



**Volleyball Association of Ireland t/a Volleyball Ireland 317399**

**Annual General Meeting 2024**

**Killeshin Hotel, Portlaoise. Saturday the 8<sup>th</sup> of June, 2024**

**Code: Clodagh Nic Canna (CNC), Regina Halpin (RH), CEO Gary Stewart (GS)**

**1. Welcome & Apologies**

- 1.1. Meeting opened at 15.03 by President CNC
- 1.2. Housekeeping completed.
- 1.3. 14 clubs represented - quorum reached.
- 1.4. CNC clarified the definition of *Senior and Junior* clubs. Martin O'Connor (Newbridge) notes that there are three clubs with Development League teams that are considered Senior clubs. However, a development league team doesn't have to be a juvenile only. GS clarified that this ruling was made in the spirit of the development leagues being primarily for juveniles. Today we will go by this definition of a senior club. However, this can be debated during the proposal below.
- 1.5. The senior clubs are: Balbriggan VC, Ballymun VC, Carrick Crows VC, Dalkey Devils VC, Galway VC, Gardians VC, Impact Wiz VC, Kildare VC, Kilkenny Spartans VC, Munster Thunder VC, Naas Cobras VC, Santry VC

**2. Approval of the 2023 AGM and EGM minutes**

- 2.1. Approval of the minutes proposed by Net Force (Maria Jimenez), and seconded Gardians (Declan Ryan). Approved by AGM. No objections, one abstention.

**3. Board Activities Report (CNC)**

- 3.1. CNC opened by encouraging the membership to get involved and support the u20 European Championships that Ireland will host in August. It will be a challenge and an ambitious event to host, and we need the support of the VLY community.
- 3.2. CNC highlighted some of the jobs the board completes and how they support the CEO in decisions made to advance the strategy.
- 3.3. There is a particularly careful watch over spending especially considering the significant growth in income and spending (now over €1million).

3.4. The board have approved that CNC will go forward for nomination to the CEV board, with elections on August 24<sup>th</sup> in Naples.

3.4.1. Jason Keane asking for the clarification of her role, will she have to step down as VLY President. CNC clarified that she will be able to do both, and her priority is Volleyball Ireland but does recognise that this is an exciting opportunity for us and with excellent staff and board now in place, this will be easier for CNC to complete both.

3.5. CNC touched on the work completed in regard to the Governance code and how we must comply with Sport Ireland regulations and endeavour to maintain our high level of good governance.

3.5.1. As well as our own accounts audit with Searing Point, we've completed the bi-annual Sport Ireland Governance and Finance audit delivered by KOSI. The results were excellent. An independent Board Effectiveness review was carried out with the full report online.

3.6. Some new personal joined the Board year (Paddy Murphy, Gavin Dredge and Beth Rae). Legacy planning is always to the forefront of the Board's mind.

3.7. The staff has grown, and the gender balance has also improved.

## 4. Governance Report (GS)

### 4.1. Risk Management

4.1.1. Risk Appetite Scale and Statement: GS highlighted out risk appetite and explained how this helps inform our decision making.

4.1.1.1. Jason Keane asked how often do we review this? ARC committee that is being set up- they will review twice a year and bring principle risks to the Board.

### 4.2. Governance Reviews

4.2.1. KOSI- 4/5- "punching above our weight", substantial compliance with the Governance Code.

#### 4.2.2. Board Effectiveness reviews

4.2.2.1. Successful and effective Type B NGB (as defined by SI), overseen by accomplished board members from diverse volleyball and non-volleyball backgrounds.

4.2.2.2. GS encouraged membership to read the review (available on website).

### 4.3. Improving Governance

4.3.1. Align commission governance with Board governance model to provide better transparency to member and be more attractive for potential recruits. The more clarity for those involved results in a better experience

4.3.2. GS highlighted the recruitment/induction/training commission process. Would like more of the membership to get involved in commissions.

#### 4.4. Appointment Process

- 4.4.1. Every club or Board nominated a commission rep and /or Commission President
  - 4.4.1.1. Board appoints commission members
  - 4.4.1.2. Presented at AGM for season ahead

### 5. Strategy Review (GS)

- 5.1. GS reminded the membership what our vision is – a culture of inclusion. This translates into increased participation.
- 5.2. First year of the strategy is complete. GS highlighted some key areas growth. Noted 24% increase of licenced players but most importantly (and a keynote from AGM last year) 24% increase in referees.
- 5.3. Annual turnover €1million (33%) – not typical (covid grants and deferred grants) may dip in 2025 after Euros- it will likely come down in 2025.
- 5.4. 56% more licenced coaches, 50% league entries from youth to adult.
- 5.5. Across the 58 key results, we have completed nearly 50%. Typically, the big items are on track. We will review the strategy at year end and increase our targets where are appropriate (coaches, clubs, referees),
- 5.6. We have delivered on 2 out of 10 key deliverables, and further 2 will be completed this year.
- 5.7. Participation Nation fund of 70k for LSPs being launched this summer, opportunity to install free to use volleyball courts on parks and beaches.

### 6. Financial Statements (GS)

- 6.1. GS highlighted that in 2023 our spending exceeded 1million (deferred grants and covid increased that).
- 6.2. GS highlighted the organic funding (i.e. not Sport Ireland Funding) is improving
  - 6.2.1. Organic revenues up 100k, Online shop +39%.
  - 6.2.2. Close to announcing DHL as our first major sponsor. GS expressed that we are now in the market for commercial partners, rather than donations as before.
- 6.3. Small loss of 12k, but reserves remain strong.
- 6.4. Key Profit and Loss detail:
  - 6.4.1. Competition costs +50%
  - 6.4.2. National Team income and expenses up circa 50%
  - 6.4.3. Player Registration increased slightly, not in line with participation
  - 6.4.4. Salaries are up 45% as head count increases
  - 6.4.5. Operational cost down 13% despite growth (good frugal practices, moving offices to Sport Ireland Campus)

- 6.4.6. Education and Training costs up but this is supported by Sport Ireland Grants.
- 6.5. GS presented on where we get our money from and what we spend it on, explaining this with a view to improve transparency
- 6.6. Balance Sheet
  - 6.6.1. Cash down 285k (due to usage of Sport Ireland Grants)
  - 6.6.2. Stocks are up 16k, Debtors are high (but these are secure debts), reserves are strong at 125k
- 6.7. Future plans for Organic revenue
  - 6.7.1. Philanthropy
  - 6.7.2. Sponsorships - we are in the market
  - 6.7.3. Partnerships (Sport Traffic) and Nine Squared will be proposed to board at next board meeting. We will have unique distribution rights across the country.
- 6.8. Financial statements proposed by Naas (Karina Higgins), seconded by Aer Lingus (Des Currivan). Approved by AGM by vote, no opposition or abstentions.**

## 7. Appoint Auditor and Fix remuneration

- 7.1. We need to rotate from our current auditor (required by Sport Ireland to rotate every 10 years).
- 7.2. After tender distributed to suppliers, and review of the candidates, the board proposed Noel Delany Audit & Consultancy.
  - 7.2.1. Best price, highly qualified and glowing reference from other NGBs.
- 7.3. The board proposing Noel Delany, Newbridge (Martin O'Connor) seconded. Approved by AGM by vote, no opposition or abstentions.**

## 8. Members Motions

- 8.1. Constitution review (included in AGM pack ahead of meeting for member consideration). As part of a three-year review of VI constitution, the working group (made up of President and CEO) have proposed 4 amendments:
  - 8.1.1. Amend masculine reference to 'him' throughout to him/her or they/them.
    - 8.1.1.1. Proposed by Board, seconded by Netforce. Approved by AGM by vote, no opposition or abstentions.**
  - 8.1.2. Articles of association section (4): additional 'object' added.
    - 8.1.2.1. Proposed by Board, seconded by Netforce. Approved by AGM by vote, no opposition or abstentions.**
  - 8.1.3. Clarity on definition of member clubs and subsequent voting rights of same.

- 8.1.3.1. Question from Amanda Burgio (Galway VC) clarified if you compete in the youth league but not the national league- do you have voting rights? **No** - need to have team in the national league to be an “affiliated club”.
- 8.1.3.2. Martin O’ Connor (Newbridge) questioned if we need to have four teams to have a Senior affiliated club. **Yes.**
- 8.1.3.3. Kevin Donnelly & Amanda Burgio suggesting that associate clubs need to be part of the conversation about development- CNC agrees and need to get them involved in Workshops.
- 8.1.4. Karina Higgins suggesting we may need to use different descriptors ‘Junior’ and ‘Senior’ as this is confusing. CNC agrees but does not think this can be changed today.
- 8.1.4.1. **Proposed by the board and voted on by AGM. Yay 4. Nay 3. Abstain 7. Cannot be passed. Motion rejected.**

**Action:** Plan to go back to clubs on wording and review again with review to amend again in the future as the membership recommends.

- 8.1.5. The board position of treasurer is removed and becomes an ordinary board member position.
- 8.1.5.1. Martin O’Connor queries who would report the financials to the board. GS and CNC clarified this would be done by the ARC.
- 8.1.6. **Proposed by Board and approved by AGM by vote, no opposition or abstentions.**

## 9. Election of Directors

- 9.1. Nominations received for President Clodagh Nic Canna
  - 9.1.1. Declan Ryan asked for clarification on which club CNC registered-Santry (but will be transferring back to Volleyball Veterans imminently, no conflict of interest for either club).
  - 9.1.2. **Proposed by Ballymun, seconded by UCD. Approved by AGM, no objections or abstentions.**
- 9.2. Nomination received for Vice president: Regina Halpin (UCD VC)
  - 9.2.1. **Proposed by UCD and seconded by Ballymun. Approved by AGM, no objections or abstentions.**
- 9.3. Nomination received for Honorary Secretary: Jordan Donnelly (Balbriggan VC)
  - 9.3.1. **Proposed by Balbriggan VC, seconded by Net Force. Approved by AGM, no objections or abstentions.**
- 9.4. Nomination for ordinary board member: Elisabeth Rae (Net Force Cork VC)
  - 9.4.1. Was co-opted in February by the Board to fill casual vacancy due to the resignation of Alfredo Aloí.

**9.4.2. Proposed by Net Force VC, seconded by Balbriggan. Approved by AGM, no objections or abstentions.**

9.5. Nomination for ordinary board member: Gavin Dredge (Unattached)

9.5.1. Was co-opted in February to fill casual vacancy left by resignation of Doris Enright.

**9.5.2. Proposed by Net Force, seconded by UCD. Approved by AGM, no objections or abstentions.**

## 10. Closing remarks

10.1. GS gave a knowledge burst on the European Championships and ways clubs can get involved including as BallCrew where match balls will be given to clubs as a thank you.

10.2. CNC thanked all members especially to all those wearing multiple hats and involved across commissions. Thanks to the exceptionally hard working and dedicated staff. Thank you to the board members throughout the year, including to those who have left the board this past year.

10.3. Meeting closed at 16.37

## Appendices

Attendance List		
Club	Attendee 1	Attendee 2
Aer Lingus VC	Des Currivan (left at 16.05)	
Balbriggan VC	Dave Dalton	
Ballymun Patriots VC	Jason Keane	
Carrick Crows VC	Cillian Henry	
Dublin Volleyball Club	Gabriela Zerbinatti	Joao Lucas Pires
Galway VC	Amanda Burgio	Aidan McDonnell
Gardians VC	Declan Ryan	Radhu Naidio
Munster Thunder VC	Erica Fatini	TJ Sweeney
Naas Cobras VC	Karina Higgins	Jessica Coelho
Net Force Cork VC	Maria Jimenez	James Meeke
Newbridge VC	Martin O'Connor	

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Santry VC	Heloise Montigny	Vanessa Polonio
SETU Carlow VC	Edgaras Valavicius	Ernesta Gruzdaite
UCD VC	Trish Somers	
Dalkey Devils VC	DNA	
Medusa VC	DNA	
TCD VC	DNA	
Kildare VC	Apologies sent	
Impact Wiz VC	Apologies sent	
Kilkenny Mystics VC	Apologies sent	
Tallaght Rockets VC	Apologies sent	
Longford Smashers VC	Apologies sent	
Kilkenny Spartans VC	Apologies sent	

<b>Other attendees</b>	
Kevin Donnelly	National League MC
Simon Dyke	VLY Staff
Gary Stewart	VLY CEO
Clodagh Nic Canna	VLY Board
Regina Halpin	VLY Board
Giordano V Dos Santos	Referees MC
Conor Flood	VLY Staff
Arnolda St.	VLY Staff
Graham Bell	VLY Staff
Lochlann Walsh	VLY Board
Patrick Murphy	VLY Board