



Vision: To grow the Victorian paddling community

Board Meeting Agenda

Date: Tuesday 19th October 2021

Time: 7.30pm

Venue: Zoom

1. Welcome

Covid Road to Road to recovery Part 2

Bendigo ran a training day event that was queried by some.

As it wasn't a competition but rather a training day it was allowed to be held.

Tony Misson received vaccination status of all Volunteers on the day – all except one was vaccinated.

Vaccination status can now be registered in GoM. Not yet available for Events but will be in the future.

Introduction of Genevieve Douglas- Byrnes Communications/Marketing Appointment.

Gen is our new Marketing and Communications staff member and will map out the Road to inclusion within Paddle Victoria and all our Clubs and Disciplines. This is a key business strategy that will include all sporting communities and let people know that we are a safe space in which to participate. It will help us to engage a younger audience and allow us to follow on to gender equity.

Gen will meet with Proud to Play and identify LGBTQI+ communities and their families.

Contact Uni clubs and look to hire LGBTQI+ coaches

Adopt interactive online training to ensure all coaching and instruction is inclusive.

Consider Queer inclusion and potential resistance from clubs.

Be able to consider providing safe spaces ie Gender neutral bathrooms.

Kirinari have included an inclusion officer in their committee

Canoe Polo juniors in clubs identify as queer and therefore the clubs need to be aware and inclusive.

This creates a sense of community in line with what we want to be as an organization.

Approx 11% of membership base may identify as queer.

MH commented that Vic Health/ Vicsport/ SRV are all encouraging sports to become inclusive.

PA have just received funding, part of which will be co-operative work engaging with the Queer community.

Dragon Boating has a great history of inclusivity and has been very successful in creating a safe space for paddlers. It is already established in the paddling community.

Gen then went on to cover her workplan and what she will be working on over the next 6 months.

Updating the Paddle Victoria, PaddlePower, PaddleHub websites.

Advertising our programs and creating marketing archives (photos/ Videos etc.)

New websites for Clubs – Kirinari and Patterson Lakes

Showing inclusion demographics

Diversity and Inclusion on the new Club Hub in the website.

Marketing for the Disciplines



2. Present

Will Silcox, Mark Heggie, Georgina Wakim, Brigit Doyle, Lawrie Chenoweth, Vic Langley, Mike Flavel, Sandra Reaburn and Genevieve Douglas- Byrnes

3. Apologies

None

4. Acceptance of Previous Minutes

MF Propose and VL Second

5. Conflict of Interest

None

6. Child Protection

MH and RM attended the new Child Safety Standards

Now 11 standards not 7 anymore and driven by National Standards rather than just Victoria

7. Matters Arising from Previous Meeting

- Refer to attached Action List

PFD Exemption : Ongoing works around base line procedures around the exemption.

Still talking about heightened risk in the dark – wear lifejackets then and MH concerned about how much compliance we will have with that.

We have to have compliance from Clubs!

PV will need to present a package to the clubs that they can work with, its not as simple as just ticking the boxes. Our clubs won't work the same way as the Rowing clubs do.

PV clubs will need considerable compliance to this.

This is the challenge that MH will work with.

Who in the club would take on the responsibility of policing this?? (LC)

Who is responsible for this – PV or will it be at the club? How will breaches be dealt with?

Marine safety are not that keen to regulate the compliance.

MH to talk to the new person at Rowing around their governance.

How do we work in this exemption space?

Put together a 1 pager to talk about the compliance over the exemptions to clubs. Who would police this and would they support this (WS)

Only address the clubs who have asked for it.

Should we give it to Mercantile only and say these are the conditions. We can run it just with Mercantile as a trial.

Someone in the club takes ownership and liability for this then that would satisfy MSV and their governance.

Canoe Polo Equipment : Equipment will be scrutinized and will advise PV what has been destroyed.

On hold till January 2022



UPM Update:

Financial Workflow (William)

WS will try and close this out and formally close it off with PA.

WS spoke to PA and needs to catch up with Sandra.

Workforce Workflow (Lawrie)

LC – PA have been informed on all information re roles and responsibilities.

Haven't heard back from PA acknowledging this.

PA ideally would like us to use their HR system that PV are not agreeing to use.

Strategic Priorities Workflow (Vic)

VL will be speaking to Kate re strategic priorities that may have changed through COVID.

Supply the Board with a list of policies:

RM and Gen to work on adding policies to the PVic website and incorporating what PA have.

Carried forward until new website has been migrated over.

Direct Membership / Club Membership :

Discuss reviewing this Membership model

Approach PA to review this Membership model.

Should all Club Members be members of Paddle Victoria and should this be passed as a motion to include in our Constitution

Raised with other State presidents – QLD.

Membership should be going through State bodies and not PA.

Mark has been battling to raise this with PA as they are side tracking this issue.

PA haven't agreed to review this as yet.

All States agree at this stage that Direct membership should be scrapped. (NSW may be the only ones who would like to retain it.)

PA Board Meeting:

PA AGM – 6th November

WS will organize something with the PA new Board in 2022.

Mental Health Concerns:

Mental Health Fitness Program to be sent to the Board

Child Protection:

Prepare paperwork at next renewal so it becomes part of the member renewal.

8. UPM Update (Priority)

- Financial Workflow (William)
- Workforce Workflow (Lawrie)
- Strategic Priorities Workflow (Vic)

9. Conduct, Compliance and Risk Management

MH dealing with a few club incidents.

MH talking to the President of the Club.

If Club can't deal with it, it will be escalated to Paddle Victoria

No one has been directly impacted. No child or adult has been treated inappropriately.

PV have offered to support the club

The Slalom committee and clubs have had Volunteer resignations.

There is a huge weight of responsibility on Volunteers and sometimes it becomes too much!



10. Financials

All disciplines are making a loss due to COVID restrictions.

Marathon making the biggest loss – investing in uniforms and medals.

Admin making a loss and taking a huge hit on Membership with all the affiliation fees that are being paid to PA.

It will be interesting to see what our eventual loss is once PA do help us out?

We will need so many more members to break even.

All States meeting – discussed lack of support from PA.

PA looking at supporting grass roots paddling and supporting new paddlers to get into paddling.

PA will have a huge cash flow from all the affiliation fees that are being paid by the States.

Online Coaching course.

The Board believes that it is teaching poor technique and may be doing damage to the sport in NSW.

Any and all development of courses need to be competency based.

Where does the liability sit after someone has an online coaching course?

PA working on developing an online coaching course for Sprint.

Clubs should mentor their coaches and not coach independently.

There is a need for more Mentor coaches for the new coaches coming through.

BD – working with Canoe Polo online coaching –

They will have to work with a qualified coach and do an online/ face to face zoom coaching course.

11. Other Business

Paddle Vic AGM – Volunteer awards

November 16th – Next Meeting @7.30pm

Finished – 9.23pm

12. Next Meeting

Tuesday 16th November 2021

AGM - 28th October 2021