

# NSW Netball Association Limited Council Meeting



**Date:** Saturday 30 March 2019

**Time:** at the conclusion of the Annual General Meeting

**Venue:** Netball Central, 2 Olympic Boulevard, Sydney Olympic Park

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**NEW SOUTH WALES NETBALL ASSOCIATION LIMITED**  
**NOTICE OF THE MARCH 2019 GENERAL COUNCIL MEETING**

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Notice is hereby given that a Council Meeting of the New South Wales Netball Association Limited will be held **on Saturday 30 March 2019** at **Genea Netball Centre, 2 Olympic Boulevard, Sydney Olympic Park** commencing at the conclusion of the Annual General Meeting.

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**Mike Anderson**  
Company Secretary

# Netball NSW Council Meeting



## 1. Apologies

## 2. Previous Minutes

A copy of the Minutes from the Extra Ordinary Council Meeting held 03 November 2018 is attached, pages 5 to 13.

A copy of the Minutes from the Council Meeting held 03 November 2018 is attached, pages 14 to 20

The following amendment to the minutes was noted by Campbelltown Netball Association:

### 4 **Business Arising**

- **Campbelltown Manly:** Sought update re Page 7 minute about **Manly's request regarding commercial possibilities re tents.**
  - *Tim Underwood (General Manager Corporate and Commercial Partnerships) advised that tent supply company is unwilling to enter into commercial agreement/partnership at this time.*

# Netball NSW Extra Ordinary Council Meeting Minutes




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## NEW SOUTH WALES NETBALL ASSOCIATION LIMITED NOVEMBER 2018 EXTRA ORDINARY COUNCIL MEETING

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Extra Ordinary Council Meeting of the New South Wales Netball Association Limited held **on Saturday 03 November 2018** at **Novotel Hotel (Rooty Hill RSL), 33 Railway Street, Rooty Hill** commencing at **9:00am**.

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# MINUTES

The meeting commenced at 9.02am

## 1. Attendees

Directors:	Louise Sullivan	Netball NSW President
	Myles Baron-Hay	Netball NSW Director
	Vincent De Luca OAM	Netball NSW Director
	Janet Drakos	Netball NSW Director
	Christine Feldmanis	Netball NSW Director
	Diana Fraser	Netball NSW Director
	Ruth Havrlant	Netball NSW Director
	Rodney Watson OAM	Netball NSW Director
	Carolyn Campbell (CEO)	Netball NSW CEO
Life Members:	Anne Doring OAM	Life Member
	Lynne Quinn OAM	Life Member
	John Hahn	Life Member
	Wendy Archer AM	Life Member
	Yvonne Richardson	Life Member
Delegates:	Judi Hansen, Kathy McMahon	Armidale District Netball Association
	Nicole Oram	Bankstown Netball Association
	Kylie Tzavaras, Monica O'Callaghan	Baulkham Hills Shire Netball Association
	Robert Fitzgerald, Alison Sheppard	Blacktown Netball Association
	Alison Yates, Jenny Walker	Blue Mountains Netball Association
	Kerrin Thomas, Gail Lees	Camden Netball Association
	Shirley Connolly, Anne Stewart	Campbelltown Netball Association
	Dianne Pascoe, Joanne Taylor	Charlestown Netball Association
	Jayne Occhiuto	City of Sydney Netball Association
	Edwina Brown, Dianna Bills	Eastwood Ryde Netball Association
	Carol Baiton OAM	Fairfield City Netball Association

# Netball NSW Extra Ordinary Council Meeting

## Minutes



	Joy Dasan, Samantha Gribble	Gosford Netball Association
	Tracy Chalk, Viv Bertenshaw	Hawkesbury City Netball Association
	Doug MacColl, Lynette Burgess OAM	Hills District Netball Association
	Dianne Elvy, Lyn Holmes	Illawarra District Netball Association
	Anne Tait, Leanne Blackmore	Inner West Netball Association
	Ted Beedles	Kiama Netball Association
	Nick Herman, Kathy Staggs	Ku-ring-gai Netball Association
	Bev Dew OAM	Lismore Netball Association
	Jennie Webster	Liverpool Netball Association
	Petra Hayman, Maria Bettini	Macleay District Netball Association
	Helen Dean, Mary Jane Hauser	Manly Warringah Netball Association
	Clare McCabe, Brent Ferguson	Mens Netball
	Rebecca Keating	Nelson Bay Netball Association
	Ellen Monaghan, Adele Saunders OAM	Newcastle Netball Association
	Glenys Paranihi, Marie Cherote	Northern Suburbs Netball Association
	Vicki Pearson	Orange Netball Association
	Kim Higgins, Lyn Welfare	Parramatta Auburn Netball Association
	Joy Gillett OAM, Lyn Deuis	Penrith Netball Association
	Jodi Cassar, Susan Xenos	Port Stephens Netball Association
	Marie Kelly, Frances Reynolds	Randwick Netball Association
	Wilma Klein, Kathy Rembisz	Shoalhaven Netball Association
	Gail Mayers	Singleton Netball Association
	Helen Andrews	St George Netball Association
	Anne Heptinstall, Shirley Way	Sutherland Netball Association
	Janet Jamieson, Rebecca McKenzie	Tamworth Netball Association
	Madeline Allen	Westlakes District Netball Association
Observers:	Katarina Doring	Eastwood Ryde Netball Association
	Kathryn Halcrow	Inner West Netball Association
	Suzanne Woods	Brunswick/Byron Netball Association
	Prue Habevecht	Sutherland Shire Netball Association
Company Secretary, Returning Officer:	Mike Anderson	Netball NSW
Netball NSW Staff	Tim Underwood	Netball NSW
	Rebecca Shaw	Netball NSW
	Nikki Horton	Netball NSW
	Lauren Woods	Netball NSW
	Karen de Ridder	Netball NSW

# Netball NSW Extra Ordinary Council Meeting Minutes



	Melissa Achten	Netball NSW
	Todd Pengilly	Netball NSW
	Shantel Cogno	Netball NSW
	Shohan Khan	Netball NSW
	Claire Dale	Netball NSW
Minute Taker	Jennifer Baxter	

## 2. Apologies

Directors:	Carol Murphy	Netball NSW Director
Delegates:	Alex Peate, Lee Harley	Ballina Netball
	Justine Kavanagh	Armidale District Netball Association
	Alison Burcham, Carolyn Burgess	Barellan and Districts Netball Association
	Belinda Redmond	Blayney & District Netball Association
		Broken Hill Netball Association
	Suzanne Simpson	City of Sydney Netball Association
	Samantha Rumbel	Dungog & District Netball
	Cathy Glover, Rosemary Miller	Hastings Valley Netball Association
	Jennie Thompson	Hills District Netball Association
	Rhonda Beedles	Kiama Netball
	Estelle Lawler	Liverpool City Netball
	Karen Lambley	Macleay Netball Association
	Kim Starkey, Leearna Bennett	Maitland District Netball Association
	Amanda Wilks	Nelson Bay Netball Association
	Christy Hoolle, Ineke Walker	Northern Suburbs Netball Association
	Jacki Jasprizza	Orange Netball Association
	Elizabeth O'Brien	St George District Netball Association
	Karen Salter, Nerida Noble	Sutherland Shire Netball Association
	Pamela Burt	Westlakes District Netball Association
	Sandra Thorpe	Woolgoolga District Netball Association
Life Members:	Maureen Boyle AM	Life Member
	Neita Matthews OAM	Life Member

**MOVED:** Sutherland, **Seconded:** Armidale to accept the attendees and apologies.

**CARRIED**

**MOVED:** Anne Doring OAM (Life Member), **Seconded:** Campbelltown to suspend Standing Orders.

# Netball NSW Extra Ordinary Council Meeting Minutes



**CARRIED**

**The meeting was suspended at 9:18am.**

President, Louise Sullivan, discussed direction of Netball NSW and introduced strategic vision. Taking into account lessons from enquiries and commissions currently underway in other industries, there is a continued need to ensure that NNSW has appropriate culture, governance and operating model.

Vision and Purpose, including Board's priorities, had been redrafted and was displayed at the meeting.

- Our Purpose: Inspire and engage with communities to grow the game of Netball.
- Our Vision: To be the leading female team sport offering participation for all on and off the court.

Discussion from the Council delegates specifically and repeatedly questioned the use of the word "female" in the Vision and Purpose statement. Delegates suggested that Vision should aim to be leading sport in Australia. Men's Netball stated that to use "female" was discriminatory and objected to its use in the Vision.

President noted that there is still more to be done to grow netball within the female population. President emphasised the need to balance respecting history as leader in female sport with driving change for the future. President acknowledged that the word female can give a perception of limitation (and "female" had been left in Vision of Netball Australia [NA]) but the inclusion of words "participation for all" opens up opportunities to anyone. Question about inclusion of word "female" in the Vision was taken on notice.

At the request of the Board, delegates (working in table teams) collaborated on questions about Board's priority around support of associations, at community level, then Netball NSW. Table groups workshopped the issues and presented findings to the meeting. Findings to be collated by Netball NSW.

1. Top 3 – 5 strengths and weaknesses at community level.
2. How can we better advance netball in your community? What are top 3 initiatives you, as an Association or Netball NSW, would do to have the biggest impact for netball?
3. What are the 3 most valuable services your Association receives from NNSW? Is there anything that NNSW is not doing that you think we should be?

**MOVED:** President **Seconded:** Hawkesbury to resume Standing Orders.

**CARRIED**

**The meeting re-commenced at 10:20am.**

### **3. Notices of Motion – Proposed Changes to Netball NSW Constitution**

**MOVED:** Hawkesbury **Seconded:** Blue Mountains to move motions 1 to 12 as a block.

**CARRIED**

Voting power 76 votes

**Discussion:**



# Netball NSW Extra Ordinary Council Meeting

## Minutes



- Anne Doring OAM (Life Member) re Motion 6 removal of Grading Procedures and Rules signoff by Council: Sees the reasoning and need for expediency, but wants grassroots to have a say in these. Suggests to put a Grading Policy & Procedures and Rules Working Party in place to evaluate any changes to grading/ rules – so ensuring grassroots input. Working Party proposal to November Council would then be fait accompli.
- Camden: Motion 6 rationale states that competitions will not be held – so why not just change the clause to update competitions? Not getting a chance to have a say on our core competitions.
  - President: Not the intent of NNSW that Associations not be consulted on the rules. Demands of how competitions are run impacts mechanisms of delivering the service to you.
- Sutherland: Does Rationale of Motion 6 mean that there will be no more Night Inter-district (NID)?
  - President: No, not the case, NID will continue.
- Manly: Appreciate that Board will have mechanism for consulting re grading and rules, but would feel more confident if such consultation was documented in the Constitution.
  - CEO: Rules forum was livestreamed, questions emailed during the forum were responded to at the forum in real time.
  - Nikki Horton, Head of Netball: It is appropriate that Associations have input around rules in all competitions we run, including Metro League and Premier League. Intent is to consult with a broad range of Associations, not just delegates in the room at Council.
- Men's: Constitution was formed prior to current levels of staffing at Netball NSW, agree with Anne Doring OAM on establishment of working party, and such working party to have a charter.
- President: Proposed amendment is a starting point. Intend to use forums to ensure that appropriate consultation is maintained. Need to respond quickly and gave example of when NID rules were unable to be changed in November to accommodate number of teams etc.
- CEO: have previously had rules working party. Motion 6 amendment is an evidence-based decision using broad feedback. Identified facilities issue – only some Associations have the capacity to host some of the iconic events and we run risk of losing events. Need balance on how events are hosted to be sustainable.
- Rodney Watson AM (Director): Addressed Motion 6, gave history and background of the relevant Constitutional clauses and noted the subsequent evolution into iconic netball events. He noted that all rules changes will be positive for NNSW and most are an impost on NNSW on governance of hosting, not rules changes. Suggested delegates vote in favour of the amendments as it will advance netball in NSW.

**MOVED:** Campbelltown, **Seconded:** Liverpool that block motion be put.

**CARRIED**

**MOVED:** Manly **Seconded:** Baulkham Hills Motions 1 to 12 – Proposed Changes to Netball NSW Constitution, as detailed below:

### 1. Clause 1.1 *Definitions, Notice* be amended as follows:

#### 1.1 Notice definition

**Notice** includes all written communications to Members, **including electronic communications.**

# Netball NSW Extra Ordinary Council Meeting Minutes



## 2. Clause 11 *Life Members* be amended as follows:

### 11 Life Members

- (a) An Individual ~~an~~ Member may be nominated to receive Life Membership of the Company in recognition of not less than ten (10) years outstanding service to the Company in accordance with this Clause 11 and any such policy relating to the awarding of Life Membership as may be in place from time to time.
- (b) A candidate for election as a Life Member must be nominated **in writing** by two (2) ~~Senior Individual~~ Members **of affiliated Associations who are at least 18 years of age** with such nominations being received by the Chief Executive Officer by 31 October each year.
- (c) The Board of Directors shall review all nominations received to ensure nomination meets criteria as defined and, if appropriate, put forward such nomination for voting.
- (d) Once approval for voting to proceed has been given by the Board, ~~of Directors, election as a ballot for the award of~~ Life Membership shall be conducted in accordance with the Election and Voting Policy. If an affirmative vote is returned, **the award of** Life Membership will be announced and presented at the Annual General Meeting.
- (e) The Board may at any time and from time to time fix the total number of persons who may be Life Members at any time and the maximum number of candidates who may be nominated in any year.
- (f) All Netball NSW Life Members will be registered directly with the Company.
- (g) A Life Member who nominates for election as a Director of the Company must comply with Clause 15.3 of this Constitution.

## 3. Clause 14.4(b) *General Meetings, Quorum* be amended as follows:

### 14.4 Quorum

- (a) No business may be transacted at the Annual General Meeting, except the adjournment of a meeting, unless a quorum of Members is present at the time when the meeting proceeds to business.
- (b) The quorum for the Annual General Meeting shall be Delegates representing one quarter of the affiliated Associations and ~~four Directors~~ **a majority of the Directors who have been appointed as Members under Clause 9.3 of this Constitution**. If within thirty minutes from the time appointed for the meeting a quorum is not present, the meeting must stand adjourned to a date fixed by the Board; the adjourned meeting will be convened by the Company Secretary as directed by the Board. If at the adjourned meeting a quorum is not present within 30 minutes from the time appointed for the meeting, the Members present will be a quorum.

## 4. Clause 14.7 *General Meetings, Voting at the Annual General Meeting* be amended as follows:

### 14.7 Voting at the Annual General Meeting

# Netball NSW Extra Ordinary Council Meeting Minutes



- (a) Each Council Member, being affiliated Association Delegates, Life Members and Directors will have one vote to be taken in such manner as the President directs.
- (b) A vote may be submitted by any Council ~~Member~~ in regards to any item listed on the Notice of the Annual General Meeting, **on request**.
- (c) ~~Voting for The Election of Directors where such voting~~ shall be conducted by the Returning Officer in accordance with the Election and Voting Policy.
- (d) Excluding items listed on the Notice of the Annual General Meeting for which a vote may be cast, questions arising from the floor of an Annual General Meeting must be decided by a majority of votes cast by the Delegates of Associations, Life Members and Directors, present at that meeting.

5. Clause 14.10(b) – *General Meetings, Quorum* be amended as follows:

14.10 Quorum

- (a) No business may be transacted at any Extra Ordinary Meeting, except the adjournment of a meeting, unless a quorum of Members is present at the time when the meeting proceeds to business.
- (b) Unless otherwise provided in this Constitution, a quorum for an Extra Ordinary Meeting shall be Delegates representing one-quarter of the affiliated Associations and ~~four Directors~~ **a majority of the Directors who have been appointed as Members under Clause 9.3 of this Constitution**. If within thirty minutes from the time appointed for the meeting a quorum is not present, the meeting:
  - (1) if convened upon the requisition of Members, must be dissolved; and
  - (2) in any other case it must stand adjourned to be held within 14 days at the same time and place,and if at the adjourned meeting a quorum is not present within thirty minutes from the time appointed for the meeting, the Members present will be a quorum.

6. Clause 14.14(d)(3) *General Meetings, Proceedings of General Meetings* be amended as follows:

14.14(d) Proceedings of General Meetings

- (d) The Council shall, at the November meeting each year, conduct the following business as part of the business of the meeting:
  - (1) ~~Set~~ **Set** the annual affiliation fees payable by each Association in accordance with Clause 9.4; **and**
  - (2) ~~Set~~ **Set** the annual individual membership fees payable by each individual member in accordance with Clause 9.5. Reference is also made to Clause 15.1 (b) and the Affiliation and Membership Policy in regard to remote and isolated Associations.
  - (3) ~~Review the Grading Policy and Procedures and Rules for State Championships, State Age, Night Inter District and Association 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.~~

# Netball NSW Extra Ordinary Council Meeting Minutes



7. Clause 14.15(b) *General Meetings, Voting at General Meetings* be amended as follows:

14.15 Voting at General Meetings

- (b) A vote may be submitted by any Council member in regards to any item listed on the Notice of the General Meeting **on request**.

8. Clause 14.16(b) *General Meetings, Quorum, Notice* be amended as follows:

14.16 Quorum

- (a) No business may be transacted at any General Meeting, except the adjournment of a meeting, unless a quorum of Members is present at the time when the meeting proceeds to business.
- (b) Unless otherwise provided in this Constitution, a quorum for all General Meetings shall be Delegates representing one-quarter of the affiliated Associations and **four Directors a majority of the Directors who have been appointed as Members under Clause 9.3 of this Constitution**. If within thirty minutes from the time appointed for the meeting a quorum is not present, the meeting.
- (1) If convened upon the requisition of Members, must be dissolved; and
- (2) in any other case it must stand adjourned to the same day in the next week, at the same time and place,

and if at the adjourned meeting a quorum is not present within thirty minutes from the time appointed for the meeting, the Members present will be a quorum.

9. Clause 15.6 *Directors, Membership of Associations* be amended as follows:

15.6 Membership of Associations

No more than two Directors may be a member of the same Association at any one time, **whether that membership relates to a primary or secondary registration**.

10. Clause 15.7(a) *Directors, Procedure for Election of Directors* be amended as follows:

15.7 (a) Procedure for Election of Directors

The Returning Officer must, by **28-21** 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.

11. Clause 17.1 – *Company Secretary, Statutory Responsibilities* be amended as follows:

17.1 Statutory Responsibilities

**The Company Secretary shall:**

- (a) **The Company Secretary shall** Ensure that the Company complies with its statutory obligations under any relevant laws and regulations;
- (b) **The Company Secretary shall** Ensure that the Company maintains the required statutory records including membership registers, the requisite retention of documents and records and completion and lodgement of statutory forms/returns and reporting under relevant legislation and requirements;

# Netball NSW Extra Ordinary Council Meeting Minutes



- (c) ~~The Company Secretary shall~~ Ensure adherence with the Company's Constitution and prepare a corporate governance/policy manual for Directors/management
- (d) ~~The Company Secretary shall~~ Record and advise ASIC where necessary, declarations/conflicts of interest of Directors and have custody of the Common Seal and record usage; and
- (e) Assist the Chairperson and Directors in the conduct of meetings and their directorial and governance obligations and responsibilities.

12. Corrections to spelling, grammar and clause numbering within the Constitution be amended as required.

**MOTION (as moved above)**

**CARRIED 72:2**

**Supplementary Motion**

**MOVED** Anne Doring OAM (Life Member) **Seconded:** Newcastle that Council formally request Board to ensure that a Rules and Competitions Working Party be established with appropriate Association representation to give input and advise on competition rules, and a charter for the Working Party be struck to outline the duties of the working party.

**CARRIED**

**The meeting concluded at 10.45am**

# Netball NSW Council Meeting Minutes



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## NEW SOUTH WALES NETBALL ASSOCIATION LIMITED MINUTES OF THE NOVEMBER 2018 GENERAL COUNCIL MEETING

---

Council Meeting of the New South Wales Netball Association Limited held **on Saturday 3 November 2018** at **Novotel Hotel (Rooty Hill RSL), 33 Railway Street, Rooty Hill** at the conclusion of the Extra Ordinary Council Meeting.

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## MINUTES

The meeting commenced at 11.12pm and President made acknowledgement of country.

### 1. Attendees

Directors:	Louise Sullivan	Netball NSW President
	Myles Baron-Hay	Netball NSW Director
	Vincent De Luca OAM	Netball NSW Director
	Janet Drakos	Netball NSW Director
	Christine Feldmanis	Netball NSW Director
	Diana Fraser	Netball NSW Director
	Ruth Havrlant	Netball NSW Director
	Rodney Watson OAM	Netball NSW Director
	Carolyn Campbell (CEO)	Netball NSW CEO
Life Members:	Anne Doring OAM	Life Member
	Lynne Quinn OAM	Life Member
	John Hahn	Life Member
	Wendy Archer AM	Life Member
	Yvonne Richardson	Life Member
Delegates:	Judi Hansen, Kathy McMahon	Armidale District Netball Association
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	Jodi Cassar, Susan Xenos	Port Stephens Netball Association
	Marie Kelly, Frances Reynolds	Randwick Netball Association
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	Gail Mayers	Singleton Netball Association
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Observers:	Katarina Doring	Eastwood Ryde Netball Association
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Company Secretary, Returning Officer:	Mike Anderson	Netball NSW
Netball NSW Staff	Tim Underwood	Netball NSW
	Rebecca Shaw	Netball NSW



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	Nikki Horton	Netball NSW
	Lauren Woods	Netball NSW
	Karen de Ridder	Netball NSW
	Melissa Achten	Netball NSW
	Todd Pengilly	Netball NSW
	Shantel Cogno	Netball NSW
	Shohan Khan	Netball NSW
	Claire Dale	Netball NSW
Minute Taker	Jennifer Baxter	

## 2. Apologies

Directors:	Carol Murphy	Netball NSW Director
Delegates:	Alex Peate, Lee Harley	Ballina Netball
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	Belinda Redmond	Blayney & District Netball Association
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	Suzanne Simpson	City of Sydney Netball Association
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	Cathy Glover, Rosemary Miller	Hastings Valley Netball Association
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	Sandra Thorpe	Woolgoolga District Netball Association
Life Members:	Maureen Boyle AM	Life Member
	Neita Matthews OAM	Life Member



# Netball NSW Council Meeting Minutes



**MOVED:** Parramatta Auburn **Seconded:** Sutherland that apologies accepted for the Extra Ordinary Council meeting held earlier today be accepted for Council meeting.

**CARRIED**

## 3. Previous Minutes

Confirmation of the Minutes from the Council Meeting held 24 March 2018.

**MOVED:** Armidale **Seconded:** Hawkesbury that the minutes of the Council meeting held on Saturday 24 March 2018 be adopted.

**CARRIED**

## 4. Business Arising

- Manly: Sought update re Page 7 minute about commercial possibilities re tents.
  - Tim Underwood (General Manager Corporate and Commercial Partnerships) advised that tent supply company is unwilling to enter into commercial agreement/partnership at this time.

## 5. Correspondence

There are no items of correspondence to be tabled for this meeting.

## 6. Business Arising from Correspondence

Nil.

## 7. Applications for Membership

No applications for Membership have been received.

## 8. Notices of Motion

There are no notices of motion put forward to Council.

## 9. Reports

### 9.1 Board of Directors Report

**MOVED:** Liverpool **Seconded:** Port Stephens that the Board of Directors Report be adopted

**CARRIED**

## 9.2 Finance Report

- Mike Anderson (COO): reviewed the financial statements year to date. He also briefed Council on the indicative 2019 budget which had been distributed at meeting. Noted estimated profit for 2019 of \$33,000. Highlighted a number of challenges such as insurances: claims increased by \$500,000 nationally (of which NSW is about 26% of those claims) therefore expected premium increase in 2019. Venue costs continue to be an issue, SSN, particularly Qudos Arena, fixtures still to be released for 2019.
- John Hahn (Life Member): In Aug 2018 statement, figures are down in merchandise and SSN but appears to be disparity between year to date and end of year forecast.
  - Mike Anderson: caused by time lag in some costs being recognised, bulk of revenues concentrated earlier in the year. Confident that forecast will be achieved.
- St George: Under competitions pathways and volunteers – what are other expenses?
  - Mike Anderson: Other expenses include hiring expenses, recharge of court hire, netballs.
- St George: Pathways expenses quite high for the small number of people.
  - Mike Anderson: Pathways not only includes staff but regional academy and state teams.

**MOVED** Port Stephens, **Seconded** Macleay that the Finance Report, not including fees, be accepted.

**CARRIED**

### 8.2.1-8.2.5 2019 Netball fees

- Myles Baron-Hay: At present Netball is predominantly funded by Associations and Grassroots Netball which subsidises elite Netball including Netball NSW's SSN teams. In time, that should be reversed, as elite Netball will eventually make a profit and return funding back to the development of the sport. For this to happen and for the sport to take advantage of and leverage its opportunities will require changes to the way we think and operate as a sport. Netball is uniquely positioned in the eyes of sponsors.
- Eastwood Ryde: Why are State Cup fee so expensive? Two days for \$85.
- Newcastle: Agree cost of State Cup is high, particularly as regional teams incur accommodation cost. Don't believe it should be called State Cup because not all of NSW is represented. Suggest that it be run over 1 day only.
  - Mike Anderson (COO): Not a lot of entries, smaller competition played indoors, fees set out to recover costs
  - Claire Dale (Competitions Manager) Indoor competition and fees work out to be \$8.50/player/game.
  - President: State Cup under review and working through reasons for participation/non-participation. Survey has been sent out to delegates who are encouraged to respond.
- Gosford: With State Masters and Social Masters being combined, is fee based on Social Masters or State Masters?
  - Nikki Horton (Head of Netball): competitions run at same time at same venue but are two separate competitions, so you will enter into one or other. To be held at Tamworth next year.

# Netball NSW Council Meeting Minutes



**MOVED:** Macleay **Seconded:** Anne Doring OAM (Life Member) that the following fees, as detailed in the Council papers, be adopted:

- 2019 Netball NSW affiliation fees
- 2019 Netball NSW Full Season Membership Fees
- 2019 Netball NSW Summer Membership Fees
- Proposed Competition Fees 2019

**CARRIED**

## 8.6 CEO's Operational Report

- Wendy Archer AM (Life Member): Congratulations to NSW Marie Little Shield team on the 4<sup>th</sup> consecutive title win.
- Nelson Bay: Complimented the running of Social Masters.
- Newcastle: Enquired about entry fee for TAFE NSW schools cup – is there cost to Netball NSW for venue hire.
  - Shohan Khan (Participation Manager): Entry fee is about \$40/school or \$20/school/team. Venue hire is offered around the state. One of the largest competitions run by schools around the state.
- President: Highlighted strategic priorities in the CEO's report and encouraged delegates to read them.

**MOVED:** John Hahn (Life Member) **Seconded:** Sutherland that the CEO's Operational Report be adopted

**CARRIED**

## 8.7 Appeals Tribunal Report – 2018 Competitions

**MOVED:** Hills **Seconded:** Ku-ring-gai that the Appeals Tribunal Report be adopted

**CARRIED**

## 9 General Business

- Anne Doring OAM (Life Member) paid tribute to Dot McHugh OAM (Life Member) and detailed the extraordinary wealth of Dot's contributions to netball, at Association, State, National and International levels. Serving in various executive positions of what is now Netball NSW and Netball Australia between the 1950s and 1980's, Dot also represented Australia at International Federation of Netball Associations (IFNA) Councils and was General Secretary of IFNA from 1987 to 1991. Awarded Netball Australia Service Award and Inducted into the Netball NSW Hall of Fame, Dot gave support and confidence to all in netball. Dot was a key contributor to the foundation of where netball is today and it is an honour to remember Dot as a true ambassador for netball.
- Lauren Woods (General Manager Stakeholder Relations) presented:

# Netball NSW Council Meeting Minutes



- an evaluation of NSW Government Active Kids program
  - review of netball facilities around the state and Netball NSW support in recent funding applications
  - Objectives of data review.
- Vincent De Luca OAM (Director): Detailed a number of grants available to benefit netball including travelling grants, \$200m sport in schools grant, women leaders in sports grant - referred delegates to Sportoz.gov.au website. State Members of Parliament and local government have discretionary funding available. Federal government grants are not fully utilised in NSW.
  - CEO: (also deputy chair of Sport NSW Board) recommended delegates subscribe to Sport NSW newsletter from sportnsw.com.au website to obtain up-to-date details on fully sponsored grants. See Sport NSW/Office of Sport link on Netball NSW website (Funding and Grants).
  - President: Confirmed that supplementary motion moved by Anne Doring OAM at the end of Extraordinary General Meeting was allowable under meeting constitution.
  - President: restated Board Directors nominations process for next year. Board has set up nominations committee process, to evaluate skills depth on Board at present and identify any needs. Invited delegates to nominate.
  - President briefly reviewed the successful 2018 netball year including Schools Cup, State Championships, numbers of umpires, coaches and bench official qualifications. Growth in membership of GIANTS, walking netball, Premier League's 250,000 views on live stream, 1 million viewers for grand final on Channel 9 and recently Genea Netball Centre hosted Invictus games.
  - Tim Underwood (General Manager Corporate and Commercial Partnerships): A record number of Associations participated in Kids Cancer Project's Crazy Hair and Sock Day, fundraising winner on per capita basis was Nelson Bay Association.
  - Newcastle: Sought clarification of ruling on 12 year old boys playing netball
  - Lauren Woods (General Manager Stakeholder Relations) explained ruling for Under 12 boys under Netball Australia policy. Associations may have separate boys' competitions for 12 years+, schools have mixed team, Netball NSW liaising with Netball Australia.
  - Mens: when boys stop playing in their mixed team at 12, they come to Mens Netball. 12-17 year old boys can play juniors with Mens Netball. High performance pathway available for older boys, including those from regions.
  - CEO: Undertook to contact local Association if an organisation approaches Netball NSW about running a Walking netball event.
  - Inner West: gender identity issues need to be addressed in policy
  - Lauren Woods (General Manager Stakeholder Relations): not new territory for Netball NSW but is becoming more common. Netball NSW can guide associations through possibilities to enable player participation. President noted this was an example of embracing Vision of participation for all and can be managed appropriately.

**The meeting concluded at 12.35pm**

## **3. Business Arising**

## **4. Correspondence**

There are no items of correspondence to be tabled for this meeting.

## **5. Business Arising from Correspondence**

Nil.

## **6. Applications for Membership**

No applications for Membership have been received.

## **7. Notices of Motion**

There are no notices of motion to put forward to Council.

## **8. Reports**

8.1	Board of Directors Report	Pages 22 to 23
8.2	Finance Report	Pages 24 to 26
8.3	CEO's Operational Report	Pages 27 to 37
8.4	Appeals Tribunal Report	Pages 38

## 8.1 Board of Directors Report

### a. November 2019 Meeting

Please be advised that the 2<sup>nd</sup> Council Meeting of 2019 will be held on Saturday 02 November 2019 at Campbelltown.

### b. Board Appointments 2018

The Board made the following appointments in February 2019:

#### **Historical and Archives Panel**

Wendy Archer AM  
Lynette Burgess OAM  
Beverley Dew OAM  
Marie Kelly  
Rhonda Kimble OAM

### c. Policies Updated

See below a list of policies that have been updated between November 2018 and February 2019. Any amendments to these policies are notified by memo and emailed to Association Secretaries.

By referencing policies through the Netball NSW website you will always access the most recent version.

- Netball NSW Affiliation and Membership Policy – 4 December 2018
- Premier League Competition Rules – December 2018
- Dooley's Metro League Competition Rules – December 2018
- Bing Lee Regional League Competition Rules – December 2018
- Junior State Titles Competition Rules – December 2018
- Senior State Titles Competition Rules – December 2018
- Bing Lee Masters State Titles Competition Rules – December 2018
- Social Masters Competition Rules – December 2018
- Netball NSW Member Protection Policy (MPP) – 2 January 2019
- Netball NSW MPP – Attachment A: Employment Screening and Working With Children Check Requirements – 2 January 2019
- Netball NSW MPP – Attachment B: Complaint Handling Procedure – 2 January 2019
- Netball NSW Disciplinary Policy – 2 January 2019
- Netball NSW Grievance and Dispute Resolution Policy – 2 January 2019
- Netball NSW Social Media and Cyber Safety Policy – 2 January 2019

## **d. 2020 Championship Venues**

Venues for the Netball NSW 2020 season Senior State Titles, Junior State Titles and State Masters Titles will be announced in mid 2019.

## **e. Vales**

- Cath Penning (Liverpool City NA), Anne Clarke Service Award Recipient passed away January 2019

## **f. Honours List Recipients**

Congratulations to the following netballers, who were included in the 2019 Australia Day Honours list:

- OAM: Mrs Shirley Jane O'Brien, Ballina, for service to netball
- OAM: Mrs Yvonne Maria Richardson, Lethbridge Park, for service to netball
- OAM: Ms Jennie Webster, Parramatta, for service to netball

## **8.2 Finance Report**

### **Finance Report (for the Period Ending 31 January 2019)**

The finance report for the period ending 31 January 2019 follows, pages 24 to 26.

**Mike Anderson**

Chief Operating Officer

# Finance Report

## Finance Report – January 2019 For Council Meeting 30<sup>th</sup> March 2019 – Issued 4<sup>th</sup> March 2019

The Netball NSW year to date profit figure for the period ending 31 January 2019 is **\$541,290** (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 2019 is for a profit of \$28,263** (before interest & other income, depreciation expense & extraordinary items) against a budgeted profit figure of \$26,773.

The current net equity position of Netball NSW is **\$30.292M**.

Below table show the key revenue comparisons for the Company between the 2018 full year and the 2019 projected forecast:

Revenue Comparison (2018 Actuals vs. 2019 FY Forecast)					
	2018 Actuals	Percentage of Total Revenue 2018	2019 FY Forecast	Percentage of Total Revenue 2019	Percentage of Increase
Capitation Revenue (incl Affiliation)	6,900,155	44%	7,216,937	43%	5%
Sponsorship & Merchandise Revenue	3,551,969	23%	4,040,027	24%	14%
SSN Ticketing and Membership Revenue*	1,337,946	9%	1,654,056	10%	24%
Genea Netball Centre Revenue	1,121,277	7%	1,143,476	7%	2%
Competition/Events Revenue	1,057,400	7%	1,003,679	6%	(5%)
SSN Grants Revenue	800,000	5%	830,000	5%	4%
Schools, Community, Coaching & Umpiring Revenue	443,370	3%	405,899	2%	(8%)
Other Grant Revenue	210,747	1%	156,978	1%	(26%)
Other Revenues**	205,799	1%	167,366	1%	(19%)
<b>Total Revenue</b>	<b>15,628,662</b>	<b>100%</b>	<b>16,618,418</b>	<b>100%</b>	<b>6%</b>
* Includes NSW Swifts and GIANTS					
** Includes Pathways, Insurance Proceeds, Publication Sales etc.					

At 31 January 2019 the expected year end cash position is \$1.609M against a budgeted end of year position of \$1.613M.

For further information please refer to the Profit & Loss and Balance Sheet.

Membership count as at 18<sup>th</sup> February 2019 was 66,531 members (count as at 18<sup>th</sup> February 2018 was 60,647). Capitation Revenue reforecast for 2019 is \$7.216M (includes NetSetGO and Affiliation).

Netball NSW Membership numbers for the 2018 year were 115,021 (capitation revenue was \$6.900M).

The February 2019 Finance Report will be distributed prior to the Council Meeting.

Mike Anderson  
Chief Operating Officer



The NSW Netball Association Limited Consolidated Trading Statement By Department for the period ending 31/1/2019		Actual January 2019 Year to Date	2019 Full Year Forecast as at January 2019	Approved Budget 2019	Prior Year 12 Mths 2018	Variance Current Forecast vs Full Year Budget
1. Stakeholder Relations, Participation & Community						
Capitation & Affiliation Revenue (including NetSetGo Revenue)	601,364	7,216,937	7,216,937	6,900,155	0	
School & Community Revenue	100	310,140	310,140	357,488	0	
Grants Revenue	302	160,647	160,647	210,747	0	
Other Income	-	-	-	-	0	
Sub-total Stakeholder Relations, Participation & Community Revenue	601,766	7,687,723	7,687,723	7,468,390	0	
Netball Australia Contribution Expense	(58,862)	(706,343)	(706,343)	(707,724)	0	
NetSetGO Expenses	(120)	(538,250)	(538,250)	(480,925)	0	
School & Community Grants Expenses	(7,619)	(312,475)	(312,475)	(863,389)	0	
Association Development Expenses	(18,440)	(232,421)	(232,421)	(110,647)	0	
Regional Expenses	(30,222)	(590,397)	(615,078)	(565,731)	24,681	
Stakeholder, Community & Participation Wages Plus Other Costs	(64,541)	(1,066,695)	(1,063,901)	(429,257)	(2,794)	
Sub-total Stakeholder Relations, Participation & Community Expenses	(179,803)	(3,446,580)	(3,468,468)	(3,157,673)	21,888	
Stakeholder Relations, Participation & Community Profit / (Loss)	421,963	4,241,143	4,219,255	4,310,717	21,888	
2. SSN Operations (NSW Swifts, GIANTS Netball & ANL Teams)						
Sponsorship & Merchandise Revenue	212,779	2,883,606	2,883,606	2,517,190	0	
Membership & Ticketing Revenue	130	1,654,056	1,654,056	1,337,946	0	
SSN League Grants (Net) Revenue	405,000	670,000	640,000	640,000	30,000	
VIK/Contra Revenue	31,902	392,636	392,636	384,326	0	
Functions & Events Revenue	-	117,346	117,346	162,870	0	
Other Revenue	-	10,000	10,000	9,026	0	
Sub-total SSN Operations Revenue	649,811	5,727,645	5,697,645	5,051,359	30,000	
Player Expenses	(114,977)	(1,421,851)	(1,421,851)	(1,348,403)	0	
Coaches, Support Staff & Related Expenses	(56,206)	(1,120,402)	(1,107,144)	(987,484)	(13,258)	
Management & Other Staff Allocation Expenses	(108,070)	(1,299,713)	(1,299,713)	(1,297,936)	0	
Game Day, Membership & Marketing Expenses	(65,093)	(1,534,368)	(1,534,368)	(1,362,318)	0	
Team Expenses	(20,012)	(1,069,084)	(1,026,612)	(815,908)	(42,472)	
Sponsorship Expenses	-	(332,831)	(332,831)	(217,588)	0	
Functions & Events Expenses	(1,281)	(211,250)	(211,250)	(130,844)	0	
Sub-total SSN Operations Expenses	(365,638)	(6,989,499)	(6,933,769)	(6,160,482)	(55,730)	
SSN Operations Profit / (Loss)	284,172	(1,261,854)	(1,236,124)	(1,109,123)	(25,730)	
3. Competitions, Pathways & Volunteer Workforce						
Competitions Revenue	-	453,444	463,230	463,187	(9,786)	
Pathways Revenue	-	143,697	143,697	145,429	0	
Umpiring and Coaching Revenue	2,859	120,963	120,963	114,209	0	
Other Revenue (Grants)	(473)	34,527	38,000	-	(3,473)	
Sub-total Competitions, Pathways & Volunteer Workforce Revenue	2,386	752,630	765,889	722,824	(13,259)	
Competitions Expenses	(42,997)	(775,472)	(762,194)	(773,117)	(13,279)	
Pathways Expenses	(2,914)	(509,103)	(507,442)	(404,773)	(1,661)	
Umpiring and Coaching Expenses	(1,085)	(78,613)	(78,613)	(53,791)	0	
Other Expenses	(5,005)	(138,017)	(105,186)	(147,879)	(32,831)	
Sub-total Competitions, Pathways & Volunteer Workforce Expenses	(52,001)	(1,501,205)	(1,453,435)	(1,379,560)	(47,770)	
Competitions, Pathways & Volunteer Workforce Profit / (Loss)	(49,615)	(748,575)	(687,545)	(656,736)	(61,029)	
4. Commercial, Marketing, Events & Media (Non-SSN)						
Commercial & Sponsorship Revenues (incl. VIK)	46,708	763,785	763,785	650,452	0	
Marketing, Events & Media Revenues	757	397,900	397,900	403,014	0	
Sub-total Commercial, Marketing, Events & Media Revenue	47,464	1,161,685	1,161,685	1,053,467	0	
Commercial & Sponsorship Expenses	(7,360)	(201,854)	(203,711)	(264,304)	1,857	
Marketing, Events & Media Expenses	(48,056)	(1,412,902)	(1,414,577)	(1,065,241)	1,675	
Sub-total Commercial, Marketing, Events & Media Expenses	(55,417)	(1,614,756)	(1,618,288)	(1,329,545)	3,532	
Commercial, Marketing, Events & Media Profit / (Loss)	(7,952)	(453,071)	(456,603)	(276,078)	3,532	
5. Netball Central						
Netball Central Revenue	70,377	1,130,708	1,143,476	1,121,277	(12,769)	
Sub-total Netball Central Revenue	70,377	1,130,708	1,143,476	1,121,277	(12,769)	
Netball Central Expenses	(57,453)	(928,946)	(927,722)	(1,050,208)	(1,224)	
Sub-total Netball Central Expenses	(57,453)	(928,946)	(927,722)	(1,050,208)	(1,224)	
Netball Central Profit / (Loss)	12,923	201,761	215,754	71,069	(13,993)	
6. Administration						
Other Revenue (Excl. Interest Revenue)	-	2,000	2,000	51,345	0	
Sub-total Administration Revenue	-	2,000	2,000	51,345	0	
Administration Expenses (Excl. Interest and Depreciation Expenses)	(120,202)	(1,953,142)	(2,029,965)	(2,108,950)	76,823	
Sub-total Administration Expenses	(120,202)	(1,953,142)	(2,029,965)	(2,108,950)	76,823	
Administration Profit / (Loss)	(120,202)	(1,951,142)	(2,027,965)	(2,057,605)	76,823	
Consolidated Netball NSW *EBITDA Level						
Revenues	1,371,804	16,462,391	16,458,418	15,468,662	3,972	
Expenses	(830,515)	(16,434,127)	(16,431,646)	(15,186,418)	(2,481)	
Profit / (Loss) * EBITDA	541,290	28,263	26,773	282,244	1,491	
Interest & Other Revenue & Expenses (Net)	(731)	(3,178)	6,594	20,172	(9,772)	
Profit / (Loss) after Other Revenue & Expenses	540,559	25,085	33,366	302,416	(8,281)	
Depreciation Expenses (non-cash)	(152,658)	(1,845,202)	(1,845,202)	(1,838,260)	0	
Grand Total Profit / (Loss)	387,900	(1,820,117)	(1,811,836)	(1,535,844)	(8,281)	

**THE NEW SOUTH WALES NETBALL ASSOCIATION LIMITED**  
**BALANCE SHEET**  
**As at 31 Jan 2019**

<b><u>ASSETS</u></b>	<b>Jan 31, 2019</b>	<b>Dec 31, 2018</b>	<b>\$ Change</b>
<b><u>Current Assets</u></b>			
Cash Assets	1,430,830	1,711,662	(280,832)
Accounts Receivable	1,142,519	1,056,410	86,109
Other Current Assets	168,430	194,534	(26,104)
Prepayments	464,241	219,184	245,057
	<u>3,206,020</u>	<u>3,181,790</u>	<u>24,230</u>
<b><u>Non-Current Assets</u></b>			
Fixed assets (at WDV)	30,043,187	30,172,874	(129,686)
Netball Central Sinking Fund	225,000	225,000	0
	<u>33,474,207</u>	<u>33,579,664</u>	<u>(105,457)</u>
<b>Total assets</b>	<b><u>33,474,207</u></b>	<b><u>33,579,664</u></b>	<b><u>(105,457)</u></b>
<b><u>LIABILITIES</u></b>			
<b><u>Current Liabilities</u></b>			
Accounts Payable	1,001,110	691,415	309,696
Other Creditors	735,614	1,191,155	(455,541)
Income in advance	568,274	772,929	(204,655)
Unallocated credit card transactions	(16,828)	0	(16,828)
Bank Loans (cars, gym & café fitout)	155,748	38,937	116,811
GST payable/(receivable)	20,032	(7,322)	27,354
PAYG/FBT/Payroll Tax Payable	3,067	28,789	(25,722)
Superannuation contributions payable	46,405	163,067	(116,662)
Provision for employee entitlements	315,394	317,466	(2,071)
	<u>2,828,817</u>	<u>3,196,436</u>	<u>(367,619)</u>
<b><u>Non-Current Liabilities</u></b>			
Loans and Borrowings	265,694	395,483	(129,790)
Provision for employee entitlements	48,466	44,414	4,052
Security Deposit Bond	38,722	38,722	0
	<u>352,882</u>	<u>478,620</u>	<u>(125,738)</u>
<b>Total liabilities</b>	<b><u>3,181,699</u></b>	<b><u>3,675,056</u></b>	<b><u>(493,357)</u></b>
<b>NET ASSETS</b>	<b><u>30,292,508</u></b>	<b><u>29,904,608</u></b>	<b><u>387,900</u></b>
<b><u>EQUITY</u></b>			
Retained earnings	29,904,608	31,440,453	(1,535,845)
Current year profit/(loss)	387,900	(1,535,845)	1,923,745
<b>TOTAL EQUITY</b>	<b><u>30,292,509</u></b>	<b><u>29,904,608</u></b>	<b><u>387,900</u></b>

## 8.3 CEO's Operational Report

In reflection of 2018 we are proud of the achievements by all involved in Netball NSW. The following report captures just a few of these achievements.

- **Suncorp Super Netball**

Although the Swifts didn't make the finals in 2018 they nearly doubled their wins from 2017.

GIANTS Netball took on Sunshine Coast Lightning at Qudos Bank Arena in the Preliminary final for the chance to play West Coast Fever in the 2018 Suncorp Super Netball Grand Final. Lightning came out on top with the final score of 50-59.

Three 2018 GIANTS Netball players were named to the Suncorp Super Netball 2018 Team of The Year.

- **2018 State Age Championships.**

The 2018 Netball NSW State Age Championships saw three wonderful days of action at the Liverpool City, Camden & District, Eastwood Ryde and Inner Western Suburbs Netball Associations.

Almost 3,000 players, representing 300-plus teams from 88 Associations from all over New South Wales, took part in the 50th hosting of the event.

- **2018 State Championships.**

The 2018 Netball NSW State Championships were held in June at Gosford Netball Association.

This year marked the 50th hosting of the iconic Championships and 96 teams from 71 Associations travelled from all over New South Wales to participate on the Central Coast.

- **2018 Bing Lee State Championships Masters.**

A fantastic two days of netball was had at the Genea Netball Centre in May, for the 2018 Bing Lee State Championships Masters.

In total 170 players from 17 teams, representing 13 Associations from right across New South Wales, competed across two divisions: Over 35s and Over 40s.

- **2018 Marie Little OAM Shield.**

The Netball New South Wales Marie Little OAM Shield State team took home the Marie Little OAM Shield for the fourth consecutive year in October after defeating South Australia in the Grand Final of the 2018 competition held in Brisbane.

- **2018 TAFE NSW Schools Cup.**

More than 15,000 students from all across the State played in the 2018 TAFE NSW Schools Cup competition, with the State Final contested in September at Netball NSW's Genea Netball Centre.

- **2018 Premier League.**

Central Coast Heart took out the 2018 Netball NSW Premier League Opens title win over ERNA Hawks at the Genea Netball Centre in September.

Minor Premiers North Shore United went up against their biggest rivals of the competition, GWS Fury, in the Netball NSW 2018 Premier League Grand Final at the Genea Netball Centre, with NSU coming out on top.

# Netball NSW Council Meeting



- **2018 Dooleys Metro League.**

The Dooleys Metro League 2018 Grand Finals took place in September at Genea Netball Centre, with Randwick taking out the Division 1 title against Northern Suburbs, Manly-Warringah took out the Division 2 top spot against Inner Western Suburbs.

- **2018 ANL.**

The Netball NSW Waratahs secured a 3rd place finish in the ANL after finishing the regular season in second place behind the Fury. The Canberra Giants and Magpies contested the Grand Final with the Tasmanians taking the title.

Planning for 2019 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 2019 will bring.

**Carolyn Campbell**

Chief Executive Officer

**a. Staffing Matters**






<b>Appointments</b>	Jessica Mensforth	Marketing Co-Ordinator	19 Nov 2018
	Madison Cole	Regional Development Officer Northern Inland (maternity leave contract)	11 Feb 2019
	Rowena Tunningley	Regional Development Officer West Central West (maternity leave contract)	11 Feb 2019
<b>Appointments</b>	Tina Tan	Accounts Clerk (part time)	13 March 2019
<b>Internal Appointments</b>	Kristina Genovese-Jones (returning from maternity leave)	Events Manager - NSW Swifts and Competitions	14 Jan 2019
	Alexandra Bate	Events Manager – GIANTS Netball and Special Projects	14 Jan 2019
	Ari Vanderent	Full time Venue Supervisor (previously part time Venue Supervisor)	04 March 2018
	Brittany Vearing	Partnerships Co-Ordinator (Commercial), previously Participation Co-Ordinator Schools (Stakeholder Relations)	25 March 2019
<b>Resignations</b>	Nil		





**b. Strategic Priorities 2017 - 2020**


A review of the 2019 KPI's was undertaken in January 2019, a copy of the status report follows, pages 30 to 37.

Planning for review of the Strategic Plan 2020-2022 is underway.






### Netball NSW 2019 Strategic Plan KPI's


Our Community		Status @ 28 Feb 2019	% Complete	Tracking
<b>Goal 1</b>	<b>Extend capacity and resources within NNSW and Associations to deliver our sport</b>			
Goal 1 Notes	<i>Beyond the Court. Provide support to associations. 50% usage of the program. Survey, identify gaps, engagement with Associations. Includes facilities grants, facilities business plan</i>			
KPI 1.1	<p>100% completion of the survey by 31 May 2019, Summarised survey results including highlights and issues, plus engagement statistics to be provided for the September 2019 Board Meeting and then to Council for November 2019 meeting. Work closely with 30 Association to assist with their identified needs in 2019.</p> <p><i>Responsibility: General Manager, Stakeholder Relations</i></p>	<p>At this stage we have had 30/114 Association start the BTC Survey, with 22 Associations completed the survey in full.</p> <p>Have had a number of Associations contact us to assist them at a variety of levels and working towards finalising dates with these Executive Committees.</p>		
KPI 1.2	<p>Complete Association facility framework and a detailed response to the Statewide Facility Strategy Recommendations including the identification of future key priorities. Due date 30 June 2019</p> <p><i>Responsibility: General Manager, Stakeholder Relations</i></p>	<p>The Facility Framework document incorporates several components, each component needs to also be created and are as follows</p> <p>Phase 1</p> <ul style="list-style-type: none"> <li>• Facility Framework Document Template – complete</li> <li>• Capacity assessment matrix – complete</li> <li>• Asset Inventory and Valuation template - complete</li> <li>• Facility Condition assessment matrix – complete</li> </ul> <p>Phase 2 Implementation</p> <ul style="list-style-type: none"> <li>• Population forecast reference sheet – complete</li> <li>• Asset Inventory site data collection - 40 sites outstanding</li> </ul>		
KPI Tracking Indicator:	 <p>Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed</p>			

Our Community		Status @ 28 Feb 2019	% Complete	Tracking
<b>Goal 2</b>	<b>Evolve our sport by increasing participation opportunities and products</b>			
KPI 2	<p>3% growth in participation in netball through delivery of programs and membership offerings</p> <p><b>2018 (actual)</b></p> <ul style="list-style-type: none"> <li>• 115,021 registered members</li> <li>• 36, 215 school participants (Sporting Schools, NNSW School Clinics, NNSW Intro Clinics &amp; Schools Cups)</li> <li>• 1266 other programs (walking netball, Fast 5, other community engagement programs)</li> <li>• TOTAL - 152, 502</li> </ul> <p><b>2019 targets</b></p> <ul style="list-style-type: none"> <li>• 118,472 registered members</li> <li>• 37,301 school participants (Sporting Schools, NNSW School Clinics, NNSW Intro Clinics &amp; Schools Cups)</li> <li>• 1304 other programs (walking netball, Fast 5, other community engagement programs)</li> <li>• TOTAL – 157,077</li> </ul> <p>Target 157,000 representing 3% increase.</p> <p><i>Responsibility: General Manager, Stakeholder Relations</i></p>	<p>As at 28 February 2019</p> <p>Registered members are as follows:</p> <ul style="list-style-type: none"> <li>• Seniors – 19,527</li> <li>• Juniors – 41,868</li> <li>• NetSetGO – 14,190</li> <li>• All Abilities – 135</li> <li>• Non Players – 2,595</li> </ul> <p><b>Total – 78,315</b> (2018 Feb Total – 75,897)</p> <p>At this stage registered members are up from this time last year. We will continue to track this over the next few months to gain a better understanding.</p> <ul style="list-style-type: none"> <li>• School participants – 1,757</li> <li>• Other Programs - 511</li> </ul>		
<b>Goal 3</b>	<b>Build capacity of our volunteer workforce</b>			
KPI 3	<p>1,874 officials and coaches obtain an accreditation.</p>	<ul style="list-style-type: none"> <li>• 12 Officials have attained an accreditation</li> <li>• 60 participants will attend B Camp on 9 March</li> <li>• 225 Coach Accreditations have been attained</li> </ul>		



KPI Tracking Indicator:		<p>Red: major disruption, at risk</p> <p>Amber: some disruption, progressing</p> <p>Green: on track, exceeded, completed</p>
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Our Community		Status @ 28 Feb 2019	% Complete	Tracking
	989 officials and coaches participate in workforce education workshops such as NetEd, Umpire Camps, Coach Education Workshops <i>Responsibility: Head of Netball</i>	<ul style="list-style-type: none"> <li>45 participants have attended added value Coach Education Workshops</li> <li>269 participants have participated in Umpiring and Coaching NetEd programs</li> </ul>		


Our Business		Status @ 28 Feb 2019	% Complete	Tracking
<b>Goal 4</b>	<b>Lead the strategic direction of NNSW</b>			
KPI 4	Formulate a 3 year 2020-2022 strategic plan by July 2019. <i>Responsibility: Chief Executive Officer</i>	Planning meeting scheduled for the Executive Team 26 March 2019 and a timetable for the completion of this project is being formulated.		
<b>Goal 5</b>	<b>Drive business opportunities to enhance our sport</b>			
KPI 5.1	Achieve budgeted surplus of \$26,773 (EBITDA level) and grow revenues to circa \$16.5m in 2019. Achieve budgeted end of year cash-flow position and cash reserves (\$1.6M). <i>Responsibility: Chief Operating Officer</i>	The full year forecast for January 2019 shows a slight improvement to budget with a surplus/profit of \$28,263 estimated. At this stage the Company is on track to achieve the budgeted surplus, aggregate revenue target and end of year cashflow position. 65.32% of our key revenues have been achieved/committed as at 27 February 2019.		
KPI 5.2	Consolidated NNSW database of 130,000 unique records by 31 December 2019. <i>Responsibility: General Manager, Marketing, Communication &amp; Events</i>	Current database sits at over 90k including: <ul style="list-style-type: none"> <li>Registered members/participants</li> <li>Newsletter subscribers</li> <li>NSW Swifts members and newsletter subscribers</li> <li>GIANTS Netball members and newsletter subscribers</li> </ul>		

KPI Tracking Indicator:		Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed
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Our Business		Status @ 28 Feb 2019	% Complete	Tracking
<b>Goal 6</b>	<b>Deliver the business model through effective business planning</b>			
Goal 6 notes	<i>Recruitment, retention, training, workforce planning</i>			
KPI 6	Prepare Business model and organisation structure review by 30 June 2019 to prepare for future growth <i>Responsibility: Chief Executive Officer</i>	Discussions begun with relevant parties		


Our Pathways		Status @ 28 Feb 2019	% Complete	Tracking
<b>Goal 7</b>	<b>Pathways are inclusive, innovative and connected</b>			
KPI 7	Maintain competition participation levels and grow capacity in competitions where capacity permits. Provide a NNSW Competition Pathway for 610 teams in 2019 <i>Responsibility: Head of Netball</i>	60 entries have been received for Metro League which is at capacity.		
<b>Goal 8</b>	<b>Deliver sustainable programs to secure high performing athletes, coaches and officials</b>			
KPI 8.1	NNSW State teams including Canberra GIANTS, ANL, 19U, 17U finish in top 4 in respective National Championships and Competitions. <i>Responsibility: Head of Netball</i>	NSW Waratahs have commenced training and held an induction day. A culture day with the NSW Swifts was also held to further develop the connection and alignment with the teams. The Canberra GIANTS ANL squad commenced training in February under new coaches Melinda Clarke (Head Coach) and Rebecca Bulley (Assistant Coach). The Canberra GIANTS played a practice match against GIANTS Netball in Canberra at the Australian Institute of Sport on Friday 01 March 2019.		






KPI Tracking Indicator:		Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed
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Our Pathways		Status @ 28 Feb 2019	% Complete	Tracking
		<p>State Team Campaigns:</p> <ul style="list-style-type: none"> <li>• Emphasis – 6 day a week campaign</li> <li>• Screening &amp; fitness testing at the beginning of the campaign.</li> <li>• Summer Strength and Conditioning</li> <li>• Pre - season coach session with sports psychologist to establish roles, culture and open communication.</li> <li>• Coaches establish 12 week plan - 2 X 3 hour sessions at Genea with integrated Prehab, S &amp; C program, sports psychology and have access to SSN coaches where needed.</li> <li>• Jill Macintosh 2 X sessions with centre court players &amp; coaches</li> <li>• Individualised Athlete Performance Plan (IAPP) established for each athlete. IAPP shared with Premier League and or local coaches.</li> <li>• State Teams to compete at Heart Kids Cup</li> <li>• 1 X weekly Individual skill sessions organised for 17 U athletes to develop basic skills</li> </ul> <p>Sustainable Programs secure high performing athletes, coaches and officials:</p> <ul style="list-style-type: none"> <li>• Regional Academy of Sport 1 day Coach Education Workshop led by Jill Macintosh – Focus on Programming</li> <li>• Regional Academy Coach Resources being developed to ensure best practice and consistency in culture and programming</li> <li>• Targeted Coach Program – 2 X Workshops – Programming and Communication.</li> </ul>		


KPI Tracking Indicator:		<p>Red: major disruption, at risk</p> <p>Amber: some disruption, progressing</p> <p>Green: on track, exceeded, completed</p>
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Our Pathways		Status @ 28 Feb 2019	% Complete	Tracking
		<ul style="list-style-type: none"> <li>Received \$40,000 Office of Sport Grant - Titled - Stronger Together - Goal - Coach, Umpires, Officials and Coach Mentor Education and alignment with stakeholders.</li> <li>Talent Squad (24 athletes) - Summer S &amp; C – On Court training 1 X each week. Competing Heart Kids Cup</li> <li>Regional Talent Squad( 30 athletes) – Summer S &amp; C – On Court Led by Maria Lynch – 5 X 1 day sessions – 1 team at Heart Kids Cup</li> <li>Sydney Netball Academy – 48 Athletes working with Mentor Coach and 7 aspiring Pathway Coaches</li> </ul>		
KPI 8.2	2 NSW umpires are named in the emerging talent squad. <i>Responsibility: Head of Netball</i>	Currently mid program duration, new squad named at the completion of ANL 2019. Tamara Welsford and Tayla Favell in 2018-19 ET Squad.		
<b>Goal 9</b>	<b>Build a high performance culture based on success, respect and excellence</b>			
KPI 9	GIANTS Netball & NSW Swifts finish in the Suncorp Super Netball Top 4. <i>Responsibility: General Manager NSW Swifts &amp; General Manager GIANTS Netball</i>	After a successful GIANTS Netball pre-season camp, team training is progressing well and the new look team is excited about the upcoming pre-season tournament in Brisbane. It is hoped that Caitlin Bassett will be available for the start of the season proper in late April. The NSW Swifts are well into preseason. An induction camp was held at the Sydney Academy of Sport in early February. Preseason games are scheduled with the first being the official TeamGirls competition in Brisbane on the 7- 9 March		

KPI Tracking Indicator:		Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed
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Our Brand		Status @ 28 Feb 2019	% Complete	Tracking
<b>Goal 10</b>	<b>Drive the depth and breadth of participation and fan engagement</b>			
KPI 10	<p>Grow overall SSN match day home attendances to 75,000 (representing approximately 77.5% of aggregate venue capacity across the season)</p> <p><i>Responsibility: General Manager, Marketing Communication &amp; Events</i></p>	<p>At the time of this report only memberships for the NSW Swifts and GIANTS Netball are on sale with just over 2,500 members per team.</p> <p>Tickets for SSN games in 2019 go on sale on 14 March.</p>		
<b>Goal 11</b>	<b>Expand relationships with stakeholders to maximise opportunities for long term growth of the sport</b>			
KPI 11	<p>Strengthen relationships with (but not limited to) Government including Sydney Olympic Park Authority, Netball Australia, Suncorp Super Netball Commission and Management, media, Associations/stakeholders, corporate partners, Netball Central venue hirers, Sydney Swans and GWS GIANTS Football Club.</p> <p><i>Responsibility: Overall CEO, with all Executive team to provide regular reports to the CEO on their areas per Board meeting cycle.</i></p>	<p>Regular meetings occur with all key stakeholders and updates of note will be reported on as appropriate.</p>		
<b>Goal 12</b>	<b>Drive our brand through the use of innovative communication platforms</b>			
KPI 12.1	<p>Minimum 10% growth across each social media digital platforms, Swifts, Giants, NNSW.</p> <p>Aggregate social media target of 190,000</p> <p><i>Responsibility: General Manager, Marketing Communication &amp; Events</i></p>	<p>Current combined social media audience is 168k including Netball NSW, NSW Swifts and GIANTS channels.</p>		

KPI Tracking Indicator:		<p>Red: major disruption, at risk</p> <p>Amber: some disruption, progressing</p> <p>Green: on track, exceeded, completed</p>
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Our Brand		Status @ 28 Feb 2019	% Complete	Tracking
KPI 12.2	Integrity of netball is protected and maintained. <i>Responsibility: Overall CEO, with all Executive team to provide regular reports to the CEO on their areas per Board meeting cycle.</i>	This KPI is reported on monthly (internally) and there are no issues of note at the present time.		

KPI Tracking Indicator:		Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed
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## 8.4 Appeals Tribunal Report – 2019 Competitions

### 2019 Metro League

The Appeals Tribunal met on 1 March 2019 to consider the appeals that were lodged.

The Appeals Tribunal members that heard these appeals on 1 March were:

Rachael Sutton (Chair)

Di Bills

Renee Jensen

#### ***Appeal 1:*** Penrith District Netball Association

Opens - Move from Division 6 to Division 4

Decision: Dismissed

#### ***Appeal 2:*** St George District Netball Association

Opens - Move from Division 2 to Division 1

Decision: upheld

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

**Claire Dale**

Competitions Manager

## 9. General Business

### 9.1 Strategic Planning Workshop, 2020 onwards (by external facilitator)

### 9.2 Feedback from November 2018 Council meeting Strategic Planning Session

### 9.3 Data update

### 9.4 90 Years Presentation