
NEW SOUTH WALES NETBALL ASSOCIATION LIMITED

NOTICE OF THE MARCH 2018 COUNCIL MEETING

Notice is hereby given that a Council Meeting of the New South Wales Netball Association Limited will be held on
Saturday 24 March 2018 at Genea Netball Centre, 2 Olympic Boulevard, Sydney Olympic Park
Commencing at 11:30am.

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Michael Anderson
Company Secretary

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1. Apologies

2. Previous Minutes

Minutes of the Council Meeting held 04 November 2017

A copy of the Minutes from the Council Meeting held 04 November 2017 follows from pages 3 to 23.

Minutes of the Extra Ordinary Council Meeting held 04 November 2017

A copy of the Minutes from the Extra Ordinary Council Meeting held 04 November 2017 follows from pages 24 to 28.

[illegible]

Netball NSW Council Meeting

2.1 Minutes of the Council Meeting held 04 November 2017

NEW SOUTH WALES NETBALL ASSOCIATION LIMITED MINUTES OF COUNCIL MEETING

HELD SATURDAY 4 NOVEMBER 2017
AT BANKSTOWN SPORTS CLUB, 8 GREENFIELD PARADE BANKSTOWN

Present:

Directors: W. Archer AM, M. Baron-Hay, J. Drakos, C. Feldmanis, J. Hahn, R. Havrlant,
C. Murphy, L. Sullivan, R. Watson OAM, C. Campbell (CEO)

Delegates:

J. Kavanagh (Armidale)	J. Hansen (Armidale)
W. Chesterton (Bankstown)	J. Cherry (Bankstown)
L. Cunico (Baulkham Hills)	M. O'Callaghan (Baulkham Hills)
S. Marks (Blacktown)	J. Webster (Blacktown)
J. Walker (Blue Mountains)	A. Yates (Blue Mountains)
M. Burke (Brunswick Byron)	S. Connolly (Campbelltown)
A. Stewart (Campbelltown)	D. Pascoe (Charlestown)
H. Randall (Charlestown)	J. Occhiuto (City of Sydney)
D. Bills (Eastwood Ryde)	J. Watt (Eastwood Ryde)
B. Dew OAM (Fairfield)	C. Baiton (Fairfield)
S. Gribble (Gosford)	J. Dasan (Gosford)
C. Glover (Hastings Valley)	T. Chalk (Hawkesbury)
V. Bertenshaw (Hawkesbury)	J. Thompson (Hills)
L. Burgess OAM (Hills)	M. Harvey (Illawarra)
L. Holmes (Illawarra)	D. Philipson (Inner West)
L. Blackmore (Inner West)	T. Beedles (Kiama)
K. Staggs (Ku-Ring-Gai)	N. Hermann (Ku-Ring-Gai)
J. Webster (Liverpool)	H. Dean (Manly Warringah)
V. De Luca OAM (Mens)	R. Keating (Nelson Bay)
A. Saunders OAM (Newcastle)	E. Monaghan (Newcastle)
G. Paranihi (Northern Suburbs)	M. Cherote (Northern Suburbs)
D. Escreet (Orange)	C. Wilcock (Orange)
M. Shephard (Parramatta Auburn)	J. Gillett OAM (Penrith)
J. Sibbard (Penrith)	M. Kelly (Randwick)
F. Reynolds (Randwick)	W. Klein (Shoalhaven)
K. Rembisz (Shoalhaven)	G. Mayers (Singleton)
E. O'Brien (St George)	H. Andrews (St George)
K. Salter (Sutherland)	S. Way (Sutherland)
D. Cross (Tamworth)	J. Jamieson (Tamworth)
J. Kennewell (Taree)	R. Smith (Taree)
J. Still (Westlakes)	P. Burt (Westlakes)
C. Miles (Wyong)	F. Passmore (Wyong)

Life Members:

L. Quinn OAM	A. Doring OAM
N. Matthews OAM	

Observers:

S. Lockwood (Tamworth)	J. Burton (Armidale)
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K. Frost (Armidale)
K. Waud (Eastwood Ryde)
M. Latham (Eastwood Ryde)
R. Sutton (Blacktown)

R. Ellis (St George)
L. Burgess (Hills)
E. Brown (Eastwood Ryde)

Returning Officer: M. Anderson (Company Secretary)

President declared the meeting open at 10.25 am.

(a) Apologies

MOVED: Baulkham Hills **Seconded:** Blacktown that apologies accepted for the Extra Ordinary Council meeting held earlier today be accepted for Council meeting.

CARRIED

President introduced the Board to Council

MOVED: Blue Mountains **Seconded:** Sutherland for suspension of standing orders to allow presentations to Council

CARRIED

Presentations on Statewide Facilities Strategy & NNSW Competitions Framework Review; and Active Kids Program

Meeting reconvened at 12:50pm

MOVED: Blacktown **Seconded:** Campbelltown for resumption of standing orders

CARRIED

President's Announcements

- We have extended our condolences to the families of Dot Lockwood, Pam Guyer OAM, Betty Greenaway, Vera Wiltshire OAM, Ernita McGrath, Pat Bishop, June Jarman, Maureen Goetze and Julie Ayling.
- We have celebrated Dr Grace Bryant OAM being inducted into the Australian Sport Hall of Fame in October.
- Ruth Havrlant has been appointed as a Bench Manager to the 2018 Commonwealth Games.
- Trish Mann and Yvonne Richardson have been appointed as Timers to the 2018 Commonwealth Games.
- Jamie-Lee Price, Keira Austin and Claire O'Brien were members of the Australian 21/U that contested the World Youth Cup in Botswana and finished with a Silver Medal. Teigan O'Shannassy was a training partner, Jamie-Lee Price was named MVP for the Tournament.
- Susan Pettit and Paige Hadley have just been named in the Australian Diamonds Team for the Quad Series that will be contested in England and South Africa in January 2018.
- Sam Poolman, Maddy Turner and Sarah Klau were members of the Australian Flyers in the recent Fast5 tournament in Melbourne.
- Megan Anderson and Rob Wright were appointed as Assistant Coaches to the Australian Flyers for the Fast5 Tournament.
- Our NSW Swifts finished 5th in the Suncorp Super Netball stretching all top four teams throughout the season.
- Our Giants Netball finished a very pleasing runner-up in the Suncorp Super Netball in their inaugural year.
- The Canberra Giants finished third in the Australian Netball League in their inaugural year.
- Although the NSW Waratahs finished 7th in the Australian Netball League promise was shown amongst the new young talent.

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- Anne Sargeant OAM and Maria Lynch have again been Australian Selectors in 2017.
 - I would also like to acknowledge Stewart Ting, National A umpire who has moved recently to Queensland. Stewart has been part of the umpiring development programs and an active National B and then National A umpire for over 20 years.
 - Colleen Mitchell has achieved her Elite coaching accreditation whilst Van Nguyen, Michael Seery and Karen Stonnil have achieved their Advanced coaching accreditation.
 - We had 6 umpires in the SSN pool, 4 in the ANL pool and 3 at National Championships with Tamara Welsford being selected into the Emerging Talent squad during Nationals.
 - Our Bench Officials have also been busy – Suncorp we had 8, ANL 11. We have 4 new Nationally accredited bench officials – Lara Mina, Alan Melville, Kylie Tzavaras, Keryn Twining.
 - We had 5 new National A umpires – Shauna Winchester, Anton Stechiwskyj, Laura Hay, Jordan Kiss and Amanda McLachlan; 2 National A endorsements – Stewart Ting and Michelle McNamara; 3 IUA endorsements – Helen George, Clare McCabe and Jemma Carlton.
 - Tara Warners, IUA, represented at the Netball Youth World Cup 2017 in Botswana.
 - Clare McCabe IUA in the Quad series
 - Emma Davey, Bronwen Adams, Tara Adams at the Nations Cup.
- (b) **Confirmation of Minutes of Council meeting held on Saturday 25 March 2017.**
MOVED: Wyong **Seconded:** Liverpool that the minutes of the Council meeting held on Saturday 25 March 2017 be adopted. **CARRIED**
- (c) **Business Arising from the Minutes of Council meeting held on Saturday 25 March 2017**
- Nil
- (d) **Correspondence**
Correspondence for the preceding period, both hardcopy and email, was tabled and available for the meeting.
- (e) **Business arising from Correspondence**
- Nil
- (f) **Applications for Membership**
MOVED: Blacktown **Seconded:** Orange that Bingara Netball Association be accepted as an affiliate of NNSW **CARRIED**
- (g) **Notices of Motion**
Changes to Grading Policy and Procedures & Rules for State Championships, State Age Championships, Night Interdistrict and Association Carnivals

MOVED: Blue Mountains **Seconded:** N. Matthews OAM (Life Member) that motions 1 through to 7 be put to the meeting together. **LOST**
1. **MOVED:** Board of Directors **Seconded:** Board of Directors that Rule 1.1 of the General Procedures be amended as follows:

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1.1 Except for Rule 1.2 and 1.3 only Netball NSW affiliated Associations are eligible to enter competitions or events conducted by Netball NSW.

CARRIED 69:2 (Voting power 77)

2. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 1.2 of the General Procedures be added as follows:

1.2 Any grouping of Netball NSW affiliated Association can be admitted to enter the Competition subject to approval of Netball NSW. For the purpose of these Rules, Association means Netball NSW affiliated Associations and any other teams admitted to the various competitions in accordance with Rule 1.3.

Discussion:

- Sutherland: Requested definition of “grouping”
 - o President: Detailed examples of Sapphire Coast and Hunter United groupings, which have both been in place for some time. Groupings generally approved by Council.
- L. Quinn OAM (Life Member): Could have a situation where groups apply that do not have an affiliated Association attached.
 - o W. Archer AM, President: Is that not covered by subsequent wording - subject to approval of NNSW?
- L. Quinn OAM (Life Member): Sapphire Coast is affiliated but doesn’t run normal competitions, 4 or 5 clubs run competitions. If 3 or 4 of those groups got together they could put proposal to Board, Board approves and they could play without affiliation.
 - o President: Clarified that question was whether a group of netballers, who are not affiliated, may enter. We need the capability to admit players who are not affiliated. The words “subject to approval of NNSW” is the overriding checkpoint.
- Sutherland: If groupings are approved by council, what conditions would be in place to stop a megagroup being created for competition purposes?
 - o President: Need to apply some common sense to discussion. Most competition entries are subject to approval of NNSW or the Board, gave example of Premier League group. Council charges the Board with responsibility to allow or disallow entries and flexibility is needed.
- Shoalhaven: Requested motion be put, we wish to form a group.

CARRIED 71:0

3. Motion withdrawn by Campbelltown

4. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 1.3 of the General Procedures be added as follows:

1.3 Netball NSW may admit teams to various competitions on an invitation basis as required. Invitational teams will be charged a Netball NSW invitational fee of two hundred dollars (\$200.00) in addition to the Competition entry fee to enter the competition.

CARRIED 73:0

5. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 1.6 of the General Procedures be amended as follows:

1.8 All entries for competitions must be lodged as directed by Netball NSW and must be received by Netball NSW by the published time and date for close of entries. Late entries will only be accepted as detailed in Rule 1.9 below.

CARRIED 74:0

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6. **MOVED:** Board of Directors **Seconded:** Board of Directors that Rule 1.8 of the General Procedures be amended as follows:

1.10 The late entry fee for the Night Inter district Competition shall be \$1,000.00, for all Associations.
CARRIED 70:4

7. **MOVED:** Board of Directors **Seconded:** Board of Directors that Rule 1.10 of the General Procedures be amended as follows:

1.12 Where an Entity withdraws a team from any Netball NSW competition within three (3) weeks of the commencement of the particular competition the offending body will be fined \$500.00.
CARRIED 73:0

- MOVED:** Shoalhaven **Seconded:** Mens that motions 8 to 27 be moved together and that future voting in this meeting be taken on a voice basis, unless result is in any way doubtful, then a vote be counted.

CARRIED

8. **MOVED:** Board of Directors **Seconded:** Board of Directors that Rule 1.13 of the General Procedures be added as follows:

1.13 Where an Association is not satisfied with a decision made by Netball NSW under this policy, an Association may lodge an appeal. An Association can only lodge an appeal regarding a decision made which directly affects that Association. An association cannot lodge an appeal for or on behalf of another Association or Associations. Such appeals are to be undertaken in accordance with the Appeals Tribunal Procedures set out in Clause 5 of Attachment E – Hearings and Appeals Tribunal Procedural Requirements of the Netball NSW Member Protection Policy (or in accordance with the netball NSW Member Protection Policy as amended from time to time). The decision of the Appeals Tribunal is final and binding on the parties.

9. **MOVED:** Board of Directors **Seconded:** Board of Directors that Rule 2.6 of the Grading Procedure for Region 1 – Night Inter District be added as follows:

2.6 The minimum age for any player to play in the Night Inter District Competition is turning 14 in the year of play.

10. **MOVED:** Board of Directors **Seconded:** Board of Directors that Rule 2.6 of the Grading Procedure for Region 1 – Night Inter District be amended as follows:

2.7 All grading shall be based on names submitted on the official entry forms and taking into account a players highest level played in the same year across competitions such as:

- Premier League;
- Metro League;
- State Championships;
- State Age Championships;
- Night Interdistrict; and

all grading of teams will be made at the discretion of Netball NSW. Ladder positions of the previous season are not used for grading purposes in NID.

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11. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 2.8 of the Grading Procedure for Region 1 – Night Inter District be deleted:

12. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 2.9 of the Grading Procedure for Region 1 – Night Inter District be amended as follows:

2.9 For NID Netball NSW will, based on the number of entries received be responsible for determining the format of the competition

13. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.2 of the Playing Rules for Region 1 – Night Inter District be added as follows:

3.2 The Night Interdistrict Competition is a sporting activity for female players only.

14. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.5 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

3.8 Each team will be allowed only one (1) forfeit throughout the competition without penalty. On the second occasion the forfeiting team will be fined \$100.00. Each subsequent forfeit the fine will increase by \$100.00. A team that withdraws from the competition after the commencement will be classed as forfeiting each match after this date.

15. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.6 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

3.9 Players may play up to two (2) matches in any given week subject to the following conditions:

- a) Games must be in alternate time slots if played on the same night.
- b) One game must be in the team in which the player is registered.
- c) Additional game must be in a higher graded team from the same association as the player is currently registered in the NID Competition for.

16. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.11 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

3.11 A maximum of four (4) players may be late registered in each team, late registrations will be accepted from one week before the commencement of the competition until the end of the NID competition.

17. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.13 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

3.15 Late registrations are to be submitted on the appropriate form by an Association official to Netball NSW prior to the commencement of the match in which they are to play. The player must be a financial registered member of Netball NSW as shown in the MyNetball database.

18. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.14 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

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- 3.16 After a team has been graded, any late registration should be of an equal playing standard. Netball NSW may reject a late registration where it considers the inclusion of the player would affect the grade of the team. In such circumstances the Association or player concerned has the right of appeal to the Appeals Tribunal, as detailed in clause 1.13.

19. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.15 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

- 3.17 A player may only be a member of a Team in a maximum of two (2) divisions in one season. Where a player plays three (3) matches in a division higher than that originally graded, on playing the third game in the same higher graded team the player will transfer to that higher graded team for the remainder of the competition and cannot participate in any other game in any higher graded division for the remainder of the competition.

20. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.16 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

- 3.18 If an Association records the name of an unregistered or ineligible player on the score sheet, the Association will be required to prove within seven (7) days that the person who played under that name is registered with that team.

This proof shall be in the form of a Statutory Declaration to Netball NSW. Failure to submit such proof within seven (7) days of notification shall result in the following penalty:

- a) The team playing the ineligible player will be considered to have lost the Competition match in which the ineligible player has taken part in.
- b) The points for winning the Competition match will be awarded to the opposing team (provided the opposing team itself has not played an ineligible player)
- c) The Team playing the ineligible player will lose two (2) competition points.

21. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.19 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

3.21 Bench Officials

- a) Each team is to provide up to two (2) approved Bench Officials who have completed the on line Bench Officials education course and the Netball NSW practical training workshop and hold a current certificate.
- b) Where an Association fails to provide the appropriate number of approved Bench Officials a fine of \$50.00 will be imposed.
- c) Netball NSW will remove any person who has not completed the on line Bench Officials education course and the Netball NSW practical training workshop from the bench and a fine of \$50.00 will be imposed on the offending Association.

22. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.20 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

3.22 Equipment

- a) Scoresheets, will be supplied by Netball NSW and will be available for each match on the score bench.

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- b) Each team is to provide an approved match ball.
- c) Each team is to have available two (2) sets of position patches of different colours.

23. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.21 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

- 3.23 Score sheets shall be returned to central control at the conclusion of each match, by the winning team.

24. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.22 of the Playing Rules for Region 1 – Night Inter District be amended as follows:

- 3.24 When matches are cancelled due to an event which NNSW determines was beyond its control or beyond the control of either Team (including, but not limited to, a strike, power loss, wet weather that causes stadium or court damage or extreme weather conditions), the Match will be deemed to be a draw and each Team will receive one (1) competition point each. No points will be awarded for teams having a scheduled Bye. Where a team has already submitted a forfeit prior to the cancellation of matches, the forfeit will remain.

25. MOVED: Board of Directors **Seconded:** Board of Directors that Rules 3.28 of the Playing Rules for Region 1 – Night Inter District be deleted:

26. MOVED: Board of Directors **Seconded:** Board of Directors that Rules 3.29 of the Playing Rules for Region 1 – Night Inter District be deleted:

27. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 3.30 (e) of the Playing Rules for Region 1 – Night Inter District be amended as follows:

- 3.30 Umpires:
- e) Umpires must be dressed in white.

MOTIONS 8 THROUGH TO 27

CARRIED

28. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 4.3 of the Grading Procedures for State Age Championships be amended as follows:

- 4.3 Where an age qualification applies, players are to play in their correct age group, unless special permission is granted. Any request for players to play in a higher age group than that for which they are eligible must be submitted on the designated form published on the Netball NSW website for approval prior to the Competition.

A maximum of 4 players per team are eligible to play in a higher age group.

Discussion:

- Nelson Bay: we would be adversely affected by minimum 4 players rule. For example, going into next year's competition we would have 4 to 5 players left in one age group (as other players have moved on) and would propose to move them up an age grade to 15/U team but this rule would mean that we lose two teams.
 - President: Could add in words at end of paragraph, "unless approved by NNSW".

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- A. Doring OAM (Life Member): Suggested to retain former wording because, if it is necessary to put in more/less than 4 with NNSW approval, can't see need to change.
 - o CEO: Intention of amendment is to streamline the process.
 - o President: Proposed amendment makes process less complicated: Associations can play up to 4, and apply to NNSW to have more.
- Kiama: Suggestion addition of words "without approval of NNSW"
- Bankstown: Suggested removal of entire sentence about maximum of 4 players. Leave it the way it is.
 - o President: My reading is that it allows up to 4 players without NNSW approval, more than that requires NNSW approval. Suggested amendment is to remove the clause "A maximum of 4 players per team eligible to play in higher age group." Intention being that if you want any players to play up (i.e. 1 or even 6 players) you ask NNSW for permission.

Motion 28 put with amendment of removal of words "A maximum of 4 players per team eligible to play in higher age group."
CARRIED

29. MOVED: Board of Directors **Seconded:** Board of Directors that Rule 4.4 of the Grading Procedures for State Age Championships be amended as follows:

- 4.4 Associations are to register teams as directed by Netball NSW, the entry will include details of a minimum of seven (7) and a maximum of twelve (12) players' names and must include their relevant experience by the closing date for State Age.

CARRIED

30. Moved and seconded Campbelltown that Clause 4.5 of Grading Procedure for State Age Championships be amended as follows:

4.5 A final team list will consist of those players from the original registration form who are available to compete and up to a maximum of four (4) late registrations. This list shall be lodged with control by 8.00am of the first playing day of State Age and checked against original entry.

Add: Following submission of the final team list, any team with less than ten (10) players able to play due to injury or illness, may, after production of a medical certificate verifying same, register replacement players.

We also refer to Grading Procedures for State Age Championships, in particular Clause 4.8, which reads:

Entries will be graded into divisions, being Championship Division, Division 2, Division 3 and Division 4 according to the number of entries received. There will be 20 teams in Championship Division and the remaining entries will be divided as far as is possible equally between Division 2, Division 3 and Division 4.

Where more than 80 entries are received in an age group, 22 teams will be graded into the Championship Division for that age group. In the year of this increase in Championship Division, grading will be done with the two bottom teams being moved down to Division 2 and the 4 top teams moved up from Division 2 to Championship Division.

There were 82 teams entered in the 13 years at State Age, which meant that 22 should have been graded into the Championship Division and the remaining 60 teams divided equally between Division 2, Division 3 and Division 4.

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However, the grading procedure was not followed. The bottom team in Championship Division was relegated to Division 2 but the team which finished 19th was not. With this team remaining in Championship Division and the number restricted to 21 teams rather than the 22 stipulated, the two teams which finished third and fourth in Division 2 were denied a game in Championship Division. As well as missing out on Championship Division, these teams were required to play three invitational teams, which meant they had 15 games against NSW members rather than the 21 they should have played in Championship. One would also query if the three top teams in Division 3 would have preferred to take the place of the invitational sides in Division 2.

Discussion:

- Campbelltown: Concerned because this year we had bad injury and virus issues, therefore concerned about duty of care: by day 3 we had 8 players.
 - o President: Amendment would be suitable for metropolitan teams who can get players at short notice, it would disadvantage country Associations.
 - o N. Horton (Head of Netball): A 3-day event has different circumstances to an 18 week competition.
- Bankstown: There is also a duty of care in that a player may not be ready to play at short notice.

LOST

31. MOVED: Board of Directors Seconded: Board of Directors that Rule 4.5 of the Grading Procedures for State Age Championships be deleted:

CARRIED

32. MOVED: Board of Directors Seconded Board of Directors that Rule 4.7 of the Grading Procedures for State Age Championships be deleted:

CARRIED

33. MOVED: Board of Directors Seconded Board of Directors that Rule 4.8 of the Grading Procedures for State Age Championships be amended as follows:

- 4.5 Entries will be graded into divisions, being Championship Division, Division 2, Division 3 and Division 4 according to the number of entries received. There will be 20 teams in Championship Division and teams will be graded into Championship, Division 2, Division 3 and Division 4, based on the previous year's final ladder results and by taking clause 4.9, 4.10, 4.11, 4.12, 4.13 into account.

Where more than 80 entries are received in an age group, 22 teams will be graded into the Championship Division for that age group. In the year of this increase in Championship Division, grading will be done with the two bottom teams being moved down to Division 2 and the 4 top teams moved up from Division 2 to Championship Division.

CARRIED

34. MOVED: Board of Directors Seconded Board of Directors that Rule 4.7 of the Grading Procedures for State Age Championships be added as follows:

- 4.7 Netball NSW will endeavour to divide teams as far as equally possible to ensure equal number of teams across all divisions, therefore clause 4.6 may be overridden. Netball NSW needs to take into consideration the number of entries received, new team entries and non-returning teams when grading each year.
- Newcastle: Proposed grammatical amendment to "Netball NSW will endeavour to divide teams equally as far as possible"

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Motion put with grammatical amendment

CARRIED

35. MOVED: Board of Directors Seconded Board of Directors that Rule 4.8 of the Grading Procedures for State Age Championships be added as follows:

- 4.8 For all age Divisions grading will be undertaken having regard to the team's final placing from the previous year's State Age Championship results.

CARRIED

36. MOVED: Board of Directors Seconded Board of Directors that Rule 4.9 of the Grading Procedures for State Age Championships be added as follows:

- 4.9 An Association may submit a request to have their grading for the upcoming championships varied where it can show that the team under contest has less than 5 players from the previous year's competition. The Association recommendation is to be by written submission detailing player experience and must be provided at the time of the team entry submission.

The final grading decision will be made at the discretion of Netball NSW.

CARRIED

37. MOVED: Board of Directors Seconded Board of Directors that Rule 4.10 of the Grading Procedures for State Age Championships be added as follows:

- 4.10 Where a team did not enter in the previous year's State Age, the Association can make a recommendation as to the preferred division for participation but the final grading decision will be made at the discretion of Netball NSW.

CARRIED

38. MOVED: Board of Directors Seconded Board of Directors that Rule 4.11 of the Grading Procedures for State Age Championships be added as follows:

- 4.11 Invitational teams admitted to the Competition as per clause 1.3, may make a recommendation as to the preferred division for participation, final grading will be at the discretion of Netball NSW. Invitational teams will not be graded into Championship Division.

Points from games contested against Invitational teams will be allocated as per clause 3.23. Invitational teams will be removed from the final ladder placings and the ladder will be re-ordered as required.

CARRIED

39. MOVED: Board of Directors Seconded Board of Directors that Rule 4.9 of the Grading Procedures for State Age Championships be amended as follows:

- 4.12 For the 12 years age division, the following will be applied:

- a) Where 20 teams are graded into the Championship Division, as per clause 4.5 the placement of teams will be based on the Association's final result in the 12 years age Division in the preceding State Age Championship.

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- b) Where nominations are received that recommends placement of more than 20 teams in Championship Division the placement of teams will be based on the Association's final result in the 12 years age Division in the preceding State Age Championship.

CARRIED

- 40. MOVED: Board of Directors Seconded Board of Directors** that Rule 4.10 of the Grading Procedures for State Age Championships be deleted:

CARRIED

- 41. MOVED: Board of Directors Seconded Board of Directors** that Rule 4.12 of the Grading Procedures for State Age Championships be deleted:

CARRIED

- 42. MOVED: Board of Directors Seconded Board of Directors** that Rule 4.13 of the Grading Procedures for State Age Championships be added as follows:

- 4.13 At no time is a team permitted to have more than 12 players registered. Any team playing a non-registered player will be disqualified.

CARRIED

- 43. MOVED: Board of Directors Seconded Board of Directors** that Rule 4.14 of the Grading Procedures for State Age Championships be added as follows:

- 4.14 A maximum of four (4) players may be late registered in a team. Late registrations and de-registrations will be accepted from one week prior to the commencement of the competition up until 8.00am on the first day of play where it can be lodged with Event control.

Following the close of entries, players listed on an original team registration form are not permitted to de-register and re-register with another team or another Association.

CARRIED

- 44. MOVED: Board of Directors Seconded Board of Directors** that Rule 4.15 of the Grading Procedures for State Age Championships be added as follows:

- 4.15 Late registration requests are to be completed on the designated form as published on the Netball NSW website by an Association official and submitted to Netball NSW. The player must be a registered member of Netball NSW or relevant State or Territory.

CARRIED

- 45. MOVED: Board of Directors Seconded Board of Directors** that Rule 5.1 of the Playing Rules for State Age Championships be amended as follows:

- 5.1 State Age Championships (State Age) are held commencing on the first weekend of the second term school holidays, on the Saturday, Sunday and Monday

CARRIED

- 46. MOVED: Board of Directors Seconded Board of Directors** that Rule 5.6 of the Playing Rules for State Age Championships be amended as follows:

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- 5.5 All players in all age groups must play the equivalent of 30% of the total number of available games over State Age. For the purposes of calculation of the 30% rule, two half games equals one full game.

Where a player is unavailable for games for a medical reason, a medical certificate from a registered Medical practitioner or Physiotherapist or the on-site medic should be submitted with the 30% sheet, 30% of games will be determined from the games the player was available for.

Each team will receive with their score sheets, a spreadsheet to be completed for each game over the three days of State Age. The sheet will show each player's name and the games they have played. The completed sheet must be handed in at the end of each day and on the third day handed in with the final score sheet of the Championships prior to the presentation. The sheet must be signed by an Association Official, Coach or Manager prior to being submitted at the end of State Age.

The penalty for a breach of the 30% rule is disqualification from any placing and the Association responsible will be fined \$2,000.00. Where a team is disqualified the team will have a 'DQ' designation next to the team name on the competition ladder and will retain their competition points and corresponding ladder position for the purpose of grading in the following State Age Championship only.

When entries for State Age Championships are forwarded, a declaration of commitment of the 30% game rule for all players is to be signed by an Association Official. If the form is not received, teams will not be accepted into State Age.

Discussion:

- Shoalhaven: If the onsite medic will not give a certificate about medical time off, how are we to manage rules around 30% amount of play for State Age? Does player have to go to own physiotherapist later to acquire certificate?
 - o President: If onsite medic will not produce certificate, go to Head of Venue about need for certification. Could partner with another Association to have a physiotherapist appointed for both Associations.
- Illawarra: Had a situation where a player went to hospital, doctor cleared her to play, but girl had all the signs of concussion. Parents also cleared her to play. What happens then?
 - o President: Raise the issue with Head of Venue, we are not qualified here to decide on medical issues.

CARRIED 70:3

- 47. MOVED: Board of Directors Seconded Board of Directors** that Rule 5.7 (f) of the Playing Rules for State Age Championships be amended as follows:

5.7 Umpires

- f) Associations, withdrawing umpires after the confirmation date will be fined \$200.00 per umpire withdrawn unless a medical certificate is produced that certifies the umpire's unavailability due to illness or injury or other extenuating circumstances. If an umpire is not replaced with an equivalent badged umpire a further fine of \$200.00 is enforced.

Discussion:

- Kiama: Does not support proposed amendment as it has only one B badged umpire. If that umpire has to withdraw, there is no alternative B badged, only C. Proposed that a suitably badged umpire be substituted without penalty.
- City of Sydney: Also expressed dislike of equivalent badge requirement. State Age requires C badge.
- Shoalhaven: Agree that a withdrawing umpire needs medical certificate, but disagrees with penalty for withdrawal due to extenuating circumstances (i.e. military deployment). Not able to get doctor's certificate at short notice. Would a letter of support from Association suffice?

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- President: Don't think that extenuating circumstances is medical; to pull out one umpire would have great impact on many games.
- Tamworth: Suggested removal of word equivalent. Tamworth would struggle to replace a B badge umpire with another B.

MOVED: Newcastle: **Seconded:** Baulkham Hills: to change wording of Motion 47, clause 5.7 (f) to "...further fine of \$200 **may** be enforced. "(To allow each case to be considered on its merits).

LOST

MOVED: Mens **Seconded:** Mens that Motion 47 be put to the meeting

CARRIED

MOTION 47 put

LOST

48. MOVED: Board of Directors Seconded: Board of Directors that Rule 5.13 of the Playing Rules for State Age Championships be amended as follows:

- 5.13 Playing times of matches is at the discretion of Netball NSW but shall not exceed twelve (12) minutes per half. Where possible, there will be a half-time break of at least two (2) minutes and four (4) minutes between games.

CARRIED

49. MOVED: Board of Directors Seconded: Board of Directors that Rule 5.24 of the Playing Rules for State Age Championships be amended as follows:

- 5.22 Score sheets are to be returned to Event Control by the winning team immediately after each match.

CARRIED

50. MOVED: Board of Directors Seconded: Board of Directors that Rule 5.29 of the Playing Rules for State Age Championships be amended as follows:

- 5.28 Points from games contested against Invitational teams will be allocated as per clause 5.26. Invitational teams will be removed from the final ladder placings and the ladder will be re-ordered as required.

CARRIED

51. MOVED: Board of Directors Seconded: Board of Directors that Rule 5.29 of the Playing Rules for State Age Championships be amended as follows:

- 5.30 Up to four (4) venues may be used for State Age Championships.

CARRIED

52. MOVED: Board of Directors Seconded: Board of Directors that Rule 6.2 of the Grading Procedures for State Championships be amended as follows:

- 6.2 Associations are to register teams as directed by Netball NSW the entry will include details of a minimum of seven (7) and maximum of twelve (12) players' names and their relevant playing status, by the closing date for the competition.

- a) Where a player's name appears on more than one team entry form the player will be contacted by Netball NSW personnel prior to grading and the player must then immediately nominate the Association that they will be playing with. The Associations concerned will be advised

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accordingly. The Association not nominated by the player will be given 48 hours from the time of advice to replace the player without penalty.

- b) Where a player's name is removed from a team entry form by Netball NSW personnel prior to grading the Associations concerned will be advised accordingly. The Association will be given 48 hours from the time of advice to replace the player without penalty.

Team lists will be displayed on the Netball NSW website, one week prior to the commencement of the Competition and it is the Association's duty to check all players are listed.

CARRIED

- 53. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.3 of the Grading Procedures for State Championships be amended as follows:

- 6.3 The minimum age of players eligible to participate in State Championships is 16 years in the year of play. In extenuating circumstances, Association teams may apply to Netball NSW for consideration of players aged 15 years to be deemed eligible to participate in State Championships. The decision of Netball NSW is final and no appeal will be entered into.

A maximum of two (2) 15 year olds may be approved to play in any one team, and approval will only be given in the 17U Division.

CARRIED

- 54. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.5 of the Grading Procedures for State Championships be added as follows:

- 6.5 Where divisions apply, at least the two bottom teams will be relegated to the lower division and at least the two top teams promoted to the next higher division. Placing for relegation and promotion shall be based on final point scores and where teams finish on equal point scores then goal averages will be used to determine both promotion and relegation.

CARRIED

- 55. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.5 of the Grading Procedures for State Championships be deleted as follows:

CARRIED

- 56. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.6 of the Grading Procedures for State Championships be added as follows:

- 6.6 For the 17 years & Under Division grading will be determined from the previous year's State Championships results and then if required the previous year's 15 years State Age results.

CARRIED

- 57. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.7 of the Grading Procedures for State Championships be deleted as follows:

CARRIED

- 58. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.7 of the Grading Procedures for State Championships be added as follows:

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- 6.7 For the Opens Division grading will be undertaken having regard to the team's final placing from the previous year's State Championship results.

CARRIED

- 59. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.8 of the Grading Procedures for State Championships be deleted as follows:

CARRIED

- 60. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.8 of the Grading Procedures for State Championships be amended as follows:

- 6.8 Netball NSW will endeavour to divide teams as far as equally possible to ensure equal number of teams across all divisions therefore clause 6.5 may be overridden Netball NSW needs to take into consideration the number of entries received, new team entries and non-returning teams when grading each year.

Discussion:

- Newcastle: Proposed grammatical amendment to "Netball NSW will endeavour to divide teams equally as far as possible"

Motion put with amendment

CARRIED

- 61. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.9 of the Grading Procedures for State Championships be added as follows:

- 6.9 An Association may submit a request to have their grading varied for the upcoming Championship. Association recommendation is to be by written submission and must be provided at the time of the team entry submission. Detailed information should include reasons for the request to vary the grading including player experience.

The final grading decision will be made at the discretion of Netball NSW

CARRIED

- 62. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.10 of the Grading Procedures for State Championships be deleted as follows:

CARRIED

- 63. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.10 of the Grading Procedures for State Championships be amended as follows:

- 6.10 Where a team did not enter in the previous year's State Championships, the Association can make a recommendation as to the preferred division for participation but the final grading decision will be made at the discretion of Netball NSW

CARRIED

- 64. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.11 of the Grading Procedures for State Championships be deleted as follows:

CARRIED

- 65. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.11 of the Grading Procedures for State Championships be added as follows:

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- 6.11 Invitational teams admitted to the Competition as per clause 1.3, may make a recommendation as to the preferred division for participation, final grading will be at the discretion of Netball NSW.

A limit of 2 invitational teams only will be accepted into each Age/Division. Invitational teams will not be graded into Championship Division. The final grading decision will be made at the discretion of Netball NSW.

Points from games contested against Invitational teams will be allocated as per clause 7.25. Invitational teams will be removed from the final ladder placings and the ladder will be re-ordered as required.

CARRIED

- 66. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.12 of the Grading Procedures for State Championships be deleted as follows:

CARRIED

- 67. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.12 of the Grading Procedures for State Championships be added as follows:

- 6.12 A maximum of four (4) players may be late registered in a team. Late registrations and de-registrations will be accepted from one week prior to the commencement of the competition up until 8.00am on the first day of play where it can be lodged with Event control.

Following the close of entries, players listed on an original team registration form are not permitted to de-register and re-register with another Association.

CARRIED

- 68. MOVED: Board of Directors Seconded: Board of Directors** that Rule 6.13 of the Grading Procedures for State Championships be added as follows:

- 6.13 Late registrations are to be submitted on the designated form as published on the Netball NSW website by an Association official and submitted to Netball NSW. The player must be a registered member of Netball NSW or relevant State or Territory.

CARRIED

- 69. MOVED: Board of Directors Seconded: Board of Directors** that Rule 7.1 of the Playing Rules for State Championships be amended as follows:

- 7.1 State Championships (State) are held over the Queen's Birthday weekend except for Over 35 years and Over 40 years divisions, details of which are in Clause 7.4.

CARRIED

- 70. MOVED: Board of Directors Seconded: Board of Directors** that Rule 7.2 of the Playing Rules for State Championships be amended as follows:

- 7.2 State Championships are conducted in four (4) sections:

- (i) Open – no minimum age qualification.

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- (ii) 17 and Under – for players who have not attained the age of eighteen (18) years as at December 31 in the year of play.
 - (iii) Over 35 years – for players who have attained the age of thirty-five (35) years as at December 31 in the year of play.
 - (iv) Over 40 years – for players who have attained the age of forty (40) years as at December 31 in the year of play.
- Tamworth: Does Open (Clause 7.2 (i), no minimum age qualification, contradict motion 53, item 6.3?
 - o President: Yes, Tamworth is correct, suggest amendment to add words “subject to clause 6.3”

MOVED: Tamworth **Seconded:** Tamworth to amend Motion 71, Clause 7.1 (i) Open – no minimum age qualification subject to clause 6.3.

CARRIED

Motion put with amendment

CARRIED

71. MOVED: Board of Directors Seconded: Board of Directors that Rule 7.3 of the Playing Rules for State Championships be added as follows:

7.3 The State Championships is a sporting activity for female players only.

CARRIED

72. MOVED: Board of Directors Seconded: Board of Directors that Rule 7.5 (f) of the Playing Rules for State Championships be amended as follows:

7.6 Umpires

- f) Associations, withdrawing umpires after the confirmation date will be fined \$200.00 per umpire withdrawn unless a medical certificate is produced that certifies the umpire’s unavailability due to illness or injury or other extenuating circumstances. If an umpire is not replaced with an equivalent badged umpire a further fine of \$200.00 is enforced.

Discussion:

- Kiama: Does not support for same reason as Motion 47 - cannot replace a B badge umpire if you don’t have any others

LOST

73. MOVED: Board of Directors Seconded: Board of Directors that Rule 7.13 of the Playing Rules for State Championships be amended as follows:

7.14 A player can only participate in a competition where they meet the respective age requirement for that particular competition, as outlined in 7.2 or 6.3.

CARRIED

74. MOVED: Board of Directors Seconded: Board of Directors that Rule 7.20 of the Playing Rules for State Championships be added as follows:

7.21 Score sheets are to be returned to event control by the winning team immediately after each match.

CARRIED

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75. MOVED: Board of Directors Seconded: Board of Directors that Rule 8.2 of the Guidelines for Conduct of Association Carnival be amended as follows:

- 8.2 Entries for Association Carnivals should be made on a standard entry form as recommended by Netball NSW and submitted by an Association official to reach the appropriate Association twenty-one (21) days prior to the date of the carnival or the closing date as notified by the Association, whichever is the earlier.

CARRIED

76. MOVED: Board of Directors Seconded: Board of Directors that Rule 8.3 of the Guidelines for Conduct of Association Carnival be amended as follows:

- 8.3 Netball NSW advises Associations to apply the entry fee including GST of \$33.00.

CARRIED

77. MOVED: Board of Directors Seconded: Board of Directors that all numbering within the Grading Policy and Procedures & Rules for State Championships, State Age Championships, Night Interdistrict and Association Carnivals be amended as required.

CARRIED

(h) Reports: Board of Directors

MOVED: Mens Seconded: St George for the adoption of the Board of Directors Report

CARRIED

Finance Report and Budget

M. Anderson (Chief Operating Officer "COO") reviewed September finance report distributed yesterday by email. Full year profit forecast \$270k compared with budget of \$268k profit.

Capitation continuing to decline as a proportion of revenue, from 60% in 2013 to 48% in 2018.

Discussion:

- Bankstown: Where are salaries distributed in the accounts?
 - o COO: Salaries are across relevant departments. Salaries are shown in 2018 budget: wages of \$6.8m in 2018, compared with \$6.1m in 2017, approximately a 3% increase.

MOVED: Hastings Valley Seconded: Taree for the adoption of the Finance Report.

CARRIED

PROPOSED FEES FOR 2018

- Kiama: Proposed competitions fees increase of 10% is higher than wages/inflation increase. Why is 10% increase necessary?
 - o C. Feldmanis (Director): Cost of competition increase includes tents, insurances and particularly local government fees which are unrelated to CPI or wages.
- Bankstown: Also 10% increase last year, costs increase every year for Associations, including increases in parking at Genea Netball Centre.
 - o COO: Traditionally competitions run at a loss, NNSW is moving towards a user-pays model with multiple venues for State and Stage Age.
 - o President: Much more compliance work is necessary for competitions in local council areas, we are trying to keep competitions affordable, use less venues to try to reduce costs for you as Associations,

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but also for the overheads that NNSW carries. Cannot continue to lose the amount of money on these events that we have lost previously.

- Bankstown: Don't sponsors contribute to expenses? Gave example of a netball player to pay \$110 for Social Masters, her only competition played? If sponsors are not funding events you are going about it the wrong way.
 - o C. Feldmanis: Sponsors are interested in netball and in seeing their name on TV. For example NNSW has a long-term association with QBE, which recently presented considerably detailed statistics to NNSW about the metrics of QBE's sponsorship value.
- Penrith: Requested comparison of 2017 Affiliation fees with those on page 33 of Papers for 2018?
 - o L. Woods (General Manager Stakeholder Relations): Gave comparison of 2018:2017 Affiliation Fees and categories, noting the proposal to re-categorise Affiliation Fees.

MOVED: Blacktown **Seconded:** Baulkham Hills that Affiliation Fees for 2018 as presented in the Council papers be accepted. **CARRIED 40:25**

MOVED: the Board of Directors **Seconded:** the Board of Directors that Membership Fees for 2018 as presented in the Council papers be accepted. **CARRIED**

MOVED: the Board of Directors **Seconded:** the Board of Directors that Summer Membership Fees for 2018 as presented in the Council papers be accepted. **CARRIED**

- Manly: Metro League is \$106.70 for 18 weeks, whereas Social Masters is \$108.90 for 2 days, which is not equitable.
 - o CEO: Social Masters Includes function and whole event experience.

Reports: CEO's Operational Report

MOVED: Charlestown **Seconded:** Armidale for the adoption of the CEO's Operational Report **CARRIED**

Reports: Appeals Tribunal

MOVED: Blacktown **Seconded:** Randwick for the adoption of the Appeals Tribunal Report. **CARRIED**

(i) General Business

- President noted in respect of Competitions framework - will be announcing 2019 venues at the March Council meeting.
- Randwick: Is Calendar available?
 - o President: It's in the delegates showbags available at conclusion of this meeting.
- Sutherland: At recent meeting between Associations and MyNetball, we noted several perceived problems with all ability being to self-register in 2018 – is there any response by MyNetball? Our Association has about 40 registered players with elderly parents/carers who have difficulty registering.
 - o T. Pengilly (Association and Membership Coordinator): MyNetball is testing, NNSW would be happy to assist individual cases.
- Campbelltown: Instead of being advised that Board has made amendment to a policy, could Council receive detail of the amendments made?
- Mens: Several State MPs have paid tribute in Parliament to netball luminaries Dot Lockwood, Hastings Valley Association and Jordan Kiss honoured by Scot Macdonald MLC, Vera Wiltshire posthumously honoured by David Clarke MLC, Clare McCabe honoured by Lou Amato MLC.
- Campbelltown: Noted that Dave Shorrocks had been appointed to Medical Panel of Commonwealth Games.

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- Kiama: Requested that Netball Australia (NA) be invited to Council meeting.
 - o President: More than happy to ask NA, we ensure that NNSW has representation on all NA workgroups.
- Orange: Future Leaders Forum, congratulations to Lauren Woods and NNSW – a great weekend.
- Penrith: Fees: concerned from Association level that we are now going to keep putting our fees up, don't want to get to Council in 12 months and see 10% increase. How close are we to covering costs of competitions?
 - o M. Anderson: Reducing reliance on capitation fees by increase in sponsorship. We hope those fees increases would lower in future.
 - o President: May not wish to see sponsorship names everywhere in the competition. Understand that at Association level it is just as hard. Board is very aware of costs involved and increases we are asking. Still a reasonably big gap on some of our events breaking even, have carried loss for a very long time but can no longer afford to do so.
- Penrith: We will be losing players to AFL and Soccer because of netball fees increase. Can we bring increase back to CPI level rather than 10%?
 - o President: Formerly we would hold fees for 4 – 5 years without increase then a significant increase; but Council said it didn't like that and would prefer incremental increases.
 - o CEO: It has been in excess of 12 years since affiliation structure was changed. Some of the increase in costs includes governance, compliance and support of Associations. Always seeking ways to encourage netball consumers to join. We are not a sport that has top-down funding like AFL or Cricket, but we are lot better off than many other sports.
 - o C. Feldmanis (Director): Board is very conscious of numbers and infiltration of AFL and NRL, particularly in Western Sydney. Endorsed CEO's comments that NNSW is striving to increase participation.
 - o M. Baron-Hay (Director): Moving from a background in AFL, early impressions of netball include that it is a wonderful product with competitive advantages such as participation levels, world champions, best competition in the world. The future is what we make of it: don't see the problem, see the opportunity to capitalise on all those netball strengths. Currently grass roots subsidises the elite (the opposite of AFL). We have best elite competition in the world and in time the elites will subsidise grass roots. This will mean changes, commercialising/monetising the opportunity and broadcast rights.
- Gosford: Noted increased operation cost and competition fees: SSN forecast increase loss of \$200k to \$900k loss - is our increase in fees subsidising that?
 - o COO: for 2018 year we have looked at how we allocate wages, staff management cost allocation into that SSN area. Wages/staff costs not previously shown in that SSN area so that is the major reason for the differential. Revenues have increased, but insufficient to cover losses.
 - o President: It is not intention that members subsidise NNSW - we need this for our bench officials, coaches, umpires etc.
- President: Board has instigated a Nominations Panel, 3 elected members from Council and two Board members. On Monday/Tuesday this week an expression of interest in nominating for the Nominations Panel will be sent to Associations. Association Secretaries should send it out to anyone interested in being on that Panel. Board will provide matrix of what is required for Board's makeup.

President declared meeting closed at 3.23 pm.

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2.2 Minutes of the Extra Ordinary Council Meeting held 04 November 2017

NEW SOUTH WALES NETBALL ASSOCIATION LIMITED MINUTES OF EXTRA ORDINARY COUNCIL MEETING

HELD SATURDAY 4 NOVEMBER 2017
AT BANKSTOWN SPORTS CLUB, 8 GREENFIELD PARADE BANKSTOWN

Present:

Directors: W. Archer AM, M. Baron-Hay, J. Drakos, C. Feldmanis, J. Hahn, R. Havrlant,
C. Murphy, L. Sullivan, R. Watson OAM, C. Campbell (CEO)

Delegates:

J. Kavanagh (Armidale)	J. Hansen (Armidale)
W. Chesterton (Bankstown)	J. Cherry (Bankstown)
L. Cunico (Baulkham Hills)	M. O'Callaghan (Baulkham Hills)
S. Marks (Blacktown)	J. Webster (Blacktown)
J. Walker (Blue Mountains)	A. Yates (Blue Mountains)
M. Burke (Brunswick Byron)	S. Connolly (Campbelltown)
A. Stewart (Campbelltown)	D. Pascoe (Charlestown)
H. Randall (Charlestown)	J. Occhiuto (City of Sydney)
D. Bills (Eastwood Ryde)	J. Watt (Eastwood Ryde)
B. Dew OAM (Fairfield)	C. Baiton (Fairfield)
S. Gribble (Gosford)	J. Dasan (Gosford)
C. Glover (Hastings Valley)	T. Chalk (Hawkesbury)
V. Bertenshaw (Hawkesbury)	J. Thompson (Hills)
L. Burgess OAM (Hills)	M. Harvey (Illawarra)
L. Holmes (Illawarra)	D. Philipson (Inner West)
L. Blackmore (Inner West)	T. Beedles (Kiama)
K. Staggs (Ku-Ring-Gai)	N. Hermann (Ku-Ring-Gai)
J. Webster (Liverpool)	H. Dean (Manly Warringah)
V. De Luca OAM (Mens)	R. Keating (Nelson Bay)
A. Saunders OAM (Newcastle)	E. Monaghan (Newcastle)
G. Paranihi (Northern Suburbs)	M. Cherote (Northern Suburbs)
D. Escreet (Orange)	C. Wilcock (Orange)
M. Shephard (Parramatta Auburn)	J. Gillett OAM (Penrith)
J. Sibbard (Penrith)	M. Kelly (Randwick)
F. Reynolds (Randwick)	W. Klein (Shoalhaven)
K. Rembisz (Shoalhaven)	G. Mayers (Singleton)
E. O'Brien (St George)	H. Andrews (St George)
K. Salter (Sutherland)	S. Way (Sutherland)
D. Cross (Tamworth)	J. Jamieson (Tamworth)
J. Kennewell (Taree)	R. Smith (Taree)
J. Still (Westlakes)	P. Burt (Westlakes)
C. Miles (Wyang)	F. Passmore (Wyang)

Life Members:

L. Quinn OAM	A. Doring OAM
N. Matthews OAM	

Observers:

S. Lockwood (Tamworth)	J. Burton (Armidale)
K. Frost (Armidale)	R. Ellis (St George)

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K. Waud (Eastwood Ryde)
M. Latham (Eastwood Ryde)

L. Burgess (Hills)
E. Brown (Eastwood Ryde)

Returning Officer: M. Anderson (Company Secretary)

W. Archer AM, President, declared the meeting open at 9.07am and made acknowledgement of country.

(j) Apologies

Ballina NA
Casino NA
H. Miles (Hastings Valley)
K. Fullagar OAM (Life Member)
K. Starkey (Maitland)
L. Bennett (Maitland)
M. Allen (Westlakes)
Mount Druitt NA
Quirindi NA
S. Rumbel (Dungog and District)
Sapphire Coast NA
Ulladulla & Districts NA
Camden NA
K. Higgins (Parramatta Auburn)
K. Whiteley (Liverpool)
G. Colman (Mens)
C. Hicks (Randwick)

Blayney NA
D. Elvy (Illawarra)
J. Poole (Baulkham Hills)
K. Blake (Cessnock)
K. Ridley (Bathurst)
L. Welfare (Parramatta Auburn)
M. McDonald (Condobolin)
Port Stephens NA
R. Venn (Brunswick Byron)
S. Thorpe (Woolgoolga)
S. Simpson (City of Sydney)
Young & District NA
M. Hauser (Manly Warringah)
E. Lawler (Liverpool)
D. Mulvena (Mens)
A. Sergeant OAM (Life Member)
M. Boyle OAM (Life Member)

MOVED: Liverpool Seconded: Baulkham Hills that apologies for the Extra Ordinary Council meeting be accepted.

CARRIED

(k) Notices of Motion – proposed changes to Netball NSW Constitution

1. **MOVED:** the Board of Directors Seconded: the Board of Directors that Clause 4.3 (a) – Exception be amended as follows:

4.3 (a) Honorariums for Directors in accordance with Clause 15.10

Campbelltown: requested clarification of clause number, believes referenced clause should be 15.7, not 15.10

President: will check that, there is overarching amendment re corrections to clause numbering

CARRIED 66:1 (voting power 73)

MOVED: the Board of Directors Seconded: the Board of Directors that Clause 14.14 (d) (3) – Exception be amended as follows:

14.14 (d) (3) Review the Grading Policy and Procedures and Rules for State Championships, State Age, Night Inter District and Associations Carnivals and make such changes as the meeting shall adopt as appropriate for the ensuing year. No further changes will be made to these rules following the conclusion of the November Council meeting each year.

CARRIED 70:0

MOVED the Board of Directors Seconded: the Board of Directors that Clause 15.2 – Director Positions be amended as follows:

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15.2 Director positions

The Board will consist of:

- (a) Seven Elected Directors, elected in accordance with Clause 15.7 one of whom will be elected President in accordance with Clause 15.8;
- (b) Up to two appointed Directors in accordance with Clause 15.19;
- (c) the Chief Executive Officer, as a non-voting member.

- A. Doring OAM (Life Member) spoke against motion of elected directors electing the chairperson, expressing the wish for Council to have the right to vote for President elected to represent members.

LOST 46:26

MOVED: the Board of Directors Seconded: the Board of Directors that Clause 15.3 – Qualifications of Directors be amended as follows:

15.3 Qualifications of Directors

Subject to the provisions of Clause 15.15:

- (a) all Directors, other than the Chief Executive Officer, must be Members of an affiliated Association;
- (b) all Directors must be at least 18 years of age;
- (c) all Directors (other than the Chief Executive Officer) must not be a direct employee of the Company;
- (d) all Directors cannot hold an executive or officer position in any Association.

CARRIED 72:0

MOVED: the Board of Directors Seconded: the Board of Directors that Clause 15.4 – Transitional arrangement for term of Elected Directors be added as follows:

15.4 Transitional arrangement for term of Elected Directors

(a) At the 2018 AGM, there will be an election for four Elected Directors, two whom will serve terms of three years and two of whom will serve terms of two years.

(b) At the 2019 AGM, there will be an election for three Elected Directors, two of whom will serve terms of three years and one of whom will serve a term of two years.

CARRIED 74:0 (voting power 75)

L. Quinn OAM (Life Member): asked for rationale of President asking if any abstentions after For's and Against's called in the meeting's voting process. If members abstain, believe they have right of confidentiality.

President: not trying to make life difficult, just asking for abstentions as the For and Against are not adding up to voting power.

Mens: People who are abstaining may wish to reconsider their voting because, under meeting procedure, abstention is considered a no vote.

MOVED: the Board of Directors Seconded: the Board of Directors that Clause 15.5 – Term of Directors be amended as follows:

15.5 Term of Directors

Elected Directors are elected, subject to Clause 15.4 and 15.5(c) for a three year term.

No Elected Director can hold office for a period longer than nine consecutive years, inclusive of any period served as a casual vacancy. For the purpose of this Clause, any period prior to 25 March 2012 during which a Director has held office will not be taken into consideration.

A Director will be required to resign at the end of the nine year period referred to in Clause 15.5(b), notwithstanding that this may occur during a term referred to in Clause 15.4 or 15.5(a). The casual vacancy arising from such resignation will be filled in accordance with Clause 15.9.

Netball NSW Council Meeting

(d) Despite Clause 15.5 (b), an Elected Director who has held office for nine consecutive years may seek re-election, provided they have stood down from the Board for a period of at least twelve months, following that period during which they held office.

Manly: How long will President be elected for?

W. Archer AM (President): Same term as all Directors - 3 years; this clause is just a transitional arrangement until the 3 year terms can come into effect.

Campbelltown: If there is set terms of 3 years, 3 times and step down for 12 months, how can life membership then be determined?

President: If this motion is passed, our Governance Committee will go through requirements.

CARRIED 76:0 (voting power 76)

MOTION WITHDRAWN

MOVED: the Board of Directors Seconded: the Board of Directors that Clause 15.6 – Procedure for election of Directors be added as follows:

15.7 Procedure for election of Directors

The Returning Officer must, by 28 days written Notice, advise Members of an election of Directors to be held with such elections to be held in accordance with the Election and Postal Voting Policy.

Election of Directors shall be by postal vote conducted by the Returning Officer as per the Election and Postal Voting Policy with the results announced by the Returning Officer at the Annual General Meeting each year.

Elected Directors will be elected on an alternating basis.

Four Elected Directors will be elected one year and three Elected Directors will be elected the next year.

Subject to Clause 15.5(b), an Elected Director is eligible for re-election on expiration of that Director's term of office. To achieve the transitional arrangement described in Clause 15.4 the terms of service of the Elected Directors will be determined as follows:

At the 2018 AGM, the President and three Elected Directors will be elected; the President and the Elected Director with the highest vote will serve a three year term and the Elected Directors receiving the third and fourth highest vote will serve a two year term;

At the 2019 AGM, three Elected Directors will be elected; the two Elected Directors with the highest vote will serve a three year term and the Elected Director receiving the third highest vote will serve a two year term;

Mens: What is status of electronic voting?

President: Electronic voting will be in effect for AGM 2018. Once today's motions are completed, changes will be made to the voting policy.

Sutherland: Does Policy change Constitution, believe we should be amending Constitution first.

President: Policy itself is not in the Constitution, just the name of the policy.

Kiama: If 4 Directors elected in one year and 3 elected in second year, so no directors elected in year 3?

President: this is only a transitional arrangement.

Shoalhaven: Motion 12 of this meeting is to change name of the Postal Voting Policy to Voting Policy why are we making this amendment of election of directors by postal vote in clause 15.7b

Sutherland: Clause 15.7 (L) election of directors by postal vote, should we not be changing Constitution first then the policy? It makes sense to amend this motion now.

President: Normally we don't take an amendment on notice of motion as Constitution states 21 days' notice.

St George- Clause m should state that "....elected Directors will be re-elected..."

President: Will come back to that point.

Mens: As long as an amendment to a motion is not a substantive change, then believe Council could amend a motion. Motion number 12 is a consequential amendment, propose that Council vote on Motion 12 first to change

Netball NSW Council Meeting

the name of Postal Voting Policy to Voting Policy then accept motion from floor that 15.7 L to delete word "postal" and name of policy will have changed from Postal Voting Policy to Voting Policy

President: If intent of Council is very clear to remove word postal then could accept this amendment to motion.

Motion 12: MOVED: the Board of Directors Seconded: the Board of Directors that the wording of Election and Postal Voting Policy becomes Election and Voting Policy.

CARRIED 74:0

MOVED: Mens Seconded: Campbelltown that Motion 8 be amended to remove the words "postal" from first line of 15.7 (L) (the name of "Postal Voting Policy" having already been changed to "Voting Policy")

CARRIED 69:4

St George: Should 15.7 (m) read "President plus 3 Elected Directors" instead of "4 Elected Directors"?

President: President is an Elected Director.

MOTION 8 (with amendment of removal of word "postal") put

CARRIED 67:4

MOTION WITHDRAWN

MOVED the Board of Directors Seconded: the Board of Directors that Clause 1.1 – Definitions be amended as follows:

Annual General Meeting (or AGM) means the meeting held in accordance with Clause 14.1

CARRIED 74:0

MOTION WITHDRAWN

12. Motion Moved and Carried previously in meeting

13. MOVED: Liverpool Seconded: Randwick that all correct spelling, grammar and clause numbering within the Constitution be amended as required.

CARRIED 76:0

Meeting closed at 9.54am

Netball NSW Council Meeting

3 Business Arising

4 Correspondence

There are no items of correspondence for this meeting however the register for the last period will be tabled.

5 Business Arising from Correspondence

6 Applications for Membership

No Applications for Membership have been received.

7 Notices of Motion

Nil

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Netball NSW Council Meeting

8 Reports

Board of Directors Report	Page 31
Finance Report	Page 32 to 35
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Netball NSW Council Meeting

8.1 Board of Directors Report

Panel Appointments 2017

Following the call for expressions of interest from members the Board appointed the following Panels in December 2017:

Anne Clark Service Award Panel

Cathy Aird

Lynette Burgess OAM

Further nominations sought for the remaining three (3) positions on the panel.

Bench Operating Panel

Lynette Bonnett

Ruth Havrlant

Patricia Mann

Judy Burns

Historical and Archiving Panel

Lynette Burgess OAM

Beverley Dew OAM

Marie Kelly

Rhonda Kimble OAM

Further nominations sought for the remaining one (1) position on the panel.

Nominations Panel

Dianne Pascoe (Charlestown Netball Associations)

64 votes elected to panel

Anne Tait (Inner Western Suburbs Netball Association)

62 votes elected to panel

Jo-Anne Perry (Ku-ring-gai Netball Association)

62 votes elected to panel

Policy Updates:

The following policies have been reviewed and updated by the Netball NSW Board and are available for download from the Netball NSW website:

- Netball NSW Constitution – 4 November 2017 (Extra Ordinary Meeting)
- Netball NSW Election and Voting Policy – 19 January 2018
- Netball NSW Grading Policy and Procedures and Rules for State Championships, State Age, Night Inter District and Association Carnivals - 4 November 2017 (Council Meeting)
- Competition Regulation for Netball Premier League Competitions – 20 December 2017
- Metro League Competition Rules – 20 December 2017
- Regional League Competition Rules – 20 December 2017
- Netball NSW Affiliation and Membership Policy – 15 December 2017
- Netball NSW Pathway Selection Policy – 1 August 2017
- Netball NSW State Teams Officials Policy - 1 August 2017

Netball NSW Council Meeting

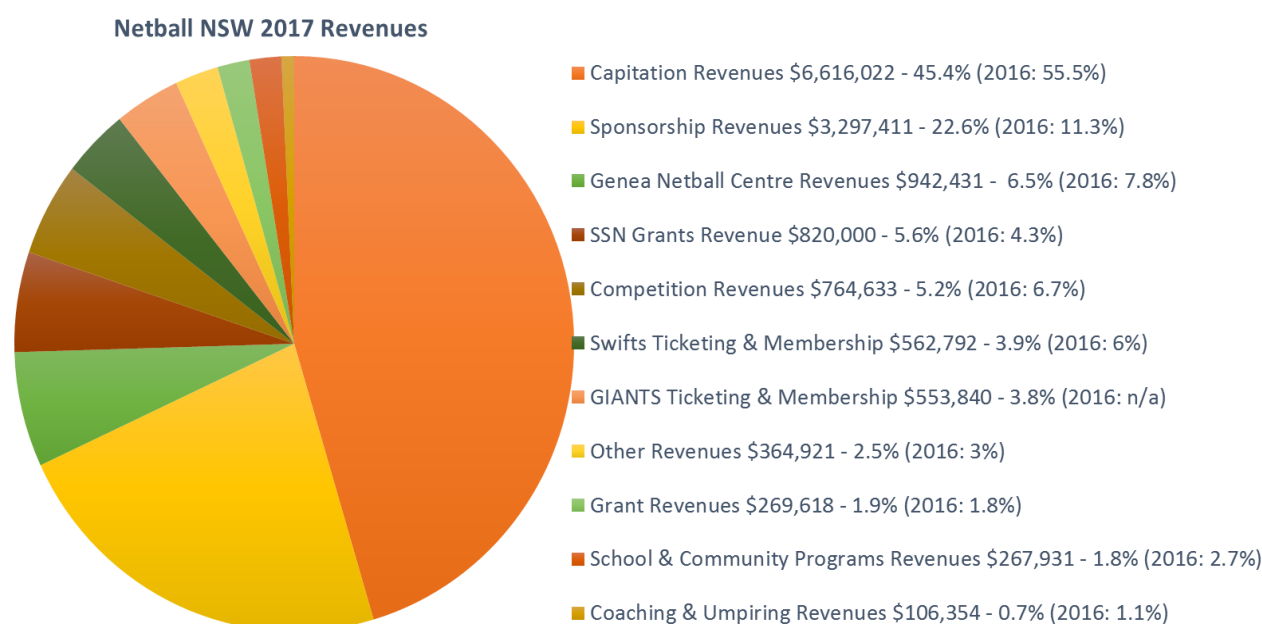
8.2 Finance Report

Finance Report For Council Meeting 24th March 2018 – Issued 2nd March 2018

The Netball NSW year to date profit figure for the period ending 31 January 2018 is **\$373,289** (before interest & other income, depreciation expense & extraordinary items). **Minimal P&L reforecasting has been completed at this early stage of the year and the full year forecast for 2017 is for a profit of \$98,387** (before interest & other income, depreciation expense & extraordinary items) against a budgeted profit figure of \$227,932.

The current net equity position of Netball NSW is **\$31.667M**.

Below graph show the revenue breakdown for the Company for the 2017 full year and includes a 2016 full year comparison.



At 31 January 2018 the expected year end cash position is \$1.845M against a budgeted end of year position of \$2.017M.

For further information please refer to the Consolidated Trading Statement and Balance Sheet.

Membership count as at 18th February 2018 was 60,647 members (count as at 18th February 2017 was 57,019). Capitation Revenue reforecast for 2018 is \$6.797M (includes NetSetGO!).

Netball NSW Membership numbers for the 2017 year were 113,356 (capitation revenue was \$6.607M).

Mike Anderson
Chief Operating Officer

The NSW Netball Association Limited Consolidated Trading Statement By Department for the period ending 31/1/2018	Actual January 2018 Year to Date	2018 Full Year Forecast as at January 2018	Approved Full Year Budget 2018	Prior Year 12 Mths 2017	Variance Current Forecast vs Full Year Budget
1. Stakeholder Relations, Participation & Community					
Capitation & Affiliation Revenue	421,852	5,285,740	5,285,740	5,153,666	-
NetSetGO Revenue	138,346	1,522,810	1,522,810	1,462,356	-
School & Community Revenue	514	361,891	361,891	290,744	-
Grants Revenue	16,664	216,989	216,989	261,762	-
Other Income	-	-	-	7,856	-
Sub-total Stakeholder Relations, Participation & Community Revenue	577,376	7,387,430	7,387,430	7,176,384	-
Netball Australia Contribution Expense	(58,001)	(689,115)	(689,115)	(689,116)	-
NetSetGO Expenses	(265)	(576,000)	(576,000)	(539,434)	-
School & Community Expenses	(42,455)	(936,878)	(936,878)	(1,616,804)	-
Association Development Expenses	(821)	(189,192)	(189,192)	(81,158)	-
Other Expenses	(63,636)	(992,998)	(992,998)	(427,441)	-
Sub-total Stakeholder Relations, Participation & Community Expenses	(165,177)	(3,384,183)	(3,384,183)	(3,353,953)	-
Stakeholder Relations, Participation & Community Profit / (Loss)	412,200	4,003,247	4,003,247	3,822,431	-
2. SSN Operations (NSW Swifts, GIANTS Netball & ANL Teams)					
Sponsorship & Merchandise Revenue	217,997	2,806,995	2,806,995	2,223,560	-
Membership & Ticketing Revenue	-	1,534,230	1,534,230	1,116,632	-
SSN League Grants (Net) Revenue	80,000	640,000	640,000	820,000	-
VIK/Contra Revenue	37,974	385,273	385,273	532,183	-
Functions & Events Revenue	-	93,190	93,190	18,996	-
Other Revenue	-	5,090	5,090	57,942	-
Sub-total SSN Operations Revenue	335,971	5,464,778	5,464,778	4,769,313	-
Player Expenses	(79,847)	(1,294,130)	(1,294,130)	(1,605,451)	-
Coaches, Support Staff & Related Expenses	(48,652)	(958,172)	(958,172)	(984,687)	-
Management & Other Staff Allocation Expenses	(110,861)	(1,330,334)	(1,330,334)	-	-
Game Day, Membership & Marketing Expenses	(798)	(1,506,205)	(1,506,205)	(958,659)	-
Team Expenses	(12,864)	(867,634)	(867,634)	(1,009,790)	-
Sponsorship Expenses	(4,053)	(249,070)	(249,070)	(216,108)	-
Functions & Events Expenses	-	(183,700)	(183,700)	(169,354)	-
Sub-total SSN Operations Expenses	(257,076)	(6,389,246)	(6,389,246)	(4,944,049)	-
SSN Operations Profit / (Loss)	78,896	(924,468)	(924,468)	(174,736)	-
3. Competitions, Pathways & Volunteer Workforce					
Competitions Revenue	-	468,462	468,462	433,730	-
Pathways Revenue	10,182	70,425	70,425	115,420	-
Umpiring and Coaching Revenue	3,671	88,460	88,460	106,354	-
Other Revenue	-	-	-	-	-
Sub-total Competitions, Pathways & Volunteer Workforce Revenue	13,853	627,347	627,347	655,504	-
Competitions Expenses	(50,110)	(829,448)	(829,448)	(674,302)	-
Pathways Expenses	(13,613)	(387,140)	(387,140)	(571,584)	-
Umpiring and Coaching Expenses	(2,611)	(96,860)	(96,860)	(109,032)	-
Other Expenses	(9,078)	(67,380)	(67,380)	(62,820)	-
Sub-total Competitions, Pathways & Volunteer Workforce Expenses	(75,413)	(1,380,828)	(1,380,828)	(1,417,738)	-
Competitions, Pathways & Volunteer Workforce Profit / (Loss)	(61,560)	(753,481)	(753,481)	(762,234)	-
4. Commercial, Marketing, Events & Media (Non-SSN)					
Commercial & Sponsorship Revenues (incl. VIK)	42,882	614,840	614,840	541,667	-
Marketing, Events & Media Revenues	-	488,800	488,800	324,634	-
Sub-total Commercial, Marketing, Events & Media Revenue	42,882	1,103,640	1,103,640	866,301	-
Commercial & Sponsorship Expenses	(14,778)	(267,132)	(267,132)	(279,162)	-
Marketing, Events & Media Expenses	(15,642)	(1,256,504)	(1,256,504)	(1,140,552)	-
Sub-total Commercial, Marketing, Events & Media Expenses	(30,420)	(1,523,635)	(1,523,635)	(1,419,714)	-
Commercial, Marketing, Events & Media Profit / (Loss)	12,462	(419,996)	(419,996)	(553,413)	-
5. Administration and Genea Netball Centre					
Genea Netball Centre Revenue	49,467	1,124,548	1,163,313	942,431	(38,765)
Other Revenue	1,534	18,200	18,200	133,979	-
Sub-total Administration & Genea Netball Centre Revenue	51,001	1,142,748	1,181,513	1,076,410	(38,765)
Genea Netball Centre Expenses	(45,353)	(926,607)	(926,607)	(889,787)	-
Administration Expenses	(74,356)	(2,023,057)	(1,932,277)	(2,190,026)	(90,780)
Sub-total Administration & Genea Netball Centre Expenses	(119,709)	(2,949,664)	(2,858,884)	(3,079,813)	(90,780)
Admin & Genea Netball Centre Profit / (Loss)	(68,708)	(1,806,916)	(1,677,371)	(2,003,403)	(129,545)
Consolidated Netball NSW					
*EBITDA Level					
Revenues	1,021,084	15,725,943	15,764,708	14,543,912	(38,765)
Expenses	(647,794)	(15,627,556)	(15,536,775)	(14,215,267)	(90,780)
Profit / (Loss) * EBITDA	373,289	98,387	227,932	328,645	(129,545)
Interest & Other Revenue & Expenses (Net)	1,191	42,809	42,809	22,040	-
Profit / (Loss) after Other Revenue & Expenses	374,480	141,195	270,741	350,685	(129,545)
Depreciation Expenses (non-cash)	(147,659)	(1,833,939)	(1,833,939)	(1,804,127)	-
Grand Total Profit / (Loss)	226,821	(1,692,743)	(1,563,198)	(1,453,442)	(129,545)

* Earnings Before Interest, Tax, Depreciation & Amortisation (EBITDA) and Extraordinary Items

2017 Summary	
Summary of Reporting differences from 2017 Statutory Financial Report	
2017 Profit shown in Consolidated Trading Statement @ EBITDA level (earnings before interest, tax, depreciation & amortisation - plus extraordinary items)	328,645
Add: "Financial Expenses" has been consolidated into "Financing Income" in the Statutory Financial Report but captured in Administration & Capitation Expense in the Consolidated Statement.	10,097
Grant Total - Earnings from operating activities before financing income and depreciation and amortisation (per 2017 Statutory Report)	338,742

THE NEW SOUTH WALES NETBALL ASSOCIATION LIMITED
BALANCE SHEET
As at 31 January 2018

ASSETS

Current Assets

Cash Assets	1,475,066
Accounts Receivable	953,173
Other Current Assets	204,155
Prepayments	161,394
	<u>2,793,788</u>

Non-Current Assets

Fixed assets (at WDV)	31,430,213
Other Assets	150,000
	<u>150,000</u>

Total assets	<u>34,374,001</u>
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LIABILITIES

Current Liabilities

Accounts Payable	531,750
Other Creditors	1,009,376
Income in advance	585,916
Unallocated credit card transactions	(8,256)
Loans and Borrowings	59,015
GST payable/(receivable)	5,277
PAYG/FBT/Payroll Tax Payable	118,511
Superannuation contributions payable	43,587
Provision for employee entitlements	220,801
	<u>2,565,977</u>

Non-Current Liabilities

Loans and Borrowings	96,336
Provision for employee entitlements	44,414
	<u>140,751</u>

Total liabilities	<u>2,706,727</u>
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NET ASSETS	<u>31,667,274</u>
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EQUITY

Retained earnings	31,440,453
Current year profit/(loss)	226,821

TOTAL EQUITY	<u>31,667,274</u>
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Netball NSW Council Meeting

8.3 CEO's Operational Report

In reflection of 2017 we are proud of the achievements by all involved in Netball NSW. The following report captures just a few of these achievements.

The Suncorp Super Netball was a huge success with Netball NSW setting a new league record with a crowd of 11,871 fans at Qudos Bank Arena. GIANTS Netball coming runners up in their first year.

2017 State Age Championships saw 3021 athletes, 306 teams representing 85 Associations, 521 umpires, 10,000 spectators over three days at Penrith District, Liverpool District and Campbelltown District Netball Associations.

2017 State Championships saw 1097 athletes, 103 teams representing 70 Associations over three days at Baulkham Hills Netball Associations.

Planning for 2018 is underway and I encourage all Associations to head to <http://nsw.netball.com.au/> for up to date information.

I would like to thank all Directors and Staff for their ongoing commitment to Netball NSW and look forward to what 2018 will bring.

Staffing Matters

- Nikki Horton accepted a new position of Head of Netball and General Manager NSW Swifts on 11 September 2017.
- Melissa Abrahams' fixed term contract for the position of Metro Development Officer expired on 26 September 2017. Melissa returned to her original position of Casual Development Officer.
- Emily Ross resigned from her position of Schools Program Coordinator. Emily finished on 29 September 2017.
- Brittney Vearing was promoted into the Schools Program Coordinator position on 25 September 2017. Brittney was previously a Casual Development Officer
- Briony Ake joined Netball NSW as the Head Coach NSW Swifts on 16 October 2017.
- Susan Keighery joined Netball NSW as the Graphic Designer on 23 October 2017.
- Samantha Bartley resigned from her position of Regional Development Manager South. Samantha finished on 27 October 2017.
- Faizal Mohammed joined Netball NSW as the NSW Swifts Membership and Ticketing Executive on 13 November 2017.
- Denny Peacock joined Netball NSW in the Part Time Position of Operations Coordinator GIANTS Netball on 28 November 2017.
- Kelly Walton, Executive Assistant was made redundant on 28 November 2017.
- Elizabeth Tiems was appointed to the position of Events Coordinator and commenced on 6 December 2017.
- Shannon Booth (nee Wade) resigned from her position of Events Coordinator effective 12 December 2017.

Netball NSW Council Meeting

- Jenna Harrod's fixed term contract for the position of Competitions and Pathways Coordinator expired on 15 December 2017.
- Alexandra Bate was appointed to the position of Events Executive and commenced on 19 December 2017.
- Chloe Fadl resigned from her position of Venue Coordinator. Chloe finished on 2 January 2018.
- Eliza Nelson joined Netball NSW as the Pathways and Competitions Coordinator on 9 January 2018.
- Kristina Genovese-Jones, Events Manager commenced 12 months Maternity Leave on 15 January 2018.
- Nikita Sevula commenced as the Regional Development Manager – South on 5 February 2018.
- Karen de Ridder joined Netball NSW as the Executive Support Officer on 12 February 2018.
- Nicolas Kelly joined Netball NSW on a fixed term contract expiring on 12 December 2018 as the Metro Development Officer on 12 February 2018.
- Jacqui King was appointed the Video Content and Digital Coordinator and commenced on 22 February 2018.
- Victoria Bain resigned from her position of Media and PR Manager, Victoria finishes on 9 March 2018.

Strategic Priorities 2017 - 2020

Our Community

Goal 1 – Extend capacity and resources within Netball NSW and Associations' to deliver our sport

Strategy / KPI	Comments
1.1 Influence facility growth and improvement within local netball communities. <ul style="list-style-type: none"> • KPI 1: Management to prepare a response and indicative 3 Year Business Plan on the recommendations from the Statewide Facility Strategy by 31 July 2018. • KPI 2: Facility Grant Target of \$500,000 per annum across the state over the next three years. 	<ul style="list-style-type: none"> • Netball NSW has continued to liaise with relevant LGA's and affiliated Associations throughout 2017 and into 2018 to identify their needs in relation to facility improvements and management. Over the course of 2017 this has included communication with organisations such as Forbes Shire Council, Forbes NA, Griffith NA, MacLeay NA, Moore NA, Dubbo NA, The Bays Precinct (Urban Planning NSW), Office of Sport (NSW Government) amongst many others. • Funding for projects to assist in the development of facilities are regularly communicated to members via the Netball NSW website and EDMs. Netball NSW provides ongoing support to Associations when requested. • With the impending advertisement of the Facilities and Infrastructure Manager, and the recent approval of the Statewide Facility Strategy from the Board we are currently first phase of this project. This Strategy and Business plan will allow netball infrastructure planning to meet the needs of a growing New South Wales community for the next 5-10 + years.
1.2 Promote administration excellence and collective intelligence to support Associations. <ul style="list-style-type: none"> • Continue to support the first group of Associations and implement a second round with new targeted Associations. • Assist 18 targeted Associations to review their governance and administrative processes to support their development 	<ul style="list-style-type: none"> • In 2017, 14 Associations have participated in Beyond the Court, a program which has formed the basis for the establishment of the Quality Management Program (QMP). Through Beyond the Court, Netball NSW has met with a nominated group from each participating Association at least once every 2 months. A number of common support areas have been identified such as Constitution updates, member and Club communication strategies, financial management and budgeting, sourcing local sponsorship, creation of volunteer position descriptions and member surveying. At least 3 Executive Association members engaged in this project from each Association with the aim of building Association capacity to develop and grow their programs to engage more members.

Netball NSW Council Meeting

<ul style="list-style-type: none"> • KPI 3: Quality Management Program (QMP) to be launched by March 2018. • KPI 4: Association QMP completion 20% (23 Associations) by 31 December 2018. • KPI 5: MyNetball: Provide 2 annual training sessions to each region (16 in total across all 8 regions) which provides upskilling to Associations and Club representatives. • KPI 6: Provide an opportunity annually in each region for upskilling to our members in Member Protection compliance. 	<ul style="list-style-type: none"> • The content of the Quality Management Program has been developed and is currently being refined, which will be finalised and promoted in March 2018. This will become a valuable tool for Associations and Clubs to improve their administrative practices and governance related issues. With the implementation of the Quality Management Program, this will see a new look and feel to the Beyond the Court innovative. • Associations and Clubs have access to ongoing support with the MyNetball online registration process, late registration process and creating participant accounts for members to complete umpires and coaching courses. On the Netball NSW website there has been a number of recent updates on the information and resources that are provided to administrators. This will be continued to be updated and further developed in 2018. • Regular funding opportunities have been promoted via the Netball NSW website and through communications to affiliated Associations. An Association and Club e-newsletter (EDM) has been re-developed and is distributed to registered members and administrators on a monthly basis featuring information from all departments of Netball NSW. • Regularly programmed forums and workshops have been delivered in 2017 including, MyNetball Association Forums, Member Protection (MPIO) training and the Future Leaders Forum. These training opportunities are in addition to the regular education webinars provided to Associations and Clubs on the MyNetball database for member registration and competition management. NNSW is currently working with the Office of Sport in the regions to understand where they have MPIO courses (as well as other courses available) earmarked for 2018, so we are able to promote this to associations within the area, as well as ensure that all Associations have access to these face to face courses.
<p>1.3 Provide a diverse range of products, memberships, competitions, events to grow and sustain participation.</p> <ul style="list-style-type: none"> • KPI 7: Increase total Membership of NNSW by 3% annually with a target of approximately 124,000 Members for the 2020 Year. • KPI 8: Grow summer registrations to 7,000 members by 2019 with a target of 50% of Associations to be offering Twilight Competitions. • KPI 9: Fast 5 provider target of 40 in 2018 with 80 competitions run with providers with these targets to grow by 50% for 2019. • KPI 10: Non-Membership Participant Target of 40,000 in 2018, growing to 60,000 by 2020. 	<ul style="list-style-type: none"> • Netball NSW member registrations have slightly decreased by 0.6% in 2017. 113,356- 31 December 2017 compared with 114,088 31 December 2016. Juniors, All Abilities and Non Player (Coaches, Umpires, Volunteers, etc.) registration types experienced slight increases in 2017 when compared with 2016 figures. • With the introduction of the online self-registration and the Active Kids Program, we have had a huge response with over 40,000 parents registering with Netball clubs across the State to date

Netball NSW Council Meeting

Our Community

Goal 2 – Evolve our sport by increasing participation opportunities and products.

Strategy / KPI	Comments
<p>2.1 NetSetGo is the single authorised national introductory program for netball.</p> <ul style="list-style-type: none"> • KPI 11: Increase NetSetGO Membership of NNSW by 3% annually with a target of approximately 30,000 Members for the 2020 Year. • KPI 12: Ensure quality of the delivery and the experience of the participant in NetSetGO is consistent throughout NSW. • KPI 13: NetSetGO Centres of 650 in 2018, growing to 700 in 2020 by introducing commercial businesses to our product. 	<ul style="list-style-type: none"> • 28,755 NSG participants in 2017 • 630 NSG centres in 2017 • Despite adding an extra step in the NetSetGO approval process (phone call/program audit) and starting 2 months later on approvals at 31/1/2018. Currently NNSW have approved exactly the same amount of centres 538 February 2018. The feedback from all centre coordinators has been overwhelmingly positive, they are appreciating the phone call and information they have been provided so far. Some red flags in certain regions have appeared and will be the basis of education conducted during 2018.
<p>2.2 Netball has a strong presence in schools and educational institutions.</p> <ul style="list-style-type: none"> • KPI 14: Sporting Schools Program: target of 120 programs and 3,600 participants in 2018. • KPI 15: Schools Cup Target of 12,000 participants in 2018. • KPI 16: Teacher Ambassadors – target of 375 Primary and Secondary ambassadors in 2018, with a 2% increase annually. 	<ul style="list-style-type: none"> • 2017 Sporting School program: 127 • 2017 Sporting School program participants: 9,661 • 2017 Schools Cup: 1,271 teams • Over 12,000 participants • With the school year only just beginning, NNSW are working hard to increase awareness and participation of both our Schools Programs and upcoming Schools Cups.
<p>2.3 Increase netball's engagement with our diverse population.</p> <ul style="list-style-type: none"> • KPI 17: 2018 Targets: Indigenous NetSetGO Participants 3,000; Disability NetSetGO participants 1,500; and CaLD NetSetGO participants 2,500. • KPI 18: Increase the number of athlete's trialing for the Marie Little Shield OAM NSW Team by 10% in 2018 with an increase of 20% by 2020. • KPI 19: Deliver competition and event opportunities for non-traditional markets and our key community partners. • KPI 20: Achieve an increase awareness and participation of all NNSW Participation Products into CALD, Disability and Indigenous communities annually. 	<ul style="list-style-type: none"> • 2017 Indigenous NetSetGo program: 3,450 participants engaged • 2017 CaLD NetSetGo program: 2,093 participants engaged • 2017 Disability NetSetGo programs: 1637 participants engaged • Oceania Cup being planned for March 16/17 2018 <p>NNSW are continuing to discuss and deliver programs with</p> <ul style="list-style-type: none"> • Lebanese Muslim Association's - Go Active (April) • Muslim Women's Association (Feb/Mar) - to link with Bankstown City Netball Association • Regions to hold Disability gala days in Illawarra and Orange

Netball NSW Council Meeting

Our Community

Goal 3 – Build capacity of our volunteer workforce

Strategy / KPI	Comments
<p>3.1 Increase the quality and depth of the netball officials workforce.</p> <ul style="list-style-type: none"> • KPI 21: 550 umpires obtain accreditation annually. • KPI 22: 10 state bench officials obtain accreditation annually. • KPI 23: 5 National bench officials obtain accreditation annually. • KPI 24: NNSW Umpires & Bench Officials are strongly represented at SSN & National Level. • KPI 25: Selected umpires provided opportunity to participate in medical screening and Strength & Conditioning Program. 	<ul style="list-style-type: none"> • The NetEd Umpire program has started within Regional NSW with each Region confirming their dates at the conclusion of 2017. In 2018, the program has been split into two parts based on the feedback of the 2017 program; a badged session and an umpire badged session. This has allowed tailor made programs to suit the competency of the learner in each of the 3 hour sessions. 2 workshops completed ytd: 65 umpires in attendance • National Badges The following badges have been awarded in 2018 (ytd): 61x National C / 4 x National B / 0 x National A • Online E-Learning Course The following numbers represent the completed courses in 2018 (ytd): 50 x Foundation Umpiring Course/ 155 x Rules of Netball Exam • Umpire professional development The Tier 1 program has continued to grow and in 2018 each umpire has participated in a physical screening to understand their level of both physical fitness and potential areas of injury. Along with this screening each umpire within the T1 program has an individual development plan to guide their development throughout the season. Sharon Kelly has been appointed to the ITP by the International Netball Federation Hayley Burgess, Tamara Welsford, Tayla Favell & Jordan Kiss have all been selected to officiate at the National Championships Sharon Kelly has been appointed as a High Performance Umpire Coach- ANL • Bench Officials The following accreditations have been awarded in 2018 (ytd): 1 x State / 4 x National (reaccreditation) • Online E-Learning Course The following numbers represent the completed courses in 2018 (ytd): 17 Bench officials education course
<p>3.2 Increase the quality and depth of the netball coaching workforce.</p> <ul style="list-style-type: none"> • KPI 26: 1,000 coaches obtain Foundation Coaching Accreditation. • KPI 27: 200 coaches obtain Development Coaching Accreditation. • KPI 28: 75 coaches obtain Intermediate Coaching Accreditation. • KPI 29: 10 coaches obtain Advanced Coaching Accreditation. • KPI 30: 3 coaches obtain Elite Coaching Accreditation. 	<ul style="list-style-type: none"> • The NetEd coaches program has started within Regional NSW with each Region confirming their dates at the conclusion of 2017. In 2018, the program has been split into two parts based on the feedback of the 2017 program; a foundation and not accredited session and a development and above session. This has allowed tailor made programs to suit the competency of the learner in each of the 3 hour sessions. 2 workshops completed ytd: 78 coaches in attendance • National Accreditation The following accreditations have been awarded in 2018 (ytd): 82 x Foundation / 0 x Development / 0 x Intermediate / 0 x Advanced / 0 x Elite • Online E-Learning Course The following numbers represent the completed courses in 2018 (ytd): 15 x Coaching our Way/ 155 x Rules of Netball Exam / 3 x Mentoring • Insiders The Insiders series coach development workshop was once again successful with over 80 people in attendance

Netball NSW Council Meeting

<p>3.3 Drive volunteer recruitment, engagement and retention.</p> <ul style="list-style-type: none"> • KPI 31: Volunteer Management Plan is promoted and provided to Associations and outcomes are reported. • KPI 32: Non-Player Membership registrations rise by 3% annually. • KPI 33: Four Association Volunteer Workforce Case studies are completed annually. • KPI 34: Volunteer Recognition Function is held. 	<ul style="list-style-type: none"> • Volunteering Resources have been developed for Associations to use that will be housed on the NNSW website • Recognition function 19 May has been selected as the date for the recognition function, this date coincides with State Masters and one SSN game
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Our Business

Goal 4 – Lead the strategic direction of Netball NSW.

Strategy / KPI	Comments
<p>4.1 Strong governance principles and best practice management models are developed and supported.</p> <ul style="list-style-type: none"> • KPI 35: Quarterly Governance Board sub-committee meetings to be held. • KPI 36: The organisational Governance and corporate structure is reviewed annually by the governance and Audit and Risk sub-committees and a report be prepared for the full board. • KPI 37: The staff organizational structural is reviewed twice per annum by the CEO with a report to be provided to the Performance and Remuneration Committee. 	<ul style="list-style-type: none"> • The Governance sub-committee of the Board meets at least quarterly and the make-up of the sub-committee will be confirmed following the 2018 Board Election. • The organisational governance and corporate structure is reviewed annually. Given the large growth of the organisation and the ever increasing breadth of activities at all levels the board and management are cognisant of the importance of these structural and governance reviews. • An update to the staff organisational structure was completed in late 2017.
<p>4.2 Implement workforce planning requirements to grow the sport by building an environment that values and engages employees.</p> <ul style="list-style-type: none"> • KPI 38: Develop a Workforce Business Plan by 30 June 2018. 	<ul style="list-style-type: none"> • A Workforce Business Plan is currently being worked on and is on target for the completion date of 30 June 2018.
<p>4.3 Develop efficient financial systems and manage a positive culture to risk.</p> <ul style="list-style-type: none"> • KPI 39: Quarterly Audit and Risk Board Sub-Committee meetings to be held. • KPI 40: Risk Register dashboard to be provided for each Board Meeting. • KPI 41: Provide Monthly Financial Reports by no later than working day 10 the following month. 	<ul style="list-style-type: none"> • This is a key focus area for 2018 for review particularly in relation to financial and asset controls and all related systems to ensure processes remain best practice. Value-in-kind / contra is a key aspect being reviewed. • Board Audit and Risk subcommittee Meetings were held in October 2017 and February 2018. • The risk register dashboard paper is now included for all Board Meeting papers. • Annual review of all financial systems including online systems to be provided for the review of the Audit and Risk Committee and external Auditors is scheduled for completion by 30 June 2018.

Netball NSW Council Meeting

<ul style="list-style-type: none"> • KPI 42: Annual review of all financial systems including online systems to be provided for the review of the Audit and Risk Committee and external Auditors. • KPI 43: Maintain a rolling 3 year cash flow for the business of Netball NSW. 	<ul style="list-style-type: none"> • Bi-Monthly reporting on rolling 3 year cash flow scheduled throughout the year. Next report due 14/3/18
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Our Business

Goal 5 – Drive business opportunities to enhance our sport.

Strategy / KPI	Comments
5.1 Maximise Revenue Growth for Netball NSW, GIANTS Netball and the NSW Swifts. <ul style="list-style-type: none"> • KPI 44: Achieve budgeted year-on-year revenue growth in Netball NSW and SSN sponsorship and merchandise • KPI 45: Achieve year-on-year revenue growth in SSN membership and ticketing including achievement of annual budget targets • KPI 46: By 2020 ensure Netball NSW's SSN Operations are financially self-sustaining, 	<ul style="list-style-type: none"> • New revenue has been secured from TAFE NSW (\$150k) as the Community Partner and Schools Cup naming rights partner. We have also increased Bioglan's investment in the NSW Swifts (\$20k) by taking the front bib. • Introducing new weekly "Injury Report" video across both teams which has seen Castlereagh Imaging come on board as sponsors (\$18k) • Over 100 companies have been approached for partnership this year with the most promising with A2 Milk, Chobani, Samsonite, Microsoft, First National and Vodafone. • GIANTS & Swifts Merchandise range for 2018 has been approved and promotional plan agreed with C2C Sport. We are currently working with them on a limited range for the Indigenous Round to see how we can maximise revenue of themed rounds.
5.2 Identify business growth opportunities based on extensive research. <ul style="list-style-type: none"> • KPI 47: Provide twice yearly reports on business commercial growth opportunities 	<ul style="list-style-type: none"> • The first of two annual reports to be presented in June.
5.3 Drive revenue growth and profitability. <ul style="list-style-type: none"> • KPI 48: Achievement of annual budget including revenue targets set • KPI 49: Maximise Usage of Genea Netball Centre and grow revenue year-on-year • KPI 50: Benchmark the financial performance of Netball NSW against other Member Organisations and SSN Franchises and rival sporting codes at least annually. 	<ul style="list-style-type: none"> • Despite a conservative downgrade in the profit forecast in January, Management is still confident that the 2018 annual budget can be achieved. • First activity for 2018 with regards to financial benchmarking will be compiling an analysis of 2017 financial reports for all MO's and Netball Australia. This will be completed in May 2018. • Despite a reduction from the projected hiring activity from the Australian College of Sport at Genea Netball Centre, management is still confident of achieving budget for the venue.

Netball NSW Council Meeting

Our Business

Goal 6 – Deliver the business model through effective business planning

Strategy / KPI	Comments
6.1 Enhance technology and information systems that expand our business. <ul style="list-style-type: none"> KPI 51: Implement a digital workflow system by 30 June 2018 to streamline the administration of the NNSW finance system. KPI 52: Investigate opportunities to have a consolidated business-wide CRM system. 	<ul style="list-style-type: none"> The digital workflow system concur is on track for implementation as per the KPI target. We have had two initial conversations with two separate organisations regarding the scoping of our digital properties - Greenroom Digital who has just worked with the NRL following previous history with the AFL and also Levo, a company who has worked with Sydney Showground and the Easter Show amongst others. As part our partnership discussions with Microsoft this was also covered and they are exploring if this is something they can help us with. We are still determining the best partner to undertake this work. We have also met with George (our existing IT partner) and he is also going to assist in providing a framework for the future.
6.2 Have a digital focus to drive engagement with new and existing audiences. <ul style="list-style-type: none"> KPI 53: Undertake a review and an improvement scoping exercise of the Netball NSW websites and digital assets during 2018 KPI 54: Develop a data acquisition plan and achieve a consolidated cleansed database of 200,000 members, participants and customers. 	<ul style="list-style-type: none"> Third party consultants have been engaged to scope out a project to review the five current websites – Netball NSW, NSW Swifts, GIANTS Netball, Samsung Premier League and Genea Netball Centre. Working group lead by Netball Australia has been developed to determine a data usage policy for participant data, while at the same time we are reviewing the quality of database that we have as Netball NSW to determine its value.

Our Pathways

Goal 7 – Pathways are inclusive, innovative and connected

Strategy / KPI	Comments
7.1 Support relevant external programs and service delivery partners that underpin Netball NSW pathways. <ul style="list-style-type: none"> KPI 55: Support competition opportunities for the Regional Academy of Sport (RAS) Programs at Academy and NIB Games. KPI 56: Provide technical and personal development of all athletes within RAS programs. KPI 57: Conduct and support athlete, umpire and coach education within RAS. KPI 58: Ensure RAS comply with all agreed KPI's in accordance with the MOU between the RAS and Netball NSW and provide reports as directed. 	<ul style="list-style-type: none"> NNSW is supporting the following RAS competitions/events Academy Games, Academy Challenges, High Performance Camp Netball NSW has accepted the invitation from Netball Australia to trial the roll out of myaisbasecamp – an initiation of the Australian Institute of Sport. The interactive elearning platform aims to ensure emerging athletes across Australia, reach their full sporting potential. Myaisbasecamp will replace several segments of the Develop a Diamond Program in the 2018 Regional Academy of Sport Programs. NNSW has distributed to all RAS programs an Individualised Athlete Performance Plan (IAPP) and is encouraging all RAS programs to utilise this as a measure of technical and tactical development of all players. NNSW has distributed a load management diary and is encouraging all RAS programs to monitor the load of all players to maximise development and minimise the risks of injury and illness. NNSW has distributed the revised NA Core Curriculum of Skills and is encouraging all RAS programs to follow. A \$12,000 Women Leadership in Sport Grant from the ASC has enabled NNSW to increase focus on RAS coach development.

Netball NSW Council Meeting

	<ul style="list-style-type: none"> NNSW hosted a weekend workshop for RAS coaches. The goal of the Program was to significantly increase leadership abilities in RAS coaches and provide them with the confidence and skills to develop both the technical and personal development of athletes. The Workshop was overwhelmingly positive. Presenters included Kerry Turner & Julia Symons. Mentor coaches Ali Broadbent, Colleen Mitchell, Jaqua Heddle, Megan Anderson, Lenore Blades, Amber Cross and Nardia McDonald gave practical guidance to the coaches. Abbey McCullough was thought provoking talking about coaching from an athletes perspective and Anita Keelan shared her coaching wisdom and experience. Following the Workshop, NNSW has followed up with a distribution of coaching resources and will follow up with further coach mentoring at the April and September RAS Challenges. NNSW has streamlined the MOU and reporting processes with a goal to ensure all RAS programs have a clear understanding of NNSW guidelines and expectations and that NNSW has a concise outline of the support we will provide. In 2018 an increase in NNSW financial support of the RAS programs will be equalled by an increase in the expectation of a professional and effective program delivery.
<p>7.2 Provide a range of competitions that provide competitive opportunities and support pathways for athletes, coaches and officials.</p> <ul style="list-style-type: none"> KPI 59: Management to prepare a response and indicative 3 Year Business Plan on the recommendations from the Competitions Framework Review by 31 July 2018. 	<ul style="list-style-type: none"> The Competitions Framework has been adopted by the NNSW Board. Further work is currently being undertaken regarding Host Venues for major NNSW competitions

Our Pathways

Goal 8 – Deliver sustainable programs to secure high performing athletes, coaches and officials

Strategy / KPI	Comments
<p>8.1 Continual identification and development of NSW athletes.</p> <ul style="list-style-type: none"> KPI 60: Completion of the Pathways Review by May 2018 KPI 61: develop robust, athlete talent identification process, recruitment and establish retention structures and policies. KPI 62: Develop and deliver a best practice training environment to ensure the success of Netball Teams and athlete selection in National teams. 	<ul style="list-style-type: none"> NNSW is assisting McLaughlin Sports Consultancy in all aspects of the Pathways Review, this will be completed by the end of April 2018 Following NSW State Team Selections, 24 players were selected into the NNSW talent development Squad. Players were selected on the basis of their potential to excel in years to come. Players can be added into this squad at the recommendation of a NNSW Pathways selector. These players have followed a very similar program to the State Team players, including screening, testing, S & C, match play and attending the Heart Kids Cup. In addition, as a result of their performances at trials, a further 60 regional players were selected into the 2018 Regional Talent Squad. These players attended a full day clinic in January and have also been included in the roll out of myaisbasecamp.

Netball NSW Council Meeting

<ul style="list-style-type: none"> • KPI 63: (20) NSW Athletes with SSN contracts and (15) NSW Athletes on NSW Swifts/GIANTS Netball rosters. 	<ul style="list-style-type: none"> • Trials for the Sydney Netball Academy unearthed many players with great potential. 24 players were selected in the SNA Squad. A further 20 players were selected in the SNA training Squad. • NNSW partnership with the seven NSW Sports High Schools provides a further avenue for talent ID and coach development. A gala day is organized for March 21.
<p>8.2 Identify and continually develop coaches, officials and support staff within the high performance pathway.</p> <ul style="list-style-type: none"> • KPI 64: Report annually on the success and progress of this activity. 	<ul style="list-style-type: none"> • NNSW recognises a huge need for further coach talent ID, development and education. • Developing coaches have been invited to several of the NNSW Pathways Programs to work with some of NSW's most experienced coaches. Mentor coaches take the opportunity at these sessions to assess who has the qualities to excel in the NNSW pathway. • NNSW hosted a forum for Premier League coaches. From a HP perspective, the presentation was positive in providing coaches information from NA and increasing communication about player load management and focus of development. • Following the forum, NNSW distributed a calendar, load management, IAPP and sports science information to all coaches. • Two new managers have been identified, one in the State Teams and one in SNA. NNSW is supporting these Managers to develop the skill set to progress in this pathway. • The 19U State Team and SNA have both appointed apprentice coaches with a goal of building the pool of Pathway coaches. In addition an identified Regional Coach has been invited to attend 2 sessions of the State Team campaign and to work with one of the North Coast players in the State team in satellite sessions.
<p>8.3 Be the most successful on-court Netball organization in the world</p> <ul style="list-style-type: none"> • KPI 65: NSW State Teams placed either 1st or 2nd at the 19 & Under and 17 & Under National Championships. • KPI 66: NSW Waratahs and Canberra GIANTS finish in the ANL top 4 each year. • KPI 67: NSW Swifts and GIANTS Netball finish in the SSN Top 4 each year. • KPI 68: NSW Swifts and GIANTS Netball win two titles in aggregate in the next five years. 	<ul style="list-style-type: none"> • Following NSW State Team Selections, 12 players were selected into the 17U and 19U NSW State teams. • All players undertook a physiotherapy screen and fitness testing all players were given a comprehensive 6 week S & C Program to follow. • NNSW monitored this program over December and January. • Coaches developed a plan to maximize player and team potential. • NNSW has supported coaches by coordinating a series of matches and education sessions and by continuing to support Physios in the monitoring and delivery of S & C. • Due to injury and illness, 2 players have had to withdraw from the State Teams. Both players were replaced by players who had been working hard in the talent development squad, making the transition relatively smooth. • The 17U and 19U teams both attended the Heart Kids Cup, pre -season tournament in Orange. This was a significant event in player development on the court and creating a positive team culture off the court.

Netball NSW Council Meeting

Our Pathways

Goal 9 – Build a high performance culture based on success, respect and excellence.

Strategy / KPI	Comments
9.1 Embrace and develop a winning culture on and off the court. <ul style="list-style-type: none"> KPI 69: Ensure the values of the organization and a best practice approach are espoused by all staff and players. KPI 70: Supportive Administration which provides maximum support to create an environment which assists the coaches to manage the program and carry out their jobs effectively. KPI 71: A Holistic approach to athlete development including a balance between the sport and non-sport (education, career, social, family) aspects of their lives. 	<ul style="list-style-type: none"> All athletes in NSW SSN teams and pathways programs have completed an induction which includes information on player welfare, code of behaviours and expectations Management Staff and Team Staff are provided with opportunities for Professional Development these include courses such as Leadership and the AIS Mental Health for Athletes Workshop The introduction of the State Pathway's Manager position has provided more administration support to coaches and athletes in the NSW pathway. The Pathways Review will provide further information regarding resource support SSN General Managers and Team Staff work closely with contracted athletes to provide support in regards to providing a balance between sport and non-sport.
9.2 NSW teams are recognised and respected as leaders within the field of Netball and meet KPI's and benchmarks set by Netball Australia and the Australian Sports Commissions: <ul style="list-style-type: none"> KPI 72: The General Managers of the NSW SSN Teams and the State Pathways Manager to provide an annual report to the CEO on status of this standard. 	<ul style="list-style-type: none"> Report to be provided to the CEO post Nationals and SSN season
9.3 The quality of training facilities, sports science and medical support for NSW Teams is Industry best practice: <ul style="list-style-type: none"> KPI 73: The General Managers of the NSW SSN Teams and the State Pathways Manager to provide an annual report to the CEO on status of this standard. 	<ul style="list-style-type: none"> The Pathways review currently being undertaken will provide more information regarding this. NNSW will also gather the relevant information and evidence regarding best practise/benchmarking to measure against for the basis of the reporting

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Our Brand

Goal 10 – Drive the depth and breadth of participation and fan engagement

Strategy / KPI	Comments
10.1 Develop marketing and PR plan for participation growth across player, coaches, officials and volunteers. <ul style="list-style-type: none"> KPI 74: Marketing and PR Plan to be developed by 30 June 2018. 	<ul style="list-style-type: none"> Working with Netball Australia and the other MO's to develop a national marketing participation strategy, from which State initiatives will be executed.
10.2 Implement marketing and crowd build strategies to maximize attendances at SSN games, with a match day experience delivered which is valued to drive repeat purchases. <ul style="list-style-type: none"> KPI 75: Develop marketing and attendance growth strategies by 28 February 2018. KPI 76: Achieve the highest ranking in the annual SSN league-wide member and fan survey. 	<ul style="list-style-type: none"> Marketing and crowd build strategy for SSN teams completed, with tickets for all games now on sale. In excess of 2200 tickets have been sold to date, two months out from the start of the season. Brand campaigns for NSW Swifts and GIANTS Netball now in roll out phase. Memberships for both Swifts and GIANTS both exceeding last year's final results: <ul style="list-style-type: none"> NSW Swifts: 2540 year to date v 2279 final GIANTS Netball: 2908 year to date v 2490 final
10.3 Connecting the elite and participation by creating hero's and traditions. <ul style="list-style-type: none"> KPI 77: Marketing and communications initiative to be developed to achieve this activity. 	<ul style="list-style-type: none"> NSW Swifts and GIANTS Netball players have been aligned as Ambassadors with participation programs and incorporated into the marketing of these products. Association visits by players to commence 7 April.

Our Brand

Goal 11 – Expand relationships with partners to maximise opportunities for long term growth of the sport.

Strategy / KPI	Comments
11.1 Build and retain relationships with key organisations and commercial partners. <ul style="list-style-type: none"> KPI 78: Continued and sustained revenue growth from corporate and government partnerships. KPI 79: Retain 80% of existing sponsors over the next 12 months . 	<ul style="list-style-type: none"> Please refer to 5.1.1 for ongoing conversations and business secured to date. The sponsors who aren't returning in 2018 are The Athlete's Foot and Bosco Bear (business has moved overseas). However all other partners are either signed or in the process of signing for 2018. Upcoming renewals include Genea and Court Craft. As mentioned in 5.1.1 we have introduced a new weekly video segment to secure additional revenue from Castlereagh Imaging. We are also discussing with HCF a specific insurance offering for the Netball community which will include a commission/rebate to Netball NSW.
11.2 Develop new commercial opportunities across the business to optimize revenue. <ul style="list-style-type: none"> KPI 80: All Netball NSW departments to look at opportunities for innovation and the expansion of existing business revenue streams. 	<ul style="list-style-type: none">

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Our Brand

Goal 12 – Drive our brand through the use of innovative communication platforms.

Strategy / KPI	Comments
12.1 Deliver contemporary digital media platforms to promote netball. <ul style="list-style-type: none">• KPI 81: Minimum 10% growth across all digital platforms annually (SWIFTS and Netball NSW).• KPI 82: Minimum 10% growth across all digital platforms annually (GIANTS Netball and Netball NSW).• KPI 83: By 2020 all Netball NSW brands (NSW Swifts, GIANTS Netball, Netball NSW) to become the benchmark in social metrics across all SSN Clubs and Member Organisations.	<ul style="list-style-type: none">• Steady growth continues across all digital platforms.• New Digital and Social Co-ordinator for the NSW Swifts and Netball NSW has commenced with this a key KPI.
12.2 Protect our integrity and brand. <ul style="list-style-type: none">• KPI 84: The integrity of netball as well as the health and wellbeing of athletes is protected and maintained.	<ul style="list-style-type: none">• Detailed brand guidelines have been developed for NSW Swifts and GIANTS Netball to protect the use of the brand – internally and externally.

Netball NSW Council Meeting

8.4 Appeals Tribunal Report

Appeals Tribunal Report – 2018 Competitions

2018 Metro League

The Appeals Tribunal met on 2 March 2018 to consider the appeals that were lodged.

Appeals Tribunal Members: Rachael Sutton (Chair), Di Bills, Jo-Anne Perry

Appeal 1: Bankstown City Netball Association

Move from Division 1 to Division 3

Decision: Dismissed

I would like to take this opportunity to thank the appeal members as well as the Chair, Rachael Sutton.

Claire Dale

Competitions Manager

Netball NSW Council Meeting

9 Any Other Reports

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Netball NSW Council Meeting

10 General Business

10.1 Introduction of Netball NSW Management team

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