



Volleyball Association of Ireland
Annual AGM Minutes
2017

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





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Volleyball Association of Ireland AGM 2017 – Minutes

Date: 7 May 2017

Venue: The Killeshin Hotel, Dublin Road, Portlaoise, Co. Laois

Board Members Present:

President – Gráinne Culliton

Vice President – Denise Tallon

Apologies:

Treasurer – Anna Dukasz

Board Member – Jeff King

Board Member – Peter McDonnell

Board Member – Aidan Curran

Clubs Represented:

Per attendance sheet

1. Opening of Meeting

The President opened the meeting at 1.35pm and thanked all in attendance. She explained the voting protocol to all present.

2. 2016 AGM & EGMs - Minutes

The minutes for the 2016 AGM and the two EGMs held during the year were circulated to clubs in advance of the meeting and the President asked if anyone had any comments or queries on the items included therein.

Matters arising:

Patricia Somers (UCD) noted that the prior year AGM minutes indicated that she would send the results to the local paper every Monday until at some stage they started printed them. She clarified this, saying that it was something that she used to do, and the minutes should not reflect that this was the case going forward and this sentence should be removed from the minutes. The President accepted this point, and said that the minutes would be corrected to reflect this.

No matters were raised in relation to the minutes from the 2 EGMs.

Adoption of minutes (including the correction outlined above):

Minutes were proposed by Des Currivan, Aer Lingus, and seconded by Aude Leroy, Tallaght Rockets VC. The minutes were approved by all members present.

3. President's Address – per appendix 1

- Acknowledgement and thanks to all VAI staff and volunteers
 - Mentioned the various Commissions that support the board and requested a round of applause for their efforts.
- Review of the past year
 - Tough year resulting from the cyber fraud however we have managed our way out of the situation mainly due to full-time volunteering by Gráinne Culliton and Denise Tallon over a period of 3-6 months when 2 staff members stepped down and saved on salary costs.
 - Recruitment – advertising for a General Manager type position and also bring staffing levels back up through an employment scheme. To be in place by August.
 - Development – number of initiatives
 - Board (mainly Jeff King) working with Michelle Tanner to put together a strategy for the VAI.
 - Aidan Curran working with Susan Aherne, former VAI President and qualified barrister, to bring Corporate Governance up to date.

- VAI staff working to improve structure of what is happening at junior level.
- Four of ten intended Centres of Excellence have been set up this year, mainly due to Gianni Massa and Jenny King. Supports dream of communities of volleyball around Ireland that are self-sustaining and family friendly.
- Capital grant has been applied for – no reply yet. Hoping to get support for Beach, Centres of Excellence, National Indoor & Beach Squads and junior development projects.
- Looking forward
 - 2018 is our 50th celebration year – hope to get people together at the various events
 - Board composition
 - Addition of Peter McDonnell and Aidan Curran – bring huge experience and specific skillsets that are needed
 - After election today, we will have 7 people – 4 women, 3 men – a great example of how a sporting board can work together without any imposed intervention
- Closing
 - Thanked the Board members for their hard work and good wishes to Anna
 - Well done to all attendees at the AGM and the Workshop this morning
 - We will continue to promote and develop our sport and share it with more people in Ireland

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

4. Treasurers Report – per appendix 2

The President introduced the Treasurers Report in the absence of the Treasurer and apologised that the financial statements were not available in advance of the meeting as they had only been approved by the auditors the day before.

The attendees received a short form version of the financial statements and the President advised that the full set of accounts will be sent out to clubs over the weekend.

The President advised all present that the full set of financial statements includes a note regarding the amount bequeathed by Ivan Gormally, as requested by his family so that it can be tracked every year so that they know that it is being used for the reasons it was bequeathed. The funds are held in a separate bank accounts.

The President also pointed out that this is also relevant for how funds are managed within the Association. She is aware of people asking questions regarding how monies are used and concerns that funds will not be used for the purposes they were raised. When something is project specific within the VAI, then it will have a separate bank account, e.g. the men's National Squad has a separate bank account, and money has been sitting there for a number of years, unused, until the Squads program is reactivated. The women's National Squad account contains the excess raised from the recent fundraising efforts and this will not be used until the National Squad is back competition in the next international competition. The CEV project has a separate account. The Beach Volleyball Commission has a separate bank account for the fundraising efforts for the indoor court which is separate from the regular day to day tour expenses.

The President then presented the highlights from the financial statements:

Overall the Association made a profit of €2,124 (2015: €2,415)

- Brilliant that the VAI made a profit considering the cyberfraud incident that occurred during the year

Income/revenue has decreased by €29k but this is an artificial decrease, mainly as a result of the proceeds of the Capital Grants scheme in 2015 for which the VAI is a facilitator (€62k received), therefore the income has increased by approx. €30k mainly by major movements:

- Referees new registration/courses/coaching courses €4k – increased activities
- Squads fundraising by €8k in 2016 (with corresponding costs)
- Beach fundraising and increased activities €5k (with corresponding costs)
 - In relation to the fundraising, the Association can only recognise the income where there is related expenditure. The rest is sitting in the Balance Sheet as deferred income.
- School participation has gone up and price increase led to €5k increase
- Grant in Sponsorships for specific projects increased by €1k
- Women in Sport/TY went up by about €1.5k
- Equipment sales also increased by €3k (with corresponding costs)

These all have related costs so the increase is a little bit misleading but they must be reported this way for accounting purposes (splitting out matching income and expenditure).

- As a result of the financial loss suffered from the cyberfraud (€28k), we replaced from August 2016 to date, the paid staff that left with volunteers and unpaid overtime, resulting in a salary saving of €19k
 - further savings in 2017, but staff must be replaced from August 2017
- Costs before the financial loss, have fallen by €57k
 - Mainly as a result of the Capital Grant scheme €62k cost not in this year.
- Overall – no real variances to comment on, that are not already explained by the corresponding revenue (activity) increase

The President then gave a quick overview of the Balance Sheet and what was behind the numbers:

- Assets
 - Tangible assets - €1k (laptops etc)
 - Stock – €4k (beach volleyball & nets etc.)
 - Debtors
 - Overpayment of tax - €10k
 - Prepayments - €18k
- Current Liabilities
 - Deferred income – grants - €108k
 - Accruals - €8k
 - Trade creditors - €5k

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

Jennifer Fitzgerald (TCD) queried the increase in venue hire costs in 2016 compared to 2015. The President advised that was mainly due to the issues with UCD and when it was unavailable. There is still a bank of hours left with UCD to be used and the related costs will be written into the P&L when UCD hall is used. The Vice President, also advised that this was due to the use of Gormanston College for the first time for the Championships which is a more expensive venue than what was used in the prior year.

Martin O'Connor (Newbridge) enquired about the level of travel costs and why they increased from €7k to €12k. The President advised that this was an age old question in terms of classification and that she was encouraging the Treasurer to reflect travel costs related to WIS as travel costs rather than WIS costs as it was more transparent. So you need to look at the direct costs plus the WIS together overall to get a better picture. Also as more venues were chosen around the country as not to be over-reliant on UCD/Dublin led to more travel for staff to get there and run the events. The President stated that it was good that these type of things are questioned, and the board/office does constantly monitor it too; it will consider the related travel costs when a referees' course or coaching course is run, and when those activities increase, the related travel costs increase.

The insurance costs were queried by Miriam Gormally (UCD) and whether this increase was in light of additional claims or just the general environment and the President advised that the costs have increased due to the environment and also due to the increased in club membership. The President also advised that we will have to buy additional cyberfraud insurance which will also increase the costs going forward.

Des Currivan (Aer Lingus) asked where the related Coaching Commission expenses were included in the accounts and the President advised that these may have been received post year end and will be included in the 2017 accounts.

The question arose again why the financial statements calendar/year-end doesn't line up with the volleyball season and it was mentioned that this came up last year. Des Currivan, as a former VAI President, replied this was mandated by Sport Ireland due to the alignment with grant applications. The President said that she would look into this again.

Adoption:

Proposed by Anthi Gilligan, Dalkey Devils, and seconded by Giordano V. dos Santos, DVC. The accounts were approved by the members present.

5. Presentation of VAI Commission Reports

Referees Commission report – per appendix 3

- Giordano (Vinnie) dos Santos, President (DVC)
- Clodagh NicCanna, (DVC – Secretary)
- Declan Ryan (Garda – Officer)
- Lucie Růžicková (Galway – shared resource)

Board Contact – Gráinne Culliton

Assessors:

- Alan Gormally
- Eamon O'Brien
- Kevin Donnelly
- Helen Cotter
- Clodagh NicCanna
- Giordano v. dos Santos
- Gráinne Culliton
- Denise Tallon

Board Contact – Gráinne Culliton

The Referees Commission Secretary stepped forward to present the report. It was deemed a successful season from a Referee's Commission perspective:

- Increase in interest for people attending courses
 - Helped by onus on clubs to appoint their own referees
- Getting referees upgraded
 - All upgrade requests bar one were met (14 requests, 13 completed, 12 successful)
 - Thanks to clubs for accommodating upgrades where referees had been otherwise appointed
- Willingness to travel to away venues to referee for other clubs

No major incidents reported in relation to the disrespect of referees – very positive and thanks for clubs in helping with this.

Thanks to referees and a reminder about the annual registration process as opposed to seasonal.

Referee mentoring took place at the Masters and Blitz tournaments – great opportunity for referees to get experience.

The Referees Commission Secretary drew everyone's attention to the table which detailed referee statistics per grade per club included in the report and asked clubs to contact them where details were not up to date as she reckoned there may be anomalies. A revised table will be reissued to clubs before the start of the new season.

Two courses for league referees took place during the season and the most recent course had 12 in attendance. There were 15 schools' referee courses during the season.

The Referees Commission are working on the following initiatives:

- Referees refresher course - to be completed every 3 years
- Referee mentoring
- Referees evening/coffee morning
- Following up registrations with clubs and past referees
- Respect for referees
- Referee guidelines

Additional ideas are welcome to support the future growth of refereeing numbers and standards in Ireland.

The Referees Commission Secretary expressed her sincere thanks to Giordano (Vinnie) dos Santos who is stepping down from the Commission after 3 years' service. She then opened it up to the floor for comments/questions.

The President praised the idea of a Referees refresher course and asked if the Commission would consider doing it as a webinar/online course so that referees from the likes of Mayo could attend. The Secretary said that they would look into it and expected it not to be a problem.

Martin O'Connor (Newbridge) noted that the table indicated that clubs were not meeting the 2 referees per team requirement. The Secretary and President said that this requirement is no longer valid as clubs are in charge of appointing their own referees.

Aude Leroy (Tallaght Rockets) commended the use of the Facebook referees group as a resource to contact and appoint officials to matches.

Competitions Commission – per appendix 4

- Jennifer Fitzgerald, President (TCD)
- Kevin Donnelly, Secretary (Ballymun Patriots)
- Lucie Růžicková, Member – shared Commission resource (Galway)
- Katie Nolan, Member (Naas Cobras)
- Orla McElroy, Member (Naas Cobras)

Board Contact – Gráinne Culliton

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

Participation levels – 2016-17

- National League: 38 teams
 - 15 men's teams (2 divisions), 23 women's teams (3 divisions)
- Association Cup: 20 teams
 - 9 men's teams, 11 women's teams (no non-league teams)
- Championships: 25 teams
 - 12 men's teams (5 non-league), 13 women's teams (4 non-league)
- Mixed Recreational tournaments:
 - Masters tournament: 10 teams
 - Mixed Recreational tournament (at Championships): 12 teams (6 non-league)

National Competitions – run by Competitions Commission

- National league – all season
- Junior & Intermediate Championships – 4/5 March 2017, Gormanston, Meath

- Association Cup semi-finals & Shield finals – 9 April 2017, Holy Family School, Newbridge & St. Mary's College, Naas
(Association Cup finals – 22 April, UCD, Dublin (run by VAI Office))

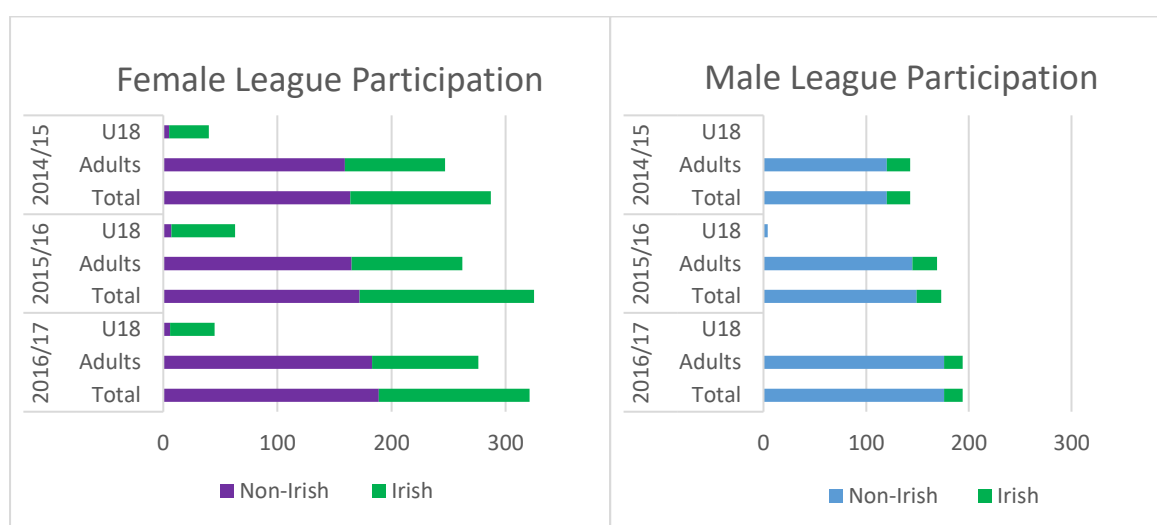
Recreational volleyball – 2 events

- Masters Tournament – 19 November 2016, ALSAA
- Mixed Recreational tournament – 4/5 March 2017, Gormanston
 - 2nd year of events – now locked in the calendar

Player participation levels – 2016-17

(included this year after a request from one of the National underage coaches, Gianni Massa, at last year's AGM)

- Competitions run events:
 - 679 players (414 female, 265 male)
 - increase of 10% on 2015/16
 - 25% of players are non-league
 - National League
 - 515 players (321 female, 194 male)
 - 41% female, 9% male are Irish
 - Irish participation
 - 40-45% female over past 3 years
 - Dropped from 16% on male side from 2014/15 to 9%
 - Under 18 participation
 - 14% of players are under 18 years old
 - 45 players in total - all female, 39 of which are Irish (12%)
 - Only 4 U18 males have registered in past 3 years & no Irish males (1 non-league Irish male this season)



The Competitions Competition President highlighted the importance of the Commissions Workshop that preceded the AGM and thanked everyone for attending as a lot was covered in a short space of

time. Fair and thorough discussions took place and the minutes will be circulated to clubs in due course.

She also emphasised the need for clubs to engage with the Commission in a two-way formal, knowledgeable manner.

Early engagement with the Commission is key when clubs encounter issues or are unsure about anything; the Commission can't always help after the fact. Uncertainty in the league is leading to increasing numbers of fixture requests – the volume is not sustainable. The level of formality in correspondence must be re-established and the Commission is looking at ways to achieve this. The Commission is looking at developing a secretary pack to be circulated in due course. It hopes that this may encourage new volunteers to get involved and will also be an aid to new clubs that join the national league.

The Competitions Commission President thanked the various volunteers, Commissions, board members and all club secretaries who assisted and supported the Competitions Commission over the past season. She concluded the report and opened it up to the floor for comments/questions.

The President raised a comment/topic from the Workshop which was redirected to the AGM - the poor attendance at the Association Cup finals. The President mentioned the importance of clubs supporting this event but also acknowledged that maybe it is time to introduce new ideas. She said that there were 2 ideas to be put forward, one from the CDO, Conor Flood, where the schools finals are brought back into the schedule and school teams and supporters are encouraged to stay around to watch the Cup finals as they bring a lot of noise and excitement to proceedings and maybe it can be relaunched in 2018 with the 50th anniversary and the association does something for them in some way that is to be determined.

The second idea was to align the Association with a charity and then all proceeds from the Cup finals are donated to the charity. The partnered charity would communicate the event to their contacts (a wider network than what the VAI has) and even if 1% of them turned up, it would bring a lot of people to the event and then raise some funds for a good cause.

Miriam Gormally (UCD) said there was definitely merit in the schools idea and spoke about the buzz and excitement when the school she coached reached the Cadette finals. She also mentioned that local schools could be targeted, especially where the teams who reach the finals would not be able to bring much support. The President acknowledged that more work could be done in this area to promote the event. She also spoke about the need for the volleyball community to support this event. Clodagh NicCanna (DVC) said that we should be encouraging teams from the lower divisions to attend the matches as it's a perfect spectacle to see the best players in the country play against each other.

The Vice President put another suggestion to the floor, moving all the finals into one locations – Schools finals, Association Cup finals, Junior & Intermediate Championships finals – and bring them to one large venue. The Awards Dinner would have to be moved to a week later. A question was raised about where this might take place and whether teams would travel – the Vice President said that teams would travel to a final. She also mentioned that you would not have to stop at 5pm, it could be a showcase like the Basketball finals where matches start in the morning and then the senior matches take place in the evening. Also for the Championships, by the time the finals come around, teams are exhausted and this way they could regroup and train for the finals.

The President followed up about the feedback she asked for regarding the Awards Dinner and the cost; the consensus was that people would like the cost to be downgraded but not the principle.

The Vice President put forward the suggestion that lower division teams probably don't attend the Cup finals as they are busy relaxing and getting ready for the Awards Dinner that night.

The President asked if people were willing to consider the big Finals Day for the 2017/18 season. People were generally in agreement to trial this for next season. Tom Landers (Newbridge) indicated his agreement to the suggestion but was concerned about the length of the day if kids were to play at 10 and then stay around until 6. The Vice President said that the timetable could be looked at. Clodagh NicCanna queried if this change could be adopted considering at the Workshop there was agreement that no significant change could be made to the format – the President stated that that was for the league format only and that the Association Cup and Championships fall under the remit of the Competitions Commission. The President concluded the discussion and said that she would take it away and talk to Conor Flood and others to see what they could come up with.

Beach Commission – per appendix 5

- Miriam Gormally, President (UCD)
- Janusz Stolarek, Vice President (UCD)
- Marie-Claire Sabogal, Treasurer (UCD)
- Andrew Goti, Member (Garda)
- Alex Graves, Member (UCD)
- Ivett Simon-Byrne, Member (Garda)

Board Contact – Gráinne Culliton (was Anthi Gilligan)

Non Commission members:

- Benny O'Regan (UCD)
- Viera Hauriskova (Santry)
- Giordano (Vinnie) dos Santos (DVC)

Dwyne Hill in the VAI office provides administrative support during the summer months.

- Goals for 2016 per report:
 - Increase participation
 - Make tour format more player friendly
 - Increase coaching especially for juniors
 - Increase tour efficiency and professionalism
 - Improve our social media presence and improve branding of sport
 - Consolidate relations between NIVA and BVI Tour
 - Secure sponsorship
 - Improve prizes
 - Grow squads and compete internationally
 - Find spot and apply for capital grant to build inland court

The Beach Commission President highlighted the top 4 priorities in her presentation to the floor:

- Increase participation
 - Regularly reached 20 teams in each single sex event and over 30 teams in the mixed

- Total of 190 people participating in the tour, up from 150 in 2015
- Tied in with festivals around the country and did some coaching – Sea Sessions, Battle of the Bay
- Improve awareness and branding of sport
 - Battle of the Bay had 10,000 people there so good to get awareness out to such a large number of people – our display event drew good crowds
 - Sponsorship with Red Bull and the use of Instagram to tie it to beach volleyball
 - Also secured sponsorship with Kanoodle
 - Use of professional photographs helped increase the professionalism of the social media site and increase our reach
- Grow squads and participate in international tournaments
 - Participated in CEV tournament in Edinburgh last year
 - Ran a training camp in London for those new to the beach where the players benefited from top class coaching from Denise Austin and Mo Grogan and also attended a training camp in Tenerife
 - Have taken on a team of coaches including Alex Graves, Fatima Balza, Andrew Goti, Patricia Somers, Benny O'Regan as well as a dedicated fitness trainer, Viera Hauriskova
 - Had trials in April and have increased the Squad numbers with 3 teams travelling to Edinburgh on 14/15 May
 - Raised €1,800 from the raffle at the Awards Dinner to support the Squads efforts
- Find spot and apply for capital grant to build inland court
 - Worked with Dublin City Council to find site in Clontarf, near Dart station
 - Site is beside existing sporting facilities and contains enough space for 2 inland courts
 - Grant application has been submitted – no response yet
 - Cost of court is €18,000 – expected to raise a minimum of 5% to 10% but aimed for €10,000 as additional funds raised increases the odds that the application will be successful
 - Used the GiftGrid method to raise funds and we have raised €6,900 to date towards the costs of building the court

The President also informed the floor that the National Squads had agreed a 50% sponsorship arrangement with the clothing brand, Errea, and would be hopeful that this would be increased to 100% based on future performances.

The Beach Commission President concluded her report and opened it up to the floor for comments/questions.

Helen Cotter (Santry) highly commended the Commission for their efforts at the raffle. She also asked about Andrew Goti's coaching qualifications. The Beach Commission President advised that he had attended a coaching course in Brno and also has his indoor coaching qualification. He went to Italy for 6 weeks with Megan Burgdorf in order to coach junior players. Des Curran, acting President of the Coaching Commission, advised that these courses should be approved by Coaching Ireland and the coaches should get endorsed as tutors. He also suggested that one or more of the coaches involved in beach volleyball should get involved in the Coaching Commission. The Beach Commission President thought this was a good suggestion and a further discussion ensued. The President advised that this should be taken offline for a separate meeting.

Coaching Commission – per appendix 6

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

Board Contact – Jeff King

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

- Lack of members on Commission at present
 - Had 7 or 8 experienced tutors on Commission in last 3 years but down to 2 in 2016-17
 - Commission needs assistance – there must be other tutors out there to help with running courses
 - Need to get coaches together to support and share knowledge
- Courses run during season
 - Introduction to Coaching Award (level 0) – 1 day course – 4 courses run around the country
 - Level 1 course was cancelled – insufficient participants

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

- Review of coaching levels/grading
 - Requires rewrite of syllabus and Coaching Ireland approval before implementation
 - At the moment the coaching courses only look at club competition and basic skills – need to broaden it out to cover beach, schools/youth and other aspects of volleyball to strengthen the quality of the courses and the coaches qualifying from the courses
 - Need to fully incorporate and support the coaches under 18s into the coaching ladder
 - Sent out survey to all qualified coaches for feedback but link did not work – renewed Commission to rewrite and resend the survey
- Use of E-learning to enhance courses
 - Allows for more practical on court coaching when courses are run
- Process and procedure for the recognition and licencing of foreign coaches who want to register and coach in Ireland within the VAI structure
 - Previously we have gone to Coaching Ireland where now we need to design protocol and then go to them for approval – take the initiative
 - For example in Italy, the Introduction to Coaching course takes place 1 day per week for a whole year with a Saturday every 2 weeks!
 - We need to bring our coaching level up to that standard
 - Review possibility of making the responsibility of Coaching Liaison with Coaching Ireland a full time position
 - Jenny King, as the newest qualified coaching tutor has done fantastic work with the Centres of Excellence and the Junior underage Squads

with Gianni Massa but unfortunately has had to step back due to time constraints

- This is a crucial role to help improve the quality of coaching within volleyball in Ireland

The Acting Coaching Commission President described the current efforts at the development of a fully integrated volleyball development program and the role of coaching to support this:

- The development section of the VAI is in the process of designing a volleyball program that integrates and links the development of volleyball players through games aimed at 6-9 year olds, 9-12 year olds, and 13-18 year olds
 - A comprehensive manual has been produced for each stage of 6-9 year old program
 - We need an integrated coaching program to support the new volleyball development program
- However it doesn't cover children under 6
 - We need to give guidance to parents – catch and throw etc.
 - In 1998 the Acting Coaching Commission President visited the Great Lake Centre in the US and witnessed how it was done there – through a Mom & Baby session at the crèche where they roll the ball on the mat and then at the break the kids would play volleyball with balloons
 - Nothing like that in Ireland – we need to encourage family days at clubs where people are encouraged to bring their children along to play volleyball

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

- Already secured one volunteer, Fatima Balza (Garda) who has experience of the American Volleyball Coaching Association (AVCA) which will be invaluable
 - Happy to take on people who just want to get involved on a short term basis on a certain project etc.
- Would love to run a Coaching Seminar, as a tool to support registered coaches and a Coaches Conference where they bring in a visiting coach to speak to coaches
 - But may require more people to assist with this process – willing volunteers are scarce
 - An email will go out to all club and registered coaches along with updates being available on Facebook if there are any updates on this topic

He then opened it up to the floor for questions. Robert XXXX (PVG) asked if non-coaches could attend the seminar and the President and Acting Coaching Commission President both agreed that the seminar would be open to all. The President emphasised the need for the Seminar to take place and said she would get back to the Acting Coaching Commission President on this topic.

The Acting Coaching Commission President also mentioned that they would be following up with all coaching course participants via email, to find out how many are no longer registered as coaches and to find out why, and encourage them to register to help out. They will also target those that attended the Introduction to Coaching course but who have not moved onto Level 1. Not enough coaches are moving up and improving their qualifications which will then indirectly improve the quality of coaching in Ireland.

Squads Commission– per appendix 7

- Des Currivan, President (Aer Lingus)
- Patricia Somers, Secretary (UCD)

Board Contact – Denise Tallon

The Squads Commission Secretary presented the report on behalf of the Commission outlining the eventful season just concluded:

- Funding shortfall and Squads efforts to cover the shortfall
 - In June 2016, the Women's National Squad was loaned €10k to allow them to travel to participate in the Small Nations qualification event in the Faroe Islands
 - With the enormous input by Gerry White, the Squads managed to recoup the funds via 2 events (thanks to all involved and who supported the events):
 - Bowling night with raffle and cake sale: €3,029.50
 - Race night with raffle: €2,580.53
 - Total: €5,610.03
 - This along with the CEV grant was enough to pay the deficit but not carry much forward to be used in future
 - As with all minority sports, funding is a major issue, and in particular for the Squads program
 - A breakdown of the costs of each Squads player to prepare for an international tournament - including hall hire, playing gear and flights - would be €1,000 per person
 - If these costs can't be met, then there is no option to generate the money other than through marketing and team fundraising
 - Some venues offer free/low cost hall hire and this should be noted as indirect sponsorship like any other services offered to Squads
 - A sponsorship pack has been drafted by the Squads Commission which can be used to approach potential sponsors once it contains a plan. As both Squads are in transition, we are not in a position to approach anyone until the Head Coach positions are filled
 - Underage/Junior Squads can apply for funding from the Ivan Gormally fund, but these funds are limited
- Personnel withdrawal from the Squads and Squads Commission
 - In October 2016, Brian Quinn stepped down as Squads Commission President due to pressures of work and time constraints. Jennifer Moret also resigned as Squads Manager due to work commitments. The Squads Commission would like to thank both of them for their tireless efforts and commitment
 - After the Faroe Islands competition the Squads Commission met with players, parents, coaches and interested parties about how to move forward as many players decided not to be involved after the competition
 - In December, Wim Roosenburg stood down as Women's National Coach for personal reasons. Gianni Massa and Jenny King both agreed to stay on as underage Junior National Squad Coaches. Fabio Tamborrini agreed to fulfil the role of interim Squads Coach to train the remaining senior players until a new Squads Coach is appointed
 - Vacancies for the Women's and Men's Head Coach positions have been advertised and interviews will be held in the near future

Going forward the Commission outlined its aims in making the Squads more sustainable and to be reinstall the prestige surrounding the membership of the Squads:

- To develop procedures and standards for the running of the Squads including:
 - Requirements for staff such as qualification, Garda vetting etc.
 - Communication protocol for Squads management and players
 - Requirements for players regarding their commitment and expectations
 - Parental consent for underage players
- To develop sustainable ways of funding Squads, such as sponsorship, one proposal for funding Squads on an ongoing basis is as follows:
 - For Junior Squads, a charge of €1 registration fee be levied to all Schools registered players
 - For Senior Squads, a €5 fee be added to all registration fees for Premier and Division 1 registered players
 - A €5 fee be added to all third level registration fees (these are only suggestions) or a €2 fee added to recreational registration fees and these funds be directed to the Centres of Excellence
- To raise the profile of the National Squad with clubs and players making membership of Squads a personal goal and position of pride
 - With sponsors through regular newsletters on social media – make it more attractive to sponsors
 - This will require a dedicated volunteer to work with the Squads Commission and the VAI to assist and coordinate efforts
- Call for new members
 - If you are interested in helping us to accomplish these aims, then please join the Squads Commission, if only on a project basis
 - Wish to call on all former members of the women's and men's squads from the past to assist us in achieving our aims and use their skills in marketing and funding

The Squads Commission Secretary concluded her report and opened it up to the floor for questions. Olivia Molloy (Galway) asked how many applicants had applied for the Head Coach positions. The Vice President advised that there were 5 applicants in total. The Vice President advised that Board Member, Peter McDonnell, was in the process of setting up an interview panel and that the interviews were originally due to commence on 20 May. However this date has had to be put back to allow applicants to gather their credentials and paperwork and the Vice President needs to get an update regarding what the new date is. Giordano V. dos Santos (DVC) enquired the split between applicants for the men's and women's positions. The Vice President advised that there were 2 for the men's position and 4 for the women's position – with 1 person applying for both open positions.

6. Annual National Development Report 2016-17 – per appendix 8

Conor Flood, National Development Officer, presented his report containing the challenges and highlights from the season just ended and they are as follows:

A. Development Figures

- Primary school up - 17.4%
 - 2015 – 334 Spikeball teams, 180 total affiliated schools
 - 2016 – 337 Spikeball teams, 202 total affiliated schools
 - 2017 – 372 Spikeball teams, 230 total affiliated schools
 - 22 counties, 19 blitzes, 1059 games
- Post primary up – 8.4%

| Post-Primary Schools | 2015-2016 | 2016-2017 |
|-------------------------------|-----------|-----------|
| SpikeBall | 280 Teams | 253 teams |
| Senior | 77 Teams | 85 Teams |
| Cadet | 57 Teams | 83 Teams |
| Junior & Mini | 121 Teams | 116 Teams |
| Total competing Primary & PP. | 893 Teams | 909 teams |

- All up except SpikeBall and Mini – introduced mandatory 3 touch in Mini which may have affected the decline (but Junior was up)
- Associate clubs up – 22%
 - 12+ clubs
- Workshops & Courses - 65 completed (see #D)
- Tournaments – 27 ongoing (Excluding national leagues, North vs South, Championships)
- Staff down – 37.5% (2 members)

B. Schools

- PEAI – September 2017 in Portlaoise
 - PE Teacher association – want to entice them to introduce volleyball
 - Will have presence there to hand out workbooks and packs to teachers and get them on board
 - Schools AGM next week – will get feedback about what caught their eye
- Teacher workshops
 - Ran them again at the start of the year
- Student PE EXPO – in Ballymun
- Active schools
 - Involved with them on their website and get calls through them
- National Volleyball Week – 23rd September
 - A few initiatives for schools (and clubs)
- Local Sports Partnership (LSP) Initiatives – (TY Youth leaders) throughout the year
 - If it is beneficial, then VAI will get involved

C. Associate clubs (tournaments)

- West, East & South mixed recreational – (West 8 East 8, South 13)
- Mixed Recreational All Ireland – 8 teams (East, South, West, VAI National Championships)

- Under 16 blitzes – Peaking at 9 teams over 4 blitzes
- Primary School Club Tournament - (Regional blitzes)
- Youth Cup – 8 teams (postponed until November TBC)
- Business league - 8 teams (June)
- South Leagues - 9 teams
- Centres fun blitzes - Unlimited

D. Workshops/Courses

- 65 Workshops/courses completed in 2016-2017
- University/colleges; 9 workshops - 238 students
 - AIT, UCC, DCU, UL, Mary I, CCN, O’Fiach, Tralee, UCCx2
- Teacher workshops; 9 workshops - 68 Teachers (3 cancelled)
 - Balla, Athenry, Cashel, Drogheda, Dublin X 2, Mountrath, Clones, Navan, Sligo
- Student Referee courses - 8 schools – 107 students, 4 schools - 68 students
SpikeBall
 - Roscommon, Tipperary, Waterford, Galway, Carlow, Laois, Leitrim, Limerick, Dublin
- Others - LSP projects, Foróige, Sitting Volleyball, Active schools

E. Developing projects 2016-2017

- Sitting Volleyball
 - This area of volleyball has exploded in the past year or so with the focus on disability sport and a more inclusive community
 - Focusing on creating awareness
 - Using this opportunity to network and gain exposure – but this takes time!
 - FAI’s program took 10 years
 - Lots more Workshops taking place
 - Have content confirmed for coaching sitting volleyball – needs to be approved by Coaching Ireland
- Mini-Spikers - (Cool Volley)
 - Lots of different projects for youth volleyball but not integrated – too disjointed
 - Now trying to create integrated pathway
- Business leagues
 - Can be opportunities for some businesses to play international business leagues – scope for funding
- TY Leaders (WIS TEAM)
 - Taken from SpikeBall but want to move it to volleyball
 - Offers more progression, more growth

F. New Pilot Projects in 2016-2017

- Under 16 blitzes: Newbridge – Newbridge – Galway – Laois
 - Once a month around the country, offer opportunity to bring u16s together to play competitive volleyball
- Centres of Excellence: Clare – Tipperary – Laois – Galway
 - Jenny King and Gianni Massa hugely involved in this
 - Pickup has been great so far

- Looking to set up 10 in total

The NDO concluded his report and opened it up for questions/comments. Des Currivan (Aer Lingus) welcomed the presence of someone from the development team at the AGM as it was the first time that he had attended an AGM where someone was present and applauded the enthusiasm. The NDO said that they had spoken with the board and that agreed on the merits of having someone there to present and inform people of the work being done. The President agreed and commended the work that has been done by the reduced staff with lots of unpaid overtime.

7. Annual TY Program Report – per appendix 9

Conor Flood presented this report in the absence of the TY Coordinator, Dwyne Hill.

The highlights are as follows:

- 28 Schools participating in the TY program (in conjunction with Women in Sport), spread across the country
 - The VAI repeated the program in 24 schools this year and then encouraged new schools to participate
 - Other schools applied to be part of it but had to be turned down due to resources – there is a waiting list
- 28 courses were delivered in 2016-17; surpassing a target of 24 for the same period
 - Have been given approval to run this in boys schools which will increase the reach of volleyball
- 450 leaders (TY leaders who are brought up to speed on skills and coaching) were qualified in 2016-17; surpassing a target of 325
- 3,228 primary school children are participating in the TY program; surpassing a target of 2,650

8. Garda Vetting Update

Denise Tallon – Designated Liaison Person (Board Member)

Norma McIntyre – Vetting Administrator (VAI Staff)

The NDO gave a brief updated on the Garda Vetting process and advised anyone with questions to go through the office.

- Turnaround time for Garda vetting to be processed is generally 14 days
 - Form available from the VAI Office
- Problems/reasons for delays:
 - Incorrect ID sent into the office
 - Not Original ID i.e. copies
 - Forms not signed

9. Children's Officer Report

National Children's Officer (NCO) – Dwyne Hill

Conor Flood, National Development Officer, presented this report in the absence of the NCO.

Our 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.

The VAI website has information available to support Children's Officers in each club and the NCO is available to answer any questions.

The NDO outlined the 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

The NDO reminded everyone of the role of the NCO:

- 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

There is an app available which has been developed by Sport Ireland – Safe Sport.

An online refresher course has been developed by Sport Ireland for the Safeguarding Level 1 course. The NCO will be going out to clubs to see who needs to complete a refresher course.

- All Coaches/Referees must complete the Safeguarding level 1 course every 3 years
- Once they have done the classroom course, candidates can then do the online refresher course every 3 years

10. Anti-Doping AGM Report

National Anti-Doping Officer (NADO) – Dwyne Hill

The NDO presented the report in the absence of the NADO.

The simple advice - athletes must check all their prescribed and over-the-counter medications. This can be done with the assistance of:

- www.eirpharm.com
- Sport Ireland medication checker app

Players/coaches should be aware of the new requirements: `

- All new players must now complete the new Sport Ireland eLearning
 - <http://elearning.sportireland.ie/login/index.php>
- Coaches when registering in January 2018 must complete:
 - <http://playclean.fivb.com/>
- All international players/support personnel (anyone travelling with an international team) indoor and outdoor must also complete:
 - <http://playclean.fivb.com/>

Where there are any questions regarding who must complete the e-learning or the Play Clean program, please contact the NADO directly.

11. 2018 Strategy and Corporate Governance – per appendix 10

2018 Strategy Review

The Vice President advised the meeting that the Chair of the Strategy Working Group, Michelle Tanner, was unable to attend the AGM and asked for a message to be passed on to all present. Michelle intends to hold a consultation session for all stakeholders within the next few weeks (by end of June at latest) with the details to be communicated to all clubs and interested parties once agreed with the board.

Good Governance Review

The Vice President updated the meeting on the work being undertaken as part of the Good Governance Review. Susan Aherne, barrister and past President of the VAI, is Chair of the Governance Review Group. The Vice President read out a statement on her behalf, which outlined the work that this working group will undertake to review the existing structures and documentation and help bring the Corporate Governance of the VAI into line with best industry practice for a sporting organisation of its size and resources. This group has been established by the VAI board and will carry out their work under the Terms of Reference (as outlined in a specific document) and report back to Aidan Curran, designated board contact.

The timeline for operation will be 6 to 8 months and will necessitate a high level of consultation not only with the VAI board but with its membership who will ultimately have to consider and approve any changes to the Constitutional Framework. It is hoped that when called upon to participate and get involved in the dialogue around the Good Governance of the VAI, that all clubs, schools, commissions, referees and coaches will play their part and the Governance Review Group looks forward to working with everyone.

The Governance Review Group Terms of Reference document was unable at the time of the meeting, but the President advised that she would send this out to all clubs and interested parties after the AGM when circulating the full set of financial statements. She also advised the group that this work is mandatory as dictated by Sport Ireland and the Association would lose its funding in the next year if it did not update its Corporate Governance code. She also welcomed the involvement of

Susan Aherne and the expertise she brings in this area. If there are any questions, please email the President and she will pass them onto the Governance Review Group.

12. Lobbying

A reminder to all Clubs and Commissions:

- We are now registered via Lobbying.ie, so everyone in the Association must report to the board: 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
- A nil report has been filed so far in 2017
- For more information please go to: www.lobbying.ie

13. 2018 – our 50th Anniversary

We need your help!

Plans:

- History of the VAI book – Lindie Naughton (Sports Journalist)
- St Patrick's weekend event – Squads and All-Stars versus NI and Scotland (TBA)
 - Squads – once they are back up and running
 - Working on getting Scotland involved again this year after the competition they got last year
- All major annual events – indoor and outdoor – a 2018 celebrations twist
- Gala dinner with Special Guests
 - Probably September/October 2018
- New Logo
 - Competition was run earlier this year for €500 prize – huge amount of entrants
 - Unveiling of new logo at the end of the meeting

14. Variable Items – Motions etc.

No motions received.

15. Elections

- President – currently Gráinne Culliton
- Vice President – currently Denise Tallon
- Secretary nomination received – Anthi Gilligan
- Treasurer – currently Anna Dukacz

- Board member (co-opted during the year) – Peter McDonnell
- Board member (co-opted during the year) – Aidan Curran
- Board member (previously elected at EGM) – Jeff King

The President, Vice President, Treasurer are deemed elected as no other nominees were received.

The President advised the meeting of the voting protocol and voting cards.

The vote to elect Anthi Gilligan as Secretary then took place. All present voted for the candidate and there were no votes against or abstentions. Anthi Gilligan was therefore deemed elected as Secretary.

The vote to elect the co-opted members as full board members then took place. All present voted for Peter McDonnell and there were no votes against or abstentions. Peter McDonnell was therefore deemed elected.

The vote to elect the co-opted members as full board members then took place. All present voted for Aidan Curran and there were no votes against or abstentions. Aidan Curran was therefore deemed elected.

16. Another Other Business

The President opened it up to the floor for matters under AOB and commenced with matters that were referred from the Workshop submissions.

All-Stars/Celtic Cup participation and existing Women's Squad

A lively discussion took place regarding the selection of players for the All-Stars representative matches against Northern Ireland and Scotland on St. Patrick's weekend. A number of people wanted to know how the teams were selected. The Vice President, as Squads board contact, detailed how it came to pass. On the Women's side, as the previous women's Head Coach had resigned, she asked Fabio Tamborrini, interim Head Coach, if the team from the Faroes would be available to travel to play the fixtures but he said that there were only 3 players committed to Squads. The board discussed this and as it has been looking at creating an All-Stars match against the Northern Irish All-Stars next season anyway a decision was made to open it up to the All-Star winners and nominees from the 2015-16 season and they were contacted. If excess of players were available, the winners were to get preference along with the 3 existing Squads players. The board deemed it unsuitable to send the Junior underage Squad to fulfil these fixtures, particularly as the Scottish national team would be very strong. No outside hitter from the invited pool was available, and the Interim Coach asked the Vice President if he could ask someone outside the group and she agreed. Subsequently 1 player pulled out and so 2 Newbridge players travelled with the rest of the Squad. The Squad was made up of 5 Irish players and some All-Star winners and nominees. On the men's side, Per Ploug was asked to coach and assemble the men's team to travel up north. As no men's Squad was in situ, a decision was made to ask the All-Star winners and nominees. Per was missing players and he asked a number of players to step in to fulfil the fixtures. Three Athlone

players contacted the office about playing in the matches and then the Vice President passed on Per's details and the board were no longer involved in the matter. The VAI purchased men's jerseys (for use when the coach has been appointed) and they used shorts belonging to Ballymun Patriots and purchased Penney's t-shirts for the warm-up. These men's jerseys will be used when the men's Squad is back up running again with the appointment of the National Head Coach. The Vice President travelled up to the event on the bus with the teams and said that anyone she spoke to really enjoyed the day. The idea next year would be for 2 Squads teams and 2 All-Star teams to have separate matches taking place on the same weekend against Northern Ireland, and hopefully Scotland.

Ann Fay (Naas Cobras) asked if Juniors were excluded. The Vice President informed her that Northern Ireland was not facilitating Juniors, just Seniors. The Women's Interim Head Coach contacted all players from the Faroes (including Juniors travelling with Seniors) to see who was available but there was no point in too many juniors travelling with the strength of the Scottish team. Clodagh NicCanna (DVC) thanked the Vice President for her explanation and as an Irish Premier player and ex-Squad member that she would be contacted to play the fixture and that others would have hoped the same, that Irish players would have been given preference. She also didn't believe that the representative team should have worn the Irish jersey and that a separate set of gear should have been sourced. The Vice President understood her point of view and said that they thought they did the right thing at the time to try and fulfil the fixtures and also the jerseys was a purely down to costs. Declan Ryan (Garda) agreed with Clodagh regarding the All-Stars wearing Irish jerseys. He also asked if Northern Ireland knew that the VAI would be sending All-Star teams as opposed to the national Squads as it was his understanding that the national coach thought they were the National Squads. The Vice President strongly refused this; she had spoken to the Northern Ireland National President, on this. The Vice President understood where the clubs concerns were coming from in terms of the feedback and could see why people were unhappy. The All-Stars were a niche group and have not been utilised in recent years so it was thought that they would represent the league at a decent standard. The board had to make a decision to fulfil the fixtures to maintain and strengthen relationships ahead of the 50th anniversary celebrations next year where there will be a weekend extravaganza.

Olivia Molloy (Galway), and national Squads player, said that she had only been given 2 weeks' notice regarding this fixture and players were not available for the training session. The Vice President said that she was not aware of this and had worked with the information that the Interim Women's Coach had provided to her.

Standard of the Volleyball Equipment at the National Sports Arena

The standard of the volleyball equipment at the National Sports Arena for the recent Student Sport Ireland finals was raised. The Vice President and the NDO visited the National Sports Arena and the Vice President confirmed that the equipment purchased by Sport Ireland was not up to standard. Two courts have been marked as volleyball courts and they may mark a centre court in future if new equipment is purchased. The current cost is €70 per hour which is prohibitive for the VAI, clubs and other groups to use the venue but the NDO is working with the contact to see what they can do. The Sport Ireland contact took responsibility for the SSI event and acknowledged that they had not tested the equipment. They were not subject to VAI protocol where equipment is tested in advance and also put in the night before any competition.

New logo

The President revealed the new logo – there were two displayed and she explained the likely one that would be used. She did not reveal the winner as she only had an email address and wanted to make sure the name was correct and was not sent on someone's behalf. The winner would be announced in due course on the VAI website.

17. Close of Meeting

The President closed the meeting at 3.55pm and thanked all that attended a good and positive AGM. She finished by wishing the National Women's Beach Volleyball teams all the best in the upcoming CEV Small Nations Zonal event in Edinburgh.