

VLY ANNUAL GENERAL MEETING

Draft minutes of the Annual General Meeting, held on Saturday 11th June, at the Sport Ireland Campus, Dublin 15.

List of Attendees:

A full list of attendees can be found at Appendix 1.

1 – Welcomes and Apologies

Actions:

1.1	The President opened the meeting at 1.01pm, welcoming everyone and advising of the housekeeping for the meeting.	
1.2	It was confirmed that 11 clubs were present, constituting a quorum.	
1.3	Apologies were received from Erica Fatini, Lochlann Walsh and Rachael Kilgallen.	

2 – Minutes of Previous AGM, held on 15th May 2021

Actions:

2.1	The minutes of the previous AGM had been circulated prior to the meeting. Kevin Donnelly noted that he had been in attendance but omitted from the attendance list.	Secretary to update
2.2	Save for that amendment, the minutes were approved by Grainne Culliton (Ballymun Patriots) and seconded by Declan Ryan (Gardians).	

3 – Board Activities since the last AGM (President)

Actions:

3.1	<p>The President took the meeting through activity across the last 12 months, including:</p> <ul style="list-style-type: none"> • Beach Tour 2021-first major activity post covid. <ul style="list-style-type: none"> a. New format which will develop further this summer • Park Tour 2021- VI helps clubs run a tournament <ul style="list-style-type: none"> a. Equipment and staff support b. Encouraged clubs to take part in this opportunity • CEV- Growing the Underdog <ul style="list-style-type: none"> a. Invited to present at CEV Assembly (GS and CNC attended) b. Recognition of best practice & good governance c. Gave VI great visibility and many offers of support from other European Federations • Return of Indoor play- October 2021 <ul style="list-style-type: none"> a. President has travelled to as many clubs as possible to referee and connect with clubs and members around the country 	
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	<ul style="list-style-type: none"> b. Congratulations to Vinnie Dos Santos on achieving his international referee status in Montenegro recently • High Performance highlights <ul style="list-style-type: none"> a. Success in U19 women in Luxembourg and hosting u20 men's SCA b. Minister of State Jack Chambers attended, he was very engaged in event and with the sport. • Invited to Italy as guests of Italian Federation <ul style="list-style-type: none"> a. Head of Italian federation offered support post CEV Assembly b. U22 Men competed in CEV competition c. CEV are encouraging larger federations to support smaller organisations d. Programme in development - VI has an opportunity to shape this programme • VI won NGB of the year award at the Sports Industry Awards. • CNC thanked staff and commended their passion for the sport and the organisation • CNC thanked and appreciated the work of commissions, volunteers and all those involved in making volleyball happen this past year • CNC thanked the board for their exciting contribution and challenging discussions which are contributing to the high quality of decision making on behalf VI • What's next? <ul style="list-style-type: none"> a. "The challenge used to be getting people to play... now the challenge is meeting the demand!" b. New Strategy (working with Teneo to accelerate this) c. Organisation growth - New job opportunities d. An exciting Beach Tour launched e. Reset the National League standards and back to Cup and Championship - Standards must be high as we published Game of the Week etc. f. High Performance - Pushing forward 	
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4 – Staff Reports on activity over the last year		Actions:
4.1	<p><u>CEO Report (Gary Stewart)</u></p> <ul style="list-style-type: none"> • Cautious optimism this time last year- This year is very different. <ul style="list-style-type: none"> a. Numbers are growing b. Profile and our reputation in Ireland and Internationally is improving c. NGB and Good Governance Award, and members survey has ranked us higher than ever before. 	

	<ul style="list-style-type: none"> d. Thanked clubs, volunteers, administrations, coaches, referees, commission members and players for getting volleyball back on the road e. No anti-doping related issues or testing • Staff structure has changed <ul style="list-style-type: none"> a. Conor Flood (Development), Simon Dyke (Operational) and a vacancy (Performance & Education Manager) b. Amanda Burgio (Participation and Club support officer) reporting to Conor, Sophie Doolan (Operations and Event) and a vacancy (Finance & Admin) reporting to Simon. • Strategy Plan Update <ul style="list-style-type: none"> a. End of Cycle b. Licenced players +86% c. U18 players +500 d. Reputation of volleyball enhanced e. Staff changes & Covid slowed down some projects <ul style="list-style-type: none"> • Tactics update – 84% on track • Strategic Metrics- 64% on track • Stakeholders survey <ul style="list-style-type: none"> a. 91% positive up from 74% among members. Overall numbers have increased- 20% increase in satisfaction over 4 years. b. One thing can we do better? Suggestions: <ul style="list-style-type: none"> • More recreational comps • More info on website • Clearer rules & regulations • Less cost for national team players 	
4.2	<p><u>Development Report – Conor Flood</u></p> <p>Key projects:</p> <ul style="list-style-type: none"> • National Youth League <ul style="list-style-type: none"> a. U16 girls national league-regionalised now which breaks down barriers to participation b. U18 boys’ national blitz- monthly. Aim to move to league format and follow girls c. 4v4 blitz – Providing positive experiences for younger players d. Next year planning a full year programme e. National Youth Final Day – 300 children involved- very successful • Junior Beach Volleyball <ul style="list-style-type: none"> a. Fun Sessions- Galway, Meath, Cork b. 3v3 u16 and u 202 2v2 (32 teams) c. Regional Development Centres <ul style="list-style-type: none"> • Aiming to compete internationally • Aiming to send teams to Greece in September at CEV u18 competition • Indoor Regional Development Centres <ul style="list-style-type: none"> a. 63 players, 8 matches, 1 camp 	

	<ul style="list-style-type: none"> b. Plan to attend European Clubs' tournament • Play Volley <ul style="list-style-type: none"> a. Clubs get training resources b. 4 events and tied back to 4v4 events • Recreational Volleyball <ul style="list-style-type: none"> a. Clubs will be able host and fundraiser opportunity but with support from Volleyball Ireland b. Guardians, Galway and Impact VC with 46 teams participating have hosted tournaments • Priorities for 2022 <ul style="list-style-type: none"> a. Coach and club education <ul style="list-style-type: none"> • Last year our Long-Term Player Model launched- Conor highlighted that this is an excellent resource to refer to • Conor hopes to identify the specific needs this year to support them with their development b. Grow Volley <ul style="list-style-type: none"> • To partner each club with a full-time staff member • Plan for fully planned educational programme. 	
4.3	<p><u>Social Media & Engagement – Amanda Burgio & Sophie Doolan</u></p> <ul style="list-style-type: none"> • Priority is to increase visibility of the sport • Main focus is outdoor volleyball & social media <ul style="list-style-type: none"> a. +57% followers more on our platform b. +680% YouTube and +118% Instagram c. Facebook has the largest following but less engagements, focus is to Insta and YouTube (greater engagement) d. You Tube- 200+ video and 1570 viewers every month, 43% of viewers 18-24 e. Near 100,00 viewers on Insta, +499% monthly engagement since May. 40% are not followers- need to get these people following and engaging. • School Volleyball - 124 school live streamed matches - 3700 hours viewed (half of total hours watched) indicates interest. • International events <ul style="list-style-type: none"> a. 3000 hours watching our national teams b. Used professional streaming service for St. Patricks Challenge c. 53,000 people watched our international events • Game of the Week <ul style="list-style-type: none"> a. New initiative b. 31 matches featured, 26 matches live streamed, 7000 total views c. 237 posts in total across social platforms • Future <ul style="list-style-type: none"> a. Grow Game of the Week b. Better quality streams c. Continue increasing visibility of our sport 	

	<ul style="list-style-type: none"> d. Promotion of student volleyball leagues- great success this year- plan to work with SSI more e. Commentary on live streams f. Develop marketing plans and packs for clubs 	
4.4	<p><u>Operations Report – Simon Dyke</u></p> <ul style="list-style-type: none"> • National League Season <ul style="list-style-type: none"> a. Covid major impact, government restrictions, player availability. Lost a handful of Game of the Week opportunities also. <ul style="list-style-type: none"> • Most clubs were on the wrong end of a rescheduling at some stage in season • Mindful of an individual’s objection to government guidelines (early season). • Main objective was to get matches played - only dropped 6 matches from 270 with an extension of league by 1 week. • Strain on competition rules - National League Commission took pragmatic approach to facilitate games. Cup cancelled due to fixture backlog. • Scoresheet checking <ul style="list-style-type: none"> a. Ensured results reported correctly, referees appointed correctly, comments noted b. Length of matches noted c. Referee stats <ul style="list-style-type: none"> • 128 licenced referees, only 99 eligible (GV, Safeguarding) but 30 didn’t ref in any matches • 52 stood 3+ matches • 12 referees stood in half of all appointments • International Events <ul style="list-style-type: none"> a. Why? Strategic objective b. Where? Explored several options, but availability is the main considerations c. How? Event working group with mainly staff and some feedback from board. d. Great flexibility and innovation in running these projects • Future plans <ul style="list-style-type: none"> a. Review competition rules b. Make club volunteers lives easier <ul style="list-style-type: none"> • Centralised referee appointments • Captains/coaches reports (ref development, quality of facilities, All stars?) • Electronic Scoring System 	

5 – Commissions Report on activity		Actions:
5.1	<u>Competitions (Gary Stewart)</u>	

	<ul style="list-style-type: none"> • Significant growth in player licences (+37% v 2019/20), 38% of players are Irish (up from 30%). Players coming come form 67 different countries • Focus on VLY Beach Tour (1,2,3 star) <ul style="list-style-type: none"> a. Invested 12k- equipment, sound system, branding, online tournament soft ware b. 312 unique players competed (50% growth) c. More events this year and across the country too. d. Lucan, Tallaght and Ballymun DCC will have outdoor courts 	
5.2	<p><u>Education & Training (Conor Flood)</u></p> <ul style="list-style-type: none"> • Coaching- Launched Tier 3 programme (sessions with professionals from Greece, France, and Romania) <ul style="list-style-type: none"> a. Tier 1- 45 coaches, Foundations- 28 coaches, TY volley- 250 coaches b. Skill session only 1 this year- looking to develop further this year and deliver more c. CEV coaches x4 coaches to Slovenia last year, x5 going to North Macedonia this year • Referee <ul style="list-style-type: none"> a. Brought Geir Dahl to Ireland - ran a course for 8 referees - working towards international beach referees. b. Grade 3 referees- 36, 25- refreshers & Bootcamps, 5 successful assessments c. Referee Development programme- Beginner & Advanced <p>A question was raised by Deise Tallon – asking for consideration as to whether referees needed to be Garda Vetted as a blanket rule? She queried the legality of it. It was agreed to discuss further with Sport Ireland.</p>	CF / SI
5.3	<p><u>High Performance (Stephen Moreton)</u></p> <ul style="list-style-type: none"> • Many highlights, back in action and many international competitions recently • 30k directed towards National teams <ul style="list-style-type: none"> a. Conversation around how we fund our national teams most effectively b. Sports Capital Grants secured to resource more equipment for the teams • High Performance Framework <ul style="list-style-type: none"> a. Now live but working document b. Aim to guide the performance pathways and support the coaches and players in the programmes. c. High Performance Commission looking to recruit d. National Training Camp was a major highlight- all teams training together, coming together socially etc. Plan to ensure these events happen more. 	

	<p>e. Key Priorities for next 12 months</p> <ul style="list-style-type: none"> • Appointment of Performance and Education Manager to continue driving forward performance programmes and ensuring a clear link between clubs and National team activities • Further expansion of Regional Development Centres • Development of more partnerships with professional clubs and other federations and provide coaching and player development opportunity 	
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6 – Financial Statements for the period to 31 st December 2021		Actions:
6.1	<p>In the absence of the Treasurer, the CEO spoke through the financial statements, noting the following highlights.</p> <ul style="list-style-type: none"> • Income has grown 58% on last year (back to 2019 levels) • Initially cautions at start of the year and with savings made, ended up 20k surplus at year end. • Cash at bank is up nearly 200k (Grant from SI in December) • Reserves up to 142k (Board formally approved a 100k reserve policy) • Profit & Loss (albeit difficult to compare 2021 to 2020) <ul style="list-style-type: none"> a. Player reg was 10k despite the roll-over of licences b. No club fees c. Tripled our equipment sales – no profit as we subsidised it- strategic decision to support clubs d. 83% of our income is Sport Ireland grants so income is matched by expenses e. We do want diversity of income sources. f. We will be developing our commercial partners and sponsors g. Core Grant has increased, up to 230k for 2022 h. Large amount of deferred grants for projects that couldn't be delivered or awarded late in year i. Ivan Gormally fund remains 66k j. Covid funding- 200k for Sport Ireland to help with kick-starting the return of volleyball k. End of the month applications will open for clubs to apply for funding through Youth Development funding (75k from SI) - session to be run for same. • A question was raised clarifying travel costs - mostly staff travelling country to events. <p>With no other queries forthcoming, Denise Tallon proposed the financial statements for approval and Des Curivan seconded. Financial statements approved.</p>	

7 – To appoint the auditors for 2022 and fix their remuneration		Actions:
7.1	<p>In the absence of the Treasurer, the CEO spoke of the work undertaken by the auditors this year.</p> <p>The motion to appoint the auditors was proposed by Maria Del Mar Jimenez and seconded by Giordano Dos Santos.</p>	

8 – The Election or Re-Election of Officers		Actions:
8.1	<p>It was confirmed that the role of Treasurer remains vacant, with no nominations brought to the AGM. Derek McGrath had also stepped down from the Board, and a replacement would be sought in due course.</p> <p>Work would continue to find suitable replacements but that, at some point, an EGM would be required to ratify the appointment of same.</p>	

9 – Members’ Submissions and Motions		Actions:
9.1	None were received.	

10 – Any Other Business		Actions:
10.1	The President highlighted all the major decisions taken by the Board were detailed in the Annual Report and encouraged all in attendance to review same – link to the Annual Report https://www.volleyballireland.com/themencode-pdf-viewer/?file=https://www.volleyballireland.com/wp-content/uploads/2022/06/VLY-2021-22-Season-Annual-Report-1.pdf	
10.2	A question was raised about the possibility of adding a search bar to the front page of the website, which was noted.	SD to follow up with website designer
10.3.	The details of the Ukrainian Refugee scheme were raised, and whether the scheme would be extended and whether new members needed to get licenses? The CEO confirmed that this would be discussed further offline, and the President added that the intention was to extend the scheme.	VLY to confirm extension of the programme
10.4	There being no other business to discuss, the President thanked all for their attendance and contributions and closed the meeting at 2:57pm.	

APPENDIX 1 – List of Attendees

Present Clubs:	
Des Currivan (Aer Lingus VC)	Clara Gonzalez (Ballymun Patriots VC)
Grainne Culliton (Ballymun Patriots VC)	Daniel Fortes (DVC)
Giordano V. Dos Santos (DVC)	Teo Kandra (Galway VC)
Lee Anand (Galway VC)	Ruth Baiz (Kilkenny Spartans VC)
Declan Ryan (Gardians VC)	Aoibhin Cassidy (Naas Cobras VC)
Brendan O'Regan (Kilkenny Spartans VC)	Alessandro Castagna (Net Force VC)
Karina Higgins (Naas Cobras VC)	Isabel Pla Diaz-Marta (Santry VC)
Maria del Mar Jimenez (Net Force VC)	Georgy Markelov (Tallaght Rockets VC)
Martin O'Connor (Newbridge VC)	Marie-Claire Sabogal (UCD VC)
Heloise Montigny (Santry VC)	Mark Delahunty (National Team Women)
Benjamin Bancquart (Tallaght Rockets VC)	Aidan McDonnell (National Team Men)
Fiona Lamont (UCD VC)	
Present Board, Commissions & Staff	
Clodagh NicCanna (President)	Regina Halpin (Secretary)
Alfredo Aloï (Board)	Stephen Moreton (Board)
Cliona Boland (Board)	Denise Tallon (Welfare Panel)
Gary Stewart (Staff)	Conor Flood (Staff)
Simon Dyke (Staff)	Amanda Burgio (Staff)
Sophie Doolan (Staff)	Kevin Donnelly (NLMC)
	Miriam Gormally (Beach Tour MC)

APPENDIX 2 – Responses to Questions

A2.1	<p>A question was raised by Deise Tallon – asking for consideration as to whether referees needed to be Garda Vetted as a blanket rule? She queried the legality of it. It was agreed to discuss further with Sport Ireland.</p> <p>Engagement has taken place with Sport Ireland in this regard. Whilst not illegal, going forward only those referees who are regularly refereeing U18 matches (both NL and age-group) and school events will require Garda Vetting. The mechanics of how this can best be administered remains a work in progress.</p>
A2.2	<p>A question was raised about the possibility of adding a search bar to the front page of the website, which was noted.</p> <p>This was completed in July.</p>
A2.3	<p>The details of the Ukrainian Refugee scheme were raised, and whether the scheme would be extended and whether new members needed to get licenses? The CEO confirmed that this would be discussed further offline, and the President added that the intention was to extend the scheme.</p> <p>The Board agreed to extend the programme to the end of September 2022.</p>