

**Minutes of the Annual General Meeting held on Saturday 26th July 2014
SportPark, Loughborough commencing at 12.30 pm**

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| Circulation | : | Membership |
| Distribution | : | National Office |

Members Present:

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| Brian Stalker | Acting President, Luton Sixth Form College, Redrec, South Essex College, Team Essex Volleyball Club, Bilborough College, Darkstar, Derby College, Hermitage Volleyball Club, Limehurst High School, Loughborough College, RAF VC (Harriers and Hawks), Wrenn School, Prior Pursglove College, Tynedale VC, Blackburn College, Salford City College, Peter Symonds 6th Form College, University of Brighton, Bristol Bad Cats, Plymouth Mayflower VC, Richard Huish College, North Riding Eagles VC, Sheffield VC, CBL London Polonia, Swiss Cottage, Concordia, Garstang Natives Volleyball Club, Royal Navy and Royal Marines Volleyball Association, IBM Club North Harbour Volleyball, Mole Valley, Stroud (31) |
| Amy Seaman | Brentwood, University of Essex, Harlow Volleyball Club, Tendring, De Montfort University, Nottingham Trent University, University of Leicester, Kingston University VC, University of Chester Volleyball Club, University of Chichester, University of Portsmouth, Team Bath (12) |
| Keith Nicholls | Stowmarket VC, GNG Bedford Volleyball Club, Medusa, Rhinos VC, Watford Volleyball Club, Ipswich Ravens VC, Norwich Spikers, Pegasus, Peterborough Harriers, Stowmarket Stingers, University of East London (11) |
| Charlie Orton | Dartford, Flaming Six VC, Isis Volleyball Club, Malory Eagles, Wapping Wildcats, Bexley VC, Medway Campus, Rainham, Strood, Lelardoux Exiles, London Lynx, London QKX, London Spiker Knights VC (LSKVC), Putney VC (14) |
| Lenny Barry | Newburn VC, CSSC Volleyball, University of Sunderland, Manchester Phoenix, Tameside, Plymouth (6) |
| Brian Kendall | Durham University, Manchester Marvels Volleyball, MMU (Cheshire), Warrington Wolves VC, Cherwell, Oxford Brookes University (6) |
| Jefferson Williams | Danes Watford, London Docklands, Ashcombe Dorking, Team Southampton, Ernest Bevin College (5) |
| Geoff Allen | South Hants VC, Academy of Beach Sports, Kings VC (Devon), Sandbanks VC, Wessex (5) |
| Bryan Youlden | Birmingham Met College, Cleobury, Dudley, Persian Phoenix, Redhill Stourbridge, Tamworth Spartans VC, Tettenhall Tigers, West Midlands Fire Service (8) |
| Mike Turner | York VC, Leeds, University of Huddersfield, Hawks VC (Yorkshire) (4) |
| Maité Braud | Oxford VC, Reading Aces, Spikeopaths, Farnborough (4) |
| Freddie Fairbairn | Warwick University VC (1) |
| Dave Gunter | Poole Panthers VC, Solent (2) |
| Will Roberts | Newcastle (Staffs) VC (1) |
| Delvin Lane | Nuneaton VC (1) |
| Alan Bell | Wirral (1) |
| Keith McAdam | Cambridge (1) |
| Paul Kaerger | Leicester PVC (1) |
| Vanessa Barry | Chester Sports Club (1) |
| Phil Chanin | City of Salford (1) |
| James Murphy | Maidenhead (1) |
| Richard Morten | Calne Volleyball Club (1) |
| Paul Lamb | Nottingham Rockets (1) |
| Steve Matthews | Technical Director |
| Tracy Watkinson | Independent Non-Executive Director (Change Management) |
| Jim Mutton OBE | Independent Non-Executive Director (HE/FE) |
| Brian Treadwell | Independent Non-Executive Director (Legal) |
| Maria Bertelli | |
| Gordon Neale OBE | |
| Annetta Minard | |
| Rob Cook | |
| Richard Callicott OBE | |

In **bold** – voting members

EVA Staff:

| | |
|---------------------------|---|
| Lisa Wainwright | Chief Executive |
| Martin Lindsey | Business Director |
| Alex Henderson | PA to CEO & Board |
| Gerard Van Zwieten | Membership & Marketing Manager, University of Derby (1) |
| Audrey Cooper | Technical and Talent Director, Chelmsford VC, Northumbria University, Middlesbrough College/ Northumbria Academy (3) |
| Steve Kerr | VRM (Greater Manchester), Oldham VC, Blackley VC Manchester, Wigan Seahawks (3) |
| Ian Poynton | Membership & Funding Officer |
| Howard Thompson | Membership Administrator |
| Sandra Andrews | Finance Officer |
| Sam Harding | Adult Participation Manager |
| Daniel Thompson | NVC Coordinator |
| Rohan West | Participation Director |
| Dirk George | Finance Manager |

The meeting commenced at 12.30**AGM/14/01 Welcome by the Acting President, Brian Stalker**

The meeting began at 12.30pm with a welcome to the representatives from the Acting President, Brian Stalker.

B Stalker advised that the meeting is being streamed live on the Internet again this year and it will be available to view online after the event at [Volleyball England 2014 AGM](#).

AGM/14/02 Appointment of Tellers

Messrs S. Andrews, H. Thompson and D. Thompson were appointed as tellers for the meeting.

AGM/14/03 Apologies for Absence

| | |
|---------------------|-----------------------------------|
| Marzena Bogdanowicz | Marketing Director |
| John Boughton | Finance Director |
| Janet Inman | Development Director |
| Steve Evans | Referee Commission President |
| Paul Bohannan | Competitions Commission President |
| Team Northumbria | |

AGM/14/04 Confirmation of Eligibility to Vote

B Stalker advised the meeting that 6 proxy votes have been rejected. The deadline for receipt of all proxy votes was 5pm on Thursday 24th July. The following votes were rejected due to late submission: Loughborough VC, Kings Langley VC, Spelthorne VC, Spalding VC, Marden VC.

There was also a proxy vote rejected from Coventry and Warwick Riga VC due to an outstanding debt, as defined by Article 47.5.

B Stalker confirmed that at the commencement of the meeting 26 persons were eligible to vote in person with 126 votes in total.

AGM/14/05 Minutes of the Meeting held on 20 July 2013

(To approve the Minutes of last year's Annual General Meeting at SportPark, Loughborough)

The Minutes were accepted as a true and accurate record of the meeting. There were no oppositions. There was 1 abstention.

AGM/14/06 To receive the Annual Report 2013/2014

The Annual Report was placed on the Volleyball England website on the 4th July 2014 in accordance with the regulations. B Stalker invited questions on the content of the Report.

C Orton advised that the list of accredited clubs in the report is incorrect and stated that he has already raised this with the Chief Executive. L Wainwright acknowledged that a mistake has been made and this will be corrected.

The contents of the Annual Report were accepted. There were no oppositions.

AGM/14/07 To receive the Financial Report 2013/14

D George stated that in response to a request by one of the members at last year's AGM to show more meaningful information than the statutory audited set of accounts, the format of the financial information shown in the annual report was updated.

The financial commentary prepared by J Boughton, Finance Director, summary profit and loss account and balance sheet figures for the year ended 31st March 2014 can be found on pages 28 and 29 of the Annual Report. These detail Volleyball England matching the profit target of approximately £20,000 set by the Board at the start of the financial year in addition to maintaining a healthy balance sheet, which is vital for the business to continue as a going concern.

A complete copy of the 2013/14 audited accounts is available on the website alongside the Annual Report.

The last page of the Financial Report provides a graphical summary of both whom we derived our income from during the year and secondly what areas of the business this funding went towards.

D George invited questions on the content of the Report.

A Bell stated that he raised the question on transparency last year and that he is still unhappy with the lack of detail in the accounts. From the information that has been provided he advised that he cannot determine how income and expenditure are distributed between different activities and particularly how much is being spent on Head Office costs and salaries.

In a sport where you rely to a large extent on volunteers (experts) in the field delivering I think you have to gain our trust and to do so you need to be a lot more open and transparent than you currently are. That also reflects on the proposal for individual registration as you are saying you will collect this money and give 20% back, but if we don't know what you are spending the money on at the moment and there is no way within your reporting system for us to find that out how can we trust that the 20% is coming back and if it is being spent at your discretion why can't we influence it?

D George replied that staffing costs are set out by Sport England. £1.4m came from Sport England and a large majority of the staff costs are funded by them. The membership fees currently do not pay for the Membership Team as they stand but we can provide more clarity for you in the future.

B Kendall advised that he wrote to J Boughton asking three questions and he would like to put them on the record today:

1. An itemisation of the £16,179 expenses reimbursed to Directors during the year 2013/14.
2. An itemisation of how much and to who any consultancy, survey and honoraria fees were paid in the last financial year and current six months to date.
3. Itemised total staffing costs in 2013/14 and the total funding received from Sport England towards this. If possible could you also advise of the conditions on the funding that Sport England impose i.e. does all this amount have to go to national office staff or could more be spent on development staff in the regions or a grant for the development of non staffing costs.

D George asked B Kendall to forward all questions to him and a response will be provided.

The Financial Report was accepted. There were 2 oppositions and 2 abstentions.

AGM/14/08 To confirm the re-appointment of auditors and confirm the ability for the Board to fix their remuneration

D George advised that Volleyball England has a good working relationship with BDO LLP and proposed that they are appointed as our auditors for this current financial year under a fixed remuneration.

This proposal was accepted at the meeting. There were no oppositions. There was 1 abstention.

AGM/14/09 The following resolution be passed as a special resolution:

1. Individual Registration

To allow for the proposal for individual registration to be implemented the following amendments to the articles of association are proposed as a special resolution:

- i. Article 37.2 changed from
"It is a condition of membership for Affiliated Individuals (other than Club Members) that they each be fully paid up in respect of the Individual Subscription payable pursuant to Article 39. Club Members must be fully paid up in respect of the membership fee or joining fee payable to their Club."
to:
"It is a condition of membership for Affiliated Individuals that they each be fully paid-up in respect of the Individual Subscription payable pursuant to Article 39. Club Members must also be fully paid up in respect of the membership fee or joining fee payable to their Club."
- ii. Article 39.1 changed from
"Affiliated Individuals other than Club Members (and not, for the avoidance of doubt, Honorary Life Members) shall pay an annual subscription ("Individual Subscription") to the Association."
to:
"Affiliated Individuals (and not, for the avoidance of doubt, Honorary Life Members) shall pay an annual subscription ("Individual Subscription") to the Association."

- iii. Defined Term 1.12 "Club Member(s)" changed from "those individuals who are members of Clubs and who have paid the relevant membership or joining fee to their Club;" to: "those individuals who are members of Clubs and who have paid the relevant membership or joining fee to Volleyball England and their Club;"

R West gave a brief summary and review of the proposal and individuals were invited to speak both for and against the proposal.

K Nicholls asked what is the estimate for the scheme administration costs (staffing, system upgrades, etc.) and what do you predict the 20% sum for the Club Incentive Scheme will be from the £69,000 predicted income? If the income generated is below this figure does that mean there will be no pay back to clubs and what part of the Volleyball England budget will have to pay for that loss?

R West replied that only the variable fulfilment costs would come out of the income before 20% is then ringfenced to the Club Incentive Scheme i.e. membership cards and packs. All the fixed costs will be met by the overall Programme. This is based on 100% take up of the registration process.

C Orton raised a concern that whilst the Leadership Team have discussed some aspects of this scheme the implementation has not been discussed. C Orton stated that he does not believe Volleyball England is currently in a position to approve this proposal. A number of the regions already have a similar scheme in place and have the information. Why isn't Volleyball England working through the regions to gather this information?

R West replied that 20% of all of our participants are using a registration system that is working; NVL players, Coaches and Referees. In terms of registering people the system is already there. Some software tweaks are required but the functionality is there.

In terms of data collection from the regions there are data protection issues. We would need to be 100% sure that the people on the regional databases have given their approval to have their details sent to a third party as Volleyball England would be classed as a third party.

G Allen clarified that for under 18s, although there is no fee they would still need to register. This means that clubs would need to obtain permission from the parents in order to pass the details across.

R West replied that part of the proposal is to minimise the data fields required to assist with that so it would be name, age and gender only, no contact details.

G Allen replied that for adult players why couldn't clubs just provide name and email address and Volleyball England can then contact the players to obtain the rest of the required information.

R West replied that the clubs are best placed to carry out this data collection and of the five fields required, it should be mandatory that a club official should be collating this information already for their players.

G Allen referred to the costs and asked if it would be better for the players to be charged only £8 and to remove the Club Incentive Scheme as it is causing admin in the national office and admin for the club to complete the grant application.

R West replied that the volleyball community asked for club development opportunities, funding and ways that they can tap into funds that other external bodies don't allow them to do.

D Gunter asked Volleyball England to find a way to contact U18s, U16s, U14s to enthuse them about the sport.

R West replied that whilst social media is a great way to communicate with younger players he noted D Gunter's comment.

L Barry asked if the vote is going ahead as it is or is it subject to amendment.

B Stalker advised that the motion will be voted upon as it is. As is set down in our Articles we are not able to modify it.

B Stalker advised that he would proceed straight to a poll vote.

M Turner clarified that as this is a special resolution it requires greater than 75% of the majority vote to be accepted.

The proposed amendments were rejected 73 for (57.9%), 53 against and with 0 abstentions.

The following clubs accepted the proposal:

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| Ashcombe Dorking | Luton Sixth Form College | Solent |
| Bilborough College | Maidenhead | South Essex College |
| Birmingham Met College | Medusa | Spikeopaths |
| Blackburn College | Middlesbrough College/ Northumbria Academy | Tamworth Spartans VC |
| Blackley VC Manchester | Newcastle (Staffs) VC | Team Bath |
| Brentwood | North Riding Eagles VC | Team Essex Volleyball Club |
| Bristol Bad Cats | Northumbria University | Team Southampton |
| Chelmsford VC | Norwich Spikers | Tendring |
| City of Salford | Nottingham Rockets | Tettenhall Tigers |
| Clebury | Nottingham Trent University | Tynedale VC |
| Danes Watford | Nuneaton Volleyball Club | University of Brighton |
| Darkstar | Oldham Volleyball Club | University of Chester VC |
| Dartford | Oxford Volleyball Club | University of Chichester |
| De Montfort University | Persian Phoenix | University of Derby |
| Derby College | Peter Symonds 6th Form College | University of Essex |
| Dudley | Plymouth Mayflower VC | University of Leicester |
| Ernest Bevin College | Poole Panthers VC | University of Portsmouth |
| Farnborough | Prior Pursglove College | Warwick University VC |
| Harlow Volleyball Club | RAF VC (Harriers and Hawks) | Wessex |
| Hermitage Volleyball Club | Redhill Stourbridge | West Midlands Fire Service |
| Kingston University VC | Redrec | Wigan Seahawks |
| Leeds | Richard Huish College | Wrenn School |
| Limehurst High School | Salford City College | York VC |
| London Docklands | Sandbanks VC | |
| Loughborough College | Sheffield VC | |

The following clubs rejected the proposal:

| | | |
|-------------------------|---------------------------|----------------------------|
| Academy of Beach Sports | Leicester PVC | Reading Aces |
| Bexley VC | Lelardoux Exiles | Rhinos VC |
| Calne VC | London Lynx | Royal Navy & Royal Marines |
| Cambridge | London QKX | South Hants VC |
| CBL London Polonia | London Spiker Knights VC | Stowmarket Stingers |
| Cherwell | Malory Eagles | Stowmarket VC |
| Chester Sports Club | Manchester Marvels | Strood |
| Concordia | Manchester Phoenix | Stroud |
| CSSC Volleyball | Medway Campus | Swiss Cottage |
| Durham University | MMU (Cheshire) | Tameside |
| Flaming Six VC | Mole Valley | University of East London |
| Garstang Natives VC | Newburn VC | University of Huddersfield |
| GNG Bedford VC | Oxford Brookes University | University of Sunderland |
| Hawks VC (Yorkshire) | Pegasus | Wapping Wildcats |
| IBM Club North Harbour | Peterborough Harriers | Warrington Wolves VC |
| Ipswich Ravens VC | Plymouth | Watford VC |
| Isis VC | Putney VC | Wirral |
| Kings VC (Devon) | Rainham | |

AGM/14/10 Election of Honorary President and setting of term of office

B Stalker proposed the acceptance of Mr Richard Callicott OBE who has been nominated by the Board.

This proposal was accepted at the meeting. There were no oppositions or abstentions.

B Stalker advised that the Board propose the acceptance of a four year term for Mr Richard Callicott OBE as Honorary President.

This proposal was accepted at the meeting. There was 1 opposition and 1 abstention.

AGM/14/11 Election of Officers

The President referred to the nominations which had been received for posts up for election.

The following posts were elected and uncontested:

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| Development Director | Mr Will Roberts |
| Marketing Director | Mr Delvin Lane |
| Technical Director | Mr Steve Matthews |
| Playing Director | Mr Jefferson Williams |
| Schools and Youth Development Commission President | Ms Maria Bertelli |
| Competitions Commission President | Mr Paul Bohannan |
| Referees Commission President | Mr Steve Evans |
| Regional Commission President | Mr Charlie Orton |
| Performance Commission President | Mr Ben Pipes |

All nominations are elected. There were no oppositions and 1 abstention.

The following posts had two nominated candidates:

| | |
|--|--------------------------------------|
| President | Mr Geoff Allen and Dr Annetta Minard |
| Vice-President | Mr Lenny Barry and Mr Keith Nicholls |
| International Events & Competitions Director | Mr Lenny Barry and Mr Rob Cook |

Each candidate was offered the opportunity to give a 10 minute presentation. As our AGM is being streamed live on the Internet this year everyone has the option to view these presentations (and the whole meeting) online at [Volleyball England 2014 AGM](#).

President

**66 votes were received in favour of Mr G Allen
50 votes were received in favour of Dr A Minard**

Mr G Allen was appointed as the new President of Volleyball England.

Vice-President

**28 votes were received in favour of Mr L Barry
86 votes were received in favour of Mr K Nicholls**

Mr K Nicholls was appointed as the new Vice-President of Volleyball England.

International Events & Competitions Director

**46 votes were received in favour of Mr L Barry
69 votes were received in favour of Mr R Cook**

Mr R Cook was appointed as the new International Events & Competitions Director of Volleyball England.

AGM/14/12 Concluding Remarks

B Stalker thanked everyone for their contribution today, particularly the speakers.

B Stalker thanked all the Directors who stood down this year and who have contributed significantly to the development of volleyball in England; Mrs Marzena Bogdanowicz as Marketing Director, Mrs Janet Inman who served as Development Director for many years and in particular led the child and vulnerable adult welfare initiatives on behalf of Volleyball England which was no small task! Finally, Mr Wayne Coyle who only recently resigned his position as President but who during his short reign was proactive in leading Volleyball England through a period of significant change and was inspirational within the Leadership Team.

This will be my last meeting as an Officer of Volleyball England. I will be stepping away completely from any influencing role having already stepped down from Referee Commission and my positions within CEV as a Champions League Supervisor and European Beach Tour Technical Delegate. The only volleyball activity that will remain is my work as a Referee Observer but at a much reduced level.

Having spent over 34 years in and around the top table I have made many friends all of whom have greatly enriched my life. I would like to make a special mention to Richard Callicott OBE and Bernard Kilkenny who have become two of my closest and best friends and who I respect immensely.

As for volleyball I hope the new Board and Commission Presidents go on to make wise and informed decisions and will enable the sport to grow. Never ever be afraid to take risks or step into the unknown!

B Stalker then handed over to the new President Mr Geoff Allen.

G Allen then gave his concluding remarks and started by thanking everyone who supported him. I feel very privileged to be leading Volleyball England. I've worked long and hard for the sport and I hope that you will find your support justified. I would echo Brian's words about Janet, Marzena and Wayne and I feel Brian deserves a standing ovation as he has put in so much effort over the years that we owe him such a great deal, so thank you Brian.

G Allen then asked the staff present to introduce themselves.

Geoff looks forward to working with the new management team and Commissions and welcomes people's views and opinions. Please forward any comments you may have to geoff.allen@volleyballengland.org

R Callicott said a few words on behalf of Brian Stalker. Brian has made a significant contribution to our evolution in the last 34 years. He has been Vice-President for the last 8 years and before that he filled in as Acting President and he has been an ever present servant of the organisation and the sport over that period of time.

In fact there isn't an awful lot he hasn't done within the sport. He has already outlined his role in refereeing, he also tried a junior development programme with his son as a referee, he played (allegedly!) and the fact that he was prepared to retire early from his full time job to take on the job of Beach Volleyball Services Manager in London 2012 is a tribute to the fact that his commitment was total.

This organisation would not exist were it not for the contribution that people like Brian make to this sport and Brian has helped to mould us into the organisation we are today and for that he will have an eternal place in our gratitude so for that, Brian – thank you.

There being no further business the meeting closed at 2:35pm