



Paul Freckleton
– President

Professional History

Paul has been a self-employed businessman for the past 26 years. Owner of several different businesses across a variety of sectors including a building company and developer within the domestic market, owner of Bushmans Rest Caravan Park, horticultural properties specializing in wine varieties and vine nursery producing vine propagules.

Paul was involved with several industry-based organisations- Board Member of Murray Valley Vine Improvement Association for over 15 years. Sunraysia Nursery Association for 10 years Involved with several committees within the sport of volleyball such as development officer for Sunraysia Volleyball for over 15 years, administrator for Sunraysia Volleyball Academy for 10 years and Phantoms volleyball club committee member for 5 years and several local council steering committee groups one which was successful in achieving a new 29 million dollar indoor sporting complex for the Sunraysia region

History with Volleyball Victoria Inc

Paul has been hands on in most aspects of the Victorian volleyball scene as a player, coach, administrator, and board member over the last 35 years. This includes representing Victoria as a junior, 9 years coaching within the state program, played state league, coaching and administration for school's cup teams, coaches commission and currently coaching in the state league competition for Phantoms. Elected to the VV board for the first time in 2010. Paul was elected as President at the AGM in 2019.



Elizabeth Tupper
– Vice President

Professional History

Elizabeth' has more than three decades working in the creative industries and is currently the principal and founder of Lightbulb Thinking, an organisation working with individuals to build creative and critical thinking. She also runs her own psychology practice, Mindsight Matters, and practices as a visual artist. Her diverse professional experience spans from being the Managing Director of Orchestra Victoria, to developing arts policy for the Australian Government and lecturing in drawing at the Canberra School of Art. She brings to the Board skills in Business Planning, Strategy, Governance and Human Relations.

Elizabeth was previously the Chair of Speak Percussion (2009-2017) and a member of the Board of Substation (2013-2017).

History with Volleyball Victoria Inc

Elizabeth has been a member of the VVI Board since 2010, and the Vice President since 2016.



Peter Hertan
– Office Director

Professional History

Previously a senior public servant in the Victorian Government, Peter's previous roles include Head of Sport and Recreation Victoria, Veterans Affairs and Renewable Energy Victoria.

Currently working as a consultant advising Governments, councils and sports on stadia development, major events, community facilities, participation and governance of elite sports and competitions.

Peter has had extensive experience as a Chair and member of many Sports Boards including the Victorian Institute of Sport, Melbourne and Olympic Parks Trust, World Swimming Championships and Cricket World Cup. Peter has also had experience on community boards including Dousta Galla Aged Services, School Council & Sports Clubs.

History with Volleyball Victoria Inc

Peter has played Volleyball for over 15 years.

Peter was elected to the board in 2019.



Cori Wilder
– Office Director

Professional History

Cori has 25 years' experience in volleyball including 13 years playing in the USA at an elite junior level, University level and 12 years coaching junior girls volleyball at all levels.

Since in Australia, Cori has developed a successful and ever-expanding junior development program for Eastside Hawks and served for three years as President of Melbourne Beaches Volleyball Association.

Cori holds a master's degree in Sports Management, Marketing and Sponsorship with 15 years' experience developing and promoting programs for both not-for-profit sports/fitness organisations as well as elite Olympic sports such as Gymnastics, Diving and Snowboarding.

Cori is currently the Marketing Manager at Chain Reaction Foundation.

History with Volleyball Victoria Inc

Playing and coaching member since 2011.

Cori was co-opted on to the Board in 2015.



Lauren Dining
– Elected Director

Professional History

Lauren is the Principal Lawyer and Director of her own legal practice in regional Victoria. She primarily litigates in the Family Law Courts as an Independent Children's Lawyer in complex parenting disputes.

From 2018 to 2022 Lauren also held the position of Principal Lawyer of Mallee Family Care Community Legal Centre, providing lawyers with mentoring and overseeing the legal casework of the Centre. She continues in

the role of Senior Lawyer for that organisation currently, with a focus on mentoring junior lawyers.

Lauren has been involved in a number of consultations with the Federal Government and the Executive of the Federal Circuit and Family Court of Australia in recent years, providing a regional perspective in each of those submissions and leading discussions relating to law reform.

Lauren held a position on the Board of Management at Mallee Family Care from February 2019 until October 2020 resigning only to accept a position with the Organisation. She has been a member of the St Paul's Primary School Advisory Council since 2017 and held the position as Chair from February 2019 until November 2021.

History with Volleyball Victoria Inc

Lauren has played Volleyball since she was a teenager.

Lauren has been a member of the Volleyball Victoria Board since April 2022.



Catherine Norman
– Elected Director

Professional History

Cath has been Managing Director of FAR Limited (an Australian Securities Exchange listed oil and gas explorer) since 2011 and has held senior managerial and technical positions in Australian and UK resource companies for over 30 years. Cath has a BSc in Geophysics (1985) and although born in Melbourne, spent her formative years in Western Australia.

Cath is a member of numerous industry associations including the Australian Institute of Directors and recipient of the "Distinguished Individual Contribution to the African Industry" award in 2018 from the board of the African Petroleum Club and "Woman in Exploration and Production" award in 2018 in the annual upstream industry awards. Cath has a strong interest in diversity in the workplace and mentoring professional women.

Cath had a 25-year career as a volleyball player (and coach) at national and international level in both Australia and the UK (1981-2005, 2011 coaching Vic U/21 women's beach team). As a member of the UK Beach Volleyball Board (1998-2001), Cath was responsible for securing sponsorship and managing player seedings for the national tour.

Cath was Board Member of Volleyball WA (2003-2004),

History with Volleyball Victoria Inc

Cath was appointed to the board in 2021.



Michael Ciavarella
– Elected Director

Professional History

Michael Ciavarella has 20 years of successful results in creating and transforming cultures to become innovative, digital thriving and dynamic. In 2021, Michael was honoured to be nominated and then awarded a position in the top 10 Chief Information Officers award (CIO50) in Australia, where he was listed at number 8 amongst the best Technology leaders in the country.

He has a proven record of delivering strong commercial outcomes and great experiences for employees and customers. He has formed award winning Digital, Data and Analytics capabilities across multiple corporations, created Innovation departments driving value and led Technology departments across the full lifecycle.

At Swimming Australia, his team formed the organisational wide Net Promoter Score, raising it from -70 to +15 in less than 12 months.

The speed of Digital delivery accelerated by more than 800% and the organisational security maturity improved 5 fold under his leadership.

History with Volleyball Victoria Inc

Michael joined the Volleyball Victoria Board in April 2022