

Dear (New Board Member/ Potential Board Member)

Welcome. On behalf of Volleyball ACT staff, management and membership (VACT), we would like to welcome you to our community. We are very please to add new board members who always bring new ideas and energy to our organisation.

Volleyball ACT is a not-for-profit organisation, we are the governing body of the sport of indoor and beach volleyball in the ACT region. Volleyball ACT is a member of Volleyball Australia and an affiliate of the Federation Internationale de Volleyball (FIVB). The Volleyball ACT board oversees the running of VACT competitions, events, along with management of the Lyneham Beach Facility and Canberra Heat (the Australian Volleyball League franchise recognised as the Canberra team).

Volleyball in the ACT

The Volleyball community in the ACT is diverse, passionate, family friendly and social. Our Indoor and Beach seasons provide year round quality competitions and opportunities for the social player through to the elite. Our clubs offer unique, well organized and fun Volleyball experiences for members of the ACT community. Volleyball ACT is based in Lyneham and owns and operates the Lyneham Beach Facility. Canberra is fortunate to be home to a high calibre community of developing, current and former Australian Olympic Volleyballers, Coaches and Officials. Our membership in the ACT sees the association repeatedly perform at high levels nationally with podium success, consistently develop athletes that represent Australia and follow a professional pathway internationally.

You will have many opportunities to become acquainted with other board members and our wider volleyball community. We hope you will take advantage of serving on volunteer project and sub committees and encourage you to talk to and network with members on an informal basis.

The returning board members and I both extend a personal invitation to you to contact any member of the VACT executive committee at any time with questions, suggestions and or feedback to help ensure we continue to better meet the needs of our members and the wider volleyball community.

Sincerely,

Nic Kaiser

CEO

Tim Hubbard

President

Strategic Overview

Vision: To be the leading State Volleyball Association in Australia

Mission: to provide volleyball participants in the ACT with an engaging experience at all levels and in all forms of the sport by:

1. Leading and developing players, coaches and officials
2. Building volleyball's sustainability and community profile
3. Attracting, satisfying and retaining more participants & partners

Strategic Objectives

Objective I: Strategically collaborate with VA and our members and partners.

Objective II: Grow awareness, participation and new opportunities

Objective III: Achieve consistent national success on the court

Objective IV: Build commercial diversity

Objective V: Infuse integrity in every aspect and level of volleyball in the ACT

Corporate Documents:

[VACT Constitution](#)

[Board Code of Conduct](#) *please sign and return to the VACT CEO

Strategic Plan 2022-2025**

[VACT Member Protection Policy](#)

[Volleyball Australia Member Protection Policy](#)

[Club Charter](#)

[2021 Annual Report](#)

[Volleyball Australia Constitution](#)

[Certificate of Currency, Public Liability](#)

Other Policies to note:

[VACT Concussion Management Policy](#)

[VACT Extreme Weather Policy](#)

[VACT Social Media Policy](#)

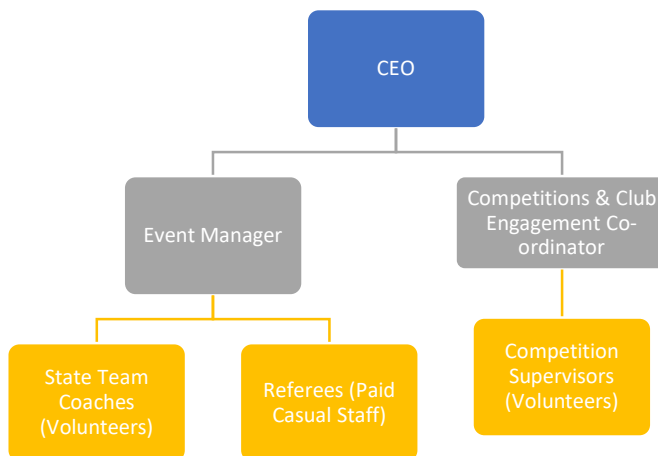
Financial data

[Financial report](#) (pg.19)

[Hardwick \(Auditors\)](#)

[Capital Advisory \(Accountants\)](#)

Organisation chart



Board Committees & Terms of reference

Corporate Membership & Sponsorship – Chair, Tim Hubbard

Finance – Chair, Max Arthur

Players Committee – Chair, Tess Barbour

Venues & Facilities – Chair, Graeme Budd

VACT Player Support Committee – Chair, Cynthia Anderson

Senior Referee Group – VACT Board Representative, Carmen Tregear

Competition Advisory Committee – VACT Board representative, TBC

Competition schedule

[2022 Calendar](#)

Sponsors/ Partners to note:

ACT Government – Funding support (CBR)

Capital Advisory Group – finance support partner

Mikasa - (Volleyball Australia playing ball sponsor)

Joust - Uniform partner

Nectar Mortgages – ACT Beach Series Major Partner

Powerhouse Physio – ACT Beach Facility Corporate Sponsor

ElectroBots – ACT Beach Facility Corporate Sponsor

Enhance Health Care – ACT Beach Facility Corporate Sponsor

Board Member position description

From the current Board of Directors

The Board of Directors for Volleyball ACT is legally and morally accountable for the financial health and strategic effectiveness of the organisation. The Board of Directors will provide mission-based leadership and strategic governance.

While day-to-day operations are led by the Volleyball ACT CEO Mr Nic Kaiser, the Board-Executive relationship is a partnership to advance the VACT Mission and support the best practices of Volleyball ACT as it strives toward our strategic objectives. The Board ensures that the organisation achieves its mission in an ethical, transparent, accountable, and prudent manner. Each Board Director is accountable for the functions described below, all of which are accomplished at Board meetings and by committee assignments through review of information, strategic questioning, conversation, and decision making.

Leadership, Governance and Oversight

1. Serve as a trusted advisor to the Executive Director as he/she develops and implements the Volleyball ACT strategic plan.
2. Articulate and advance the Volleyball ACT Mission through development and fund-raising. A Board Director will consider Volleyball ACT a priority through supporting fund-raising and sponsorship goals.
3. Define and monitor key areas of performance compared with short and long-range strategy/plans, assess results, and ensure that steps are taken for continuous quality improvement in all areas.
4. Ensure financial sustainability and fiduciary responsibilities by reviewing and approving: the annual budget, audit reports, and material business decisions and practices.
5. Contribute to an annual performance evaluation of the Chief Executive Director and Executive compensation review.
6. Assist the nominations committee in identifying and recruiting other Board Directors to ensure competent and consistent Board Director succession. Define criteria for Board membership, ensure proper recruitment of candidates, elect members, and ensure proper orientation and development of Board members.
7. Define and enforce parameters of the Board's work, including its committees, and the role and performance of the individual Board member and assess overall Board effectiveness.
8. Serve on Committees or task forces and take on special assignments as needed.
9. Help set standards, controls, and policies that support sound risk management practices. Ensure compliance with relevant laws and regulations affecting the organisation and ensure that adequate corporate risk management practices are in place, e.g. safety and security, insurance, data controls, personnel management practices.
10. Act as a think tank and sounding board regarding organisational health and effectiveness and the marketplace environment without compromising management's authority.

Documents to be completed upon Board nomination/ confirmation.

[Directors ID number ABRS website](#)

[Board Nomination form](#)

[Sport Australia Director Course \(Compulsory\)](#)

[Working With Vulnerable People Check](#)

Governance assistance

[Joining a sports board](#)

[List of generic questions for you as a director](#)

[The Start Line](#)

[Sport Australia Sport Governance Principles](#)

[Sport Australia Sport governance standards](#)

Federated Model

As Volleyball ACT is the state association under Volleyball Australia directors are required to take part in the nomination and voting approvals for the Volleyball Australia Board. VACT is a member state of VA and carries voting rights (LINK) and obligations toward the national body.

[Volleyball Australia Role of the Director](#)

Current Board Members

Chairperson: Mr Tim Hubbard

Vice Chairperson: Carmen Tregeagle

Board member: Graeme Budd

Board Member: Tess Barbour

Board Member: Max Arthur

Independent Director: Cynthia Anderson

Independent Director: Vacant

Chief Executive Officer: Nic Kaiser

Board Calendar 2022

February 2nd – Budget – Strategic Item:

March date Strategic Item: MPP

April date Strategic Item: AGM Nominations

May (date TBC) Strategic Item: Volleyball ACT AGM

June date Strategic Item: High Performance

July date Strategic Item: Governance & Integrity

August date Strategic Item: Sponsorship & Marketing

September date Strategic Item: Policy Framework

October date Strategic Item: Venues & Facilities

November date Strategic Item: 2023 Calendar

December date Strategic Item: Budget 2023

Brand Identities:

VACT Logo:



Good Neighbour



Canberra Heat



Canberra Beach Program



Program/ Competition Descriptions

Rec League

Our Recreational League has an Autumn and Spring league that runs for approx. 12 weeks, it is open to teams and clubs to enter. It is played with mixed gender teams and it our social level competition.

Open League

VACT runs two seasons of indoor competitions Autumn & Spring Leagues, these competitions are open to club and teams to enter. We have divisions 1, 2, 3 and Juniors for Men and Women.

ACTBS

ACT Beach Series is the combined tournaments run through the Beach season, this series is the top level of pairs beach competition and provides Australian ranking points for competitors. The pinnacle of this is the ACT Open.

Good Neighbour

Good Neighbour is the largest club tournament in Australia. It has been running for over 58 years. The Tournament run on the last weekend in November every year. It is one of the 4 main brand identities for Volleyball ACT and is recognised nationwide. Good Neighbour attracts teams for all over Australia and internationally with 140+ teams running game over 5-6 venues spread out in Canberra and Queanbeyan.

ACT Open

This is the largest Beach Tournament run in ACT, it is run on the March long weekend and generally attracts many high profile interstate Beach players.

CVL

Capital Volleyball League (CVL) is the premier club competition for Volleyball ACT, only affiliated clubs may enter the competition. This competition is on Sundays and runs from April to September each year.

Beach League's

Our Beach season run October to the end of March, we have mens and womens pairs as well as mixed pairs and social mixed 4 and 6 a side leagues with divisions 1-3. Games are held weeknights at the Lyneham Beach Facility.

Canberra Heat/ AVL

Volleyball ACT manages Canberra's team entry into the Australian Volleyball League (AVL). The AVL competition run from October to December and is comprised of teams from each state and territory. Canberra Heat is the major brand and – identify for Canberra. Volleyball ACT receives funding from the ACT Government via the National Leagues Team Program (NLTP) to manage the Canberra Heat mens and womens teams.

AYBVC

Australian Youth Beach Volleyball Championships is a 4 day championship held in late March each year, the 2022 event is in Coolangatta QLD. VACT sends state team in the u14, u15, u16, u17 & u18 age groups to this championship. Team are coached by volunteer ACT caches and athletes pay to cover cost associated with the state team program.

Junior Beach

Australian Junior Beach Volleyball Championships is made up of three events that are held around the Australian Beach Volleyball Tour (ABVT), VACT sends state team in the u19 and u21 age groups to this championship. Team are coached by volunteer ACT caches and athletes pay to cover cost associated with the state team program.

Canberra Beach Program (CBP)

Canberra Beach Program started in 2021 with the intention is to provide a training environment with a focus a skill and technical development for individual athletes and pairs. Athletes are placed in training squads best on skill level (not age). The program is focused on improving technical and tactical attributes desired by national programs and improve the overall development of volleyball athletes.

Youth Indoor

Australian Youth Volleyball Championships is a week-long indoor volleyball tournament held in late September. VACT send state team in the u14, u15, u16, u17 & u18 age groups to this championship. Team are coached by volunteer ACT caches and athletes pay to cover cost associated with program.

Junior indoor

Australian Junior Beach Volleyball Championships is a three day tournament for u19 and u23 state teams. Team are coached by volunteer ACT caches and athletes pay to cover cost associated with the state team program. ACT uses these teams to assist with developing our pathway into Canberra Heat division 2 and senior teams.

Schools events

VACT runs both indoor and Beach volleyball school events in conjunction with School Sport ACT. These include High School and College specific events. There is also a yearly ACT School Cup event open for ACT and regional NSW teams to enter and Beach Pairs ACT school Cup events to.

Junior Volleyball (Sporting schools, OZ Spike & Spikezone)

Junior volleyball for primary aged athletes is provided predominately through a private provider (Rachel Uren – Oz Volley) partnership and local VACT Clubs. The Sport Australia Sporting schools program is delivered via Rachel Uren's Oz Volley partnership, Rachel also delivers numerous school clinics and after school training to primary school throughout Canberra. Some of our clubs also run training program, either modified volleyball or Spikezone (VA's junior product).

Referee development

Referee courses and development opportunities are run using the Volleyball Australia courses and qualification criteria. Additionally, VACT provides referee mentor support and assessment supervision at Open League, CVL and during our ACT Beach Series events.

Coach development

VACT conducts coaching course throughout the year to provide qualifications for local coaches. Coaches within our state indoor and beach program are able to attend coach PD sessions through the state team training period. In 2022 we are starting a Coach Payment program to support club coaches and encourage more members to be involved in this rewarding practise. The Coach payment system will also allow greater opportunities to provide feedback and mentoring to local coaches.