

Australian Volleyball Federation Inc.

AFFILIATIONS: AUSTRALIAN OLYMPIC FEDERATION INTERNATIONAL VOLLEYBALL FEDERATION
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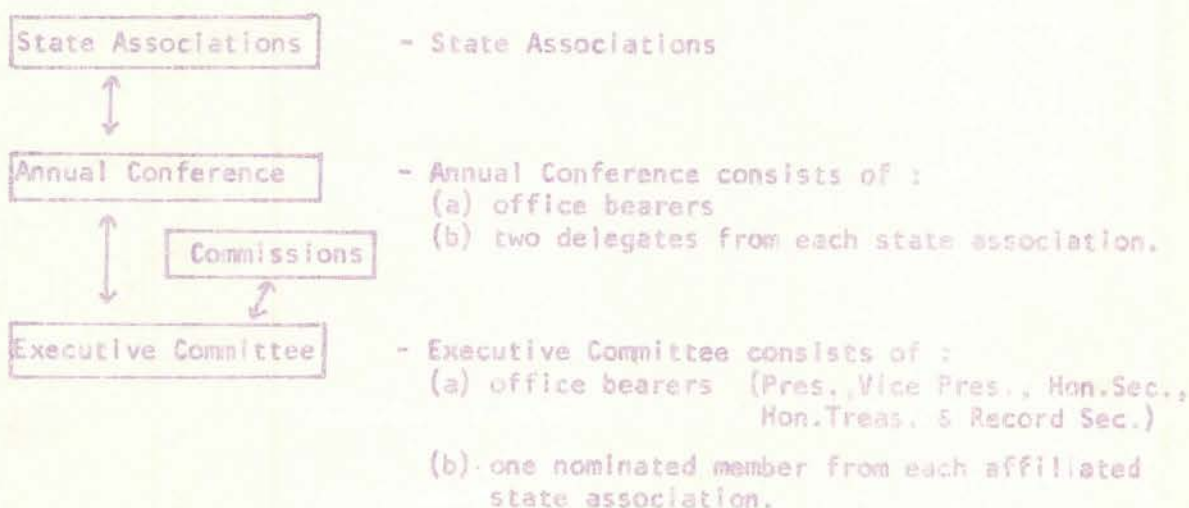
April 25, 1980.

DISCUSSION PAPER ON THE STRUCTURE OF THE A.V.F. INC.

Prepared by : John C. Ostermeyer, National Executive Director

Background :

There have been suggestions that the current structure of the AVF Inc. is inefficient and incapable of meeting the increased demands and pressures placed upon it. The current structure is as follows .



Problems :

- (1) The Executive Committee is too large (minimum of 13 persons) to -
 - (a) meet effectively and concisely
 - (b) meet frequently
- (2) The Executive Committee functions as an information gathering and dissemination body and its decisions are frequently ad-hoc, without extensive prior consideration or discussion.
- (3) With the rapid development of volleyball, the Executive Committee does not have any specialist advice, outside of the N.E.D.
- (4) There appears to be an increasing need for greater specialisation in the various functions of the A.V.F. such as Coaching, Referees, Public Relations, S.O.C. and Development (Juniors especially).

The Need :

- (1) To increase frequency of meetings.
- (2) To keep state associations informed.
- (3) To obtain the benefit of specialised prior discussion and recommendation.

- (4) To have clear, dynamic and effective leadership
- (5) To create a body of people who become expert in a particular field and so can back up the executive staff.

One Suggestion :

A.V.F. COUNCIL

- Meets twice p.a. (1 meeting is also AGM)
- 2 delegates from each State and Executive
- AUSA & ASSSA representatives
- Hears reports and determines broad policy directions
- Elects Executive
- Delegates are elected by states for 2 year terms

A.V.F. EXECUTIVE

- 6 Directors + 1 President
- 3 elected each year on a rotational basis, President elected for 2 years.
- One of the Directors is also Vice President.
- Implements Council policy
- Directs/guides AVF between Council meetings
- Meets every 6-8 weeks
- Each Director has a particular responsibility (portfolio).

STANDING COMMITTEES

- Each Director is Chairman of a standing committee
- Each Director nominates 2-5 persons onto his standing committee, ideally from persons within his own state and having particular expertise.
- Standing Committees are expert committees to advise the Executive, Council and National Executive Director.

PORTFOLIOS

- 5 major areas of responsibility
 - (1) Coaching
 - (2) Referees
 - (3) SPORTS ORGANIZING
 - (4) Public Relations
 - (5) Development
 - (6) Finance

(1) Coaching Standing Committee

- Responsible for the standard of coaching in Australia.
- Advises Executive on national coaches' appointments
- Conducts clinics/courses at national level
- Encourages development of state coaching clinics
- Maintains register of coaches and their qualification
- Creates, updates and reviews national coaches courses and programmes
- Sets pattern for state coaching committees.
- Gathers, disseminates, information.

- Chairman - Elected by A.V.F. Council
- Members - 2 National open coaches ex-officio members
- 2 elected members by Coaches
- Nat. Exec. Director and Nat. Coaching Director ex-officio.

(2) Referees Standing Committee

- Responsible for the standard of referees in Australia
 - Makes appointments to international games in Australia
 - Advises on appointment of referees for "touring" parties
 - Conducts national clinics and courses
 - Encourages state clinics and courses
 - Maintains register of referees
 - Establishes pattern for state referees committees.
 - Gathers and disseminates information
- Chairman - Elected by AVF Council from suitably qualified persons
- up to 4 members - 2 elected by referees
 - 2 appointed by AVF Executive upon recommendation by Chairman of Referees.

(3) Sports Organizing

- Responsible for the orderly conduct/operation of all competitive matters within Australia.
 - e.g. - National Tournaments
 - Registrations
 - Leagues (N.V.L. etc.)
 - Calender
 - Awards
- Chairman - Elected by National Council
- Members nominated by the Chairman and ratified by the Executive.

(4) Public Relations

- Responsible for the creation and implementation of policies related to the public relations between the AVF and Players, the public, industry, specific responsibilities of AVF Journal, special national promotions, media liaison.
- Chairman - Elected by National Council
- Members nominated by Chairman and ratified by the Executive

(5) Development

- Responsible for the creation and implementation of policies for the development of volleyball at all levels e.g. High schools, Universities, Beach volleyball.
 - Encouragement awards
- Chairman - Elected by Council
- Members nominated by Chairman, and ratified by the Executive

(6) Finance :

- Responsible for all financial matters of the A.V.F. including sponsorship etc.
- Chairman - Elected by Council
- Members - Executive sitting in committee.

(7) International Affairs

- Responsible for all policies on International Liaison, competition, national teams etc.
- Chairman - President
- Members - Executive Committee sitting in committee

(8) Administration

- Responsible for administrative matters
- Chairman - President
- Members - Vice President and Finance Director.

Positions

- President - Elected from nominations made by State Associations, by AVF Council. Appointment for 2 years. Need not be directly associated with a state.
- Directors - 3 elected for 2 year terms each year, i.e. 6 in total. Nominated by states, need not be directly associated with a state.
- National Executive Director or his nominee is ex-officio member of all standing committees, but cannot vote.

Summary :

The proposed possible method of restructuring would allow greater specialization, more expert and considered opinion and allow regular consultation. Obviously members of all meetings would be circulated not only to all Executive members, but to States and delegates also.

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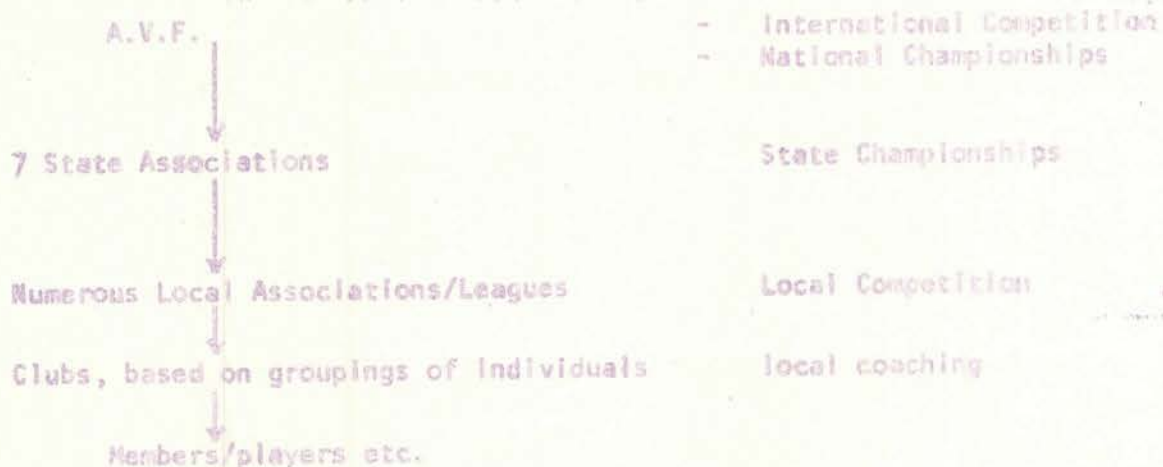
25th April, 1980.

DISCUSSION PAPER

Prepared by : John C. Ostermeyer
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Australian Volleyball Federation

THE STRUCTURE OF AUSTRALIAN VOLLEYBALL

Presently :



The whole system that currently applies has as its base, clubs and so far volleyball has developed on that base. However, it is doubtful whether this structure and particularly the base (i.e. the clubs) is capable of coping with some of the demands that will be made on it over the next few years.

Up to now our club structure appears to have survived and has been the basis of growth, as the pressures upon it were not excessive. The level of competition in years gone by has not been as great as now, the need for more professional administration has increased over the past few years, the demands for a National League, International tours (in and out of Australia), sponsorship, junior development, coaches accreditation schemes, school penetration, Olympic games representation, all these factors have increased in intensity over recent years and it would appear to most intelligent observers that the basis of our structure is not able to cope with it.

It has been said many times before and it is generally agreed that Clubs are the basic unit of volleyball in Australia. Yet it is the clubs which at present are probably also the main reason why volleyball will not progress much further, unless the club structure is revised, remodelled and assisted.

The Problem :

It has been said that the problem with our clubs is that they lack structure. In the past when competition pressures were not so great, clubs were really only teams, which formed and re-formed from year to year merely to play volleyball. In essence

all it meant is for 10-12 persons to get together, form a team, adopt a name and enter a competition/league. The following year that same group may split up, re-form, splinter or totally cease to exist at all. At a social level, this may be perfectly in order as it allows a group of individuals to play sport. However, at the higher competitive levels this is not in order, for although it allows individuals to play volleyball it does little to develop volleyball at junior levels or to promote volleyball to the public, or to attract media coverage or sponsorship. The whole system is so "fluid" and flexible that it fluctuates with circumstances and provides no basis for organised growth or planned development.

The Solution :

The obvious solution is to restructure clubs, so that they become real clubs not just teams, the question is, how do we do it? and more importantly, who does it?

There are obvious benefits if all states adopted the same broad guidelines in restructuring their clubs, so that the system throughout Australia is similar. This has obvious benefits in areas of registrations, communications, transfers etc.

One of the broad proposals is to establish Clubs on the basis of Regions, centres/suburbs and schools with each feeding and assisting the other similar to a pyramid type structure.

Commencing at the apex of the pyramid, it is suggested that the top or elite clubs be based on large geographical zones. It is suggested that within states, that zones be established e.g. in Victoria, there is a basic split between Greater Melbourne and Country, similar divisions exist in S.A. and can be created in other states. The zones should be clearly identifiable and be of manageable proportions. In some states, e.g. N.S.W., Qld., it may be necessary to divide the state into more than 2 zones. These zones would form the basis of major Leagues.

Assuming regions are established, it is then possible to divide zones into suburban/local regions. For example, in the Greater Melbourne Volleyball Council, it is possible to establish up to 10-12 major regions, e.g. Peninsula, Outer South/East, Inner South East, Eastern Suburbas etc. These regions would form the basis of

- (a) Major Clubs and
- (b) Regional Leagues.

Within regions, further division is possible into local centres, which are based on individual suburbs, e.g. Seaford, Dandenong, Frankston, etc. These centres, could form the basis of

- (a) Smaller Clubs
- (b) Local Leagues

Within the above structure, all forms of social and competitive volleyball is possible.

The Schools.

It has been recognised that the development of volleyball will rely a great deal on schools. It must be understood, however, that "the schools" will not do the job for us, and it must be recognised that we are but one of 20-30 sports trying to tap the school market.

It seems, therefore, that we must use the broad school structure, its benefits and superimpose on it our own structure.

The ideal system is whereby we enter into schools, purely on a promotional basis,

demonstration and then once the interest is aroused, form a school team, to compete outside of school hours, organised by the local V.B. Club with the assistance of parents. The team would be known by the school's name, yet they would play outside of the school's control or environment. In this way it is possible to create within one suburb up to 10-12 school teams and so start a local mini volleyball league. The League would be fostered and administered by the local centre club, who would organise venues, coaching clinics, referees etc.

If desired, the local centres could compete at region levels and so onto zone levels and state levels.

The benefits of such a scheme are innumerable e.g.

- (a) Children identify with their schools, and by forming teams based on a school, it is easier to recruit players.
- (b) By plugging into the school system, one can draw on the support of the parents, perhaps the PTA and use school facilities.
- (c) By not using teachers, we avoid clashes with other sports and have greater control over developments.
- (d) State directors can visit schools for promotional visits and then with local club help establish a local school team.

Principles.

As can be seen throughout this discussion paper, the most basic principle suggested is that clubs/teams/leagues etc. should be based on a local identifiable region. It is a fact of life that our social/economic system, forces people to identify with their immediate location. People shop locally, they play sport locally, they read local newspapers, they go to school locally. It seems natural, therefore, that all our basic structures should be based on localities. It seems quite artificial for a club or league to draw players from everywhere rather than concentrate on a locality.

The benefits of localising our structure are :

- (a) Volleyball becomes more identifiable, as it is local
- (b) We can generate more local exposure
- (c) We can recruit locals
- (d) We can tap local financial resources
- (e) We can seek support from local councils, as we are voters within that council.
- (f) We minimise travel, therefore ease communications and therefore make it easier for people to be involved.

The whole structure is also based on the principle that each club shall have stability in its structure, i.e. it shall be properly constituted with a proper constitution, rules, registration etc. and the same applies to each league etc. Perhaps the A.V.F. is able to outline a broad general model constitution which can be adopted by most Clubs/Leagues. Perhaps the AVF in conjunction with the State Associations is able to run a series of "workshops" to advise and assist clubs.

<u>Level :</u>	<u>Basic Unit :</u>	<u>Comprises :</u>	<u>Schools :</u>
<u>Centre</u>	Club, based on a local suburb. Use local suburb <u>name</u> .	Any number of teams, which play in various divisions of the local regional league, depending on standard.	Club organises, conducts, local school competition, local school clinics. Conducts competition outside of school hours and using non school staff, e.g. players, coaches & parents. Local suburban centre can have up to 10-12 schools competing in various age groupings.
<u>Region</u>	Regional League based on a group of suburbs.	Any number of divisions to accommodate all teams entered by clubs, divided according to standard with promotion and relegation between divisions.	Regional League organises competition between top centre schools in region, perhaps an annual tournament.
<u>Zone</u>	Zone League based on a number of Regions.	Only one division. With the bottom 2 teams to play in a round robin series against top teams from Div. A. in each Region, with top 2 going up.	Zone League organises competition between top regional schools, perhaps on an annual tournament basis.
<u>State</u>	State League based on all zones.	One Division only. Promotion and relegation as per zone system.	State Association organises State school championships, based on zone championships.
<u>National</u>	National League	One Division only. Promotion and relegation.	Organises National school championships, based on State championships.

Club Example :

A local Club Frankston All Stars (FAS) would on a local basis, organise a club and field as many teams as it has players. The teams would be entered into the local Outer Southern Volleyball League (e.g.) The OSVL has any number of divisions, depending on the number of teams entered and the standard. e.g. OSVL has 6 divisions A,B,C,D,E,F., the FAS can enter any number of teams, which are graded into divisions according to standard. Assuming that FAS in Division A wins its division, it can then seek promotion to the Zone League. Similarly if FAS in Division C, wins its division it is promoted into Division B next year and the bottom team in Division B drops to Division C.

At the Zone Level, there is a Southern Suburban V.B. League (SSVL). The FAS team that wins Division A in the OSVL is eligible the next year for the SSVL. The SSVL comprises the top clubs from each regional league. At the end of the season, the bottom 2 clubs in the SSVL play in a round robin series with the top club from Division A of each Regional League the top 2 after the round robin go up, the rest return to their original regional Leagues. Which means that FAS can enter the Zone League, however at zone level, a club can have only the one team, and there is only the one division.

At State Level, there is the State V.B. League (SVL), it comprises the top club for each Zone League. Promotion/Relegation is similar to Zone League. Hence FAS can enter the State League, and similar to the zone, a club can only have one team in the SVL and there is only one division. At National Level, there is the National League.

In this way the FAS can have any number of teams in the OSVL, a team in the SSVL, a team in SVL, and so any of its players can progress from the team playing in F division in OSVL all the way to representing FAS in the National League.

School Example :

A school e.g. Frankston High School (FHS), would be visited by the State Director of Coaching and a representative from the FAS (Frankston All-Stars). They would put on a promotion, etc.etc., and then invite children to come and join in at a time after school hours (preferably Sat. a.m.). Given sufficient numbers, a Saturday morning school competition would be started with a team from FHS. The competition would be run by FAS who supply coaches, referees etc. and get parents to help out. After the season is over, the winner qualifies to represent the centre at the local Regional Championships, the winner of the regional Championships, qualifies to zone championships and from there to State and National Championships. So that FHS can progress from the local centre all the way to the National H.S.Championships. Obviously FHS and all the other schools in the centre competition would provide recruits for the F.A.S.

What is Required :

- (1) A total rethink of our structure
- (2) Model constitution for clubs, regions, leagues.
- (3) A package to promote VB in schools
- (4) Rules/Regulations, display, equipment for Mini V.B.
- (5) A travelling workshop to explain and advise States/Clubs on the new system.

(6) A universal registration system to provide for clearances etc. and transfers.

Seminar groups on :-

- (a) Structure of Club
- (b) Structure of Leagues
- (c) Promotion in schools, "skills reward" system.
- (d) Registration system.

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