



Reward & Recognition Policy

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Contributors	MUL Committee
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Change History

Date	Version	Created by	Description of change
Oct. 2023	2023.01	Michael Hutchinson	Review and update
Aug. 2022	2022.01	Caitlin Walsh	Review and update

Melbourne University Lightning Netball Club aims to recognise achievement and service. Awards are a way the Club can acknowledge outstanding and inspirational contributions, and provide an opportunity to appreciate individual achievement and thank the tireless efforts of volunteers. Award categories covered in this policy –

Service Awards

- Athlete Years of Service
- Club Service Award
- Life Membership

Athlete Awards

- Most Valuable Player
- Spirit of Netball Award
- Rising Star Award

Other Awards

- Victorian Netball League debut
- State and national honours (Super Netball, Australian Netball Championships, State teams)

SERVICE AWARDS

ATHLETE YEARS OF SERVICE

The Club recognises loyalty and athlete years of service. The Committee of Management acknowledges and rewards athletes who have shown an ongoing commitment to the Club through the discounting of fees. Years of service includes playing with VU Western Lightning and Melbourne University Lightning in the Championship, Division 1, 19 & Under, 23 & Under, Lightning Reserves or Lightning Bolts teams.

Years of playing service must be continuous except in the following circumstances:

- a) Athlete injury or long term illness
- b) Athlete pregnancy
- c) Athlete relocation, and/or
- d) Athlete selection in a Super Netball and/or international team.

Years of consecutive service are considered to have discontinued if an athlete transfers to another VNL Club for a period of time and then returns to Melbourne University Lightning.

Reward

- a) Seven (7) years continuous service will be rewarded with a total waiving of all Club fees.
- b) Six (6) years continuous service will be rewarded with a 75% reduction in Club fees.
- c) Five (5) years continuous service will be rewarded with a 50% reduction in Club fees.
- d) Four (4) years continuous service will be rewarded with a 25% reduction in Club fees.

CLUB SERVICE AWARD - MURPHY LETHLEAN SPIRIT OF NETBALL AWARD

The Service Award recognises extraordinary achievements and outstanding contributions by individuals to the Club. The Committee of Management will consider nominations on individual merit. Nominations can be made by members of the Club and/or the Committee of Management.

In general, it is expected that nominees:

- a) Are held in high esteem and recognised as ambassadors of the Club.
- b) Have made a significant contribution to the Club in playing, coaching, officiating, administrative service or any other area where they have made a significant impact.

There are no timeframes for service and all areas of service can be considered.

Nominations

- a) The Committee of Management (CoM) will call for nominations for the Service Award at least six (6) weeks prior to the Lightning Awards, or other date as determined by the CoM.
- b) Nominations are to be considered by a selection panel established by the CoM.

Award

Recipients will receive a Service Award pin and gift. The Club will cover costs associated with a recipient and their guest attending the Awards so that they may accept their award.

LIFE MEMBERSHIP

Life Membership recognises continuous service to the Club over a 10-year period in playing, coaching, officiating, administrative service or any other significant voluntary capacity.

Nominations

- a) The Committee of Management (CoM) will call for Life Membership nominations at least six (6) weeks prior to the Lightning Awards, or other date as determined by the CoM.
- b) Nominations are to be considered by a selection panel established by the CoM.

Award

Recipient will receive a Life Membership pin and gift. The Club will cover costs associated with a recipient and a guest attending the Awards so that they may accept their Life Membership.

ATHLETE AWARDS

MOST VALUABLE PLAYER AWARD

The Award honours the most outstanding athlete of each team, as voted by the team coaches.

- a) The winner must be a financial member of the Club.
- b) The winner must have played a majority of quarters in the team for which they have won the award.
- c) The athlete with the highest number of votes will be declared the winner of the Award.
- d) The athlete with the second highest number of votes will be declared the Runner Up.
- e) In the event that one or more players are tied on votes, the Award will be shared.

Voting

After each match (inc. finals) votes will be given on a 3-2-1 basis, where 3 votes are allocated to the athlete deemed to have been most outstanding, 2 votes to the next best player, and 1 vote to the third-best athlete. Those required to vote each week are:

- a) Team Senior Coach
- b) Team Assistant Coach

The Team Manager will collect and upload votes electronically at the completion of each match. The votes are to be collated by the Club Administrator on a weekly basis. Match votes are confidential and will not be communicated to other persons.

Award

Recipient will receive a medal.

The Championship Most Valuable Player Award is known as the *Meredith Ball Award*.

RISING STAR AWARD

This Award is to honour the most outstanding 21 & Under athlete, as voted on collectively by all members of the Club coaching panel.

Criteria

- a) The winner must be 21 years or under in the year of the award.
- b) The winner must have represented Victoria in a representative team in the year of the award and/or
- c) The winner must be deemed to have the potential to represent the Club at Championship level

Voting

At the completion of the VNL and Parkville Autumn seasons (inc. finals), each coach will nominate three (3) recipients. Nominees will be ranked from 3-2-1, where 3 votes are allocated to the athlete deemed to be the most outstanding recipient, 2 votes to the next, and 1 vote to the third most-worthy.

The entire Club coaching panel, across all teams, are required to vote. Coaches may vote for players outside of their team. In the event that players are tied on votes, the CoM will make the final decision.

No recipient may receive the award twice. The award may not be shared.

Award

Recipient will receive a medal. The Award is known as the *Brooke Thompson Rising Star Award*.

SPIRIT OF NETBALL AWARD

This Award recognises an athlete that has made a significant contribution to their team, as per the award criteria. This award does not recognise playing ability or Most Valuable Player votes. An athlete receiving this award is also entitled to win a team Most Valuable Player award.

Criteria

- a) *Passion*: Enthusiasm and commitment to a goal. A positive/can do attitude. Dedication. Striving for improvement.
- b) *Teamwork*: Supporting others. Leading by example. Helping out when they didn't have too. Going above and beyond.
- c) *Integrity*: Doing what they said they would do. Doing the right thing (even though it was hard). Communicating honestly and respectfully. Upholding the team values
- d) *Excellence*: Striving for improvement. Contributing a new idea. Outstanding results. Achieving a goal.
- e) *Accountability*: Taking responsibility for their actions. Focusing on the solution. Going above and beyond their job. Helping others.

Votes will be collected from:

- a) Team Head Coach
- b) Team Assistant Coach
- c) Team Manager

The athlete with the highest number of votes wins. There is no Runner Up. In the event that one or more athletes are tied on votes, the Team Head Coach will determine the Award recipient.

Award

Recipient will receive a medal.

OTHER AWARDS

The Committee Of Management will recognise individuals who meet the relevant **criteria**:

- a) Representing a Super Netball team
- b) Selection in an Australian Netball Championship team
- c) Selection in a Victorian underage State Team
- d) VNL debut with Melbourne University Lightning in a 23 & Under and/or Championship match.
Athlete must appear on the team list and have taken the court.

Award

Recipient will receive a gift for State honours.

Recipient will receive a Club Silver Lightning Bolt pin on VNL debut, and for every subsequent 50 games played with the Club.

Coaches, Team Managers and other Team Officials will receive a Club Silver Lightning Bolt Pin on VNL and/or Lightning Bolts debut.