



The Volleyball Association of Ireland's
Annual AGM Minutes
2016

The Volleyball Association of Ireland
First Floor, 141 Thomas Street
Dublin 8





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Volleyball Association of Ireland AGM 2016 - Minutes

Date: 7th May 2016

Venue: Maldron Hotel Tallaght, Whitestown Way, Tallaght, Dublin 24

Board members present:

Grainne Culliton - President

Anna Dukacz - Treasurer

Anthi Gilligan – Secretary

Denise Tallon – Board Member

Clubs represented at AGM: Please see Appendix 10

1. Opening of Meeting

Grainne Culliton opened the meeting at 13:13 and thanked all who attended

2. AGM 2015 – Minutes

Matters arising: None.

Adoption: Minutes were proposed by Jennifer Fitzgerald, Trinity, and seconded by Declan Ryan, Garda. The minutes were approved by all members present.

3. President's Address – per appendix 1

- Acknowledgment and thanks to VAI staff and volunteers
- Review of the past year:
 - VAI representation
 - Ivan Gormally memorial fund
 - Competitions
 - Referees
 - Beach
 - Coaching
- Looking forward

4. Treasurer's Report – per appendix 2

Overall profit of Eur 2,415

Revenue risen by Eur 56k but this is an artificial increase, as a result of the Capital Grants scheme for which the VAI is a facilitator (Eur62k received), but really has fallen by Eur 6k, mainly by major movements:

- Reduction in ISC WIS grants received Eur 2k
- Sponsorship not received until after the year end Eur 1,000
- Squads revenues Eur 7k as 2015
- Note that Beach income/expense recognition has been changed and therefore, you should consider the overall net movement for variance purposes, which is small, and showing Beach in a profitable situation for 2015, which is great to see.

Costs have really stayed the same overall (apart from the counter entry for the Capital Grant scheme Eur 62k and squad cost increase re foreign competition), with a few exceptional or periodic variances:

- Travel costs – saved Eur 12k – as staff were not in place for the full year, shared cars as training up etc. This is a temporary drop and will not stay so low in 2016.
- Squads expenses
- Insurance – increased by Eur 2k
- Heating is artificially reduced as heating system broken during 2015
- Printing – included the reprinting of school books etc, so abnormally high.

- Referee and Coaching course costs dropped as we did not do so many. We will hopefully rectify this in 2016.

Brian Quinn asked why the accounts calendar doesn't line up with the volleyball season. Des Currivan replied this was mandated by the Irish Sports Council.

Adoption:

Proposed by Des Currivan, Aer Lingus, and seconded by Declan Ryan, Garda. The accounts were approved by the members present.

5. Presentation of VAI Commission Reports

Referees Commission Report – per appendix 3

- Vinni Dos Santos (DVC)
- Theresa Gomez (DVC)
- Declan Ryan (Garda)
- Lucie Růžicková (NUIG)

Board contact – Gráinne Culliton

Assessors:

- Alan Gormally
- Gerry Reynolds
- Eamon O'Brien
- Kevin Donnelly
- Helen Cotter
- Grainne Culliton

We are changing the approach to Referees courses as historically, many attend courses but do not follow-up with the additional requirements to become a Referee.

Required in advance of a course – sit exam, sit the online scorekeeping tutorial, submission of a Garda vetting form.

Required in advance of registering as a Referee – sit the COE course.

N.b: It is mandatory (under VAI rules) for all Referees to have sat the COE course and passed the cert number to the office, and to be Garda vetted. Those who have not complied will be contacted shortly, if not already.

Des Currivan asked if, in the case of foreign nationals emigrating to Ireland and with referee qualifications from their respective countries, have the referees commission tried to involve that person in refereeing or even the referees commission. Vinnie Dos Santos responded that when such a situation comes to their attention, they do try to involve the individual, and referenced an example with a DVC player who unfortunately had to decline due to the nature of their work commitments.

Des Currivan mentioned that a list of registered school referees is not on the report, and suggested they should be included. Vinnie Dos Santos responded that by law, they are not allowed to referee, as they are under 18.

Miriam Gormally advised they have two grade-1 referees and that the list needs to be updated.

Competitions Commission Report 2016 – per appendix 4

- Jennifer Fitzgerald, President (TCD)
- Kevin Donnelly, Secretary (Ballymun Patriots)
- Orla McElroy (Naas)
- Lucie Růžicková (NUIG)

Board contact – Gráinne Culliton

Participation levels

National League: 37 teams

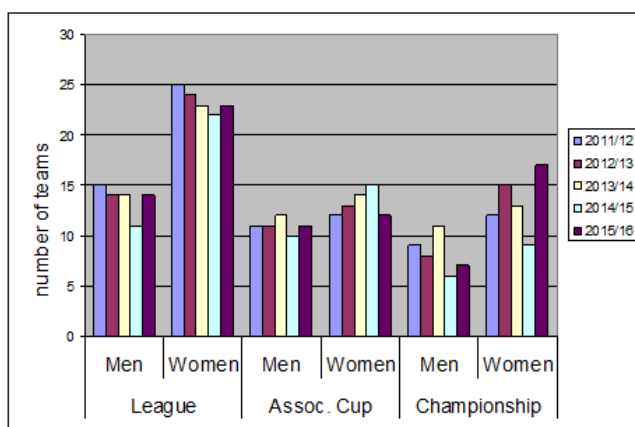
- 14 men's teams (2 divisions), 22 women's teams (3 divisions)

Association Cup: 23 teams

11 men's teams, 12 women's teams (no non-league teams)

Championships: 24 teams

7 men's teams (2 non-league), 17 women's teams (2 non-league, 2 national squads)



National Competitions – run by Competitions Commission

- National league – all season
- Junior & Intermediate Championships – 5/6 March 2016, Gormanston, Meath
- Association Cup semi-finals & Shield finals – 9 April 2016, NUIG, Galway
- *Association Cup finals – 23 April, UCD, Dublin (run by VAI Office)*

Recreational volleyball – 2 new events

- Ivan Gormally Memorial Masters Tournament – 22 November 2015, ALSAA
 - 67 players registered – 9 teams competed
- Mixed Recreational tournament – 5/6 March 2016, Gormanston
 - 12 teams participated in event alongside Championships
 - Need to increase level of formality in official club correspondence
- Club Secretary pack to be circulated to club secretaries

- Clubs need to understand VAI Competition Rules – looking at ways to make content and format easier to follow
- **Role and Responsibilities of the Commission**
 - Meet frequently to deal with matters that have arisen in relation to national competitions
 - Four members who play, coach and referee – helps maintain balanced approach to decision making
 - Facilitates the smooth running of the various competitions
 - Open to receiving feedback from clubs – once presented in a positive, constructive and proactive format
 - Annual Workshop is important opportunity for us to gather feedback and ideas from clubs
 - Important that clubs support the workshop and engage in meaningful discussion
 - Allows us to review changes previously enforced and consider improvements to current formats

Thanks to the following:

- All teams and clubs for their cooperation during the season
- Grainne Culliton, Denise Tallon, Gerry White and Alison O'Neill who assisted with our efforts during season
- Eoin & VAI Office for their administrative assistance
- VAI Board for its support

New members welcome!

- To join full Commission or for a potential tournament sub-committee
- Contact us at competitions@volleyballireland.com

Aim of Commission is always to encourage volleyball participation and we strive to run all national competitions in the fairest way possible, offering appropriate levels and frequency of competition to the participating teams.

Question from Gianni Massa asking how many players registered in 2015, what is the split between Irish and foreign nationals and what percentage of children go on to become league players. Jennifer Fitzgerald advised she will need to check this information out.

Beach Commission Report 2016 AGM – per appendix 5

- Miriam Gormally, President (UCD)
- Marie Claire Sabogal, Secretary (UCD)
- Andrew Goti (Garda)
- Awoii Patrick (Tallaght Rockets)

Board contact – Anthi Gilligan

- Goals for 2015:
 - Increase participation
 - Make tour format more player friendly
 - Increase tour efficiency and professionalism
 - Improve our social media presence and improve branding of sport
 - Consolidate relations between NIVA and BVI Tour
 - Secure sponsorship
 - Improve prizes
 - Participate in international tournaments
- BVI Tour 2015
- Acknowledgements

The commission have advised they have entered two teams in the Small Countries Division competition, and have requested that all clubs support their fundraising events.

Question from Jenny King asking whether holding an Irish passport is a requirement, to which Miriam Gormally answered yes.

Question from Jenny King, asking is the idea that beach is segregated from the VAI. Answer from Grainne Culliton was that the plan is to eventually have squads overseeing both indoor and beach, however, it takes time to develop. The Big focus now is to increase participation in general (beach, indoor, sitting volleyball).

Suggestion from Des Currivan for a coordinated approach for sponsorship for squads, beach etc., so there is no clash between the different sections, and that they all use common resources.

Miriam Gormally responded by saying that ideally there would be a fundraising and sponsorship commission. She added that the Beach Commission currently target different type of establishments (i.e. restaurants) so there is no clash between the Beach and Squads Commissions.

Suggestion from Jeff King to merge beach and indoor calendar. Both Competitions and Beach Commissions agreed to this.

Coaching Commission Report 2016

- TBA

Currently there is no Coaching Commission in place, hence no report to present. Looking for volunteers for the Commission to drive coaching forward

Jenny King volunteered to run the coaching commission.

Squads Commission Report 2016 – per appendix 6

- Brian Quinn, President (Not affiliated)
- Patricia Sommers, Secretary (UCD)
- Des Currivan, Member (Aer Lingus)
- Richard Rocker, Member (Munster Thunder)

Board contact: Denise Tallon

- History
- Activities
- Commission Changes
- Men's Squad
- Women's Squad:
 - Coaches and Managers
 - Development Plan
 - Senior Team
 - Junior Teams
- Goals for the Commission
- Issues and concerns
- Funding Requirements

There was a discussion around the commission's biggest issue, which is expenses, with the average trip abroad costing approximately €15k, and that there needs to be a better, and maybe more cohesive way of fundraising.

Question from Jenny King as to whether there is funding available to the squads from the Irish Sports Council. Grainne Culliton replied that the ISC won't fund until Ireland are at a medal winning position. They give VAI funds for certain things only, and there would be penalties for using the funds on other projects.

Question from Alison O'Neill, Ballymun Patriots, asking whether any fundraising took place this year. Answer from Brian Quinn, was negative, advising this was partly due to nobody willing to take the lead. Also the amount was so great that the thought was off-putting and scary.

Denise Tallon mentioned that the Head Coach was fully aware there would be no donations/funding from the VAI. A lot of players have been there for a long time and would have been aware of a need to fundraise from previous years as well.

Question from Declan Ryan, Garda: Why isn't a marketing/PR person brought in to arrange for sponsorship, as they have done in Garda VC? Denise Tallon answered that it has been requested before at AGMs for people with marketing experience etc., to share any information that might assist in getting sponsorship.

Gianni Massa made a comment that we should compare ourselves to where female rugby was 50 years ago, and that a company like Dunnes Stores should be approached with a proposal and strategy. He added that there should be a good Facebook page, a good profile, and sharing of good information on what the Squads do and why, but that there needs to be a structured plan in place.

Jeff King commented that from his experience in the national team, it was very frustrating knocking on doors and trying to get funds. He also mentioned that Hockey Ireland received €220k before going to the Olympics? Grainne Culliton added that the board are always looking for new grants, however grants tend to be a one-off thing, whereas Squads need a regular income.

Gerry White, Aer Lingus, suggested race nights and bowling nights, and has volunteered to assist the Squads Commission with their fundraising efforts. Brian Quinn to speak to him.

Tom Landers commented we should look at publicity, we should see how we can get the match results out on the papers, under a minority sports section or similar. Volleyball is the only sport that doesn't publish on a national paper. Grainne Culliton added that Orla McElroy (Naas) from Competitions Commission had agreed to run with this before, but nobody would give her their results. Grainne Culliton agreed to pick this up again.

Patricia Sommers, UCD, mentioned she would send results to local paper every Monday until at some stage they started printing them.

[National Director of Development Report 2016 – per Appendix 7](#)

Highlights from the report by Paul McKeever were presented by John Clarke (CEO)

- This year a total of 306 schools affiliated with us.
- Junior Volleyball competition attracted 142 teams, up by 52 teams from last year- an increase of 58%.
- Senior Schools League and Cup section, there was a record entry of 77 teams an increase of 40% on last year.
- We estimate that more than 20,000 children between the ages of 10 and 12 years are participating in SpikeBall activity in school.

Regional Leagues

- Cork Mixed Volleyball League: 13 teams
- South Regional Men's & Women's Leagues: 6 teams each
- Dundalk Recreational League - 5 teams
- Under 18 Competition: 8 teams expected

New Recreational Leagues

- Volleyball West of Ireland Mixed Rec. League: 8 teams
- SpikeBall recreational tournament: 8 teams

The Mini Spikers Programme

In September, the Mini Spikers Programme was piloted in 20 different schools

Sitting Volleyball

- July – Our staff attended a multi-sport inclusive summer camp run by Cavan County Council.
- Nov. – Involved in Dun Laoghaire Rathdown Co. Co. two day event for Primary schools from the Dublin area.
- April – Involved in Disability Activity Camp organised by Cavan County Council - over 120 adults
- Ran our first ever 3 hour introductory Sitting Volleyball Workshop for teachers and leaders in Dublin.

W.I.S. - TY Girls SpikeBall Leaders Award Programme

A total of 20 post primary schools took part in the Leaders Award Course this year.

Vetting – New Legislation

- From April 29th 2016 it is illegal to allow anyone regular access to or contact with Children or Vulnerable people without them having been cleared beforehand through the National Vetting Bureau (formerly known as Garda Vetting). It is punishable by a fine and/or imprisonment.
- The new vetting process will involve a requirement to validate identity of a passport etc. Proof of address is also required by use of utility bills etc.
- Clubs will be asked to play a role in the validation process.
- No one can take up a position in this area until the Vetting process is complete and clearance is given.
- Clubs are responsible for ensuring that any of their members or volunteers, coaches etc. who have regular access to or contact with children or vulnerable persons have been cleared through the vetting process prior to them commencing their role. This process is initiated through contact with the VAI office.
- Clubs will be responsible for validating such persons identity and address through a system that will be put in place in conjunction with the VAI. Details will be made available shortly when they are released by the National Vetting Bureau.
- Part of the process will be conducted online and is expected to have a few days turnaround once the online section is completed. However the entire process of the initial filling in of application form and the validation component will add some time to the entire process. Clubs, commissions, referees, coaches etc. should therefore plan carefully ahead to ensure clearance is completed before commencement of such activities.
- Anyone who had already been cleared through the Garda Vetting system prior to this date does not need to reapply through the new system.
- The VAI will require all appropriate persons to be re vetted every 5 years from now on.

Jenny King enquired how is it so difficult to obtain 14 children for the national squad when there is nearly 20000 participating in Spikeball. John Clarke, CEO, answered this is due to lack of volleyball in post primary schools.

There was a brief discussion on how to overcome this obstacle, with a few suggestions mentioned that are already happening as part of the VAI's processes. There was a suggestion of re-introducing the practice of sending handbooks out to schools, and also to procure a teaching video for the transition from spikeball to volleyball, to be sent to schools. Grainne Culliton took this action.

National Children's Officer Report 2016

- NCO Dwyne Hill

Objective:

We want our underage players to benefit from and participate in all Volleyball & SpikeBall Games in a SAFE and ENJOYABLE environment where our Games are conducted in a spirit of FAIR PLAY

VAI Website:

The website is being redesigned to become more informative and user friendly.

Key Legislation/Guidance:

- National Vetting Bureau (Children and Vulnerable Persons) Act 2012
- Criminal Justice - Withholding of Information on Offences Against Children & Vulnerable Persons Act 2012
- Children First Bill

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

SafeSport app available for smartphones

What has been done:

- Review of Policies and Documents
- Making Sure All Clubs Have a Trained Club Children's Officer

- Liaising with LSPs on upcoming courses
- Implementation of New Garda Vetting
- Assisting Clubs and Squads
- Linking in with Club Standards

Things to do:

1. Review Coaches, Referees Safe Guarding Children Qualifications
2. Review Club Officers Training
3. To Assist Clubs in carrying out an audit of Policy and Procedures

There was a suggestion to circulate COE course details with all clubs so that their secretaries can distribute to interested parties within their clubs.

Anti-Doping Report 2016 AGM

NADO – Dwyne Hill

Athletes must check all their prescribed and over-the-counter medications:

- www.eirpharm.com (Republic of Ireland)
- ISC Medication Checker App

2015/16

- Anti Doping Wallet cards sent out to all clubs
- All National Team Players Completed FIVB Play true
- Real winner completed by all Premier League Players
- Educational training with Women's squad, thanks to the Anti Doping Unit Sport Ireland for coming out to deliver the training.

Patricia Sommers, UCD, enquired whether there is any random drug testing currently taking place. Dwyne Hill answered that Sport Ireland could at any time conduct tests at all levels.

CEO's Report – per appendix 8

F.I.S. GameDay Club Finder App:

- Available on App Store and Google Play Store
- Your club is on the app and you can add more info.
 1. Visit www.gamedayapp.ie and click “Login” top right
 2. Type in the same email address that is used on your club's page on the app (click EMAIL THE CLUB)
 3. Click ‘Forgot Password’.

4. An email will be sent to that email address with a new password. To change this password to something more memorable, please log in, click 'Change Password' in the top right corner of the page and follow the instructions on screen.
5. If the email address used for the club is incorrect or no longer valid, contact Eoin: info@volleyballireland.com

Make Volleyball an Inclusive Sport

- CARA have designed a four stage Inclusive Sport NGB programme which aims to support NGBs in developing and enhancing provision, opportunities and practices which will ensure that people with disabilities have the opportunity to access sport at a level suitable to them in both a participation and performance capacity.
- They have also piloted a programme with 2 sport NGB's

CARA can offer the following supports to NGBs:

- Facilitation of Disability Inclusion Training for all NGB personnel (Board, Staff, Coaches and Volunteers).
- Support in the development or review of a Disability Action Plan for your sport.
- Support development of Inclusive Coaching.
- Provide advice on programmes, initiatives and resources to support people with disabilities to have a positive experience within your sport.
- Assist your NGB in maximising its marketing and promotion opportunities to attract people with disabilities to take part in your sport.
- They will also partner us in applying for funding

Lobbying.ie

TO ALL CLUBS & COMMISSIONS:

- We are now registered via Lobbying.ie, so everyone in the Association must report to the board or myself: if they have been in communication with a T.D., Minister, Member of a local authority or Civil Servant etc. in relation to a Club or any Volleyball Association matter.
- For more information please go to: www.lobbying.ie

Club Standards Award Scheme

So far three workshops have been delivered to various clubs and they have chosen the subject. The workshops that have been presented were on the following topics:

- Building Strong Foundations, Club Structure and Policies
- Volunteer Recruitment
- Setting up a Junior Section

5 clubs have been involved and we give our staff the kudos for this initiative and offer a big thank you to Rhona Coombes for all her work in getting these clubs standards workshops up and running.

- More details in Paul's Development report.

2018 - Our 50th Anniversary

- As already mentioned in the Paddy's Day Newsletter.

WE NEED YOUR HELP!

- If you still have contact with any past players, referees or coaches please send me their names and contact details so they can be invited to 2018 events.
- If you have any photographs of past teams or action from matches please scan them and send them to me with club and individuals names and when and where they were taken, if at all possible.
- I will then create an archive for us all to share.

2018 Strategy related initiatives

- During 2015 and 2016 we have lost key members of staff – Paul McKeever, Mary Lalor, Ciara Buckley.
- The CEO has also indicated he will be stepping down.

We are losing a lot of knowledge from the VAI

- Therefore, we are looking to overhaul the whole organisation, with a view to considering the right strategy for the VAI going forward.
 - ☐ Modern life is changing, we must change.
 - ☐ The ISC focus is changing, we must change.
 - ☐ New people bring new experiences, ideas and approaches that we should embrace
- Employ someone to review the whole business of the VAI with our strategy in mind and to make recommendations as to how our goals can be achieved.
- In the interim, maintain the status quo and keep things running.

Brian Quinn queried the VAI's status as a charity. John Clarke responded by saying we are not for profit organisation. When he attended the Federation of Irish Sport meeting last year, the minister for sports said they were hoping to change the status for NGBs to charity. No reason why we couldn't set up a charity if there was going to be further funds available to us due to that status.

Variable Items – Motions received, etc.

No motions received

Elections – if applicable

No elections

Any Other Business

Letter from squads:

Grainne Culliton read out a letter from the Squads Commission (see appendix 9), requesting a loan from the VAI to cover the costs for competing at CEV Small Countries Division Under-19 Women's competition held at the Faroe Islands.

Giordano Dos Santos and Theresa Gomez, DVC, as well as Helen Cotter, Santry, enquired why there was no fundraising done by the Squads Commission after entering the squads in the competition.

Getty White, Aer Lingus, added that there is no point in pulling out at this stage, and we should support the proposal. He re-iterated that he is willing to help with fundraising.

Denise Tallon, Santry, asked whether parents and players are aware of this proposal and its potential consequences, which Jennifer Moret, Squads Commission, confirmed. Jennifer added that the parents have already paid for flights themselves, so can't afford to add more to that, and hence the request for a loan.

Jeff King suggested that in future there should be a rule in place whereby a certain percentage of funds has been pre-raised prior to entering a competition.

The Squads Commission have agreed that they will be more proactive in future and will make an estimation of expenditure needed for the coming years.

A vote was taken on whether to provide the loan. 22 attendees voted FOR, 1 AGAINST, while 1 voter abstained.

Meeting adjourned

Grainne Culliton closed the meeting thanking everyone who attended.

Appendix 1 – President's Report 2016 AGM

Dear all

Thank you

Welcome to the 2016 AGM of the VAI. I would like to start by thanking the staff of the VAI. They have faced many challenges over the year head on, and have given up so much personal time to help us achieve our year's goals. It is so great to have staff that ooze enthusiasm, as this is infectious and can only be good for our sport. It was especially lovely to see Mary Lalor, since her retirement, coming back time and time again to help out on a volunteer basis. It shows how much of a family we are.

To the Volunteers, especially the hard working commissions, we would not have a sport without you. In Ireland all sports are run predominantly by volunteers and ours is no different to the norm. I completely understand the amount of time and energy that goes into what you do for our organisation, constantly thinking about what else is to be done, new ideas for future improvement, it is all so important and I thank you for this.

As most will know, Megan resigned from the Board during the year, as she has gone back to the USA to work in volleyball. We wish Megan the best of luck, and ask anyone interested in coming onto the Board to contact me. We would like at least two more members.

Review of the past year

2015 was a tough year. Losing Mary Lalor to retirement and Ciara Buckley to family life, meant we lost a huge amount of experience. The staff were new and their learning curve was strong. However, we got through, and thank you to Paul McKeever for guiding everyone as effectively as you did.

On a positive note:

VAI Representation

The VAI was represented at the CEV Congress in Bulgaria, and the SCD (Small Countries Division) meeting in Luxembourg, which is important, as apart from having our say at the European congress discussions and elections, we also have the opportunity to discuss with other countries, their issues and solutions.

Ivan Gormally Memorial fund

Ivan Gormally sadly passed away and left the VAI in excess of Eur 70,000 for the development of junior indoor volleyball squads. This is such a generous act, by a person so involved with Squads in Ireland at one time. We are so grateful for this.

Competitions

Competition introduced two new competitions in this year, which proved very popular and are now firmly included in the indoor season calendar. This is great, and we must continue with initiatives to increase participation in our sport. I ask you all to think outside the box, and even invent a new sport using volleyball skills but that perhaps can be played with the equipment of other sports e.g. basketball.

Referees

One major change in the refereeing field is that the approach to courses has been changed. There is more of a focus on the practicalities of refereeing, with the participant required to do study, an

exam and the scorers online tutorial in advance of the course. This allows for better use of the Tutors time during the course, and will hopefully be more useful to the Referees who are just beginning, as it is not easy to be the one on the stand, and they deserve our support.

Also Daniel Apanowicz qualified as an International referee, and is representing Ireland. Gerry Reynolds retired from international duty. We thank Gerry for all his time, and wish Daniel the best of luck.

Beach

Beach has continued to grow in popularity. It is great to see the training part of the season being promoted and so many getting involved. It is also lovely to see NIVA and the VAI working together.

The VAI has received funding from the FIVB/CEV Beach development fund for a project aimed to promote Beach volleyball amongst junior players, and this project has just started. We wish the beach Commission all the best with this project.

Coaching

Unfortunately one area that did not receive the focus that we wanted was Coaching and we will be driving this area in 2016/17. We are looking for volunteers to come onto the Coaching Commission and if this is an area you are interested in, please let me know. Our intention is to run a seminar for all interested in coaching, bringing in a guest speaker, and then to meet afterwards to brainstorm our approach to the development of coaching and advancement of our coaches in Ireland.

Looking forward

And finally to my last piece of news: Paul McKeever is retiring from the VAI. This is a sad loss as again he has so much experience. I am sure you will join with me in thanking Paul for all his hard work and dedication to the VAI over the years. He will be sadly missed.

The good news is Paul has agreed to help out as required, so we are in a position to take our time in deciding what's the best way forward.

John Clarke has also indicated that he will shortly be stepping down, though he will liaise with the Board with regards to the timing.

With that in mind, the Board are going to bring in, on a contract role, an external objective person with experience to review the VAI strategy with the Board, to understand what we see as the true vision for the VAI, and to then map out a plan for us, to get us there.

For this reason, we will not be filling any available roles for now, as the specifications for what we will need, may change dramatically from what we currently have in place.

Whilst a little nerve-racking, it is a wonderful opportunity for the VAI to take stock, and to move ahead with a new fresh focus, which will allow us to move out and expand the interest in our sport around Ireland. It is amazing to have the opportunity to do this, with such a positive volunteer support base behind us.

We will keep you up to date on this and thank you in the meantime for your support.

In closing, I would like to thank my Board for all their hard work during the year. Anna has brought fresh blood to the table, not being from the volleyball world, and this has been a good check on our

decisions, as she sees things different to those in the sport for so long. Denise on the other hand, brings back a wealth of experience that has been invaluable. Anthi, as Secretary, has a tough job to do, but when we all work so well as a team, it makes it all so much easier, so thank you. I also thank John and Paul for supporting the Board so well.

To you all here today and at this morning's Workshop, I say well done. Together we will continue to promote and develop our sport, and share it with more and more people in Ireland, of all nationalities and abilities.

Appendix 2 – Treasurer's Report 2016 AGM

OVERALL – Profit of Eur 2,415

Revenues risen by Eur 56k but this is an artificial increase, as a result of the Capital Grants scheme for which the VAI is a facilitator (Eur 62k received), but really have fallen by Eur 6k, mainly by Major movements:

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- Sponsorship not received until after the year end Eur 1,000
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- Heating is artificially reduced as heating system broken during 2015
- Printing – included the reprinting of school books etc., so abnormally high.
- Referee and Coaching course costs dropped, as we did not do so many. We will hopefully rectify this in 2016.

Appendix 3 – Referees Commission Report 2016 AGM

We want to start by thanking everyone for their support and assistance welcoming myself and Theresa into the fold of volunteers. There are a few people who deserve special mention who have been vital to keeping us sane, especially Grainne for always being available to answer our millions of questions, Alan and Gerry Reynolds for their wisdom, wealth of knowledge and experience and most importantly for being our sounding boards, thank you for everything.

And last but not most definitely not least, our sincere thanks goes to each and every referee as without you we would be lost, keep up the great work!

In summary, here are some interesting statistics:

REGISTERED REFEREES:

CLUB	INT	NATIONAL	GRADE 1	GRADE 2	GRADE 3	Totals
Non-League	**3	-	3	4	8	16
Aer Lingus	-	-	3	1	2	6
Ballymun (P)	-	2	2	-	-	4
Dalkey	-	-	1	-	-	1
DVC (P)	-	-	2	-	2	4
Garda (P)	-	-	1	1	6	8
Munster Thunder*	-	-	-	1	2	3*
Naas (P)	-	-	-	1	5	6
Newbridge (P)	-	1	-	4	5	10
NUIG (P)	-	-	1	-	5	6
Santry (P)	-	1	2	-	1	4
Tallaght	-	-	-	1	1	2
Trinity College	-	-	-	1	1	2
UCD (P)	-	-	1	4	-	5
Totals:	2	4	15	18	38	77

*Non-League club

** Alan Gormally (DVC); Gerry Reynolds (stepped down in 2015) & Daniel Apanowicz

REFEREE COURSES COMPLETED:**LEAGUE:**

Total of **three** course completed this season - Although there was an outcry for courses from various clubs, it was disappointing that the attendee numbers were very low.

In excess of 30 new G3 referees were registered this last season.

SCHOOLS:

Strokestown, Roscommon (also attended by two Roscommon schools and Elphin)

Ennis, Co Clare

Tramore (Kilkenny also attended)

Loughrea (by Gerry Reynolds)

REFEREE ASSESSMENTS COMPLETED:

Brian Quinn (NUIG)	G3 to G2
Janusz Stolarlek (UCD)	G2 to G1
Anthi Gilligan (Dalkey)	G2 to G1
Doirean Counihan (UCD)	G3 to G2
Guilluame Dony (UCD)	G3 to G2
Robert Wypiorczyk	G2 to G1
Martin Savov (TCD)	G2 to G1
Maria Jimenez (TCD)	G3 to G2

As can be seen by the overall numbers, although 77 seems high, it is clear from the struggle to appoint referees for each league weekend that we still don't have enough referees and in particular we don't have enough referees willing to referee outside of their own clubs.

There have been a few incidents during the course of the season where misconduct toward referees either from players or coaches have caused complaints to make its way to the Commission. In this regard we feel that referees need to be familiarised with the FIVB rules on applying sanctions and will be circulating these rules regularly going forward.

Adversely though, there have also been more frequent mention of referees becoming lax in their 'calls' as well as inconsistency when making calls.

More and more there seems to be a need to look at either refresher courses or re-assessments to validate referee skills going forward to ensure the maintenance of high quality refereeing.

FOCUS FOR COMING SEASON:

- Document processes/procedures
- Referees webpage as part of VAI website redesign
- Introduce minimum limits for all referees (i.e. number of matches to be refereed to maintain registration and existing grading) as well as possible re-assessment of referees to maintain quality of refereeing
- Improvement of referee courses (formats/delivery/sign up process etc.)

We welcome your feedback (constructive criticism) and assistance in helping us grow referees in Ireland.

Yours in Sport

Giordano Vinicius dos Santos (Vinnie) – President

Theresa Gomez – Secretary

Declan Ryan - Volunteer

Appendix 4 – Competitions Commission Report 2016 AGM

The Competitions Commission would like to congratulate all the teams and clubs who participated in both league and cup tournaments throughout the year, and thank all for their ongoing cooperation during the season.

League Season Summary

The 2015/16 volleyball season followed the same trend that we have seen for a number of seasons now; with small playing squads providing challenging conditions for teams to compete in. There were 37 teams in the league in total, made up of 14 men's teams (in 2 divisions) and 23 women's teams (in 3 divisions). This is an increase of 4 teams on the previous season (1 women's team, 3 men's teams) bringing us back up to the numbers that we had in 2013/14. The geographical spread of the 37 teams is still very much centred on Dublin; Kildare and Galway are the only other counties with participants in the national league. We have had no league representation in the Munster region for the past 2 seasons.

The issue of small playing squads along with declining participation is leading to uncertainty over the availability of teams for matches and these are becoming major factors in running and structuring the national competitions. This results in annual format variations based on participation. We had two late withdrawals entering the national league (1 men's team, 1 women's team); teams in the affected divisions

consequently had 2 free league weekends. Looking at the national leagues, the ability of teams varies greatly between divisions and even within divisions, which can provide difficulty, as it can be frustrating for all teams. The Competitions Commission seeks to provide teams with the best level of competition whilst giving teams an adequate number of matches within a league format but it can be difficult to combine both aims to the satisfaction of all teams. Where possible the Commission may reach out to clubs affected in advance to try to ensure that an adequate balance is attained.

Association Cup

For the season's Association Cup, we had 23 teams competing (11 men's team, 12 women's teams) where we had 3 less women's teams compared to the previous season and 1 extra men's team. We did not continue with the round robin format for the men's competition, this was discussed at the Workshop and was not deemed necessary as league entries were up to levels of other seasons (hopefully 2014/15 was an anomaly). Therefore we ran both competitions on a knock-out basis, guaranteeing teams at least 2 matches in the Cup and/or Shield competitions.

The Association Cup semi-finals were held in the Kingfisher Complex in NUIG in Galway on 9 April, after the Competitions Commission put this event "out to tender" to all clubs (not just those outside Dublin) and NUIG Alliance were the only club who offered to host this event. We were happy to accept their offer for the second year in a row as they put on a great event last season. This time around we also held the Shield finals on the same day and in the same venue as the Association Cup semi-finals and this seemed to work very well. Initially the decision to host the event in Galway may not have been well received by the participants once they qualified for the event (5 Dublin teams, 1 Galway team); but the amount of time and effort that the local club, NUIG Alliance, put into organising and publicising this event was evident for all to see and led to a very successful showcase of volleyball along with the opportunity to socialise together in the volleyball community on the Saturday night. For this, we would like to thank Florita Dolly, NUIG Alliance Club Secretary, and the rest of the NUIG Alliance organising committee for their contribution. We will look again at potentially offering this event to clubs to host; it provides the club the opportunity to showcase and fundraise whilst also giving the Competitions Commission some well needed support as organising an event requires a lot of pre-planning and organisation. The Association Cup finals were held in the UCD Sports Centre on Saturday, 23 April, and this ever-popular event is run by the VAI staff.

Championships

The 2015/16 Junior and Intermediate Championships took place in Gormanston College, Co. Meath for the second year running on the weekend of 5/6 March 2016 (an earlier weekend than normal in the season calendar). The VAI Championships weekend is one of the highlights of the volleyball calendar and each year it is played with great sportsmanship. This 4 court venue allowed us to run a very successful event with 24 teams (7 men, 17 women) entering in this competition compared to 15 teams (6 men, 9 women) last season. Looking back over the past 5 years, last year's competition is hopefully an anomaly in terms of entrants and we hope that the participation levels remain at 20+ teams going forward.

The Competitions Commission continues to target non-league entries to the Championships, using this tournament as an introduction to formal VAI national competition for teams and possible future league participation. We had 2 non-league teams enter the men's competition and 2 non-league teams (along with 2 national underage squads teams) in the women's competition which brought us back to 2013/14 participation levels (last year there was only one non-league team).

We tend to vary the format of the Championships, as this is hugely dependant on the number of entrants in order to maximise the amount of volleyball for teams, whilst still catering for the differing goals and levels of volleyball over the 2 day event. Unfortunately it is not always possible to run the Junior and Intermediate competitions as completely separate competitions; and again this year with the mix and number of entrants we were unable to do so. Nevertheless we endeavour to ensure that the appropriate teams qualify for the appropriate competitions suited to their level and skills.

Recreational Volleyball

There is a growing appetite for recreational volleyball in Ireland and the Competitions Commission, with strong support from the board, was able to run two recreational tournaments for this first time this season. The first tournament was aimed at a “masters” level and the inaugural Ivan Gormally Memorial Masters Tournament was held in ALSAA on 22 November 2015. We had 67 players register for the day and these participants were made up of active volleyball players still playing in the league and those who had not played for a number of years. This meant we had 9 teams and the level of camaraderie and friendship was evident and led to a very enjoyable (and competitive!) tournament for all. The winners of the first event were Wine & Beer, primarily made up of ex-Artane/Aer Lingus players who beat Aer Lingus Doods in the final.

The second event was open to all non-Premier players and was run alongside the Championships in Gormanston in March 2016. This two day event attracted 12 teams and comprised 5 teams who were taking part in the Championships already along with 3 non-league teams who were also competing in both and 4 recreational clubs who participated only in this event and we hope that these teams will become more involved in national events going forward. The standard of competition was quite high for a recreational tournament and the winners were Munster Thunder, who defeated Maynooth in the final. Hosting two tournaments simultaneously lead to a lot more coordination and organisation on the part of the event committee and we will consider and discuss at the Workshop if this is the desired option going forward.

Issues encountered

The aforementioned level of uncertainty within volleyball has also led to increasing number of requests for match refixtures year on year. The Competitions Commission wants to see matches played and avoid match forfeits however the volume of fixture change requests is unsustainable as it leads to an unnecessary element of administration and also many of these requests are outside the scope of the Competition Rules. The level of formality in official club correspondence with Competitions is slowly being lost over time, particularly with email requests for fixture changes along with other matters, and we are looking at ways to bring some formality back. This formality may help clubs familiarise themselves with the rules as there is definitely a knowledge gap there for some clubs and club secretaries. We are working on a Club Secretary pack to assist club secretaries and we have been looking at ways to make the format and content of the VAI Competition Rules easier to follow ahead of the 2016/17 season.

Commission Role and Responsibilities

The Competitions Commission meets frequently to deal with matters that have arisen in relation to national competitions. With four members who play, coach and referee, from across the various divisions of the national league, this helps to maintain a balanced approach to decision-making. We remind you that the Commission is here to facilitate the smooth running of the various competitions during the year and is open to receiving any feedback that clubs have, once it is presented in a positive, proactive and constructive format.

The annual Workshop is an important opportunity for us to gather feedback and ideas from clubs so we would ask club members to support it. It also allows us to review changes previously enforced and to consider improvements to current formats. Your opinions are important; these competitions are run for you as the player/coach/referee, so if you have any suggestions or ideas please forward them to us. If they are received too late for the forthcoming season, they will be considered for the next one. The level of positive engagement from clubs ahead of this year’s Workshop has been disappointing based on the low number of proposals received and we hope that this is not an indication of the level of discussion which will take place at the Workshop preceding the AGM.

Concluding thanks

Finally we would like to thank all people who helped us out with the running of competitions or with general advice during the year. They are often the unsung heroes but without their input, our job would be made more difficult. In particular, we would like to thank Gráinne Culliton, our board contact, along with Denise Tallon, Alison O’Neill and Gerry White who have contributed to our efforts during the season.

We would also like to thank Eoin and the staff in the office for their administrative assistance and the VAI Board for its support.

On a personal note, I would also like to thank my fellow members of the Competitions Commission for their time and efforts during the year which is done on a voluntary basis and most of which goes unseen in the wider volleyball community.

Our aim is always to encourage volleyball participation and we strive to run all national competitions in the fairest way possible, offering appropriate levels and frequency of competition to the participating teams.

Current members are:

Jennifer Fitzgerald, President	TCD
Kevin Donnelly, Secretary	Ballymun Patriots
Orla McElroy, Member	Naas Cobras
Lucie Růžicková, Member	NUIG Alliance

We are always looking for new members to help with the wide-ranging tasks involved in running the Competitions Commission and are potentially looking into organising a tournament committee for those who may not be able to commit for the full season. If you are interested in joining us, please contact us at competitions@volleyballireland.com for more information.

Yours in sport,

Jennifer Fitzgerald

President
Competitions Commission
May 2016

Appendix 5 - Beach Commission Report 2016 AGM

The 2015 Beach Team comprised the following 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

Janusz Stolarek

Vice President, Beach Commission

Cross-Border Collaborations, Marketing, Social Media Advertising and Communications, Event Management and Arena Logistics

Marie Claire Sabogal

Treasurer, Beach Commission

Event coordinator, *Management of Budget, Expenses, Registration, Sponsorship and prizes*

Marcin Szklarek

Event set-up and coordinator, Beach Commission

Michal Gawlowski

Event set up and coordinator, Beach Commission

Benny O'Regan

Beach VB Development Officer in Kilkenny Area

VAI Non-Commission members

Megan Burgdorf

Head of Beach Volleyball Ireland

International Relations and National Development

Eoin

Beach Volleyball Administrator

Insurance, city council relationships, player registration and office matters

Our goals for 2015 were:

- Increase participation
- Make tour format more player friendly
- Increase tour efficiency and professionalism
- Improve our social media presence and improve branding of sport
- Consolidate relations between NIVA and BVI Tour
- Secure sponsorship
- Improve prizes
- Participate in international tournaments

Increase participation

We regularly reached 20 teams in each single sex event and over 30 teams in the mixed. We also attracted lots of new players, especially for our fun tournaments and for those in conjunction with NIVA. The joint tournament with NIVA had a record 25 teams in both the men's and women's event making it the biggest in Ireland. Increased participation was maintained despite less than optimal weather conditions.

BVI collaborated with two major weekend long festivals – Battle of the Bay in Dublin and Sea Sessions in Bundoran, Sligo. BVI got national and international (Battle of the Bay) attention thanks to being part of these long established and popular festivals

In total we had 150 people who participated in the national tour and a record high of 84 participating in our fun Battle of the Bay competition. We also had a huge number come try the game in Bundoran at the Sea Sessions Festival.

The BVI Facebook community numbers are up 20% again from 900 last year to 1,085 this year.

In order to further increase participation this year, we are also going to target Irish players and junior players and have already begun training camps with juniors for the 2016 tour.

Make tour format more player friendly

Keeping all the tours in Dublin helped to make tournaments more accessible for players. However while our National Tour was a huge success, the extra 4v4 tournaments didn't work as well as planned. On analysis we discovered that this is because beginners don't really feel encouraged to come along when it's not part of a bigger event – the 4v4 competitions at Sea Sessions and at the Battle of the Bay were very successful, the others less so. As a result we will focus on these two and make them bigger events.

Also while hosting most of the tournaments in Dublin helped our numbers, due to our joint tour success up in Portrush, there was a demand again for people to go away for another weekend. So for 2016, transport allowing, we are looking to go back to Ballyunion. We have also made connection with Minister Jimmy Deenihan, who will help get local people involved and help source accommodation and prizes.

We also want to promote elite play and are looking into opportunities to participate in tournaments abroad.

Increase tour efficiency and professionalism

In 2015 BVI lost a VAI staff member that for number of years provided transport of equipment and event management on the site. Despite this, commission members managed to provide these services to ten big events around Dublin and Ireland.

In 2015 we trialled online payments, but felt that we left it too late and that the user interface of Eventbrite which we were using wasn't ideal as it didn't link in with Facebook. However for 2016, we are going to use Leetchi that interfaces very well with Facebook and are hopeful of greater success. We will have a two tiered system of payment, so that there will be a discount for those who register online and a higher price for those paying cash on the day.

Also last year we trialled an expense remuneration for those who were setting up the nets and it was hugely successful and really improved the professionalism of the event and so we will continue with it this year. The nets were up and waiting for people when they arrived and the new nets were more carefully taken care of and no parts got lost or broken.

Create social media awareness and improve branding of sport

In 2015 the BVI website was consolidated within the VAI website, so this year we focused mainly on our Facebook page for promotion. The format encourages photographs and this year we had a record number of submissions. To date almost every session has been photographed and seen by all our Facebook friends, creating a self-sustaining level of

awareness raising.

We also used Facebook to promote any sponsor who donated a prize.

This year we plan to set up a Facebook page and advertise our event further as we have brought on board someone with social media expertise.

Also due to sponsorship from Kanoodle and our GoPro camera from the CEV sponsorship, we plan to have a photographer/camera person at each tour as good quality photographs are the number one way to increase traffic.

Our sponsorship will also allow us to give out branded T-shirts and prizes to all our players. All of them will have our new logo, which will help increase our visibility as a brand.

Consolidate relations between NIVA and BVI Tour

We organised our tours to make sure that there are no clashes with other competitions as well as hosting two joint tournaments. The joint tournaments were particularly successful attracting record numbers, as mentioned previously.

We also have had word from NIVA that they are hoping to organise a bus so that they can bring even more players down to play in our event.

Secure sponsorship, raise funds and apply for grants

We received sponsorship from Kanoodle, a local eatery in Clontarf near the spot where we play in Dollymount. They have also come on board with further sponsorship for 2016.

We also got prizes from Milanos, The Pigeon House and The Blue Orchid last year and are continuing to seek other opportunities for sponsorship where possible.

We applied for a grant from the CEV in 2015 for poles, coaching and a GoPro camera for training and were informed early this year that we had been successful in our application. We have already started the coaching programme with kids from local schools and we hope to get them participating in the tournaments.

Present and improve prizes

Our cups were once again presented at the Championship Dinner, enhancing our profile within the volleyball community. We also got medals for the 2015 winners that the players can keep permanently and will continue to do that for next year.

Our prizes were improved due to sponsorship and people won things like dinner for two as well as sand sock, T-shirts and tops etc. They will further improve again this year due to sponsorship.

Competing on international stage

We didn't have any formal international competition in 2015 but several teams went themselves to tournaments in Europe and America.

Miriam Gormally also attended a week long camp in Tenerife to learn more about coaching and beach skills.

Megan Burgdorf got a fantastic development job in America and she is now responsible for

nation wide high performance program aimed at developing future Olympians. Janusz Stolarek has been going over regularly to play and coach and upgrade his skills.

There has definitely been interest in going abroad and we hope to go to more international tournaments this year and have more people going to the US or Tenerife in the off-season.

Tour report 2015

The BVI tour 2015 was a huge success with increased numbers, goodwill and morale. All competitions were hotly contested, including the King/Queen of the Beach competition, and it was good to see some new people winning the competitions.

Men

1 Janusz Stolarek

2. Andrew Goti

Women

1 Megan Burgdorf

2 Marie-Claire Sabogal

Mixed

1 Megan Burgdorf / Janusz Stolarek

2 Marcin Szklarek/Patrycja Frach

KING OF THE BEACH

1. Peter Stewart

2. Ivars Kezberis

QUEEN OF THE BEACH

1. Miriam Gormally

2. Alex Graves

Acknowledgements

The Beach Team worked very hard over the last year and the set up and sponsored prizes added an increased professionalism to the tour. I would like to thank them for their dedication and unwavering commitment. We hope to build on that this year with further sponsorship, online payments, branded tops and a dedicated photographer.

We are always looking for volunteers and ideas to increase participation and promote beach volleyball.

May the sun keep shining on Ireland! Contact us at Beach.Volleyball.Ireland@gmail.com

Appendix 6 – Squads Commission Report 2016 AGM

History

In October 2015, A Squads' commission was re-inaugurated, along with Board Member, Denise Tallon, consisting of Des Currivan (President), Patricia Somers (Secretary), Brian Quinn, Marc Hand and Richard Rocker. The commission met to discuss its purpose and responsibilities and to make some plans going forward.

Activities:

- Renegotiated Womens' Head coach contract with Wim Roosenburg. This remains a volunteer position with a small limit on expenses.
- Met with Womens' teams' coaches to establish a relationship
- Reviewed and confirmed all coaches and manager's certifications and vettings
- Mens' Head Coach position advertised for, interviews held, but lack of applicants with mid- or high-level coaching qualifications

Commission Changes:

Marc left the Commission, Des stepped-down as president, replaced by Brian.

Mens' Squad

The position of Head Coach was advertised for, and interviews held with some potential candidates. However, none were selected to be head coach as none of the candidates approved by interview had any coaching qualifications other than the VAI introductory coaching course. The commission will work to facilitate forming a squad, and either get a suitably qualified head coach and work with promising coaches to attain the needed qualifications.

Womens' Squad

Coaches and Managers

Head Coach contract renewed with Wim Roosenburg up to 2018. We lost Kate van Tonder as Squad Manager as she has moved to South Africa. Jennifer Moret took on the role. Coaches list expanded to cover the addition of two under-age teams – they are Adam Wong, Fabio Tamborrini, Andrei Molnar, Gianna Massa and Jenny King

Development Plan

Wim and coaches prepared a development plan for the Womens' youth squads. Broadly, this is a multi-step approach, with squads and teams mirroring the CEV/FIVB competition age groups of U-15, U-17 and U-19. This is a pyramid approach, with larger numbers in the younger squads, and a focus on skills development and playing systems.

Senior Team

The Senior team have been training intensively over the year in preparation for the European Cup Small Countries Division tournament in the Faroe Islands at the end of May. The team scheduled to attend consists of 14 players, 3 coaches and team manager.

Junior teams

It had been hoped that the U-19 and U-17 teams might be able to participate in the European Cup competitions this year, but it was discovered that the determination of age eligibility was different to what was planned for, and the selected team members were out-of-age by one year. Plans are in place to have teams ready and capable for the next round of competitions in 2017/2018. It is hoped that going forward, means to have the Junior team participate in international tournaments can be arranged.

North-South St. Patrick's Day matches

This year, the Senior team, and Under-19 and Under-17 teams participated against their Northern Irish counterparts. The matches were very competitive, with the U-15 & Senior teams winning their matches, and the U-19 team losing in a close-run game.

Goals for the Commission:

Define and formalize processes and procedures for the management and administration of squads and teams.

Establish s Mens' squads program.

Have teams at Senior, U-19 & U-17 competing in European competitions.

Funding – need to secure sources of funding for these activities.

Issues & Concerns:

- Funding – currently the squads have no source of funding, neither internally nor externally, and costs are borne by the players, coaches and manager. Note that this is not just competition-related, but also training – e.g. the hall costs alone for a weekend are typically €600 for a school gym.
- Commission skills – the commission recognizes its (and the VAI's) deficiencies in fundraising and media exposure. This impacts the ability to attract sponsorship and other funding opportunities.
- Commission role and responsibilities – this is still somewhat ambiguous and needs definition and agreement from all stakeholders.
- Coaching staff morale

Funding Requirements:

This is a sample budget based on the Squad Development plan:

Women's Squads Development Costs excl international matches (incl North/South)

10x Training weekends (2015/2016 had 12) 11,000

2x Competition weekends (e.g. Assoc. Cup)	1000
North/South travel or hosting Expenses	1000
Commission expenses	1000
Coaches Equipment, Stationary, etc.	500
Scouting expeditions (5x coaches, 5x venues each)	1500
Annual Required Budget	16,000

The major cost is training, and the major part of that are the costs for a hall. This is a breakdown of a squad training weekend if the coaches are expensed for their out-of-pocket expenses:

Fully-expensed Coaching Weekend cost

		2 days, Coláiste de híde, Tallaght	2 days, St. Brigid's, Loughrea
Hall cost	ETB rates - 10 hr/day	€ 600.00	€ 400.00
Travel Expenses	6x Coaches from Dublin (bus)	€ 30.00	€ 150.00
	Manager from Loughrea (car)	€ 200.00	€ -
Accommodation	3x Coaches (B&B 60/night)	€ -	€ 360.00
Food	Coaches/Manager Only	€ 184.26	€ 184.26
First Aid	Normal usage	€ 40.00	€ 40.00
		€ 1,054.26	€ 1,134.26

For this year, the hall costs have been kept to a very low level due to the generosity of some school coaches that have given us discounted rates, and the use of sub-optimal venues (e.g. Temperance Hall Loughrea, Brrr!). The coaches/manager have not been reimbursed for any of the other expenses.

Finally - a huge note of thanks and appreciation to the coaches, managers and players, for giving of their time and money to operate the squads. Also, I want thank those who have provided discounted time in their gyms and other support to the squads.

Appendix 7 – Director of Development Report 2016 AGM

Introduction

The 2015-2016 season started with the settling in of new staff and the appointment of two new staff - Rhona Coombes in the East and subsequently Ross McBride in the South. Rhona has since moved on to take up a full time position in the Civil Service and we wish her well in her new position.

The last 2 years have seen many changes in the staff and we have been extremely fortunate to have found replacements for them of a very high calibre. We are confident that, as they become more accustomed and educated in the processes needed to fulfil the ambitions and targets we have as an Association, we will be seeing great progress in all areas.

Already, as you will see from the detailed reports, we are delighted to see significant increases in numbers competing in Schools Volleyball both at Junior and Senior levels- hitting new highs in both sections.

Sitting Volleyball is fast becoming sought after right throughout the country and will add an exciting new International and Olympic opportunity for our Association in the future.

Club Development workshops have been run to assist clubs in establishing a sound base and opportunities to flourish in the future and this series will continue throughout next season.

Great opportunities lie ahead also in making our Sport all-inclusive and to make it accessible to all who want to participate. Our staff has been attending Inclusion Workshops and the Association will be working with Cara amongst others to achieve this ambitious goal.

As always if there are people interested in helping out in these or indeed in any other areas we would be delighted to have them on board. Please contact the Office for more details.

Finally, as I will be retiring at the end of May, I would like to thank all the staff, past and present, the CEO, Board and all members of commissions, clubs and schools who I have had the pleasure of working with over the last number of years.

I wish them all, and the Association as a whole every success in the coming years.

Schools Affiliations and Competitions

This year a total of 306 schools affiliated with us. There are two main highlights in this year's Schools competitions with massive increases in two areas. The Junior Volleyball competition attracted 142 teams, up by 52 teams from last year- an increase of 58%. The other section showing a major increase is the Senior Schools League and Cup section, where there was a record entry of 77 teams an increase of 40% on last year.

The SpikeBall competition was moved to take place earlier in the season and was completed before Christmas. This was extremely beneficial as more schools were able and willing to compete in both SpikeBall and Mini Volleyball. As SpikeBall team numbers slightly increased this year we estimate that more than 20,000 children between the ages of 10 and 12 years are participating in SpikeBall activity in school.

A total of 15 county finals took place in 13 different counties. Some counties were split into two due to the high volumes of teams entered. Regional finals were similar to last year and took place North, South, East and West. Following these, 24 teams qualified for National Finals (8 boys, 8 girls, 8 mixed). These finals were held in Mary Immaculate College in Limerick, with 11 counties represented. Post Primary schools involved in the TY SpikeBall Leader Programme are linked in with the running of this competition at all stages, with TY Leaders providing support in officiating at all these events that are run across the country.

Table 1 Comparison of statics for 2014-2015 and 2015-2016

Primary Schools	2014-2015	2015-2016
SpikeBall Championships	334 Teams	337 Teams
Post Primary Schools	2014-2015	2015-2016
SpikeBall Championships	247 Teams	280 Teams
Senior Competition	55 Teams	77 Teams
Cadette Competition	76 Teams	57 Teams
Junior Competition	90 Teams	142 Teams
Total Teams Competing	802 Teams	893 Teams
Total Affiliations	294 Schools	306 Schools

Thank you to all the teachers and especially coordinators that helped to run the schools competitions this year in particular: Jennifer Moret, Mary Barrett, Vivienne Kelly, Peter Bergin, Justin McGree, Ollie Hally & Jola Radon.

In addition to competitions, several fun blitzes are currently being organised around the country for Primary schools.

SpikeBall Workshops for Teachers

We continue to provide support to schools in the teaching of Volleyball through running practical workshops on a National basis during the academic year. In Leinster there were a total of 7 workshops run, in Munster 5 and in Connacht 5.

Teacher Training Colleges and Sport and Recreation Courses

Once again Teacher Training Colleges were a big target for our courses. We continue to provide courses to many Universities and Colleges involved in educating students in Teacher Training and Sport and Recreation. This is a great opportunity to work with students who will be the future Teachers and Sport Leaders in the Community. Courses were run in the following Institutions this year:

- Dublin City University
- Monaghan Local Sports Partnership Moving on Programme
- University Limerick
- Cork Institute of Technology
- Kerry Diocesan Youth Service
- Athlone Institute of Technology
- Limerick Institute of Technology
- University College Cork
- Foroige
- Clare Community Games

Regional Leagues

Cork Mixed Volleyball League:

The Cork mixed league took place between October 2015 and February 2016 and featured 13 teams who competed in a plate and cup competition. Games were hosted over a series of match days held in the Cork Institute of Technology. The Cup tournament was won by Red Devils, with Munster Thunder taking the runners up spot. In the Plate competition, UCC Zenit was victorious with Bishopstown taking second place. A big thank you to CIT for hosting the tournament and for their assistance in the setting up on competition days.

South Regional Men's and Women's League

The Southern Regional League is ongoing with both the Men's and the Women's leagues having 6 teams entered. Following the completion of the regular series of games the top 4 teams will compete for the title.

Dundalk Recreational League and Under 18 Competitions

The Dundalk Recreational League had 5 teams in total entered. The clubs involved were Dublin Institute of Technology, Dundalk Institute of Technology and Ardee formerly known as Lobinstown. Congratulations to the Ardee Spikers who were the winners this year.

The details for the under 18 competition have been sent out. The competition takes place on May 8th and we are hoping to double our entries from last year.

New Recreational Leagues

This year we are delighted to announce that two additional recreational leagues were set up. Both leagues were established in the West of Ireland. The first was the Volleyball West of Ireland Mixed Recreational League. This event took place in Galway and attracted teams from Mayo, Galway, Limerick and Meath. In total 8 teams competed in a Cup and Shield format. The Cup winners were

Munster Thunder and the Shield winners Claremorris Volleyball Club. The goal for this league is to replicate the Cork Recreational league and for it to be extended to take place over a 6-7 week period.

The second event was a SpikeBall recreational tournament that took place in Castlebar, Mayo in January 2016. Once again 8 teams competed from 5 newly-formed SpikeBall clubs originating from Mayo and Galway. The winners in the Boys section were Loughrea Town SpikeBall Club and the Girls winners were Charlestown SpikeBall Club. All clubs that took part in the initial staging of this competition expressed interest in participating in this event in the future.

Club Standards Award Scheme

The Club Standards Award Scheme is off to a great start. So far three workshops have been delivered to various clubs. The workshops that have been presented were on the following topics:

- Building Strong Foundations, Club Structure and Policies
- Volunteer Recruitment
- Setting up a Junior Section

There have been some very positive feedback from the clubs and the workshops appear to have been of great practical value to the clubs who attended. The clubs that are involved are Santry, Trinity College Dublin, Dalkey Devils, Ballymun Patriots and FIPICA. A big thank you to Rhona: for all her work in getting the clubs standards and award scheme up and running.

We would encourage more clubs to come forward and be part of this fantastic opportunity to help secure the future of their clubs and to attract more members of all ages and abilities. Contact the office for more details.

The Mini Spikers Programme

The Mini Spikers Programme is an introductory Volleyball Programme targeting 6 to 9 year old children. The overall aim of the programme is to develop children's Fundamental Movement Skills (FMS) through a variety of FUN activities and provide an age appropriate FUN introduction to the game

of Volleyball. The Mini Spikers game is a simple adapted game that is presented and taught through three stages preparing players to progress onto playing SpikeBall and Volleyball.

The Mini Spikers Programme encourages:

- Movement, Movement and **MORE** Movement!
- Active involvement with activities offering children a learning opportunity while having fun with friends.
- More children to start playing Volleyball at an earlier age and continue playing Volleyball.

This programme was piloted in 12 primary schools during the months of May and June. Due to it being very close to the summer holidays a few of these schools didn't get to complete the entire programme. In September, the Mini Spikers Programme was piloted again in 20 different schools. Overall the feedback obtained from the piloting was excellent and it has lead to the development of a two hour Mini Spikers Workshop. We aim to deliver a workshop in May. In September we are planning on distributing the Mini Spikers Programme to multiple schools throughout Ireland and offering our workshop to teachers.

Sitting Volleyball

We have made some great progress with Sitting Volleyball this year. In July we attended a multi-sport inclusive summer camp run by Cavan County Council. On the day we delivered three Sitting Volleyball taster sessions. In November, we took part in the National Governing Body's Sports Taster Day coordinated by Dun Laoghaire Rathdown County Council. It was a two day event and we delivered Sitting Volleyball taster sessions to different Primary schools from the Dublin area.

In April we attended a Disability Activity Camp organised by Cavan County Council. Sitting Volleyball tasters were delivered to over 120 adults throughout the day. We attended a Sports Ability Day in Cork on April 9th to advertise Sitting Volleyball and to recruit some players. Since the Sports Ability Day Rebel Wheelers have requested a Sitting Volleyball introductory session to be run with their members. Rebel Wheelers, based in Cork, are a multi-sport club for children aged from 5-18 years with physical disabilities. In addition to this, Sitting Volleyball taster sessions are also being sought out by COPE

Foundation and Kingdom Wheel Blasters in Kerry. It is fantastic to see that the appetite for the sport is growing in the South.

On the 20th of April the Volleyball Association ran its first ever 3 hour introductory Sitting Volleyball Workshop for teachers and leaders. The workshop took place in the Irish Wheelchair Association Headquarters in Clontarf and was attended by Volleyball players, volunteers, members of Local Sports Partnerships and PE teachers. Overall the feedback for the workshop was excellent and we hope to continue delivering more throughout the next year.

In May, Jessica Carmody and Johann Cardiff will be travelling to Luxembourg to attend the first ever Sitting Volleyball Level 1 Coaching Course. We hope they will bring back lots of knowledge that will help boost Sitting Volleyball's profile in Ireland.

National Children's Officer

The welfare and protection of children is paramount to everything that we do. It is our responsibility to ensure that children's early experiences in sporting and cultural activities are fun and positive, irrespective of their age, gender, ability or ethnic background. The Volleyball Association of Ireland has demonstrated its commitment to the welfare and protection of all children, by ensuring that all policies and procedures are in line with current best practice and with current legislation. All policies and procedures have been developed in accordance with the Sport Ireland and Code of Ethics, and legislation from the Department of Justice and the Department of Children and Youth Affairs. The Nationals Children's officer has completed the following:

- Review of policies and procedure's within the VAI
- Updated Policies
- Created new templates for clubs to use
- Contacted Children's Officers in all National league clubs
- Made sure all Children's Officers have the required qualification/training

Over the next year the National Children's officer will support clubs, by visiting the relevant committee members to make sure that their policies are up to date and meet required legislation and best

practice. If any clubs need further assistance or advice they can contact the National Children's Officer via the VAI office.

Anti-Doping

The Volleyball Association of Ireland's policy is that doping is contrary to the spirit of sport and every member has a duty to ensure that the sport is free of doping. The Volleyball Association of Ireland fully subscribes to the World Anti-Doping Agency (WADA) procedures. According to these, under the strict liability rule, athletes are responsible for any substance that may be found in their bodies.

In 15/16 Season the following has been carried out:

- All clubs have received anti-doping wallet cards
- Educational outreach by Sport Ireland was delivered our national ladies and under 19's squad members
- All National team members have completed the FIVB play true online anti-doping programme
- All Premier team players have completed Sport Ireland Real Winner anti-doping programme

Next Season the Real winner online programme will have to be completed by Division 1 and Division 2 players as well.

If any club or individual needs an assistance or advice they can contact the Anti-Doping Officer via the VAI office. Any reports of misuse by an athlete or support staff can be made in confidence to the VAI anti-doping officer.

Women in Sport TY Girls SpikeBall Leaders Award Programme 2016

The budget constraints are continuing to have an ongoing effect on the ability of schools to provide supervision of students to attend courses on a regional basis. However, we are delighted that the TY Course has been a resounding success yet again this year. The feedback from both Primary and

Secondary schools is very encouraging with continued new and returning requests to be included in the Programme again next year.

Class teachers are excited about teaching SpikeBall and delighted with the work done by TY students and all concerned with the programme. The fact that SpikeBall is deliberately inclusive of all students is a big plus for the promotion and development of our sport. The TY students appreciate the joys and challenges of working with younger pupils and are enjoying the opportunity to impart their knowledge and display their leadership skills. These young Leaders are a great source of future coaches, leaders and administrators for our sport.

It is great to see TY students who came through the programme in Primary School now becoming the TY Leaders. We have also had some of the former TY Leaders contacting us and letting us know they are now teaching and continuing to teach SpikeBall and loving it!

We would hope to have the opportunities to further develop the TY Programme and continue to tap into this enormous potential for our Association.

TY Programme Targets:

- A total of 20 post primary schools took part in the Leaders Award Course.
- 21 SpikeBall Leaders Award Courses to 20 schools nationwide have been delivered.
- To date 8 Tutor Courses have been delivered to 9 schools.
- To date 321 TY Students have participated in the course (an increase 17)
- To date 2459 Primary students have taken part in the programme we hope this figure will rise to 2500.
- To date 15 Blitzes have been held nationwide. A further 10 Blitzes will be held before the summer break.
- To date 262 teams have taken part in blitzes. A further 123 teams will participate in blitzes.
- 90% of Schools in the Programme are continuing to teach Spikeball.
- 75% of TY Leaders are interested in continuing to do a further education course.

Further Education Courses Targets:

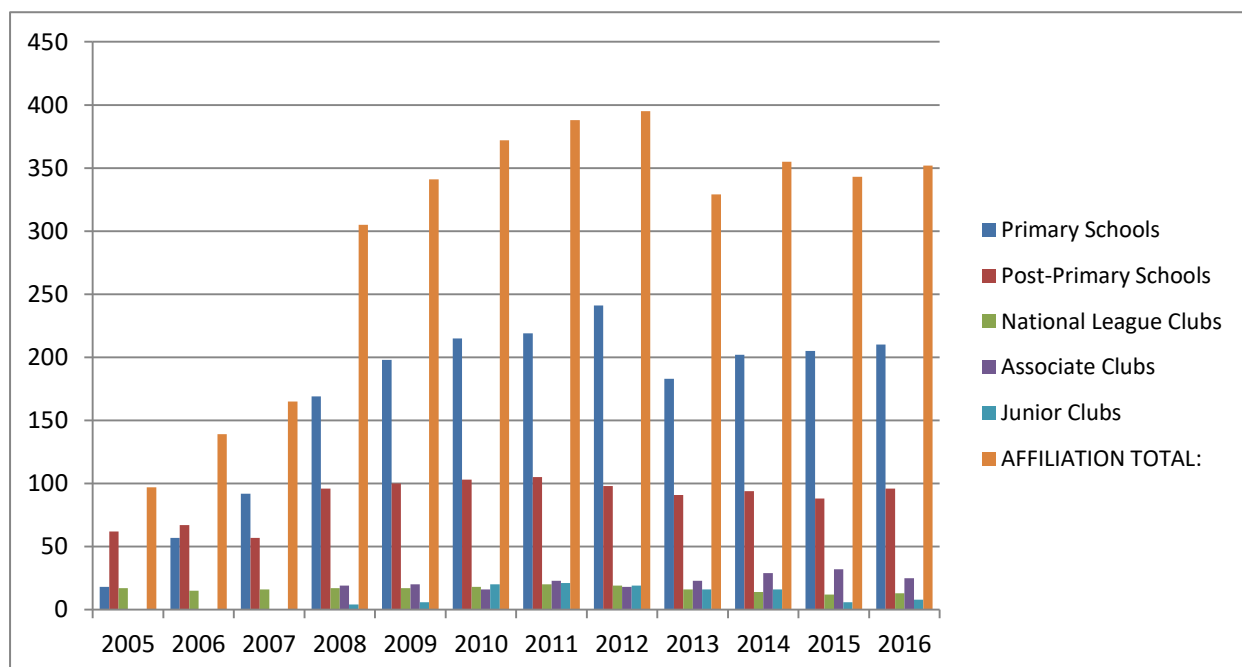
- 20 Coaches to gain qualification by end of September.
- 21 SpikeBall Referees received their qualification in March 2016.
- 8 students to attend Photography & Journalism workshop by September.

Statistics and Figures

Table 2: Affiliations from 2005-2016

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Primary Schools	18	57	92	169	198	215	219	241	183	202	205	210
Post-Primary Schools	62	67	57	96	100	103	105	98	91	94	88	96
National League Clubs	17	15	16	17	17	18	20	19	16	14	12	13
Associate Clubs	0	0	0	19	20	16	23	18	23	29	32	25
Junior Clubs	0	0	0	4	6	20	21	19	16	16	6	8
AFFILIATION TOTAL:	97	139	165	305	341	372	388	395	329	355	343	352

Figure 1 Graph Displaying Affiliations from 2005-2016



Results 2014-2015

Senior Schools	
Girls A	<p>Winners: St Mary's College, Naas</p> <p>Runners-up: Holy Family Secondary, Newbridge</p>
Girls B	<p>Winners: Portlaoise College, Laois</p> <p>Runners-up: Patrician Fethard, Tipperary</p>
Girls C	<p>Winners: Colaiste de hÍde, Tallaght</p> <p>Runners-up: Convent of Mercy, Roscommon</p>
Boys A	<p>Winners: St Raphael's College, Loughrea</p> <p>Runners-up: St Brigid's College, Loughrea</p>
Boys B	<p>Winners: St Brigid's College, Loughrea</p> <p>Runners-up: Colaiste Chaithail Naofa, Dungarvan</p>
Cadettes	
Girls A	<p>Winners: St Raphael's College, Loughrea</p> <p>Runners-up: St Mary's College, Naas, Kildare</p>
Girls B	<p>Winners: Colaiste Mhuire, Ennis, Clare</p> <p>Runners-up: St Brigid's College, Loughrea</p>
Girls C	<p>Winners: Sutton Park School, Dublin</p> <p>Runners-up: Rockford Manor, Dublin</p>
Boys Cup	<p>Winners: Drumshanbo VS, Leitrim</p> <p>Runners-up: St Brigid's College, Loughrea, Galway</p>
Boys Shield	<p>Winners: Colaiste Chaithail Naofa, Dungarvan</p> <p>Runners-up: Portlaoise College, Laois</p>

Senior Cup	
Girls	<p>Winners: St Mary's College, Naas</p> <p>Runners-up: Holy Family, Newbridge</p>
Boys	<p>Winners: St Brigid's College, Loughrea</p> <p>Runners-up: St Raphael's College, Loughrea</p>
Mini Volleyball	
Girls	<p>Winners: St Mary's, Naas</p> <p>Runners-up: Colaiste Muire, Ennis</p>
Boys	<p>Winners: Portlaoise College, Laois</p> <p>Runners-up: St Raphael's College, Loughrea</p>
Junior Volleyball	
Games to be played April 2016	

Post Primary SpikeBall		
1st Year Girls	Winners:	St Raphael's College, Loughrea
	Runners-up:	St Mary' College, Naas
2nd Year Girls	Winners:	Sancta Maria, Louisburgh
	Runners-up:	Convent of Mercy, Roscommon
1st Year Boys	Winners:	St Raphael's College, Loughrea
	Runners-up:	Grennan College
2nd Year Boys	Winners:	St Fintan's, Sutton
	Runners-up:	CCN, Dungarvan
1st Year Mixed	Winners:	Portlaoise College, Laois
	Runners-up:	Mountrath Community School, Laois
	Winners:	St Brigid's College, Loughrea

2nd Year Mixed	Runners-up:	Colaiste Ide, Tallaght
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Primary Schools SpikeBall		
Girls	Winners:	St Ita's, Loughrea, Galway
	Runners-up:	St Ita's, Loughrea, Galway
Boys	Winners:	Church Hill N S, Kilkenny
	Runners-up:	Scoil Dean Cussen, Limerick
Mixed	Winners:	The Heath, Laois
	Runners-up:	Ayle NS, Tipperary

Cork Mixed League		
Cup	Winners:	Red Devils
	Runners-up:	Munster Thunder
Shield	Winners:	UCC Zenit
	Runners-up:	Bishopstown A
Southern League		
Still to be played		

Student Sport Ireland		
Men's	Winners:	Trinity College Dublin
	Runners-up:	Athlone IT
Women's	Winners:	Maynooth University
	Runners-up:	Trinity College Dublin

East Recreational League	
Winners:	Adree Spikers
Runners-up:	DIT

West Mixed League	
Cup Winners:	Munster Thunder
Shield Winners:	Clairemorris VC

SpikeBall Junior Club Competition - West	
Boys:	Loughrea SpikeBall Club
Girls:	Charlestown SpikeBall Club

Appendix 8 – CEO’s Report 2016 AGM

I would like to start my presentation by highlighting the slight but sustained turnaround in Sport Ireland’s Core Grant allocation to the Volleyball Association.

As most of you already know, the recession in Ireland has hit almost everyone’s income and sport is no exception. Along with other sport NGB’s we have taken a funding cut in year on year from 2008 until 2014. For the Volleyball Association the total reduction in income, over that period, was over €135,000.

The board and staff have done exceptionally well in making savings during that time to keep the Association in a viable position.

So, when I joined with other sport CEO’s in the Federation of Irish Sport, to lobby the Minister, prior to the budget, we had a very focused wish list that includes.

- Restoring funding to 2008 levels by 2021
- Apportioning betting tax to some other Sporting bodies beyond Horse & Greyhound racing
- Funding to deliver growth in participation programmes and the National Physical Activity Plan
- Funding a high performance increase for the Rio Olympics athletes.

Well, the good news is that in the past 2 years, instead of getting reductions, we have received small increases.

Unfortunately the Women in Sport programme hasn't been so fortunate as it has seen a reduction from €89,000 in 2007 down to a 2016 budget of €52,000. Once again it has taken a great deal of effort from Paul, the WIS team and the board to keep this programme functioning effectively.

I would now like to focus on some new items that I have included in today's presentation.

The Federation of Irish Sport - GameDay Club Finder App

- Available on App Store and Google Play Store
- Your club is on the app and you can add more info.
- 1. Visit www.gamedayapp.ie and click "Login" top right
- 2. Type in the same email address that is used on your club's page on the app (click EMAIL THE CLUB)
- 3. Click 'Forgot Password'.
- 4. An email will be sent to that email address with a new password. To change this password to something more memorable, please log in, click 'Change Password' in the top right corner of the page and follow the instructions on screen.
- 5. If the email address used for the club is incorrect or no longer valid, contact Eoin: info@volleyballireland.com

Make Volleyball an Inclusive Sport

- CARA have designed a four stage Inclusive Sport NGB programme which aims to support NGBs in developing and enhancing provision, opportunities and practices which will ensure that people with disabilities have the opportunity to access sport at a level suitable to them in both a participation and performance capacity.
- They have also piloted a programme with 2 sport NGB's

CARA can offer the following supports to NGBs:

Facilitation of Disability Inclusion Training - for all NGB personnel (Board, Staff, Coaches and Volunteers).

- Support in the development or review of a Disability Action Plan for our sport.
- Support development of Inclusive Coaching.
- Provide advice on programmes, initiatives and resources to support people with disabilities to have a positive experience within our sport.
- Assist our NGB in maximising its marketing and promotion opportunities to attract people with disabilities to take part in all our sport activities.
- They will also partner us in applying for funding.
- We will be applying for funding for this programme later this month.

Lobbying.ie

TO ALL CLUBS & COMMISSIONS:

- We are now registered via Lobbying.ie, so everyone in the Association must report to the board or myself: if they have been in communication with a T.D., Minister, Member of a local authority or Civil Servant etc. in relation to a Club or any Volleyball Association matter.
- For more information please go to: www.lobbying.ie

Club Standards Award Scheme

So far three workshops have been delivered to various clubs and they have chosen the subject. The workshops that have been presented were on the following topics:

- Building Strong Foundations, Club Structure and Policies
- Volunteer Recruitment
- Setting up a Junior Section

5 clubs have been involved and we give our staff the kudos for this initiative and offer a big thank you to Rhona Coombes for all her work in getting these clubs standards workshops up and running.

- More details in Paul's Development report.

2018 - Our 50th Anniversary

As already mentioned in the Paddy's Day Newsletter.

I NEED YOUR HELP!

- If you still have contact with any past players, referees or coaches please send me their names and contact details so they can be invited to 2018 events.
- If you have any photographs of past teams or action from matches please scan them and send them to me with club and individuals names and when and where they were taken, if at all possible.
- I will then create an archive for all of us to share.

So finally, as this will be my final AGM report as CEO, I would like to thank the 3 Presidents I served along side, Martin O'Connor, Des Currivan & Grainne Culliton and all of the board members, for their volunteer work and continued support.

I would also like to thank Paul McKeever and all the members of staff for their dedication and help during my time.

To all of you, that put so many hours into running clubs, refereeing, coaching and generally volunteering: I hope you get to achieve whatever goal you set for yourself.

Thank You

Appendix 9 – Letter from Squads Commission

To The Board of Directors of the Volleyball Association of Ireland,

Due to several misunderstandings during the last few months, after introducing the Squad Commission, the Senior Squad and panel unfortunately find ourselves in a position whereby we are €7,000 short for our trip to the Faro Islands for this year's Small Nations European Championship qualifiers. The total required for the trip is €17,500. We have raised €3,500 from the players and panel, €2,000 in the form of a discount we negotiated with the Faro Islands, and €5,000 in the form of a grant from the CEV.

We are asking that the VAI consider loaning the senior squad and panel this short fall in order for us to go and compete in the Faro Islands. This competition is something we have been training hard for and we are proud to go and represent both our federation and country to the best of our ability. Taking part in this tournament is very important not only to publicise our federation abroad but also to set an example for our junior and senior squads of the future to encourage them to continue to train and participate in squads both at home and abroad.

We understand that the raising of funds is essential. We are currently making plans for fund raisers in order that the money can be refunded to the VAI in full no later than April 30, 2017 potential earlier as we will repay the loan as funds are (partly) raised. We also suggest that the players buy their own uniform so the necessary loan will be less than the required loan. The team will ensure that no further expenses are incurred to the VAI before this loan has been repaid. We also recognize and appreciate that the VAI are already paying for the squads CEV Player insurance, the referee travel expenses and per diem and very much appreciate this.

Going forward we suggest regular meetings to be held between the Squads Panel, The Squads Commission and the Board representative for squads, this meeting can be held in the form of a conference call or Skype call if necessary. The Squads Panel worked out year plans and costings with the Squad Commission for each squad in operation at the time and meet with the above to discuss how and what fund raising is necessary in order for the program to be completed.

We are aware that should you agree to loan this money that it will be coming from another budget within the VAI and are very much aware that should we fail to repay the loan in full and on time it will effect not only the reputation of squads but also have a direct impact to our fellow volleyball players and clubs. This is not something we will let happen. The good of volleyball as a sport and our community is paramount to us.

We truly hope that you will look kindly upon our request and loan us the funds necessary for us to be able to go and represent our federation and country as we have trained to do.

Yours in Sport

Wim Roosenburg
Head coach

Appendix 10 – Sign-In Sheets for 2016 AGM



Volleyball Association of Ireland AGM 2016

DATE: 07/May/2016
VENUE: MALDOROW, TALLAGHT

AGM Attendance Sheet

*** IMPORTANT ***

If you are one of your club's voting members, please sign the Club Voting Delegate Sheet also.

Name (CAPS)	Club / School / Body	Signature
ANTHONY GILLIGAN	DALKEY DEVILS/BOARD	[Signature]
JENNIFER FITZGERALD	TCD / COMPETITIONS COM	[Signature]
MARTIN O'CONNOR	NEWBRIDGE V.C.	[Signature]
DES CUMMINGS	Aer Lingus	[Signature]
Jennifer Gungor	TCD	[Signature]
KEVIN DOWDY	BMP	[Signature]
ALAN O'NEILL	BMP	[Signature]
CLAREM MCCOMMA	OVC	[Signature]
THERESA GUNER	DVC	[Signature]
HELEN COTTER	SANTRY	[Signature]
DAVID HILL	VAI	[Signature]
JEFF KINER	DALKEY DEVILS	[Signature]
SENNY KINS		
Rafi Ksrik	Tallaght Rockets	[Signature]
CRONA BYRNE	NAAS COBRAS	[Signature]
G CULLITON	BOARD	[Signature]
ANNA DUKACE	BOARD	[Signature]



DATE:
VENUE:

AGM Attendance Sheet

*** IMPORTANT ***

If you are one of your club's voting members, please sign the **Club Voting Delegate Sheet** also.

[illegible]



Volleyball Association of Ireland AGM 2016

DATE: 7 MAY

VENUE: MALORON HOTEL, TALLAGHT

Club Voting Delegate Sheet

CLUB	1 st Delegate (CAPS)	2 nd Delegate (CAPS)
DARKEY DEVILS	ANTHONY GILLIGAN	
TCD	JENNIFER FITZGERALD	Jennifer Gansau
New BRIDGE	MARTIN O'CONNOR	Tom LAWRENCE
Aerhanga	DES RUMAHU	Genny White
D.V.C.	C. NIC CANNA	T. GOMEZ
SANTRY VC	HELEN COTTER Heles Cotter	
BMP	Alison O'Neill	Kevin Donnelly
Tallaght Rodets	Rufi Ksik	MARY WINTER
NASS COBRAS	CRONA BYRNE	
DARKEY DEVILS	JEFF KING	
NEW BRIDGE	Tom LAWRENCE	
GARDA VC	DECLAN RYAN	
UCP	Miriam Cormally	Mare Claire Seaberg
UCD	Mare Claire Seaberg	
NULG	JENNIFER MORET Jennifer Moret	WILLIAM O'NEILL