



**AGM**  
**Portlaoise, Saturday June 8th 2024**

# WELCOME

#FEELTHEBUZZ



#PLAYVOLLEY





# Introductions



# Survey

## Themes for Improvement

Level of referees  
More competitions  
Centralised referee appointments  
Better Facilities  
Inland & Indoor Beach Courts  
Better communication  
More promotion outside digital  
More matches live streamed

**7.2**

Coach & Ref  
Education  
Up from 7.1

**75%**

Want Grand Final  
playoffs for  
National League

**104**

Responses...  
Three times more than  
last year

**7.5**

Leadership &  
Governance  
Down from 7.8

**7.28**

Overall rating out of  
10. Down from 7.5.

**+37**

is our Net Promoter  
Score. Whilst excellent it  
is down 13 on 2023.

**83%**

of members  
think we have a  
positive image  
(+5)

**7.6**

Organising  
Competitions  
Up from 7.2

**7.8**

Marketing &  
Promotion  
Down from 7.9

**76%**

of members  
think we're  
successful (-2)



# Comps P.1

# The Season That Was...

- **Successes**
- **Challenges**
- **Long Term Planning**
- **Workshop – Changes for 2024/25 Season & Discussions**

# Successes

- **Finals Weekend**
- **E-Scoring**
- **Team Entries & Fixtures**
- **Code of Conduct**

# Successes – Finals Weekend

- New Taraflex surface
- Enthusiastic volunteers helped run the event
- Trialled ticket scanners and accreditation to ensure better control of operational areas.
- Over 300 spectators across the two days to support 10 finals and 3 promotion & relegation play-offs



# Successes – E-Scoring

- 85 matches e-scored in second half of the season

Club	No of Matches
Galway	14
Munster Thunder	13
Gardians	13
Ballymun Patriots	13
Kildare	7

- Training provided over three sessions – 110 attended

# Successes – E-Scoring

- How to set up the system
  - 12 competitions
  - 1577 players
  - 150 coaches
  - 112 referees
  - 32 venues
  - 463 matches uploaded
    - (Loaded 190 results)
- Referee appointments for all matches

The screenshot displays the 'VOLLEYBALL COMPETITION MANAGER' interface. The top navigation bar includes a home icon, the VLM logo, and the text 'VOLLEYBALL COMPETITION MANAGER'. On the right, there are language and user selection dropdowns (EN and LEAGUE ADMINISTRATOR) and buttons for 'Import From Excel' and 'INSERT New Match'. The main content area is divided into a left sidebar with navigation options (Home, Competition, Clubs, Stadium, Players, Coaches, Officials, Accounts, TV, Control Panel, Notification Center, Translation, Import Platform, Setting Panel) and a central workspace. The workspace shows 'Season 2023/2024 Male' and 'Leg Details' for 'Matchday 01'. Below this is a 'Match List' table with columns for Match, Schedule, Officials, and Teams Result and Services. The table lists three matches (101, 102, 103) with their respective venues, referees, and scores.

Match	Schedule	Officials	Teams Result and Services
101	01/10/2023 17:00	Hall: Castle Park School Ref1: NicCanna Clodagh Ref2: Markelov Georgy Sup: Spectator: 0 Last Update: 01/01/1900 00:00	Dalkey Devils PM 1 232325240 Galway PM 3 252517260 DV User: Default Operator (Home) ES User: Default Operator (Home)
102	01/10/2023 16:30	Hall: Riverstick Community Centre Ref1: Culliton Grainne Ref2: Jimenez-Martinez Maria del Mar Sup: Spectator: 0 Last Update: 01/01/1900 00:00	Net Force PM 0 1521190 0 Aer Lingus PM 3 2525250 0 DV User: Default Operator (Home) ES User: Default Operator (Home)
103	01/10/2023 14:00	Hall: Trinity College Sports Centre Ref1: Dalton David Ref2: Assi Alexandre Sup: Spectator: 0 Last Update: 01/01/1900 00:00	TCD PM 0 0 0 0 0 DVC Abu 3 2525250 0 DV User: Default Operator (Home) ES User: Default Operator (Home)

# Successes – Team Entries & Fixtures

- 62 teams in 10 divisions (51 last season)
- 450+ fixtures planned for the season (388 last season)
  
- Pre-Season induction for new clubs

# Successes – Code of Conduct

- New Code of Conduct introduced in 2023/24
  - Condition of taking out a player/coach/referee licence

	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>
Matches Played	262	369	<b>444</b>
Red Cards	19	21	<b>18</b>
Yellow Cards	53	82	<b>88</b>
Expulsions		1	
Total Cards	72	104	<b>106</b>
Matches per Card	3.63	3.55	<b>4.19</b>
Cards per Match	0.27	0.28	<b>0.24</b>

# Challenges

- **Fixtures**
- **Communication**
- **Transfers**
- **E-Scoring**

# Challenges - Fixtures

- Lack of clarity on TBC matches
  - Away team has a part to play
  - competitions/fixtures secretary at clubs?
  - SCA Event – 3 months notice
  - Unfair on players & referees
  - Proposal later from NLMC relating to fixture planning.

# Challenges - Communication

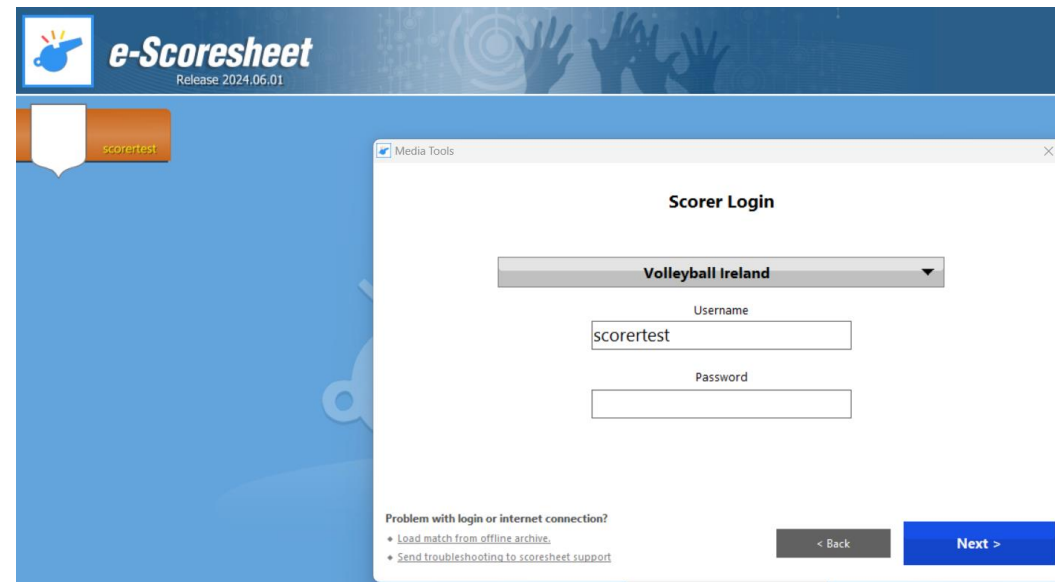
- February – “What’s E-Scoring?”
- March – “Are the Grand Finals happening this year for the top 3 in the Premier Division?”
- End of March – Protest of a forfeit from November due to ineligible player “I know he wasn’t correctly registered, but...”
- Deadlines – they exist for a reason
- **How can we communicate more effectively & efficiently?**

# Challenges - Transfers

- JustGo isn't the place to go for making transfers
- Player needs to lead on the process
- Need permission from the departing club
  - Release isn't automatic
    - May be valid reasons for withholding permission (owe money, disciplinary etc)
- Need to complete a transfer form
- **93 Transfers completed in 2023/24 season**

# Challenges - E-Scoring

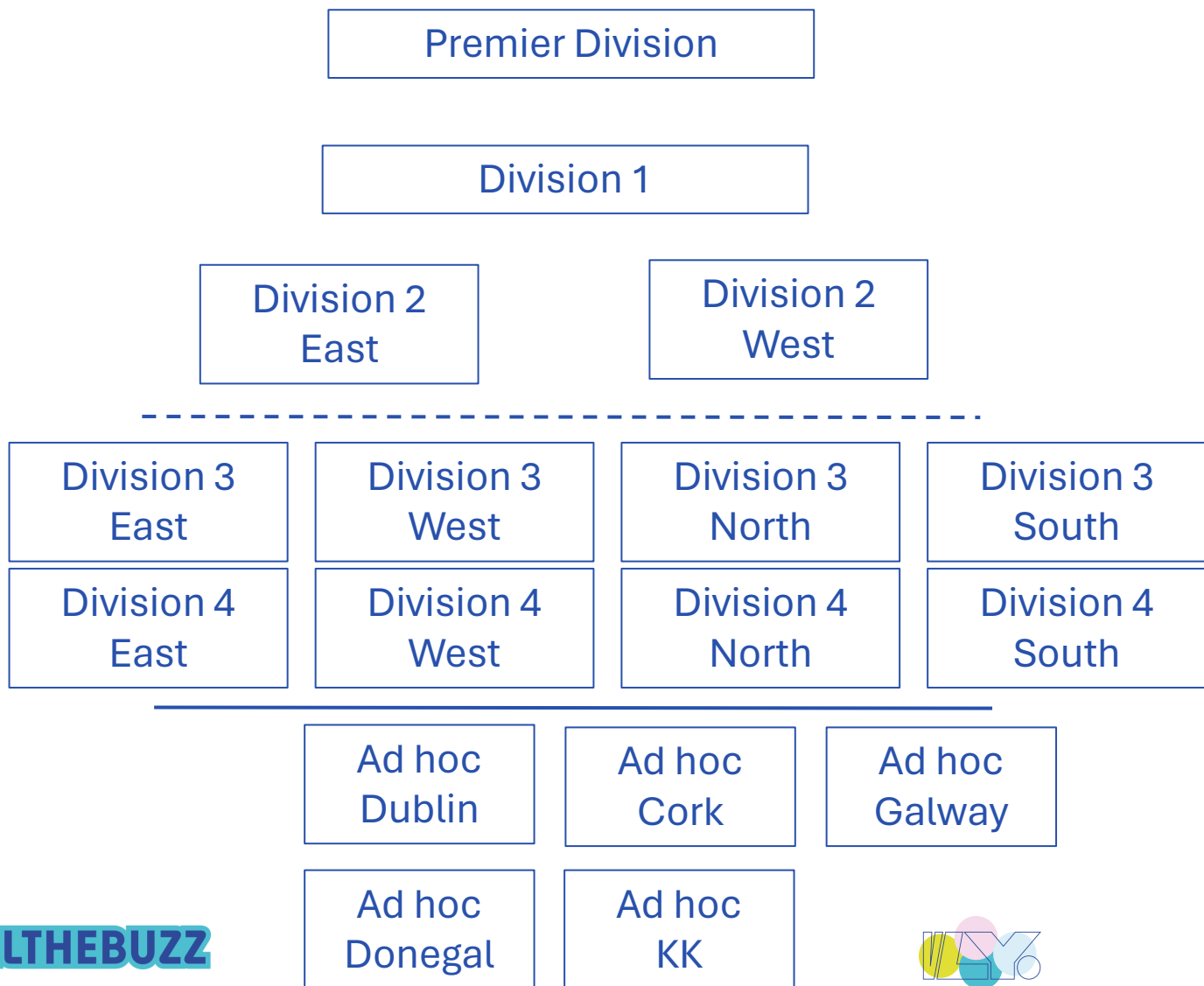
- Both a success and a challenge !!
- Laptop grant for e-scoring
- Training provided
  - 110 attended three sessions, 40 no shows
- Issues flagged at the time were solved
- Only 8 clubs scored more than 2 games
- Concerns over safety of laptops



# Long Term Planning

- In 2023/24 season, 11 more teams and over 70 additional matches played
- Soundings from associate clubs is a growing desire to be involved in more formal competition.
- Need to ensure that we have a NL competition structure with long-term flexibility. Clarity is key.
- Note that expanding beyond a single division at any level creates fixture challenges at the end of the season, and potential bottlenecks.

# Long Term Planning – League Structures



**National League** – as now. Potential to introduce stronger licensing rules around qualified coaches, youth sections, venue, mandatory live score, stats etc.

### Regional Leagues

Development League D3 becomes part of the National League pyramid, albeit with relaxed regulations to promote participation.

**Recreational** events become a bit more controlled with a beach tour style ranking system. Inc. mixed events. Clubs apply for hosting license.



# Long Term Planning – Youth League Structures

National Youth League Premier (u18)  
1 team per club (5sets)

Reg. Youth  
(3set Tri)

Regional  
Youth

Regional  
Youth

U18 6v6 on June 1st in  
year comp starts i.e.  
2024/25 = 2007

U15 Regional 4v4 Grand Prix + 1 National event

Local Blitz

Local Blitz

Local Blitz

U15 4v4 = 2010.  
Regional GP & National

1 x National Fun Blitz

Local Blitz

Local Blitz

Local Blitz

U12 Smash Volley Level  
tbc =2013

# Workshop Discussions

- **Changes for 2024/25 Season**
- **Matters for Discussion**

# Changes for discussion

- **Grand Finals**

- Feedback from players was largely that the top 3 playing in the Grand Finals was a positive initiative.
- After 8 rounds of the Women's Premier, the top team was 4 points clear with a game in hand. Had Grand Finals been in play, 5 of the 8 teams would have had something to play for at that point.
- At season's end, 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> in the Women's Premier finished within one win of third place.
- After 8 rounds of the Men's Premier, two teams had a 5-point cushion to third place.

# Changes for 2024/25 Season

- **Player Registration**

- Clubs will now need to allocate players to teams on JustGo
  - Player number will indicate “regular” division
    - 0XXX for Premier
    - 1XXX for Div 1
    - 2XXX for Div 2

- **Coaches Clothing**

- Coaches to wear club or neutral clothing at matches

# Changes for 2024/25 Season

- **E-Scoring**

- Mandatory for Premier, Division 1, Division 2, Cup & Shield from next season
- Easier to learn – intuitive system
- Automates the results reporting process
  - Less to do post-match
- Another training session will be arranged pre-season

- **Shorts in NL & Cup**

- Flipping rules 6.6.2 and 6.6.3
- Premier Division teams to wear uniform shorts in every match
- Relaxed rule in the Association Cup / Shield – to reflect that non-league teams may enter

# Changes for discussion

- **Warm-Up Balls (proposed by Munster Thunder)**
  - Home Team to provide 6 balls to the visiting team for warm-up
- **Players are to be allowed to get their own water when exchanging court (proposed by Munster Thunder)**
  - Inconsistency from the referees in regard to this matter.
  - It could actually speed up the court exchange?

# Changes for discussion

- **TBC Fixtures (proposed by NLMC)**
  - Home teams confirm matches per existing rules.
  - Further two-week period for any additional changes, per existing rules.
  - After that point:
    - Any unconfirmed fixture will be fixed for the relevant matchday weekend, with the day & time tbc by the NLMC
    - Any change to that fixture after that point can only be made through the usual fixture change form.
  - Alternative proposal received by Munster Thunder, but that would potentially result in more TBC matches, not less.

# Changes for discussion

- **Late Arriving Players**
  - It's not in the rules
  - For Clubs to discuss how to deal with this area
- **Teams to revert to 14 players (proposed by Balbriggan VC)**
  - Teams would consist of up to 12 plus up to 2 liberos

# Changes for discussion

- **Resolving tied knockout matches at the Championships**
  - Aggregating points / points difference potentially unfair to the team losing the first set
  - Golden Point potentially unfair to the team winning the first set
- Lengthening matches will reduce court time for all teams
- Adding a third day will cost an extra €2K (increased entry fees and may not solve the problem anyway).
- Clubs to consider options and report back to NLMC by end of October.



# Comps P.2

# Referees Management Committee

## New Referees' Pathway

## **The Goal for the RMC...**

***To continuously work to improve the  
quality of the referees' practice in  
Ireland***

How can we improve the quality of refereeing in Ireland?

**A new pathway filled with practice is the key!**

# Why a new pathway??

- Support the growth of the sport
- Higher standards and consistency of referees
- Enhance recruitment and retention

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# So, What's New?

- Updated referees course.
- New Referee Grade denominations (levels).
- New assessment process.
- New Level Evaluations
- Annual Exam.

# Updated Referee Course

- Two days online theory training (6 hrs)
- Full day practical training (in person)
- Theory exam
- Practical assessment

## **Why are Referee's grades going to change?**

This decision is driven by the need to ensure that the pathway is fit-for-purpose to support a growing competition structure, and improve the standard of refereeing.

# Grades Become Levels

- **Level 1** – Regional, Youth, Recreational + Student leagues
- **Level 2** - Division 2 (+2nd referee in Division 1)
- **Level 3** - Division 1 (+2nd referee in Premier)
- **Level 4** - Premier League
- **National Level** – International Competitions

Level	Level 1 <b>*New*</b>	Level 2 <b>*Old Grade 3*</b>	Level 3	Level 4	National
What is it?	This is our entry level course. And is the first step on the Referee pathway.	Once Referees have completed L1 they can progress to L2 immediately. The new L2 replaces the previous Grade 3.	Once you've passed L2 and accrued enough match experience it's on to L3.	Once you've passed L3, and accrued enough experience you're on to L4.	Once you've achieved Level 4, you can be eligible for promotion to National Level.
Highest Level I Can Referee?	Youth League, Regional Leagues, Recreational Events, Student Sport League	Division 2 National League as 1 <sup>st</sup> Ref, and D1 as 2 <sup>nd</sup> Ref.	Division 1 National League as 1 <sup>st</sup> Ref, and Premier as 2 <sup>nd</sup> Ref.	Premier Division as 1 <sup>st</sup> Referee.	Nominated for International appointments.
Training	Complete the 6 hours online course, split across two evenings.	Once you've completed the exam with 80%+, and the online course from L1, you attend a 1day in-person training course. Here there will be practical experience and feedback from our Referee Coaches.	Mandatory annual referees forum. This will be held in pre-season.  Pre-assessment feedback match, with higher level referee as 2 <sup>nd</sup> referee.	Mandatory annual referees forum. This will be held in pre-season.  Pre-assessment feedback match, with higher level referee as 2 <sup>nd</sup> referee.	Mandatory annual referees forum. This will be held in pre-season.  Pre-assessment feedback match, with higher level referee as 2 <sup>nd</sup> referee.
Exam	You must score 70% + on the annual referee test	You must score 80% or more on the annual referee test	You must score 85%+ on the annual referee test	You must score 85%+ on the annual referee test	You must score 85%+ on the annual referee test
Assess.	No	Yes, at a VLY. Tournament or approved League match.	Pass the practical assessment carried out over 2 games (1st and 2nd referee in Division 1 games or equivalent)	Pass the practical assessment carried out over 2 games (1st and 2nd referee in Premier league games or equivalent)	Practical Assessment as 1 <sup>st</sup> and 2 <sup>nd</sup> , at Intl. or Cup Finals, with external International referee verification
Experience	No	No	20 Games in the last 24 months (10 as 1 <sup>st</sup> , 10 as 2 <sup>nd</sup> )	50 games in the last 24 months, and active for last 2 seasons.	100 games in the last 5 years and active for last 3 seasons.
Other stuff	Garda Vetting & SG if regularly officiating u18s.	Strategic tournaments organised to increase number of assessments completed.	Downgrade possible due to inactivity or failed exam.	Downgrade possible due to inactivity or failed exam.	Downgrade possible due to inactivity or failed exam.

# Evaluations for Each Level

- Ensuring high standards
- Promoting fairness
- Enhancing the overall quality of the sport
- Transparency
- Long term development

# Level Evaluations

- Annual written exams during Pre- Season (85% pass rate) + General Meeting of Referees.
- Observations during a match.
- Feedback.



# Education & Training

# Where We Are Today

**57% Increase**

**97-153**



**102% Increase**

**372 -753**



**150% Increase**

**16-41**



# Domestic Education



**More Courses**



**Staffing & CDs**



**Content Review**

# International Education

Marco Mencarelli



Bogdan Tanase

Manu Benelli



Megan Burgdorf

# Challenges

## Continous Professional Development

Coaching Policy Update

1

## Younger Coaches

Future Leaders Programme

2

# Key Events Coming Soon...

WIS Conference

VLY. LIVE 3.0



# YOUR THOUGHTS



# European Champs



# CEV U20 Women's Volleyball European Championship 2024

Pool II Dublin, Aug 5-13



Ireland



Italy



Poland



Ukraine



Serbia



Czech



Finland



Portugal



# Volleyball u20 European Championship 2024

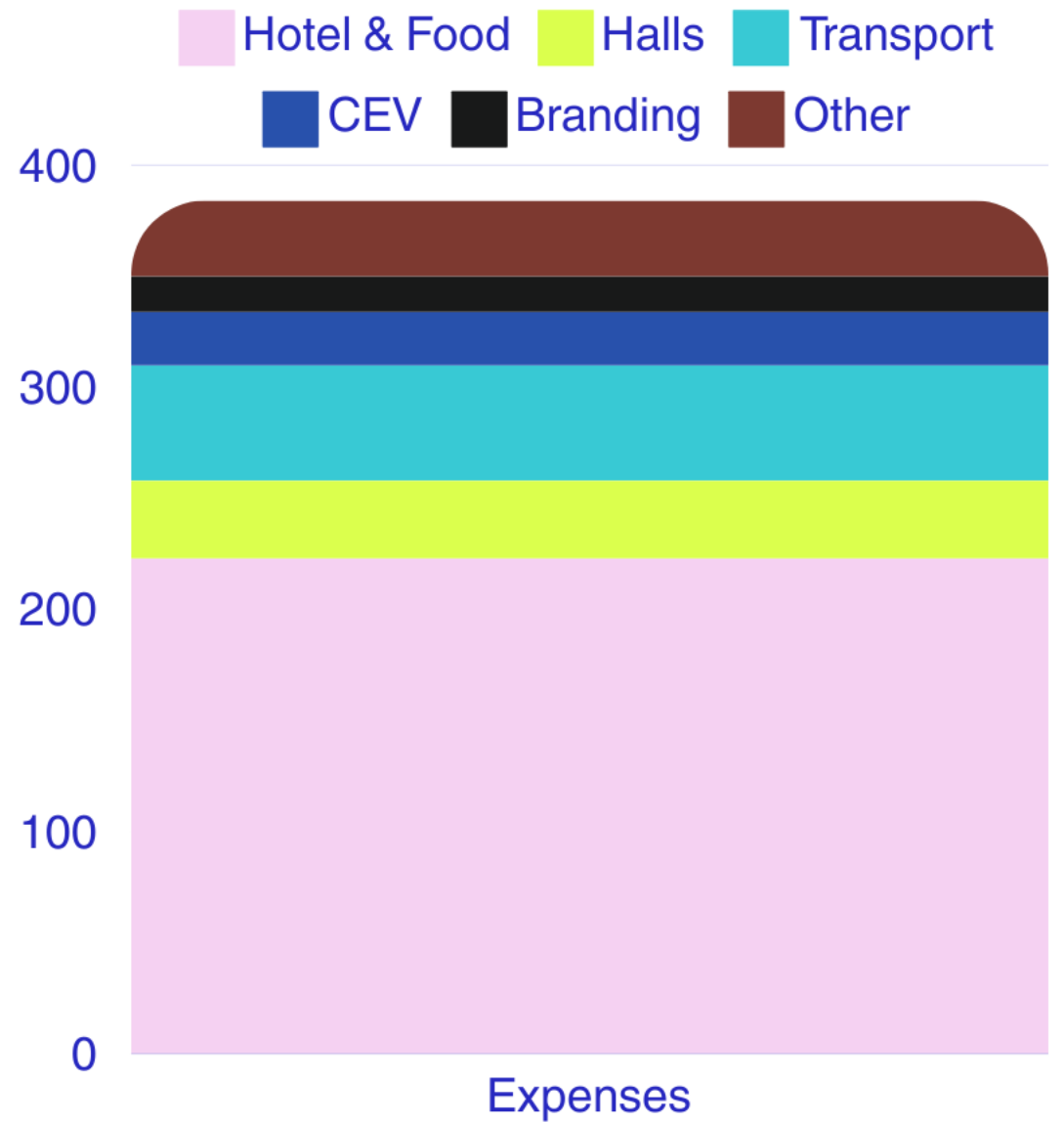
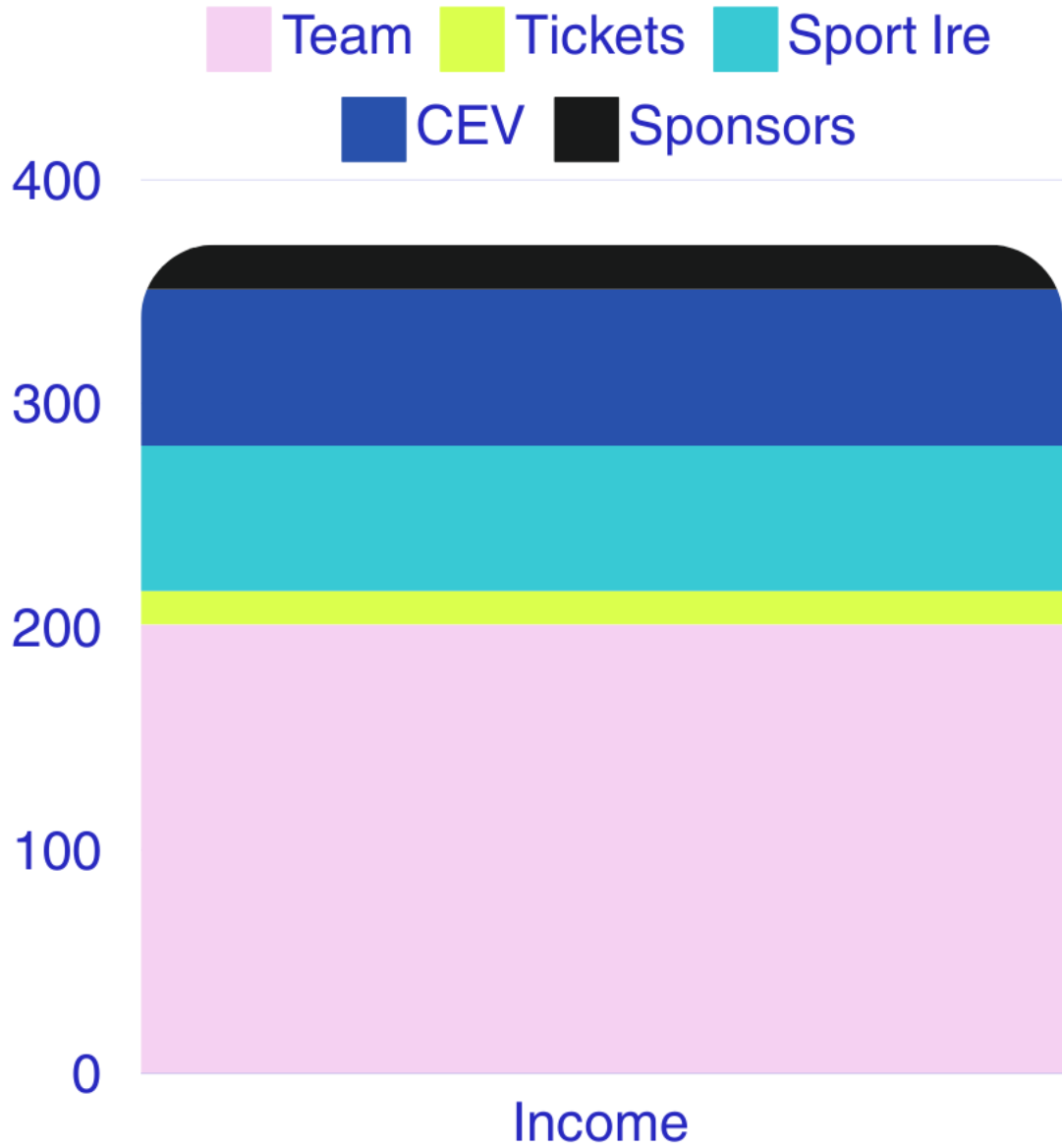
05-13 August  
Sport Ireland Campus,  
Dublin



05-13.08.24  
Sport Ireland  
Campus, Dublin

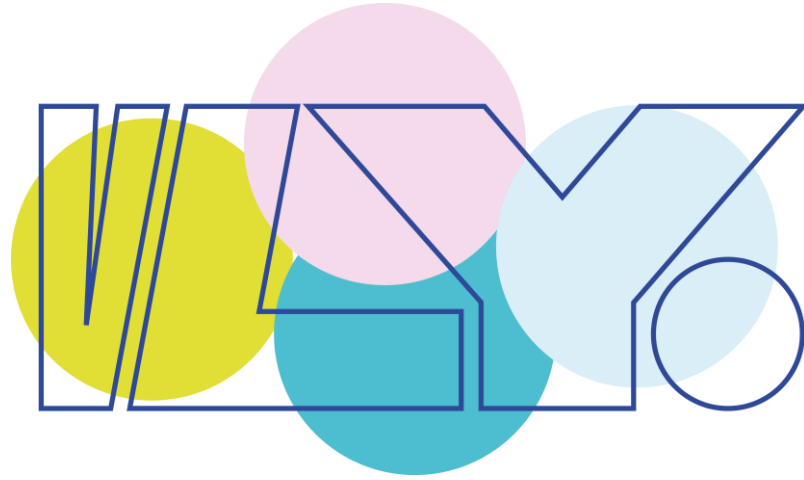


CEV U20  
Volleyball European  
Championship  
2024



## **Some Opportunities**

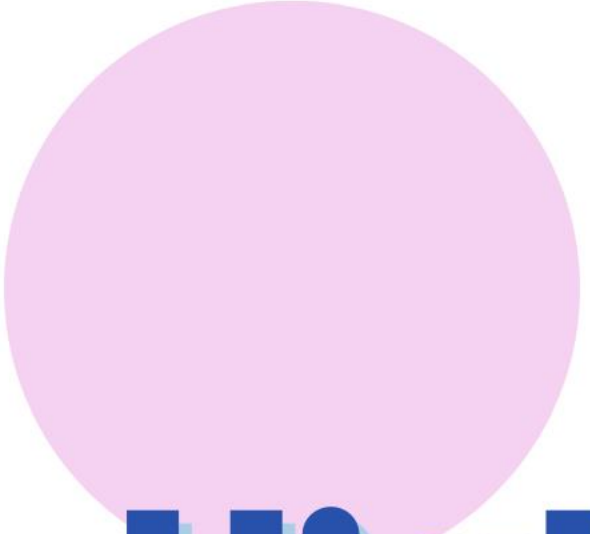
- The Ball Crew – 1 kid 1 ball
  - Kids Camps and Training coincide with matches
  - Women in Sport Conference
  - Coaching workshops
  - Club Promotion at matches ... engage new players
  - Club nights
- 
- **But we need your help...**



**LUNCH**

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# High Performance









# Governance

# Risk Management

- Inform about our approach to risk management and the thought process
- Some identified risks for 2024

# 1 – Risk Appetite Scale

Risk Seeking 10-9	Risk Tolerant 8-7	Risk Neutral 6-5	Moderately Risk Averse 4-3	Risk Averse 2-1
<p>We believe that taking greater risks is justified to reap significant rewards and achieve strategic objectives.</p>	<p>We are willing to take some risks and take some negative impact than we normally would to achieve strategic objectives</p>	<p>We will take a balanced and informed approach, willing to accept both positive and negative impacts</p>	<p>We will take a cautious approach to taking risks, with only a small negative impact being tolerated</p>	<p>We will not tolerate any risk nor any negative impact</p>

# 2. Risk Appetite Statement

Key Strategic Areas and Functions	10	9	8	7	6	5	4	3	2	1
1 Participation and Growth	Green	Green	Green							
2 Operational Standards including Compliance (Legal, regulatory and governance)									Red	Red
3 Player, Coach & Referee Development		Green	Green	Green						
4 Marketing & Promotion					Pink	Pink	Pink			
5 Fundraising & Finance (Revenues and budgeting)					Pink	Pink	Pink			
6 Reputation and Image			Light Green	Light Green	Light Green					
7 People Management							Yellow	Yellow	Yellow	

# Governance Reviews

- **KOSI Pulse Audit**

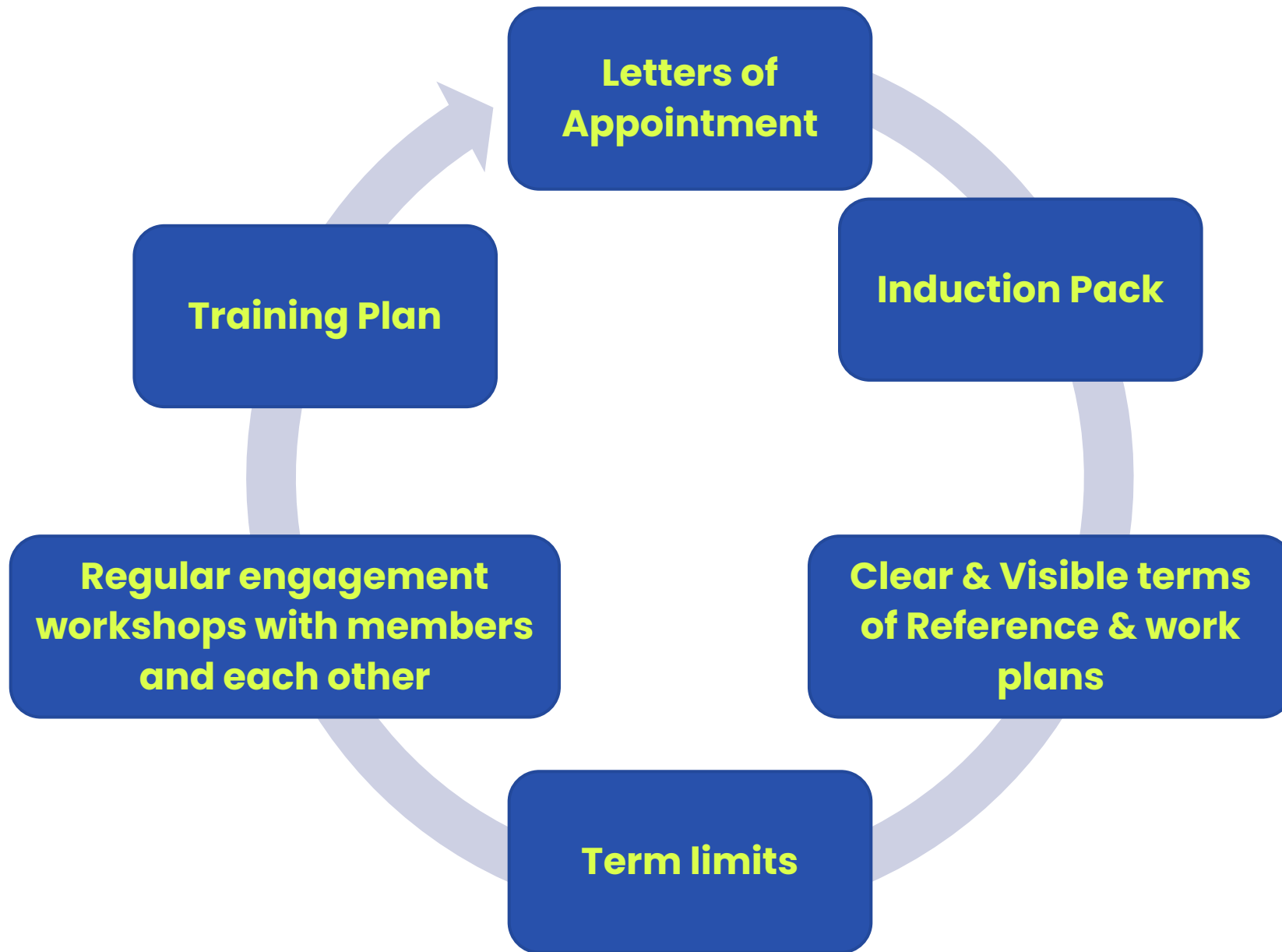
- 4/5 rating *“punching above our weight”*
- **Substantial compliance** with the Governance Code

- **Board Effectiveness Review**

- Volleyball Ireland (VLY) is a successful and effective Type-B national governing body (NGB) (as defined by Sport Ireland), overseen by accomplished Board members from diverse volleyball and non-volleyball backgrounds”

# Improving Governance

- Align Commission Governance with Board Governance Model
- Provide better transparency to members
- Be more attractive for potential recruits
- More clarity for all involved...better experience



# Appointment Process

- Every club or Board nominates a Commission representative and/or Commission President
- Board appoints Commission members
- Presented at AGM for season ahead



# Strategy

## **Our Mission**

We love Volleyball.

With passion, energy and enthusiasm, we support, promote & grow our sport and community in a sustainable way.

## **Our Vision**

To be recognised as a leader in inclusion, whilst becoming the fastest-growing Volleyball Federation in Europe.

Over the next four years we will:

- triple the number of players at all levels
- double the number of coaches & referees
- actively celebrate & promote our diversity

**+56%**

Licensed coaches now above 150

**+50%**

League Entries from youth to adult

**+9**

Affiliated clubs, we're now at 62

**+24%**

Number of Referees

**884**

School teams in competitions

**+3**

Intl. Medals

**+24%**

Number of licensed players takes us over 2,600

**€1m**

Annual Turnover is up 33% to nearly €1million

**1**

Fantastic Cup Finals weekend taken to the next level

**+34%**

More players in Regional Dev. Centre programme

**27k**

In grants routed to member clubs



**+31%**

Social Media Followers

**83**

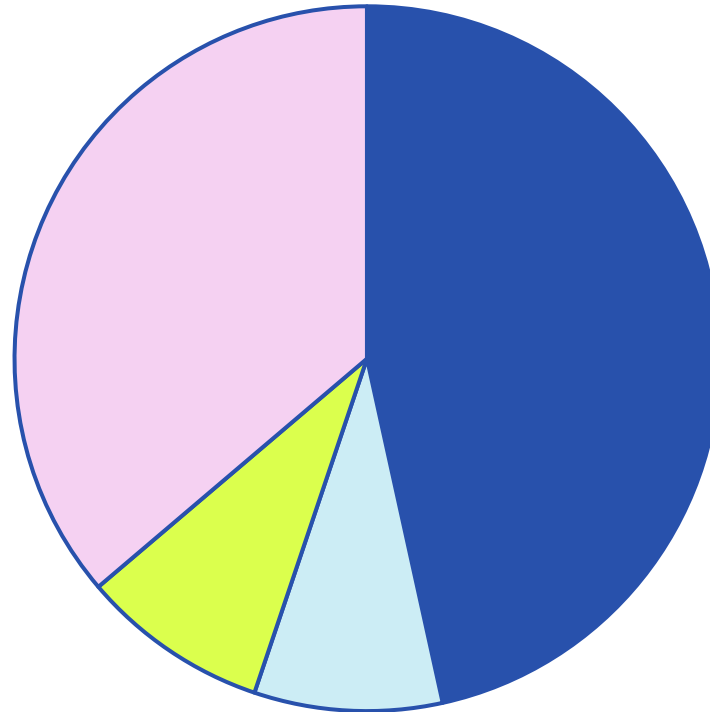
Number of nationalities in membership (+5)



**2023/24  
in Numbers**

**#PLAYVOLLEY**

## Key Results Status Tracker x58



■ Complete   ■ Nearly   ■ Delayed   ■ Not Started

## **INCREASE**

No. Coaches

No. Clubs

No. Referees



## **REDUCE**

Social Media  
Followers

Sitting Volley Clubs

1,000 Supporters



## **HELP**

Centralised Ref  
Appts.

<b>KPI</b>	<b>2026 Target</b>	<b>Dec 2022</b>	<b>Dec 2023 Target</b>	<b>Dec 2023 Actual</b>	<b>% Increase versus 2022</b>	<b>As of May 2024</b>
Licensed Players (incl. U18)	5000	1637	2400	2161	32%	2,607
U18 Players	2000	593	850	864	46%	894
Affiliated Clubs	64	50	52	54	4%	62
Clubs with Youth Sections	30	17	19	23	26%	23
Licensed Coaches	150	83	110	133	60%	153
Licensed Referees	150	92	110	99	7%	110
School Team Entries	1250	700	800	827	18%	863
Annual Revenues	1mil	753k	850k	994k	32%	n/a
Social Media Followers	30,000	11,101	15,000	14,756	28%	15,611

**2023 Target Achieved | Delayed | Off Track |**

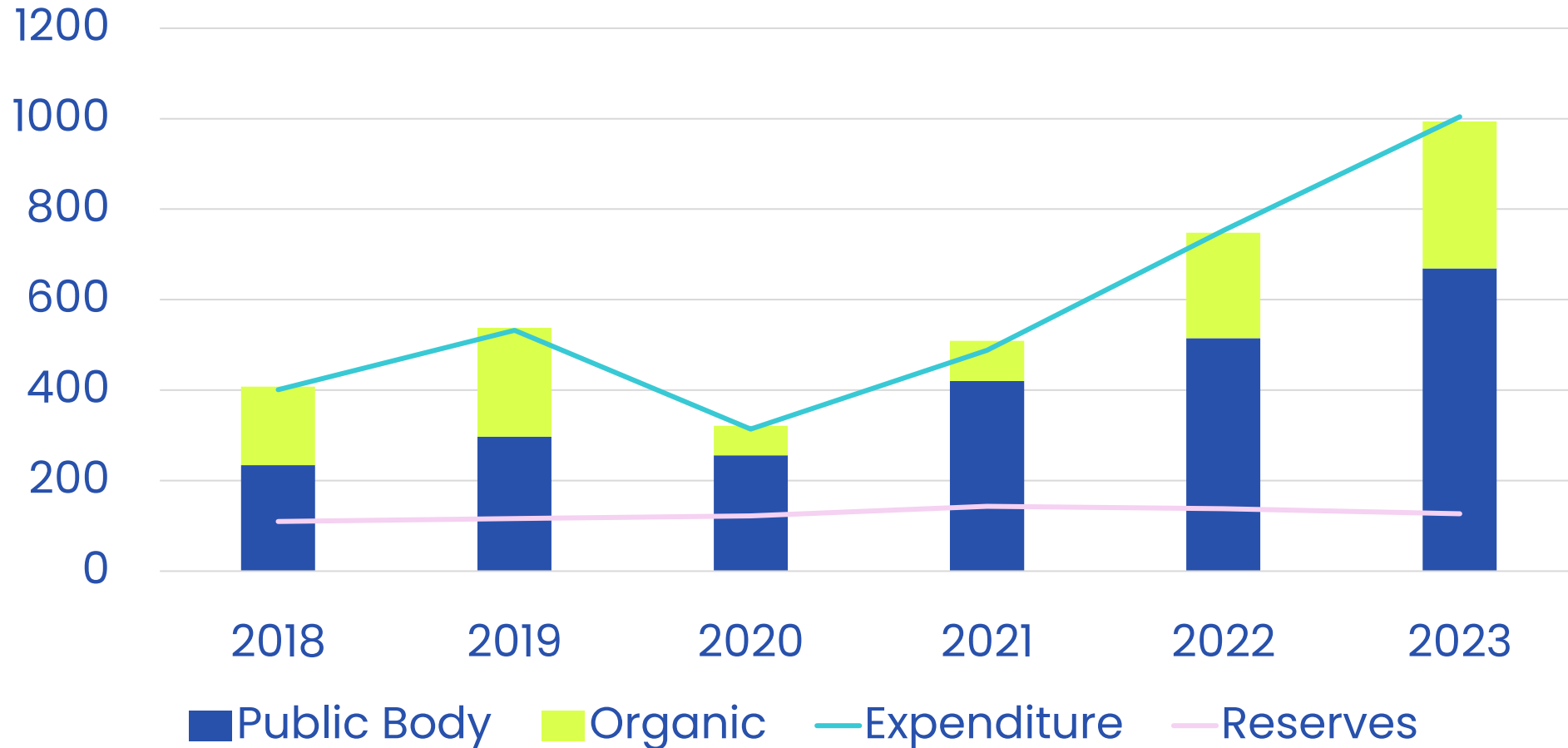
Deliverable	Stat
Host a major International Volleyball Event	
Host a major International Beach Volleyball Event	
Implement a new Coach Education framework and syllabus, aligning with global best practice	
Develop at least 50 outdoor Volleyball Courts on beaches and in parks across the community	
Implement a Referee centralisation system for the National League	
All National League clubs have youth sections	
Sign up to the UN Sports for Climate Action Framework with a commitment to reduce carbon emissions in half by 2030	Achieved
Relocate Volleyball Ireland HQ to the Sport Ireland Campus	On Track
Win a Small Countries Association Championship Gold Medal	Off Track
Every affiliated Volleyball club has representation on a Volleyball Ireland Board or Committee.	Off Track

Achieved | On Track | Off Track |



# Finance

## Income & Source, Expenditure, Reserves



# Highlights

- We spent €1million
- 12.3k loss for the year, reserves strong
- Organic revenues up 100k
- Online Shop +39%
- Sport Ireland reliance
- Sponsorship...

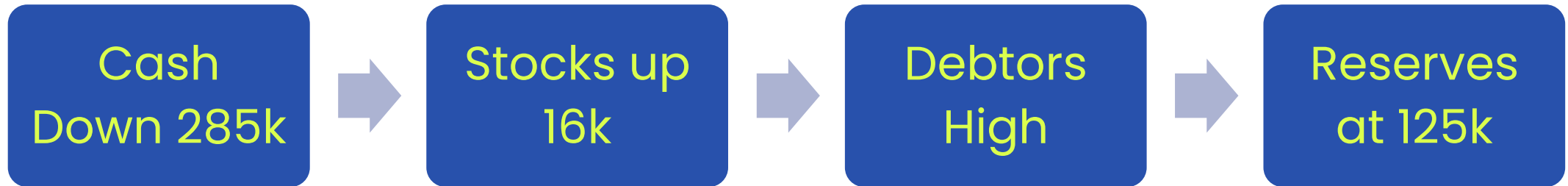


# Key P&L Movements

- Competition costs +50%
- National team inc and exps up circa 50%
- Player reg increased slightly, not in-line with participation
- Salaries up 45% as head count increases
- Operational costs down 13% despite growth
- E&T inc and exps up – subsidised by grants

<b>Where we get our money from</b>	<b>Total</b>	<b>What we spend it on</b>	<b>Total</b>
<b>Awards Dinner</b>	€8,215	<b>Awards Dinner</b>	€13,055
<b>Coaching &amp; Referees</b>	€18,829	<b>Coaching &amp; Referees</b>	€20,923
<b>Competitions</b>	€27,298	<b>Competitions</b>	€43,149
<b>Equipment Sales</b>	€29,835	<b>Cost of Equipment Sales</b>	€22,605
<b>Grants</b>	€701,478	<b>Project Grant Costs</b>	€299,663
<b>Other Income</b>	€330	<b>Intl Events</b>	€5,577
<b>National Team Fees &amp; Fundraising</b>	€98,217	<b>National Team Costs</b>	€148,649
<b>Player Pathway Programme</b>	€31,362	<b>Player Pathway Programme</b>	€46,874
<b>Player Registrations</b>	€41,717	<b>Salaries</b>	€305,016
<b>Schools</b>	€24,716	<b>Schools</b>	€17,116
<b>Staff Coaching Services</b>	€12,575	<b>Staff Coaching Services</b>	€3,028
<b>Sponsorship</b>	€144	<b>Sustainability Project</b>	€3,552
		<b>Depreciation</b>	€563
		<b>Operational Costs</b>	€75,457
<b>Total Income</b>	<b>€994,717</b>	<b>Total Expense</b>	<b>€1,005,227</b>

# Balance Sheet



## Future Plans

- Philanthropy
- Sponsorship – we are in the market
- Partnership





**Auditor**

# Auditor

- 10-year cycle
- Tender Document distributed to suppliers
  
- Propose Noel Delaney
- Best Price
- Highly qualified
- Glowing References from NGBs



# Motions



# Motions

- Motion 1 – Masculine terminology
- Motion 2 – Sustainability
- Motion 3 – Member club definitions
- Motion 4 – Treasurer



# Elections



# The End.

**VLY** Volleyball  
Ireland

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