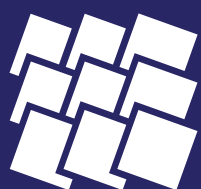




ANNUAL REPORT

2020/21



REGIONAL
SPORT
VICTORIA

OUR VISION:

“Building a stronger regional Victoria through sport and active recreation”

OUR STRATEGIC PILLARS



BUILDING CAPACITY

Strengthening our members to be more innovative, efficient and effective



ADVOCACY

Developing state wide strategic responses and advocacy for and on behalf of members and their communities



GROWTH

Attracting new funding streams to, for and through our members



PARTNERSHIPS

Building new opportunities for collaborative partnerships

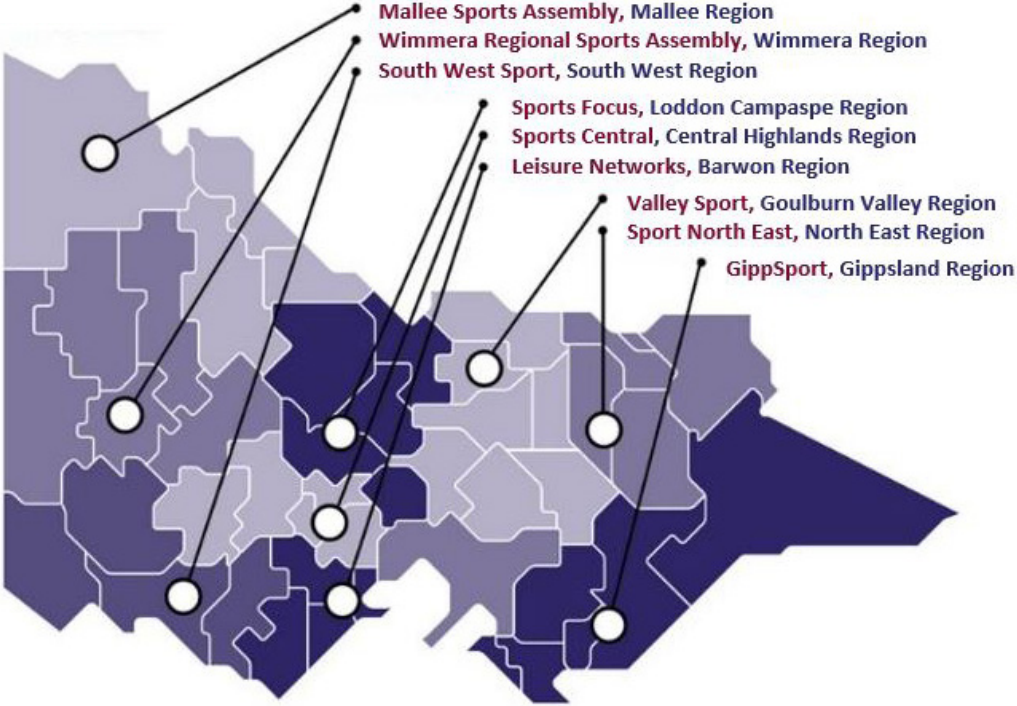


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Regional Sport Victoria acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands and waterways where we live, learn and work.

WHO WE ARE



RSV Board

Felicity Williams
Chairperson

Stuart Craig
**Vice Chairperson /
Treasurer**

Carmel Mackay
Secretary

Daniel Poynton
Michael Flynn

Strategic Development Programs Committee

Michael King
Chair

Kerry Strauch
Andrew Milligan

RSV Staff

Cassandra Hadson
General Manager

Kellie Tait
**Youth Engagement
Coordinator**

Rebecca York
Research Project Officer

Caitlin McNamara
**Communication &
Marketing Officer**

Workforce Development Committee

David Berry
Chair

Brooke Connolly
Carmel Mackay

CHAIRPERSONS REPORT

The past two years have marked the commencement of a new chapter in building Regional Sport Victoria (RSV) into an organisation that supports the sustainability and success of its members – the Regional Sports Assembly (RSA) network. Key to this was the appointment of our inaugural General Manager Cassandra Hadson who has provided backbone to supporting the collective impact work the network has been striving to achieve.

With the support of the RSV Board and Cassandra, we undertook the redevelopment of the governance structure of RSV and the RSA network, which has been crucial in clearly understanding the purpose and role of Regional Sport Victoria and how it interacts with the RSA General Network. This was key in supporting Cassandra to embed and grow her new role within RSV.

A highlight of my term was reading the outputs and wisdom from the future of sport workshop held late in 2020. We included two thought leaders from each RSA region who came together with the support of a futurist to explore ‘what could be’ as community sport emerges from the pandemic disruption. The result of this workshop and the in-depth discussions each RSA had with community clubs throughout regional Victoria have provided RSV and the RSA network with clear evidence of what we need to be doing to support our community sport sector to re-activate following COVID and ways to support a ‘new start’.

We made a deep commitment to our funding bodies, Sport and Recreation Victoria and VicHealth, that RSV would support the RSA network to compile and tell its collective story demonstrating clear and consistent impacts and positive outcomes for their investment. To this end, we have finalised the first iteration of the Service Quality Framework - an important and significant artefact for our network and signals a coming of age for us as a collective. I thank the RSA

Executive Officers and program managers for their maturity in which they have supported Cassandra in developing this Framework, which will hold us collectively accountable to our bringing our strengths and collaborative spirit to achieving consistent and collective impacts and outcomes throughout regional Victoria.

Cassandra is to be congratulated for her leadership and management achieving strong outcomes for RSV and the RSA network, including supporting the development of RSA capability and capacity to provide innovative and co-designed youth programs. She also actively supported the continuation of the very important work the network has been involved in to lead the way with gender equality and supporting women in leadership. Sadly, we farewell Cassie early in 2022 as she adds another member to her young family. We wish her well in her next endeavours. The way in which she has conducted herself and her exceptional work as the inaugural General Manager of RSV and with the RSA network will be a lasting legacy.

I thank my fellow Board members for their wisdom, insight and support of RSV. I also wish to acknowledge Stuart Craig who will depart from the Board at this AGM. Stuart has been a significant contributor to the development of RSV – the organisation – and has gone above and beyond in his management of RSV’s financial matters.

I too will be stepping down at this AGM and wish the new Board every success as they continue to take RSV forward in meeting the needs of our stakeholders and communities. I am confident they will ensure that sport and active recreation in regional Victoria, which is so crucial for the health and wellbeing of our communities, will continue to be supported by our unique network.

Felicity Williams
Chairperson





OUR WORK:

BUILDING CAPACITY

In a year of significant growth and development at Regional Sport Victoria (RSV) a key focus has been on building the organisations internal capacity to ensure its effectiveness, growth, and sustainability into the future.

Key achievements have included:

- External review of RSV's governance structure conducted by Margot Foster AM, with recommendations and priorities provided to the incoming board for consideration.
- Improvement of RSV organisational effectiveness, including the development of operational procedures such as standardised HR processes, accountability and reporting mechanisms, and key performance indicators.
- Transitioning RSV's financial operations to a paid bookkeeper to ensure sustainability of its core functions.



RSV, in collaboration with the Workforce Development Committee, has also been focused on building the workforce capabilities and capacity of its members, the nine Regional Sports Assemblies (RSAs). This has included a range of tailored professional development opportunities, including:

- Development of an online short course *Introduction to Health Promotion* – aimed at developing a shared understanding of key concepts of health promotion amongst all RSA staff.
- Further Accidental Counsellor Training provided to newly employed RSA staff, providing practical tools for supporting others, delivered to **17** staff across the network.
- Establishment of a Community of Practice (CoP) following the delivery of the TMA Change our Game – Women in Leadership Program. This CoP now has **20** regular attendees across the network.

YOUTH ENGAGEMENT IN FOCUS

In 2020-2021, RSV invested heavily in building the capacity and capability of RSAs to meaningfully engage with young people. This included:

- The coordination of the RSV Youth Advisory Council (YAC), a diverse group of **16** young people across regional and rural Victoria, who informed the development of the RSV Youth Engagement Strategic Framework and the RSV Online Youth Engagement Toolkit.
- The RSV Youth Summit, bringing together RSVYAC members and RSA staff in a two-day intensive engagement and learning opportunity at Lake Dewar Lodge.
- Establishment of connections between RSAs and local youth service providers.

We would like to sincerely thank all the RSVYAC members for their time, passion, and thoughtful insights.



OUR WORK: ADVOCACY

In another year marked by COVID-19 and significant disruption to the community sports sector, RSV played a major role in advocating for the needs of its members and the volunteers who make community sport possible.

This included:

- Supporting Regional Clubs Research: An [interim report](#) provided insights into the current perspectives, challenges and issues facing community sporting organisations. This comprehensive data set of **400** conversations, was widely received by the sector. It highlighted the need to provide timely and clear advice related to COVID-19 restrictions and protocols and the current mental health challenges facing volunteers across the state. We would like to thank La Trobe University for their support in this research project.
- Entering a submission into the Victorian Governments Youth Strategy, highlighting the importance of sport and active recreation for young people and the lack of diverse opportunities in regional and rural locations across Victoria.
- Building the awareness of the RSV and RSA brands, including:
 - The development of **10** high quality [videos](#) showcasing the unique programs delivered across the network
 - Redevelopment of the [RSV website](#)
 - Implementation of consistent network wide communications utilising social media management software
 - Engagement with local media outlets resulting in dozens of mentions and features in news stories.

OUR WORK: *GROWTH*

2020-2021 has presented multiple opportunities for RSV and its members to diversify their funding streams and identify new and emerging areas of work. This has included:

- RSV and **8** RSAs receiving a significant investment from the Victorian State Government to employ a temporary workforce (**26 staff**) aimed at supporting Victorians to access sport and recreation opportunities and contributing to the COVID-19 response and critical needs of the community.
- Continued Partnership between *Tackle your Feelings* and RSAs to improve the understanding and awareness of mental health within community football clubs. To date, a total of **725** participants across the state have taken part in the program, represented across all **9** RSAs.
- **4** RSAs have entered into formal service agreements with Football Federation for the delivery of *Go Soccer Mums*.
- Lead on a joint Commonwealth funding submission, with all **9** RSAs involved and setting a precedent for collaborative tenders into the future.



**TACKLE YOUR
FEELINGS**



**FOOTBALL
VICTORIA**



OUR WORK: PARTNERSHIPS

RSV has identified and developed partnerships with a range of organisations within and across the sector. These partnerships have ranged from formal MOUs, through to alliance memberships and collaborative project opportunities.

They have included a range of State Sporting Associations, as well as the following organisations.



PROJECT IN THE SPOTLIGHT SERVICE QUALITY FRAMEWORK

A major focus for RSV in 2021 has been the development of a Service Quality Framework for its members. This Framework, developed in consultation with member bodies, provides a mechanism for the achievement of agreed upon standards. Its purpose is to assist members to achieve a consistent approach to the development and adoption of policies that support increased sector development initiatives and increased sustainable participation in sport and active recreation across regional and rural Victoria.





RSV would like to acknowledge the contribution of its two major partners:



www.regionalsportvictoria.org.au

