under the terms of the National Vetting Bureau (Children and Vulnerable Persons) Acts, 2012-2016 ("the Acts"), [\[1\]](#) all persons who are employed in positions where they have regular access to children and vulnerable persons must be vetted by the National Vetting Bureau.

Section 21 of the Acts provides that it is **an offence for an employer**



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The role of the National Children's Officer

- Ensure that underage players participate and benefit from our Games in a safe, enjoyable environment
- Promote a youth and child centred ethos
- Promote an awareness of our responsibilities
- Organise Child Protection Awareness Training
- Ensure the implementation & promotion of relevant Child Welfare Codes and Guidelines
- Deal with breaches of the Code of Behaviour

"Children First" Act

The General Manager advised that in line with the Children First Act 2015 requirements each NGB and any club with children participating in their service must ensure that they conduct the Risk Assessment & display a Child Safety Statement by 11th March 2018.

- Clubs with junior members must have a Children's Officer who has been Garda Vetted and completed the Code of Ethics – Safeguarding 1 Course.
- All coaches & referees must complete the Safeguarding 1 classroom course and complete the online refresher course every 3 years.
- Safeguarding 1 online refresher course available. Those who completed Safeguarding 1 3 years ago are encouraged to update.

6.4 Clubmark

The General Manager proceeded in providing the floor with details of the Clubmark programme, which was developed in 2016/2017, with Bronze level piloted by Santry Volleyball Club in 2017/2018.

- 3 levels, Bronze, Silver and Gold which creates a development pathway for clubs, coaches and referees. Rating is by factors such as number of first aiders, coaches and their levels, etc.
- Effectively is a 'How To' guide for clubs advising on policies (Garda Vetting, Safeguarding etc.) and best practices (Constitution, committee, code of conduct etc.) clubs need/should have in place.



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- Development of club structures (Development plan) club personnel (coaches, volunteers & referees) and areas (junior sections, disability inclusion)
- User friendly and time saving document templates accessible anytime on Dropbox.
- Meetings and visits arranged as well as ongoing guidance & support throughout journey.
- Time-frame agreed between club and Development Officer
- Recognition on website and presentation of plaque

Clubmark contact: Norma McIntyre east@volleyballireland.com, 0868173990

The General Manager concluded this section of the report with a testimony from Santry Volleyball Club, and presentation of their participation plaque to Heloise Montigny.

Jenny King, unattached, asked whether there are any plans on an incentive. Gary Stewart answered that equipment and other incentives are being considered, but no decision has been made yet.

Denise Tallon, Santry, added that this programme has succeeded in tidying up all of their club's policies etc going forward, whereas in the past this area was a minefield.

6.5 Raising the game – New Strategy

The General Manager presented the Association's new Vision, Mission, and Core Values. The floor were presented with the new strategic pillars and key strategic objectives.

Strategic Pillars:

- Raising Participation
- Raising Organisational Standards
- Raising Performance
- Raising the Profile
- FundRaising and Finance

Key Strategic Objectives:

- Appoint a GM to deliver the strategy and its outcomes
- Adopt the Governance Code
- Establish strong school – club links that enable a player development pathway
- Create 8 Centres of Volleyball Development
- Implement the Clubmark model
- Implement a communications, sponsorship and marketing plan
- Re-launch of the patrons of development scheme

This report then focused on the below goals, which were briefly mentioned earlier:

Raising participation:

More people will be attracted to participate in volleyball and will stay involved throughout their lifetime, encouraged by those already participating and by increased opportunities through an appropriately connected participation pathway for players, referees, volunteers and coaches.



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- Establish robust baseline measures
- Develop the schools volleyball programmes incorporating a sustainable school-club link pathway
- Establish 8 Centres of Volleyball Development that become activity hubs
- Instigate Club Development Plans through the Clubmark model
- Create new and exciting programmes that inspire people to the sport

Raising organisational standards:

Stewart announced that the Association will provide a strong leadership that continuously develops a fit for purpose, progressive & effective organisation with transparent systems and processes.

- Carry out a Governance Review, adopting recommendations and implementing the Code of Governance
- Having clear and defined roles and responsibilities
- Recruitment of a General Manager to implement the strategy & drive the development of the organisation
- Implement training and development plans for all staff and volunteers

Raising performance:

The General Manager made a commitment that the Association will create a sustainable and supportive development structure and pathway plan that promotes the improvement of players, referees, coaches and volunteers through a progressive journey in Volleyball.

- Implement the Long Term Player Development plan for Volleyball
- Training, courses and development plans for all coaches and referees
- Increase the number of coaches and referees
- Recruit & retain volunteers, increasing opportunities to contribute in a variety of roles in the sport
- Develop a strategy for National Squads performance

Raising the profile:

This will involve work in order to will increase the profile and promotion of Volleyball across a number of platforms, communicating more effectively and marketing key events and achievements.

- Create a communications and marketing plan
- Establish engagement KPIs for each media platform
- Integrate communications platforms into a centrally managed system
- Build the Volleyball Ireland brand and identity
- Market showcase events and highlight achievements
- Actively report success to partners and funding agencies

Fundraising and finance:

The Association will strive to increase funding through an increased range of sources which are attractive, sustainable and achieve the strategic goals.



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- Ensure financial compliance and good practice
- Secure sustainable funding through an increased range of sources
- Develop sponsorship packages and engage members to promote
- Re-launch the patrons of Volleyball scheme
- Develop a fully costed annual business plan that generate sustainable income streams

The General Manager finished his report by stating it is very important for the Association to receive CEV funding. He also added that with the current board of directors being very capable, he foresees volleyball in Ireland will go from strength to strength.

Jenny King, unattached, stated that a huge amount of work has gone into the new strategy. Her experience Her experience of strategies is that they are a document that is used for funding and then goes up on a shelf and is never involved with the actual operations of an organisation, and that it is nice to see KPIs coming out in the future. She finished by adding it is very exciting to see we have Gary to drive this, and be accountable to deliver what is on paper, urging everyone to do their bit.

7. Variable Items – Motions etc.

No motions received.

8. Elections

No nominations received.

9. Any Other Business

The President opened it up to the floor for matters under AOB:

Championship dinner – awards presentations

The President stated that with more and more competitions, there are now more presentations and more awards. This year's presentations took over 1.5 hours, even without all teams being present. The President asked what people would like to see with respect to this.

Jenny King, unattached, spoke about the importance of teams getting their time in the spotlight, but added that perhaps teams should be ready at the side.

Grainne Culliton suggested that maybe Championships and Cup award presentations take place on the day of the competitions themselves.

Martin O'Connor, Newbridge, added that this year in particular, taking a break was a mistake.



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Michelle Tanner, unattached, suggested we look at how other NGB's do it their presentations.

Denise Tallon, Santry, agreed with Jenny's previous statement that all teams should have someone on the night lined up ready to receive the awards.

Kevin Donnelly, Ballymun, pointed out that especially since there is no element of surprise, there should be no issues with having the teams lined up and ready to receive their awards.

10. Close of Meeting

The President closed the meeting at 15:46 and thanked all that attended a good and positive AGM. She finished by wishing the National Women's Beach Volleyball teams all the best in their upcoming competitions.

11. Appendix 1 – Attendance Sheet



VI AGM 2018
Attendance Sheet.pdf

12. Appendix 2 - AGM Presentation Slides



AGM 2018.pdf

13. Appendix 3 – Beach Commission Report



Beach Commission
Report for 2018 AGM