

NSW Netball Association Limited Council Meeting



Date: Saturday 02 November 2019
Time: 9:00am (registrations open 8:15am)
Venue: Fitzroy & Macquarie Room, Campbelltown Catholic Club,
20-22 Camden Road Campbelltown

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

Notice is hereby given that a Council Meeting of the New South Wales Netball Association Limited will be held on **Saturday 02 November 2019** at **Campelltown Catholic Club, 20-22 Camden Road, Campbelltown, NSW 2560**, commencing 9:00am.

A G E N D A

Contents

1. APOLOGIES	4
2. PREVIOUS MINUTES.....	4
3. BUSINESS ARISING	16
4. CORRESPONDENCE	16
5. BUSINESS ARISING FROM CORRESPONDENCE	16
6. APPLICATIONS FOR MEMBERSHIP	16
7. NOTICES OF MOTION	29
8. REPORTS.....	29
8.1 Board of Directors Report.....	29
a. March 2020 Meeting	29
b. Board Appointments 2019	29
c. Policies Updated	30
d. 2020 Championship Venues	31
e. Vales	31
8.2 Finance Report	31
8.2.1 Finance Report (for the Period Ending 31 August 2019).....	31
8.2.2 Proposed 2020 Netball NSW Affiliation Fees	35
8.2.3 Proposed 2020 Netball NSW Full Season Membership Fees	35
8.2.4 Proposed 2020 Netball NSW Summer Membership Fees.....	35
8.2.5 Proposed Competition Fees 2020.....	36
8.3 CEO's Operational Report.....	37

Netball NSW Council Meeting



a. Staffing Matters	39
b. Strategic Priorities 2017 - 2020	40
8.4 Appeals Tribunal Report – 2019 Competitions.....	49
9. GENERAL BUSINESS.....	50
9.1 Presentation: Strategic Planning 2020-2022	50
9.2 Presentation: Athletes Pathway Framework	50
9.3 Presentation: MyNetball Update	50
9.4 Presentation: Competitions – Competition Reference Group Report	50

Mike Anderson
Company Secretary

Netball NSW Council Meeting



1. Apologies

2. Previous Minutes

A copy of the Minutes from the Council Meeting held 30 March 2019 is attached, pages 5 to 15.

There were no amendments received.

The NSW Netball Association Limited Council Meeting Minutes



Date: Saturday 30 March 2019

Time: at the conclusion of the Annual General Meeting

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

Netball NSW Council Meeting Minutes



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

Council Meeting of the New South Wales Netball Association Limited held on **Saturday 30 March 2019** at
Genea Netball Centre, 2 Olympic Boulevard, Sydney Olympic Park

MINUTES

The meeting commenced at 11:53am.

1. Present

The President declared the meeting open at 11.53 am, made acknowledgement to Country and welcomed delegates.

Delegates:

Full Name	Association
Tara Banbury	Bankstown City Netball Association
Emma Borg	Bankstown City Netball Association
Cathy Aird	Baulkham Hills Shire Netball Association
Keryn Twining	Baulkham Hills Shire Netball Association
Kathy Booth	Blacktown City Netball Association
Belinda Barber	Blacktown City Netball Association
Jenny Walker	Blue Mountains Netball Association
Anthony Platter	Camden & District Netball Association
Gail Lees	Camden & District Netball Association
Nancy Marshall	Campbelltown Netball Association
Dianne Pascoe	Charlestown Netball Association
Marlene Harrison	Charlestown Netball Association
Jayne Occhiuto	City of Sydney Netball Association
Suzanne Simpson	City of Sydney Netball Association
Di Bills	Eastwood Ryde Netball Association
Carol Baiton OAM	Fairfield City District Netball Association
Belinda Beresford	Gosford Netball Association
Joy Dasan	Gosford Netball Association
Lyn Burgess	Hills District Netball Association

Netball NSW Council Meeting Minutes



Full Name	Association
Doug McColl	Hills District Netball Association
Michele Harvey	Illawarra District Netball Association
Anne Tait	Inner West
Kathy Staggs	Ku-Ring- Gai Netball Association
Anne Doring OAM	Life Member
Dell Saunders OAM	Life Member
Rodney Watson OAM	Life Member
Bev Dew OAM	Lismore District Netball Association
Jennie Webster OAM	Liverpool City Netball Association
Colette Longley	Manly Warringah Netball Association
Helen Dean	Manly Warringah Netball Association
Clare McCabe	Men's Netball NSW
Brent Ferguson	Men's Netball NSW
Cheryl Hernando	Newcastle Netball Association
Ellen Monaghan	Newcastle Netball Association
Glenys Paranihi	Northern Suburbs Netball Association
Michele Turner	Orange Netball Association
Lyn Welfare	Parramatta Auburn NA
Joy Gillett OAM	Penrith District Netball Association
Judith Sibbald	Penrith District Netball Association
Marie Kelly	Randwick District Netball Association
Fran Reynolds	Randwick District Netball Association
Gail Mayers	Singleton Netball Association
Helen Andrews	St George District Netball Association
Karen Salter	Sutherland Shire Netball Association
Anne Heptinstall	Sutherland Shire Netball Association
Madeline Allen	Westlakes District Netball Association
Louise Sullivan	President
Ruth Havrlant	Director
Diana Fraser	Director
Myles Baron-Hay	Director
Vincent De Luca OAM	Director
Carol Murphy	Director
Katherine Simmonds	Director
Claire Tynan	Director

Netball NSW Council Meeting Minutes



Observers:

Full Name	Association
Sue Johns	Newcastle Netball Association

Netball NSW Staff:

Full Name	Title
Carolyn Campbell	Chief Executive Officer
Mike Anderson	Chief Operating Officer
Lauren Woods	General Manager, Stakeholder Relations
Melissa Achten	Member Engagement Manager
Todd Pengilly	Association & Membership Coordinator
Shantel Cogno	Policy & Support Manager
Shohan Khan	Participation Manager
Nikki Horton	Head of Netball
Rebecca Shaw	General Manager Marketing Communication & Events
Tim Underwood	General Manager, Commercial & Corporate Partnerships
Karen de Ridder	Executive Support Officer
Claire Dale	Competitions Manager
Stephen Bourke	Facilities & Infrastructure Manager

2. APOLOGIES:

Full Name	Association
Kylie Tzavaras	Baulkham Hills District Netball Association
Alison Yates	Blue Mountains Netball Association
Shirley Connelly	Campbelltown District Netball Association
Ann Stewart	Campbelltown District Netball Association
Karen Weeks	Dubbo Netball Association
Sam Rumble	Dungog and District Netball Association
Cathy Glover	Hastings Valley Netball Association
Rosemary Miller	Hastings Valley Netball Association
Vicki Turner	Hawkesbury City Netball Association
Jennie Thompson	Hills District Netball Association
Dianne Elvy	Illawarra District Netball Association
Lyn Holmes	Illawarra District Netball Association
Marilyn Melhuish OAM	Life Member

Netball NSW Council Meeting Minutes



Full Name	Association
Maureen Boyle OAM	Life Member
Wendy Archer AM	Life Member
Lynne Quinn OAM	Life Member / Fairfield District NA
Anne Sargeant OAM	Life Member
Estelle Lawler	Liverpool City Netball Association
Amanda Hills	Nelson Bay Netball Association
Jodi Cassar	Port Stephens Netball Association
Kathy Rembisz	Shoalhaven Netball Association
Wilma Klein	Shoalhaven Netball Association
Rebecca MacKenzie	Tamworth Netball Association
Pam Burt	Westlakes Netball Association
Lisa Coackley	Woy Woy Peninsula Netball Association
Nichole Barnes	Woy Woy Peninsula Netball Association
Frank Passmore	Wyong District Netball Association
Neita Matthews OAM	Life Member
Carolyn Campbell	CEO

MOVED Charlestown **Seconded** Grafton that the apologies from the Annual General Meeting be also accepted for the Council meeting, with the additions noted above.

CARRIED

3. Previous Minutes

3.1 Minutes of the Extra Ordinary Council Meeting held 03 November 2018.

MOVED: Camden **Seconded:** Anne Doring OAM (Life Member) that the minutes from the Extra Ordinary Council Meeting held 03 November 2018 be adopted as tabled.

CARRIED

ACTION: Amend and publish the minutes of Extra Ordinary Council 03 November 2018.

3.2 Minutes of the Council Meeting held 03 November 2018

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 Council Meeting Minutes



MOVED: Camden **Seconded** Anne Doring OAM (Life Member) That amendment to Item 4 of the minutes from the Council Meeting held 03 November 2018 and that the minutes be adopted as tabled.

CARRIED

ACTION: Amend and publish the minutes of Council 03 November 2018.

4. Business Arising

Nil.

President introduced three new Board members: Claire Tynan, Katherine Simmonds and Carol Murphy.

President requested to suspend standing orders to move to item 10.1 Strategic Planning Session

MOVED: Sutherland **Seconded:** Liverpool to suspend standing orders

CARRIED

10.1 Strategic Planning Workshop, 2020 onwards (by external facilitator Andrew Hamilton)

Resumption of standing orders

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 to put forward to Council.

Netball NSW Council Meeting Minutes

9. Reports

9.1 Board of Directors Report

MOVED: Charlestown **Seconded:** Blue Mountains That the Board of Directors report be adopted as tabled.

CARRIED

9.2 Finance Report

Michael Anderson (COO) spoke to the January 2019 and February 2019 accounts (and apologised that the February report was not handed out at the sign-in desk – this would be circulated later), noting full year forecast profit of circa \$30,000 at EBITDA level (earnings before interest, taxation, depreciation and amortisation) compared to budgeted profit of circa \$27,000 (EBITDA level). Reduction in profit for the 2019 year compared to 2018 is due to the difficulty in commercially leveraging on SSN events at our primary existing venues Qudos Bank Arena and the Quay Centre.

We are anticipating to be slightly cash-flow negative for the year. Capitation numbers tracking strongly, 78,315 at end of February (up 2,400 year to date) - an encouraging result from last year's strong membership numbers. Just over 70% of our major revenue budget have been confirmed/sold as at the end of February. SSN membership targets will be a challenge.

In response to questions from Council about sponsorship of Netball Central, Tim Underwood (General Manager Corporate and Commercial Services) noted that Genea was now a Swifts partner, so their sponsorship has doubled but will not retain Netball Central naming rights. Although Genea sign is still on the building, Netball NSW is hopefully close to signing new naming rights partner. Bioglan is no longer a sponsor.

MOVED: Illawarra **Seconded:** Nelson Bay that the January 2019 Finance report be adopted as tabled.

CARRIED

9.3 CEO's Operational Report

MOVED: Camden **Seconded:** Gosford That the CEO's Operational report be adopted as tabled.

CARRIED

9.4 Appeals Tribunal Report – 2019 Competitions

MOVED: Fairfield **Seconded:** Illawarra That the Appeals Tribunal report be adopted as tabled.

CARRIED

10. General Business

10.1 Feedback from November 2018 Council meeting Strategic Planning Session (discussed earlier)

10.2 Data update

Lauren Woods (General Manager – Stakeholder Relations) presented participation data from the last four years, over regions. Explained the processes, uses and future web-based availability to Associations for future planning and focus on regional NSW, and the impact of Netball Australia's own participation framework which will filter down to Netball NSW.

Netball NSW Council Meeting Minutes



In response to questions from Manning Valley and Rodney Watson OAM (Life Member), Ms Woods confirmed that qualitative data is collected, that target is for Associations to be able to access the information and obtain specific reports, that data checking and completeness is being confirmed so that it should go out in the next two months, that the data is being launched on non-Netball NSW platform initially and we will work on how to integrate it with other Netball systems. Inner West asked how to obtain data from MyNetball if we cannot re-register. Ms Woods advised that data gathering had not migrated down into Netsetgo! yet as there are too many variables.

10.3 90 Years Presentation

Rebecca Shaw (General Manager Marketing, Events and Communication) briefed Council on the strategy, themes, events and fundraising opportunities for 90th anniversary year of netball in NSW. In response to questions by Nelson Bay and Blue Mountains about information dissemination Ms Shaw advised that event information would be added to the monthly memo.

Lyn Burgess OAM (Historical and Archives Panel) requested Associations to seek out historical netball items for Archives and liaise with Karen de Ridder at Netball NSW. Only ten Associations have given archive information over the last 30 years. There is a folder for every Association in NSW and some folders are empty.

ACTION: Add articles about 90th Anniversary events to monthly memo.

ACTION: Associations to seek out historical material for Netball NSW archives.

10.4 Other General Business

10.4.1 AGM Voting:

- Parramatta/Auburn: Council delegates did not receive the information from our Association. Moving forward could delegates be directly advised that voting papers are out so we know to find it from our Associations.
 - President: Memo was sent out to all Associations, including to email address of online voting delegate.
- Baulkham Hills: Received memo as secretary, also sent to delegates – some confusion over what was happening.
 - President: Netball NSW will survey to see how it worked or not, want to encourage participation, also in nominations committee.
- Mens: Found the voting process very easy, online process was easy.
- President acknowledged Anne Tait for her work in the nominations committee this year.
- City of Sydney: liked online voting, however would have liked to receive information on the candidates before the voting information from Netball NSW, Voting information was received after voting was submitted. Would also request to know who the life membership nomination nominees are.
 - President: Thank you for the feedback, will take it all on board.

10.4.2 Honours Acknowledgement

President congratulated Jennie Webster (Liverpool City), Shirley O'Brien (Ballina) and Yvonne Richardson (Mt Druitt) on being awarded OAM in New Year's honours list.

10.4.3 Commercial Sponsorships

Baulkham Hills: Thanked Tim Underwood (General Manager Corporate and Commercial Services) for support in commercial sponsorships.

- President: Actively seeking collaborative commercial opportunities. Our commercial partners are looking for grassroots exposure and Netball NSW is pushing for commercial opportunities that can flow easily to Associations.

10.4.4 MyNetball Proposed Motions

Manly: Directed by Manly Association to put three motions to Council as the MyNetball website is unworkable and difficult to negotiate.

1. That Netball NSW writes to Netball Australia Ltd expressing its serious concerns as to the efficacy of the MyNetball program, particularly that players have difficulty in registering due to the complexity of the process and some clubs have had unresolved issues with security of funds, spanning over a two-year period.
2. That any submissions received by Associations about Mynetball be forwarded to Netball Australia and a response be requested as to those issues.
3. That Netball NSW requests Netball Australia to call for tenders for a new program following the contract for MyNetball concluding.

MOVED: Manly **Seconded:** Sutherland that Manly's Motion 1 (above) be put to Council.

CARRIED

MOVED: Manly **Seconded:** Lismore That Netball NSW writes to Netball Australia Ltd expressing its serious concerns as to the efficacy of the MyNetball program, particularly that players have difficulty in registering due to the complexity of the process and some clubs have had unresolved issues with security of funds, spanning over a two-year period.

CARRIED

MOVED: Manly **Seconded:** Sutherland that Manly's Motion 2 (above) be put to Council.

CARRIED

MOVED: Manly **Seconded:** Hills That any submissions received by Associations about MyNetball be forwarded to Netball Australia and a response be requested as to those issues.

CARRIED

MOVED: City of Sydney **Seconded:** Lismore that Manly's Motion 3 (above) be put to Council.

CARRIED

Netball NSW Council Meeting Minutes



MOVED: City of Sydney **Seconded:** Lismore That Netball NSW requests Netball Australia to call for tenders for a new program following the contract for MyNetball concluding.

NOT CARRIED

Discussion:

- Lauren Woods (General Manager – Stakeholder Relations) explained the process of MyNetball problem resolution, escalation of problems to Netball Australia and Netball Australia's actions. Netball NSW not interested in band aiding the MyNetball system, working group needs to find resolution.
- Hills, Parramatta, Penrith, Sutherland and Lismore spoke of the problems, errors and frustrations with the MyNetball website. Inner West noted that MyNetball certainly had problems but that system is better than what was available ten years ago (send the right message through the right channels)
 - President: absolutely understand the ongoing problems with MyNetball. Had asked Netball Australia to send a representative to Council to answer questions about MyNetball registrations. I would like to be able to make a decision based on all the information available at the time of tender so would not support Manly's Motion 3 "That Netball NSW asks Netball Australia to call for tenders for a new program following the contract for MyNetball concluding".
- Manly's motion 3 NOT SUPPORTED

10.4.5 PCYC

- City of Sydney: Disappointing that PCYC was given permission by Netball NSW to run netball, what is pricing and how does it work under Netball NSW umbrella?
 - Shohan Khan (Participation Manager): We identified a need to provide other formats of netball and are exploring whether it is feasible to go with other models. This is a pilot program purely for research. Any provider can apply to run NetsetGO! but they need to be affiliated via an Association. Had previously denied requests by private providers (only accessed by schools). Pricing is exactly the same as Associations.
- City of Sydney: Is PCYC registering all their playing members?
 - Lauren Woods: That is a conversation we will have to have with them.
- City: Need to consider, prior to commencement, whether they affiliate with Netball NSW.
 - President: will take this question on notice also, and come back to you.
- Sutherland: Disappointing that we are only hearing about it now - any reason for secrecy? It has the potential to decrease Associations' membership.
 - President: Take question on notice and come back to Council.
 - Lauren Woods (General Manager – Stakeholder Relations) NetsetGo! is a product, not a competition and the way it's set up by Netball Australia is that it can be a membership type, to bring players to Associations.
- Hills: Expressed disappointment - if Netball NSW had communicated with us we would have been helping.
- Nelson Bay: Did a Netball NSW coach run it?
 - Lauren Woods: No, not to my knowledge.

Netball NSW Council Meeting Minutes



- Penrith: Council needs to be kept in the loop.
 - Lauren Woods: It is NetsetGo! skills session - they would be paying the Netball NSW capitation fees.

10.4.6 Metro League Umpiring

- Hills: No expression of interest in people who want to umpire in Divisions 5 and 6 of Metro League as they might want to get coaching by Netball NSW. What is the process for choosing umpires at 5/6 and within Premier League? Premier League are targeting umpires who are in the development program.
 - Nikki Horton (Head of Netball) Premier League has Tier 1 umpire, they are invited to be part of Tier 1 group. Umpires in Tier 2 group may also be invited depending on allocation and games, to umpire in Premier League if appropriate. Associations can put forward names for Metro League to be part of umpires in Metro League. We also take umpires from Night InterDistrict and Metro League and Divisions 5/6. Highly oversubscribed in terms of umpires to do Metro League. We go back to convenors to liaise with umpires how they can be developed for future years.
- Mens: what is culling criteria? Frustration at local level for progression of umpires.
 - Nikki Horton: Whole data. Lots of umpires are seen by umpire coaches, there is the opportunity to invite them into Night InterDistrict then evaluate whether to go into Divisions 5/6. Thorough surveying about umpires, we gather information from many sources.

ACTION: NNSW to provide further information on umpire surveying parameters.

President thanked everyone for their attendance and participation today.

Meeting closed at 2.55pm.

Netball NSW Council Meeting



3. Business Arising

Nil.

4. Correspondence

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

5. Business Arising from Correspondence

Nil.

6. Applications for Membership

One application for Membership was received: Callaghan Netball Association proposal for a new netball association in Newcastle's western corridor.

A copy of the proposal follows, pages 17 to 28, for approval by Council.

4 October 2019

Re: Proposal – Callaghan District Netball Association Inc (INC1901324)

Thankyou for considering the proposal for a new netball association in Newcastle's western corridor: Callaghan District Netball Association. It is noted that this proposal is in line with Newcastle City Council's Western Corridor Planning Project.

PURPOSE

Newcastle Western Corridor Urban Release Area, is the most significant residential land release within the Newcastle LGA. Projected to accommodate over 30,000 residents by 2036, Newcastle City Council identified that a range of infrastructure would be necessary to cater to the sport and recreation needs of this expanding community. Based on the Newcastle City Council Western Corridor Planning Project, people aged under 18 will make up 27.1% population; family households will dominate household types (81.6%); and couple families with children will be 50.5% of family households.

There is currently an identified need to further support the development of our sport in the area and provide families within this area greater opportunities to participate in netball. The current executive and committee of the proposed Callaghan District Netball Association are passionate about expanding opportunities for netball engagement amongst the children and families within the Newcastle Western Corridor, and further developing the growth of netball within the Newcastle City Council LGA. Callaghan District Netball Association aspire to adopt a fully inclusive ideology: opening opportunities for underprivileged, indigenous and non-indigenous families, male and female participants to become involved in the game of netball and increase their involvement in positive, healthy activity. We believe that through creating more opportunity to access netball, there will be more pathways for the development of players, umpires and administrators within the sport.

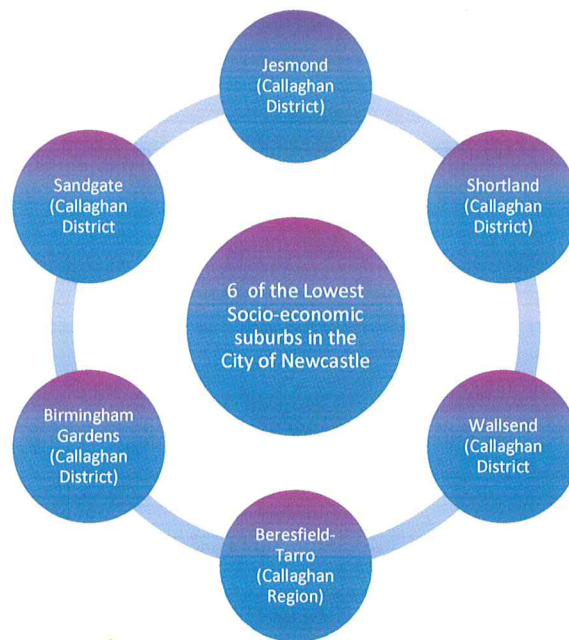
The current proposal to establish a new netball association in the area will assist to address the following concerns:

Removing barriers to accessing sport

- Larger families within the area means parents have difficulties getting children to sporting activities. Parents have difficulty transporting multiple children to varied locations, and this results in children being lost to sporting opportunities. By offering an association in the local area, children will have greater access to netball facilities and have the opportunity to participate in the sport in their local region.
- Given multiple family commitments, parents are often unable to attend their children's sporting activities. By offering a local mid-week competition, this will allow parents who are unable to attend weekend sporting activities for all of their children to be actively involved in their child's netball.

Assisting disadvantaged communities

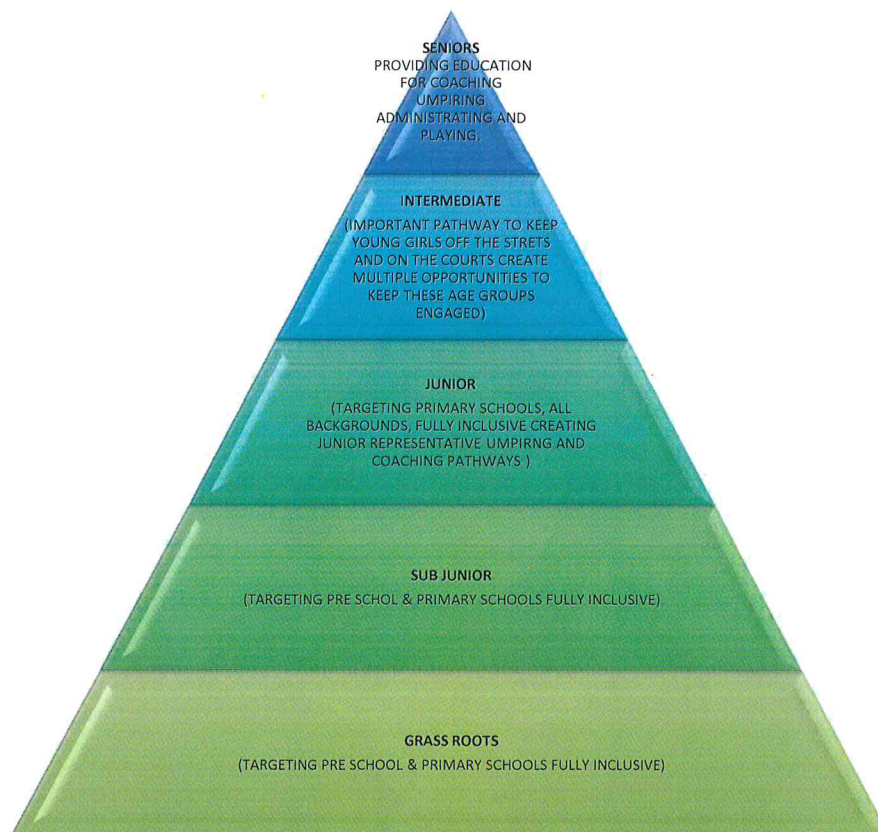
- Lower socioeconomic status of families within this area mean some children are not getting the opportunity to participate in netball. The City of Newcastle SEIFA Index of Disadvantage measures the relative level of socio-economic disadvantage based on a range of Census characteristics. The index is derived from attributes that reflect disadvantage such as low income, low educational attainment, high unemployment, and jobs in relatively unskilled occupations. It is noted that based on the Index of Relative Socio-economic Disadvantage, areas within this region including Wallsend, Shortland-Sandgate, Birmingham Gardens-Callaghan, Beresfield-Tarro and Jesmond all fall within the lowest 5 socio-economic regions in the City of Newcastle. Offering a local association will broaden the opportunities to engage children within this region given the easier transport options and local community and financial support being offered, thereby offering underprivileged families more opportunities. Callaghan District Netball Association will also work closely with local businesses and utilise grant applications to assist these disadvantaged groups to access netball opportunities.



Pathways for development:

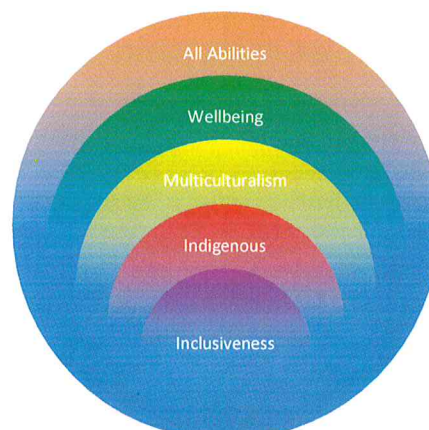
- Callaghan District Netball Association will develop grassroots netball by offering NetSetGo through an affiliated and accredited club, sub-juniors, juniors, intermediate and senior opportunities.
- Newcastle Netball Association is currently the largest (and only) netball association within the Newcastle City Council LGA. It is anticipated by establishing a new association in the region, the pathways for development of our children at the higher representative level will be enhanced. Currently there are 10 representative positions available across the Newcastle City Council region as opposed to 30 positions within the Lake Macquarie region and 50 positions across the greater Hunter region. It is anticipated that with greater representative opportunities, this will strengthen the skills base within the region and continue to engage children who are currently removing themselves from the representative pathway.
- We believe that through creating more opportunity to access netball, there will be more pathways for the development of players, umpires and administrators within the sport.

CALLAGHAN DISTRICT NETBALL ASSOCIATION PATHWAY



Promoting Inclusiveness

- Callaghan District Netball Association will foster an approach where our association will close the gap between indigenous and non-indigenous people through a commitment to focus on improving lifestyles and increasing cultural awareness for non-indigenous people.
- It is noted that support for the proposed Callaghan District Netball Association has been gained from Awabakal Land Council, Wandiyali Children's Services and Lake Macquarie Police District. With the support of these organisations, it is anticipated that participation in netball will be increased amongst the local indigenous community, thereby improving health outcomes and keeping children engaged in an activity they enjoy.
- By equipping children with the opportunity to develop and build confidence in sport, Callaghan District Netball Association aim to promote cross cultural events including: Koori Netball Tournament, NSW Indigenous School Girls Netball Echidnas (Australian), Indigenous Netball Origins of Nations Tournament, Aboriginal and Torres Strait Coaching courses, and Indigenous high performance camps.



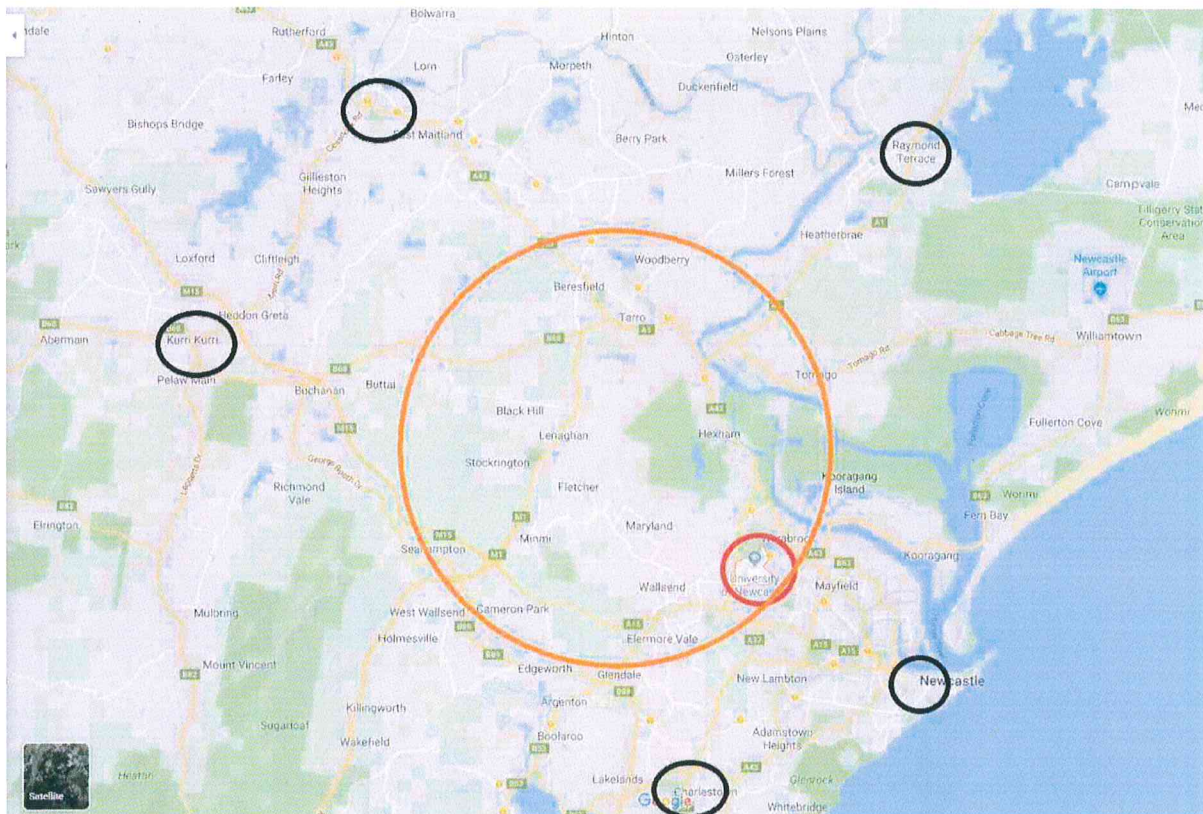
MEMBERSHIP

It is anticipated that Callaghan District Netball Association will commence with minimum membership of 120 members. It is anticipated that this membership will grow through the nurturing and development of programs within the local community including engagement with local schools, community groups and businesses.

OTHER NETBALL NSW AFFILIATED ASSOCIATIONS

Callaghan District Netball Association is located within equal distance to the following surrounding Netball Associations (approximately 20km):

- Newcastle Netball Association
- Kurri Kurri Netball Association
- Charlestown Netball Association
- Maitland Netball Association
- Port Stephens Netball Association



It is noted that Callaghan District Netball Association is located within the Newcastle LGA. Currently Newcastle Netball Association is the only other Netball NSW Affiliated Association in this LGA.

ASSOCIATION CONTACTS

President

Samantha Belcher

President.callaghandna@gmail.com

Secretary and First Public Officer

Bronwyn Vosilla

Secretary.callaghancdn@gmail.com

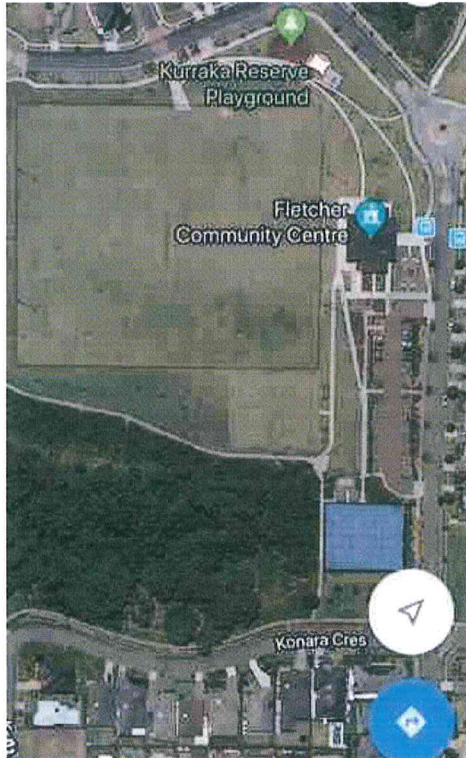
0427 383 000

ACTION PLAN/FEASIBILITY STUDY

Callaghan District Netball Association has been granted registration (INC1901324) by NSW Fair Trading under the Associations Incorporation Act 2009.

A copy of Callaghan District Netball Association Constitution is attached to this document.

Callaghan District Netball Association have confirmed availability of new facilities and courts at Fletcher Community Centre with Newcastle City Council (55 Kurraka Dr, Fletcher NSW 2287). Newcastle City Council are also on board with the expansion of infrastructure in the growing area and the development of additional netball courts into the future for the use of Callaghan District Netball Association to meet anticipated growth.



The financial viability of the association has been duly considered as part of the cost benefit analysis of establishing the association.

Fee Structure:

1. Relevant legal, operational, technical and other costs will be assessed and incorporated into the fee structure (in the form of membership fees and/or levies). For this purpose, the items for consideration (but not limited to) are as follows:
 - Fees as required by Netball NSW;
 - cost effective insurance coverage as required for an affiliated association of Netball NSW that is not covered by clause 2.6 of the Netball NSW Affiliation and Membership Policy;
 - repairs and maintenance of the up keep of the facility including courts, grounds, canteen;
 - physiotherapy and well being programs,
 - education programs for coaching, umpires and administrators.
2. Relevant membership fees and levies will be on par with similar associations. To support our association mission and intent to provide an equal level playing field and access for all players, membership fees will be subsidised for players from disadvantaged and/or lower socio economic backgrounds.

3. Callaghan association envisage to be successful in attaining various sponsorships and grants to assist with the financial aspects and viability. Support (including financial commitment) for the Callaghan District Netball Association has been gained from Awabakal Land Council, Wandiyali Children's Services and Lake Macquarie Police District. Supporting letters from these organisations are attached to this proposal.

Newcastle Western Corridor is projected to accommodate over 30,000 residents by 2036. This will also see an expansion in children attending schooling in the local region. Callaghan District Netball Association propose to engage with local schools to bring netball skills education into the school environment and therefore reach a wider audience. Attached to this proposal is a list of schools within the local area to demonstrate the growth potential of Callaghan District Netball Association.

It is proposed that Callaghan District Netball Association will offer a mid-week netball competition; thereby allowing members to participate in a sport that they may not currently be able to access on a weekend.

LOCAL STAKEHOLDERS

Callaghan District Netball Association have been in liaison with Newcastle City Council (Rodney Maughan – Recreation Services Projects Coordinator) who has provided support for the proposed netball association and provided confirmation of the use of current facilities in the region. Given the significant growth in the region, and previously identified need for further sporting infrastructure in the Newcastle City Council Western Corridor Planning Project, the development of additional facilities have been discussed.

Callaghan District Netball Association have provided all details of this proposal to Newcastle Netball Association. Newcastle Netball Association has provided support for the principles of this proposal to assist to further develop netball within the Newcastle LGA.

Support (including financial commitment) for the Callaghan District Netball Association has been gained from Awabakal Land Council, Wandiyali Children's Services and Lake Macquarie Police District. Supporting letters from these organisations are attached to this proposal.

The executive and committee has extensive business experience, educational and health experience, multi-cultural backgrounds, local sporting ties and excellent knowledge of the local region to contribute to the ongoing success of Callaghan District Netball Association and to strive towards achieving the goal of expanding inclusive access for all people in the region to the game of netball.

Callaghan District Netball Association Executive:

President: Samantha Belcher

Regional Operations Manager with McDonalds
Qualified to work with children with disabilities
Qualified to work with children on the autism spectrum
Former Hunter United State League player
Former Maitland Representative player
Netball club coach

Vice President: Renee Ridgeway

High School Teacher at Glendale High School
Indigenous Liaison Officer
First Aid Officer (CPR, E-care certificate, anaphylaxis trained)

Treasurer: Nicole Liva

Accountant
Polynesian Liaison Officer

Secretary: Bronwyn Vosilla

Branch Manager at RehabCo and Thrive Psychology
Registered Psychologist
WWCC
Qualified Internal Auditor
Qualified Progressive Goal Attainment Program Facilitator
Former NNA Representative player
Former NNA State League player

Minute Secretary: Emily Trembath

Vice Principal/Primary Teacher
Special Needs Educator
MPIO Officer
First Aid Officer
Indigenous Liaison Officer
NNA Representative Manager
Tamworth Representative

Indigenous Wellbeing Officer: Michael Ridgeway

NSW Police Officer
First Aid Officer (CPR)
Indigenous Liaison Officer

Community and Multi-Cultural Wellbeing Officer: Sonia Leong

Engagement and Assurance Services – ATO

Media Liaison Officer: Kimberly Rigby

Communications and PR Professional
Stakeholder Engagement Certification from IAP2 Australasia

Umpiring Convenor: Ash Allen

Badged umpire with Netball NSW
Qualified Nurse
First Aid Officer
WWCC

Coaching Convenor: Cherie Puru

Mentoring Netball Australia Course
Netball Inclusion Course - Netball Australia
Expect Respect Community Netball Australia Course
Qualified Coach
Rules of Netball Theory exam completed
Club Champions Course – Netball Australia
Representative NNA Player
NNA State League 1 coach
NNA State League player
NNA Selector
Builder by Trade
LAHC NSW 20 years
LAHC Aboriginal Catholic and Comms housing
QA
PAS
ACA
Inspector/Manager
Project Manager

Callaghan District Netball Association Committee:

First Aid/Medics

- Corrine Dryburgh – qualified disability worker and first aid officer
- Helen Sharkey – qualified nurse, experienced working with disabled, experienced working with hearing impaired participants, first aid officer, multicultural educational group (Irish heritage)

Multicultural Educators

- Serena Alexander – multicultural educational group (Indian heritage), qualified netball coach
- Sharon Aoake - Pre School Teacher, experience working with disabled, qualified coach, Multicultural educational group (Maori/Samoan heritage), integrally involved in touch football within the Newcastle Western Corridor
- Michael Ridgeway – Indigenous heritage
- Sonia Leong – Asian heritage
- Suzana Gillett – Macedonian heritage

Grounds Committee

- Shane Vosilla – Newcastle City Council, actively involved in Western Suburbs (Newcastle) Rugby League, actively involved in Newcastle Basketball
- Jason Gillett – RTA
- Michael Belcher – Head of PR Mining, Coach Level 1, WWCC, actively involved in Maitland Swim Club committee, Maitland Blacks Rugby Club
- Andrew Dryburgh – NSW Police, WWCC, First Aid Certificate, CPR qualified

Sponsorship and Grants Committee

- Suzanna Gillett – High School Teacher, Wellbeing assistant, athletics coach/umpire
- Chevonne Parker – owner/operator of Eastlakes Security and Controls
- Corrina Robertson – Risk Business Support Officer at Newcastle University

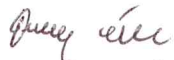
Canteen Committee

- Allira Clemente – Administration Manager at Hunter Imaging
- Tammy Livermore – BP Service Attendant, First aid qualified
- Dianne Braddock – Maitland swimming committee member, St Vincent De Paul volunteer, Pink Ladies volunteer

We look forward to working with Netball NSW to achieve positive outcomes in the Newcastle Western Corridor and expand the netball opportunities in this region.

Please do not hesitate to contact us should you require any further information to support our proposal.

Kind regards,



Bronwyn Vosilla
CDNA Secretary
Secretary.callaghandna@gmail.com
0427 383 000

To whom it may concern,

The Lake Macquarie Police District is the seventh largest regional city in New South Wales. The population of the Lake Macquarie PD is 197,371 (2016 Census). Our population is distributed around the lake in 95 communities (including 9 town centres). Population is expected to grow by 24,450 people by 2036 creating demand for 13,700 new dwellings and 11,741 new jobs. The youth population for persons aged under 19 years old in the Lake Macquarie PD is 48,319 (2016 Census).

With a high youth population, the Lake Macquarie Police District understand the importance of working closely with young people in their community. District Police engage with youth via educational and sporting programs, establishing positive relationships, plus diverting young people from potential involvement in criminal behaviour. Both the Lake Macquarie PD and Lake Macquarie PCYC support young people via a number of programs and activities including Fit for Life, Fit for Change and Nations of Origin. Nations of Origin is held annually in Lake Macquarie. This event aims to empower and motivate youth to celebrate Australia's diverse indigenous culture and its deep impact on our history. Boys and Girls represent 20 Aboriginal Nations and participate in Netball, Rugby League and Futsal tournaments.

As identified, the Lake Macquarie PD support and encourage young people to be involved in sport from a young age, both as a crime prevention initiative, and as a means to creating healthy lifestyle choices. The Lake Macquarie Local Government Area has an expected high population growth, along with residential development growth, particularly in western Lake Macquarie area. Lake Macquarie Police District support the development of the Callaghan District Netball Association in that area which will provide disadvantage young people with the ability to participate in structured sport. The netball association will have the ability to target young people in the identified high growth areas of Cameron Park, Edgeworth and West Wallsend.

Kind Regards,

Lisa Thompson
Senior Constable
Youth Liaison Officer
Lake Macquarie Police District
49228834

Lake Macquarie Police District
Belmont

Telephone 0249228899 Facsimile 0249228711 ENet 67899 EFax 67711

ABN 43 408 612 180

NSW POLICE FORCE RECRUITING NOW 1800 222 122

WWW.POLICE.NSW.GOV.AU/RECRUITMENT



16th September 2019

Letter of Support for Callaghan District Netball Association

Wandiyali is extremely pleased to offer its support for the creation of the Callaghan District Netball Association. Wandiyali believes this association can create a conduit for both Indigenous and non-Indigenous young people and children to pursue their passion for the game of netball. It will also support an improved healthy lifestyle as well as contribute to improved community cohesion for the children and young people within the western Newcastle and Lake Macquarie areas.

One of Wandiyali's driving purposes as an Indigenous community organisation is the promotion of sport and Indigenous Culture within our communities. The creation of the Callaghan District Netball Association aligns with these purposes. Wandiyali understands the importance that participation in a team sport, such as netball, can provide to the social and psychological wellbeing of participants.

Wandiyali has a strong history of supporting and sponsoring Indigenous children and young people achieve their sporting ambitions, as well as connecting with community and Culture. For the past 20 years Wandiyali has been the major sponsor of the Wandiyali Indigenous Surf Classic, which is an event of Newcastle Surfest which provides access to a professional level competition for Indigenous surfers from around Australia.

With the approval of Wandiyali Board of Directors, Wandiyali would be willing to support the Callaghan District Netball Association in any practical way, including financially to achieve its goal of establishing improved access for the children and young people of Western Newcastle and Lake Macquarie to participate in a netball competition.

If you would like to discuss Wandiyali's support further, please do not hesitate to contact us.

Sincerely

Kevin McKenny

Chairperson

Steve Kilroy

CEO



telephone 02 4957 5900 fax 02 4957 5902
email reception@wandiyali.com.au web wandiyali.com.au
address 1 Hague Road Boolaroo NSW 2284
abn 89 388 374 764

Educational Sites that surround and may feed into Callaghan District

Catholic schools

MAYFIELD St Dominic's Centre

EDGEWORTH St Benedict's Primary School

GLENDALE Holy Cross Primary School

MAYFIELD St Columban's Primary School

TARRO Our Lady of Lourdes Primary School

WALLSEND St Patrick's Primary School

WARATAH Corpus Christi Primary School

MAYFIELD San Clemente High School

Other private schools

Bishop Tyrrell Anglican College

Hunter Christian School

Macquarie College

Newcastle Waldorf School

St Philip's Christian College

Special-purpose private schools

Hunter School for Children with Autism

DALE Christian School

St Dominic's Centre for Hearing Impaired Children

Primary schools (K-6)

Argenton Public School

Barnsley Public School

Beresfield Public School

Black Hill Public School

Elmore Vale Public School

Glendore Public School

Heaton Public School

Jesmond Public School

Maryland Public School

Mayfield East Public School

Mayfield West Public School

Minmi Public School

Plattsburg Public School

Shortland Public School

Tarro Public School

Wallsend Public School

Wallsend South Public School

Waratah Public School

Waratah West Public School

High schools

Callaghan College (Jesmond Campus)

Callaghan College (Wallsend Campus)

Callaghan College (Waratah Technology Campus)

Francis Greenway High School

Glendale Technology High School

Special schools

Cameron Park School

The Hunter Orthopaedic School

Childcare and Pre-schools

West Wallsend (2286)

Karrawong Kindy (0 - 3)

OOSHCare - Sugarvalley Neighbourhood Centre

Sugarvalley Early Learning Centre

Elmore Vale (2287)

Elmore Vale Early Learning Centre Inc

Elmore Vale OOSH Pty Ltd

Elmore Vale Public School OSHC

Kindy Patch Elmore Vale

Fletcher (2287)

Bishop Tyrrell Anglican College Before and After School Care

Fletcher Early Learning Centre

Outlook Early Learning Centre Pty Ltd

Sanctuary Early Learning Centre

Maryland (2287)

Glendore Child Care Centre Inc

Glendore Public School OSHC

Kindy Patch Maryland

Maryland Care and Early Education Centre Inc

Maryland Drive Preschool

Maryland OOSH Inc

Rankin Park (2287)

Cambridge Hills Pre School

Wallsend (2287)

Macquarie College PreSchool

Merindah Children's Centre Inc - Wallsend

St Patrick's Catholic School OSHC

Wallsend Public School OSHC

Cameron Park (2285)

Active OOSH Cameron Park
 Busy Bees at Cameron Park
 Busy Bees at Cameron Park Preston
 Cameron Park Early Learning Centre
 Goodstart Early Learning Cameron Park
Edgeworth (2285)
 Edgeworth Child Care Centre Inc
 Edgeworth OOSH Pty Ltd
 St Benedicts Catholic School OSHC
Glendale (2285)
 Glendale East OOSH
 Goodstart Early Learning Glendale
 Holy Cross Primary School OSHC
 Macquarie College OSHC
 Wandiyali Child Care Centre
Waratah (2298)
 Bright Buttons Early Learning Centre
 Corpus Christi Primary School OSHC
 Narnia Christian Preschool and Early Childhood Centre
 The Hub: Preschool & Early Education Academy Pty Ltd
 Tilly's Play and Development Centre - Waratah
 Tilly's Play And Development Centre - Waratah 2
 Waratah After School Care Inc
Waratah West (2298)
 Waratah OOSH Centre
Jesmond (2299)
 Jesmond Early Education Centre Inc
 Jesmond Primary School OSHC
Mayfield (2304)
 AGJ Businesses - In Home Child Care
 Gowrie Nsw Mayfield Early Education & Care
 Hunter Christian School OOSH
 Hunter Early Childhood Centre
 KU Children's Services - Mayfield Preschool
 Mayfield Early Learning Centre
 Mayfield East Public School OSHC
 Mulberry Cottage Nursery
 Play Learn and Grow Early Education Centre Pty Ltd
 St Columban's Primary School OSHC
 WEMOOSH - Mayfield West
Mayfield West (2304)
 Imagine Early Learning & Childcare Mayfield
 Sandgate (2304)

Nurture & Develop Early Childhood Centre
Warabrook (2304)
 Making Waves Early Childhood Education Centre
 Mulberry Cottage Early Learning
Callaghan (2308)
 KU Children's Services - Kintaiba Children's Centre
 KU Children's Services - Kooinda Workbased Child Care Centre
 KU Children's Services - Wonneyba Children's
CBeresfield (2322)
 Beresfield Community Children's Education Centre
 Beresfield Public School OSHC
 Mission Australia Early Learning – Beresfield Centre
Tarro (2322)
 Tarro Before and After School Care
Thornton (2322)
 Community Kids Thornton Early Education Centre
 Goodstart Early Learning Thornton
 Paper Planes Early Learning Centre
 Somerset Early Learning Centre
 Thornton Child Care & Preschool
 Thornton ELC Pty Ltd
 Thornton Public School OSHC
Woodberry (2322)
 Samaritans Early Learning Centre Woodberry

7. Notices of Motion

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

8. Reports

8.1 Board of Directors Report

a. March 2020 Meeting

Please be advised that the first Council Meeting of 2020 will be held on Saturday 21 March 2020 at The Courtside Grand Room, Sydney Olympic Park Tennis Centre, Rod Laver Drive, Sydney Olympic Park.

b. Board Appointments 2019

The Board made the following appointments in 2019:

Sub-Committee Appointments

Audit & Risk Committee	Andrew McMaster (Chair) Katie Simmonds Diana Fraser Carolyn Campbell Mike Anderson (standing invitation)
Governance Committee	Carol Murphy (Chair) Vincent De Luca OAM Ruth Havrlant Claire Tynan Carolyn Campbell
People and Culture Committee (Remuneration & Performance)	Louise Sullivan (Chair) Myles Baron-Hay Ruth Havrlant Claire Tynan Carolyn Campbell
Nominations Committee	Louise Sullivan Ruth Havrlant
Strategic Commercial Opportunities Committee	Myles Baron-Hay (Chair) Diana Fraser Carolyn Campbell Tim Underwood (standing invitation) Carolyn Pridham (invited member)
Venues Business Reference Group:	Andrew McMaster (Chair) Myles Baron-Hay Louise Sullivan Mike Anderson (standing invitation) Carolyn Campbell

Panel Appointments

Anne Clark Service Awards Panel	Ruth Havrlant Vincent De Luca OAM John Hahn Cathy Aird Margaret Cliff
Historical & Archives Panel	Wendy Archer AM Lynette Burgess OAM Beverley Dew OAM Marie Kelly Ronda Kimble OAM
Hall of Fame Panel	Louise Sullivan Claire Tynan Rodney Watson OAM Anne Sargeant OAM Helen Brownlee
Waratah Service Award Panel	Carol Murphy Katie Simmonds
Dot McHugh OAM Administrator of the Year Award Panel	Carol Murphy Marilyn Melhuish OAM Lynn Quinn OAM Adele Saunders OAM
Sport NSW	Diana Fraser
Commonwealth Games (NSW)	Carolyn Campbell
Olympic Committee (NSW)	Andrew McMaster
Competitions Reference Group	Carol Murphy

c. Policies Updated

See below a list of policies that have been updated between March 2019 and October 2019. Any amendments to these policies are notified by memo and emailed to Association secretaries and full mailing list.

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

- Netball NSW Affiliation and Membership Policy
- Netball NSW Social Media and Cyber Safety Policy
- NSW Marie Little Shield OAM - Official Policy
- Netball NSW Marie Little Shield OAM - Selection Policy
- Netball NSW Privacy Policy (discarded and replaced with the Netball Australia Privacy Policy)
- Netball NSW Member Protection Policy
- Netball NSW MPP – Attachment A – Employment Screening and Working With Children Check Requirements
- Netball NSW MPP – Attachment B – Complaint Handling Procedures (V6)

- Netball NSW Disciplinary Policy
- Netball NSW Grievance and Dispute Resolution Policy
- Netball NSW MPP – Anti Discrimination, Bullying and Harassment Policy (V2) – (discarded and replaced with the Netball NSW MPP policies)
- Netball NSW MPP – Gender Identity Policy (discarded and replaced with the Netball NSW MPP policies)
- Netball NSW MPP – Sexual Relationships Policy – (discarded and replaced with the Netball NSW MPP policies)
- Netball NSW Pathway Selection Policy
- Netball NSW State Team Officials Policy.
- Netball NSW State Team Uniform Policy (discarded)
- Netball NSW Volunteer Recognition and Awards Policy.

d. 2020 Championship Venues

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

Competition	Courts	Dates	2020 venue
Senior State Titles Div. 1 & 2	32	06, 07 & 08 June 2020	Liverpool City
Senior State Titles Div. 3 & 4	22	06, 07 & 08 June 2020	Bankstown City
Junior State Titles Div. 1 & 2	32	04, 05 & 06 July 2020	Penrith District
Junior State Titles Div. 3 & 4	32	04, 05 & 06 July 2020	Baulkham Hills Shire
Masters State Titles		TBC	TBC

e. Vales

- Patricia Martin (Randwick), passed away April 2019
- Mary Ebert (Randwick), passed away April 2019
- Rae Madden (Manning Valley), passed away May 2019
- Jeanette Wright, founding member Ku-ring- gai and a Netball NSW Anne Clark Award recipient in 1991, passed away August 2019).
- Kathryn Halcrow, past President of Inner West Netball Association, passed away September 2019

8.2 Finance Report

8.2.1 Finance Report (for the Period Ending 31 August 2019)

The finance report for the period ending 31 August 2019 follows, pages 32 to 34.

Finance Report

Finance Report – August 2019 For Council Meeting 2nd November 2019 – Issued 10th October 2019

The Financial Report for August 2019 for Netball NSW shows a net asset position of \$28,462,228 (including fixed assets with a book value of \$28,936,187, inclusive of Netball Central) in the Balance Sheet (or Statement of Financial Position).

The Netball NSW full year forecast for 2019 as at 31st August 2019 is for a profit of **\$13,180** (before interest & other income, depreciation expense & extraordinary items) against a budgeted profit figure of \$26,772. There is still plenty of potential movement in the 2019 P&L and management are doing all they can to achieve the budgeted profit level for the year.

At 31 August 2019 the expected year end cash position is \$1.597M against a budgeted end of year position of \$1.613M. Note the Netball Central sinking fund bank balance is separate to the consolidated cash balance and this balance is currently \$225,000.

The 2019 full year forecast net loss after depreciation and extraordinary items is (\$1,835,200), which includes a depreciation expense of (\$1,845,202).

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

It is hoped that a draft or final 2020 budget will be available for the Council Meeting scheduled for Saturday 2 November 2019. The NNSW Board will consider the 2020 budget at the Board Meeting scheduled for 29 October 2019.

Membership count as at 30th September 2019 was 112,467 members (count as at 30th September 2018 was 112,666).

Netball NSW Membership numbers for the 2018 year were 115,021.

The finance report for the period ending 31 August follows.

Mike Anderson
Chief Operating Officer

The NSW Netball Association Limited Consolidated Trading Statement By Department for the period ending 31/8/2019	Actual Aug 2019 Year to Date	Budget Aug 2019 Year to Date	2019 Full Year Forecast as at Aug 2019	Previous 2019 Full Year Forecast as at July 2019	Variance Current Forecast vs Prior Month Forecast	Approved Budget 2019	Variance YTD Actual vs YTD Budget	Variance Current Forecast vs Full Year Budget
1. Stakeholder Relations, Participation & Community								
Capitation & Affiliation Revenue (including NetSetGo Revenue)	4,676,580	4,720,584	7,237,353	7,237,353	-	7,216,937	44,004	20,417
School & Community Revenue	210,868	201,736	334,996	334,723	273	310,140	(9,132)	24,856
Grants Revenue	71,305	104,652	169,660	169,660	-	160,647	33,347	9,013
Other Income	-	-	-	-	-	-	0	0
Sub-total Stakeholder Relations, Participation & Community Revenue	4,958,753	5,026,972	7,742,009	7,741,736	273	7,687,723	68,219	54,286
Netball Australia Contribution Expense	(472,338)	(470,895)	(706,343)	(706,343)	-	(706,343)	1,443	0
NetSetGO Expenses	(482,227)	(451,042)	(507,798)	(507,798)	-	(538,250)	31,185	30,452
School & Community Grants Expenses	(188,815)	(216,564)	(338,246)	(353,775)	15,529	(312,475)	(27,749)	(25,771)
Association Development Expenses	(136,016)	(169,680)	(162,584)	(202,584)	40,000	(232,421)	(33,664)	69,837
Regional Expenses	(371,858)	(400,738)	(591,487)	(590,443)	(1,044)	(615,078)	(28,879)	23,591
Stakeholder, Community & Participation Wages Plus Other Costs	(650,904)	(697,446)	(1,057,008)	(1,061,674)	4,666	(1,063,901)	(46,542)	6,893
Sub-total Stakeholder Relations, Participation & Community Expenses	(2,302,159)	(2,406,365)	(3,363,465)	(3,422,616)	59,152	(3,468,468)	(104,207)	105,003
Stakeholder Relations, Participation & Community Profit / (Loss)	2,656,595	2,620,607	4,378,545	4,319,120	59,425	4,219,255	(35,987)	159,289
2. SSN Operations (NSW Swifts, GIANTS Netball & ANL Teams)								
Sponsorship & Merchandise Revenue	1,926,662	1,987,253	3,002,344	2,971,962	30,383	2,954,880	60,591	47,465
Membership & Ticketing Revenue	1,338,984	1,654,056	1,454,985	1,455,738	(753)	1,654,056	315,072	(199,071)
SSN League Grants Revenue	830,000	600,000	830,000	830,000	-	800,000	(230,000)	30,000
VIK/Contra Revenue	206,008	214,242	357,136	317,136	40,000	321,363	8,234	35,774
Functions & Events Revenue	39,229	117,346	139,406	114,406	25,000	117,346	78,117	22,060
Other Revenue	15,000	8,000	45,000	10,000	35,000	10,000	(7,000)	35,000
Sub-total SSN Operations Revenue	4,355,883	4,580,897	5,828,871	5,699,242	129,630	5,857,645	225,015	(28,773)
Player Expenses	(1,041,309)	(925,615)	(1,516,267)	(1,477,585)	(38,682)	(1,421,851)	115,695	(94,416)
Coaches, Support Staff & Related Expenses	(681,483)	(731,729)	(1,155,425)	(1,129,122)	(26,303)	(1,107,144)	(50,246)	(48,281)
Management & Other Staff Allocation Expenses	(866,807)	(866,475)	(1,299,713)	(1,299,713)	-	(1,299,713)	332	0
Game Day, Membership & Marketing Expenses	(1,400,410)	(1,525,238)	(1,491,937)	(1,513,571)	21,634	(1,534,368)	(124,828)	42,431
Team Expenses	(822,652)	(921,872)	(1,047,518)	(997,053)	(50,466)	(1,026,612)	(99,220)	(20,907)
SSN League Entry Fee	(120,000)	(120,000)	(160,000)	(160,000)	-	(160,000)	0	0
Sponsorship Expenses	(260,221)	(272,541)	(313,082)	(305,082)	(8,000)	(332,831)	(12,319)	19,749
Functions & Events Expenses	(180,758)	(199,250)	(191,875)	(193,575)	1,700	(211,250)	(18,492)	19,375
Sub-total SSN Operations Expenses	(5,373,641)	(5,562,720)	(7,175,818)	(7,075,701)	(100,117)	(7,093,769)	(189,079)	(82,049)
SSN Operations Profit / (Loss)	(1,017,758)	(981,823)	(1,346,946)	(1,376,459)	29,513	(1,236,124)	35,936	(110,823)
3. Competitions, Pathways & Volunteer Workforce								
Competitions Revenue	372,447	362,385	447,138	461,504	(14,366)	463,230	(10,062)	(16,092)
Pathways Revenue	86,837	91,788	105,590	135,298	(29,708)	143,697	4,951	(38,107)
Umpiring and Coaching Revenue	104,022	78,151	131,921	124,983	6,939	120,963	(25,871)	10,959
Other Revenue (Grants)	22,900	38,000	76,428	76,428	-	38,000	15,100	38,428
Sub-total Competitions, Pathways & Volunteer Workforce Revenue	586,205	570,323	761,077	798,213	(37,136)	765,889	(15,882)	(4,812)
Competitions Expenses	(485,344)	(490,980)	(777,878)	(777,867)	(11)	(762,194)	(5,636)	(15,685)
Pathways Expenses	(315,867)	(370,039)	(504,417)	(541,668)	37,250	(507,442)	(54,172)	3,025
Umpiring and Coaching Expenses	(45,028)	(61,435)	(76,584)	(78,415)	1,831	(78,613)	(16,407)	2,029
Other Expenses	(92,565)	(76,161)	(180,865)	(180,865)	-	(105,186)	16,404	(75,679)
Sub-total Competitions, Pathways & Volunteer Workforce Expenses	(938,804)	(998,615)	(1,539,745)	(1,578,815)	39,070	(1,453,435)	(59,812)	(86,310)
Competitions, Pathways & Volunteer Workforce Profit / (Loss)	(352,598)	(428,292)	(778,667)	(780,602)	1,935	(687,545)	(75,694)	(91,122)
4. Commercial, Marketing, Events & Media (Non-SSN)								
Commercial & Sponsorship Revenues (incl. VIK)	469,673	509,190	729,057	729,057	-	763,785	39,517	(34,728)
Marketing, Events & Media Revenues	355,389	328,500	424,934	424,934	-	397,900	(26,889)	27,034
Sub-total Commercial, Marketing, Events & Media Revenue	825,062	837,690	1,153,990	1,153,990	-	1,161,685	12,628	(7,694)
Commercial & Sponsorship Expenses	(82,223)	(133,736)	(167,930)	(194,261)	26,331	(203,711)	(51,513)	35,782
Marketing, Events & Media Expenses	(984,190)	(1,107,870)	(1,287,079)	(1,321,114)	34,034	(1,414,577)	(123,679)	127,497
Sub-total Commercial, Marketing, Events & Media Expenses	(1,066,414)	(1,241,605)	(1,455,009)	(1,515,375)	60,366	(1,618,288)	(175,192)	163,279
Commercial, Marketing, Events & Media Profit / (Loss)	(241,352)	(403,916)	(301,019)	(361,385)	60,366	(456,603)	(162,564)	155,584
5. Netball Central								
Netball Central Revenue	776,166	774,535	1,149,645	1,149,711	(66)	1,143,476	(1,631)	6,168
Sub-total Netball Central Revenue	776,166	774,535	1,149,645	1,149,711	(66)	1,143,476	(1,631)	6,168
Netball Central Expenses	(657,201)	(625,934)	(927,757)	(924,657)	(3,101)	(927,722)	31,267	(35)
Sub-total Netball Central Expenses	(657,201)	(625,934)	(927,757)	(924,657)	(3,101)	(927,722)	31,267	(35)
Netball Central Profit / (Loss)	118,965	148,601	221,887	225,055	(3,167)	215,754	29,636	6,133
6. Administration								
Other Revenue (Excl. Interest Revenue)	482	1,333	2,000	2,000	-	2,000	852	0
Sub-total Administration Revenue	482	1,333	2,000	2,000	-	2,000	852	0
Administration Expenses (Excl. Interest and Depreciation Expenses)	(1,371,137)	(1,371,389)	(2,162,619)	(2,079,930)	(82,689)	(2,029,965)	(253)	(132,654)
Sub-total Administration Expenses	(1,371,137)	(1,371,389)	(2,162,619)	(2,079,930)	(82,689)	(2,029,965)	(253)	(132,654)
Administration Profit / (Loss)	(1,370,655)	(1,370,056)	(2,160,619)	(2,077,930)	(82,689)	(2,027,965)	599	(132,654)
Consolidated Netball NSW *EBITDA Level								
Revenues	11,502,550	11,791,751	16,637,593	16,544,892	92,701	16,618,418	289,200	19,175
Expenses	(11,709,355)	(12,206,630)	(16,624,413)	(16,597,093)	(27,320)	(16,591,646)	(497,275)	(32,767)
Profit / (Loss) * EBITDA	(206,805)	(414,879)	13,180	(52,201)	65,381	26,772	(208,075)	(13,592)
Interest & Other Revenue & Expenses (Net)	(5,133)	(522)	(3,178)	(3,178)	-	6,594	4,611	(9,772)
Profit / (Loss) after Other Revenue & Expenses	(211,938)	(415,401)	10,002	(55,379)	65,381	33,366	(203,464)	(23,364)
Depreciation Expenses (non-cash)	(1,230,442)	(1,230,135)	(1,845,202)	(1,845,202)	-	(1,845,202)	308	0
Grand Total Profit / (Loss)	(1,442,380)	(1,645,536)	(1,835,200)	(1,900,582)	65,381	(1,811,837)	(203,156)	(23,364)

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

ASSETS	August 31, 2019	January 31, 2019	\$ Change
<u>Current Assets</u>			
Cash Assets	4,076,997	1,430,830	2,646,167
Accounts Receivable	551,286	1,142,519	(591,233)
Other Current Assets	313,330	168,430	144,900
Prepayments	222,364	464,241	(241,876)
	<u>5,163,977</u>	<u>3,206,020</u>	<u>1,957,958</u>
<u>Non-Current Assets</u>			
Fixed assets (at WDV)	28,936,187	30,043,187	(1,107,000)
Netball Central Sinking Fund	225,000	225,000	0
	<u>29,161,187</u>	<u>30,268,187</u>	<u>(1,107,000)</u>
Total assets	<u>34,325,164</u>	<u>33,474,207</u>	<u>850,957</u>
<u>LIABILITIES</u>			
<u>Current Liabilities</u>			
Accounts Payable	356,104	984,283	(628,179)
Other Creditors	1,612,605	735,614	876,991
Income in advance	2,986,552	568,274	2,418,278
Bank Loans (cars, gym & café fitout)	155,748	155,748	0
GST payable/(receivable)	25,002	20,032	4,970
PAYG/FBT/Payroll Tax Payable	(305)	3,067	(3,372)
Superannuation contributions payable	96,463	46,405	50,059
Provision for employee entitlements	385,251	315,394	69,857
	<u>5,617,421</u>	<u>2,828,817</u>	<u>2,788,604</u>
<u>Non-Current Liabilities</u>			
Loans and Borrowings	174,841	265,694	(90,853)
Provision for employee entitlements	48,466	48,466	0
Security Deposit Bond	22,208	38,722	(16,514)
	<u>245,515</u>	<u>352,882</u>	<u>(107,367)</u>
Total liabilities	<u>5,862,936</u>	<u>3,181,699</u>	<u>2,681,238</u>
NET ASSETS	<u>28,462,228</u>	<u>30,292,508</u>	<u>(1,830,281)</u>
<u>EQUITY</u>			
Retained earnings	29,904,608	29,904,608	0
Current year profit/(loss)	(1,442,380)	387,900	(1,830,281)
TOTAL EQUITY	<u>28,462,228</u>	<u>30,292,509</u>	<u>(1,830,281)</u>

8.2.2 Proposed 2020 Netball NSW Affiliation Fees

Due to increases in the costs in 2019, in 2020 affiliation fees will increase by 4.5%.

2020 Netball NSW Affiliation Fee	2019 fee (excl GST)	% increase	Increase amount	2020 fee (excl GST)	2020 fee (Incl GST)
Membership up to 500 individuals	\$90.00	+ 4.5%	\$4.05	\$94.05	\$103.46
Membership 501-1000 individuals	\$180.00	+ 4.5%	\$8.10	\$188.10	\$206.91
Membership 1001-2000 individuals	\$240.00	+ 4.5%	\$10.80	\$250.80	\$275.88
Membership 2001 individuals and over	\$360.00	+ 4.5%	\$16.20	\$376.20	\$413.82

8.2.3 Proposed 2020 Netball NSW Full Season Membership Fees

The Netball NSW Board recommends the following fee structures for 2020 and provides the below rationale for the increases proposed.

The fee increases proposed are to cover the rising expenses and operational costs associated with administering the Netball NSW business.

A fee increase of 4.5% for all membership categories is proposed to Netball NSW Council.

Covers a member from 1 January – 31 December 2020

Membership Category	2019 fee (excl GST)	% increase	Increase amount	2020 fee (excl GST)	2020 fee (incl GST)
Senior	\$78.42	+ 4.5%	\$3.53	\$81.95	\$90.14
Junior	\$59.57	+ 4.5%	\$2.68	\$62.25	\$68.48
NetSetGo	\$57.58	+ 4.5%	\$2.59	\$60.17	\$66.19
Non-Player	\$40.70	+ 4.5%	\$1.83	\$42.53	\$46.78
All Abilities	\$26.81	+ 4.5%	\$1.21	\$28.02	\$30.82

Please note:

- Participants turning 10 in 2020 who are playing in junior competitions will be required to register as a Junior member.
- Participants turning 10 in 2020 who are participating in NetSetGo “GO” tier program will be required to register as a NetSetGo member.

8.2.4 Proposed 2020 Netball NSW Summer Membership Fees

The Netball NSW Board recommends the following fee structures for 2020 and provides the below rationale for the increases proposed.

These membership fees will continue to sit alongside the normal membership categories of Senior and Junior. This fee structure will continue to be made available by Netball NSW to enable Associations to deliver a

choice of netball tailored to their community's changing needs and at a reasonable price point aiming to engage new participants and retain them as a long term member from 2020 and beyond.

- This membership option is targeted at Associations that hold a social/twilight competition under traditional rules allowing for both mixed, male only and female only competitions.
- This fee option is available to all Affiliated Associations
- This fee is applicable for individual registrations for members who **have not registered in the 2020 season**.
- This fee option covers a player from 1st September – 31 December 2020, based on a 30% discount on the proposed 2020 Membership Fee

2020 Summer Membership Fees	2019 fee (excl GST)	% increase	Increase amount	2020 full fee (excl GST) Jan-Dec	30% discount on full fee	2020 summer fee (excl GST) Sept-Dec	2020 summer fee (incl GST) Sept-Dec
Senior	\$78.42	+ 4.5%	\$3.53	\$81.95	-\$24.58	\$57.36	\$63.10
Junior	\$59.57	+ 4.5%	\$2.68	\$62.25	-\$18.68	\$43.58	\$47.93

Definition

- **Senior:** have reached or will reach the age of 18 by 31 December in the year of play.
- **Junior:** have reached or will reach the age of between 10 and 17 years by 31 December in the year of play.

Please note:

- **Played Winter Season at a different Association/Club:** Players who HAVE been previously registered in the 2020 Winter Season and playing at a different Club are not liable to pay the Netball NSW Registration Fee. In this case, players will need to renew their membership with the new Association/Club.
- **Played Winter Season at the same Association/Club:** Players already correctly registered for the 2020 Winter Season with their Association/Club are not required to do anything.
- **NetSetGo, All Abilities and Non-Player** Membership Categories and costs remain unchanged during this period.
- **Fast5** is a Netball Australia Product and the costs remain unchanged during this period.
- **Walking Netball** is a Netball NSW product and it's costs will remain unchanged during this period.

8.2.5 Proposed Competition Fees 2020

The Netball NSW Board recommends the following fee structures for 2020 and provides the below rationale for the increases proposed.

For Netball NSW to continue to deliver State events to an appropriate and safe standard, costs are rising year-on-year. The competitions listed below are proposed to incur a 2.1% increase in fees to attempt to reduce the deficit in this area. Some of the escalating costs in this area include: local council and host

association costs; security costs; portable toilets; equipment and walkway hire; and the provision of medical services. Netball NSW believes the fees charged are still very reasonable when analysed from a team or individual perspective and when compared to fees charged by other State Sporting Organisations.

Competition	Per	2019 fee (excl GST)	% Increase	Increase amount	2020 fee (excl GST)	2020 fee (incl GST)
Senior State Titles (replaces State Championships)	Team	\$298.75	+ 2.1%	\$6.27	\$305.02	\$335.53
Junior State Titles (replaces State Age Championships)	Team	\$298.75	+ 2.1%	\$6.27	\$305.02	\$335.53
State Masters	Team	\$298.75	+ 2.1%	\$6.27	\$305.02	\$335.53
Regional League	Team	\$174.08	+ 2.1%	\$3.66	\$177.74	\$195.51
Night Inter-district	Player	\$81.54	+ 2.1%	\$1.71	\$83.25	\$91.58
Metro League	Player	\$108.94	+ 2.1%	\$2.29	\$111.23	\$122.35
State Cup	Player	\$86.48	+ 2.1%	\$1.82	\$88.30	\$97.13
Social Masters (excludes social function, which will be ticketed separately)	Player	\$78.95	+ 2.1%	\$1.66	\$80.61	\$88.67

Mike Anderson

Chief Operating Officer

8.3 CEO's Operational Report

In reflection of 2019 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**

Our NSW Swifts are the 2019 Suncorp Super Netball Champions after beating the Sunshine Coast Lightning 64 goals to 47. It was a dominant performance by the underdog-Swifts, who controlled the game from the opening whistle and finished the game with a spectacular 18 goal to 10 final quarter to seal the 17 goal win.

GIANTS Netball: we are all obviously devastated our GIANTS Netball team just missed out on a top 4 placing, but took some heart from the fact there was vast improved from the beginning of the season, winning four out of five rounds following the World Cup break. There is a real feeling of confidence as we look forward to 2020.

- 2019 Senior State Titles**

The 2019 HART Senior State Titles drew to a close after three fantastic days of action at the Campbelltown and Camden & District Netball Associations. Formerly known as the Netball NSW State Championships, the Senior State Titles saw 180 teams from 89 Associations take part over the long weekend.

Three sets of State Champions were crowned with the Division 1 winners in each respective age-group (Opens, 17/U and 15/U) taking the titles – Newcastle, Penrith and Liverpool.

Campbelltown Netball Association hosted Divisions 1 and 2 of the Opens, 17s, and 15s age-groups, while the Camden & District Netball Association staged games in Divisions 3 and 4 of the 17s and 15s categories.

There was also success for Newcastle once again, who won the Weston OAM Country Championship Trophy, awarded to the highest ranked regional team in the Open Championship Division.

Netball NSW would like to congratulate all the winners and runners up, as well as everyone who participated in another wonderful advertisement for the strength of grassroots netball

- **2019 Junior State Titles**

The 2019 HART Junior State Titles saw three wonderful days of action at Baulkham Hills and Penrith District Netball Association. More than 2,000 players, representing 232 teams from 85 Associations from all over New South Wales, took part in the big event, formerly known as the Netball NSW State Age Championships.

Each age group – 12/U, 13/U and 14/U – had a Championship Division, as well as Divisions 2, 3 and 4. The winner of each Championship Division was crowned State Champions of their respective age group.

- **2019 Bing Lee Masters State Titles**

The 2019 Masters State Titles will be held in Tamworth on 19 & 20 October 2019.

- **2019 Marie Little OAM Shield**

Netball NSW will once again be competing in the Marie Little OAM Shield. This tournament is the premier competition for females aged over 16 with an intellectual disability. Netball NSW are proud to have won the gold medal for the past four years, in 2018 overcoming South Australia in an exciting curtain raiser to the Australian Diamonds match at the Brisbane Entertainment Centre. This year's tournament will prove to be another exciting competition, with the NSW looking to be competitive once again.

- **2019 TAFE NSW Schools Cup**

The TAFE NSW Schools Cup is an initiative by Netball NSW to provide New South Wales primary and secondary school students with the opportunity to enjoy netball in an inclusive and enjoyable environment. The Schools Cup is available to male and female students from Public, Independent and Catholic systems in Years Three, Four, Five, Six, Seven, Eight, Nine and Ten.

Now in its seventh year, the TAFE NSW Schools Cup has grown from 3,000 participants in the inaugural year, to over 15,500 participants!

Congratulations to the 2019 winners: St Matthews Catholic School (Primary Schools); Pymble Ladies College (Girls 7/8 Division); Trinity Catholic College (Boys 7/8 Division); Loretto Normanhurst (Girls 9/10 Division) and Narrandera High School (Boys 9/10 Division).

- **2019 Premier League**

ERNA Hawks took the title of 2019 Netball NSW Premier League Opens champions after beating Minor Premiers Central Coast Heart in a dominant Grand Final performance at Netball Central in September.

GWS Fury are the 2019 Netball NSW Premier League U23 champions after beating the Manly Warringah Sapphires 60-52 in a thrilling Grand Final at Netball Central. A dominant last quarter was the key to the win as GWS put the U20 Grand Final loss of 2018 behind them to take out the title.

Netball NSW is delighted to announce that the Premier League will expand in 2020 with new franchises from the South Coast and ACT joining the eight foundation teams. The newly formed South Coast Blaze, backed by the Illawarra, Kiama and Shoalhaven Netball Associations as well as the Illawarra Academy of Sport and University of Wollongong, has been confirmed as one of the new franchises. The other, called the Capital Spirit, will be owned and operated by Netball ACT. The competition's regular season and Finals Series will still take place at Netball Central in Sydney Olympic Park.

- **2019 Dooleys Metro League**

It was a busy finals month at Netball Central in September

Congratulations to the 2019 gold medal Metro League winners: Northern Suburbs in Division 1; Ku-ring-gai in Division 2; Sutherland Shire in Division 3; St George District in Division 4; Bankstown City in Division 5 and Penrith District coming out victors in Division 6.

- **2019 ANL**

Our NSW Waratahs and Canberra Giants also had a great 2019 season.

The NSW Waratahs finished second in the competition, defeated by the Victorian Fury in a one-goal thriller. The Canberra Giants finished fourth in the bronze medal playoff against the Tasmanian Magpies.

Planning for 2020 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 2020 will bring.

Carolyn Campbell

Chief Executive Officer

a. Staffing Matters

Appointments	Madison Cole	Regional Development Officer Northern Inland (maternity leave contract)	February 2019
	Rowena Tuntingley	Regional Development Officer West Central West (maternity leave contract)	February 2019
	Tina Tan	Accounts Clerk (part time, 15 hours per week)	March 2019
	Cameron Cripps-Kennedy	Graphic Designer (part time, 25 hours per week for 6 months)	March 2019
	Kathryn Glover	Participation Co-Ordinator - Schools	May 2019
	Danielle Mace	Operations Manager, NSW Swifts	May 2019
	Kate Athanasopoulos	Events Co-Ordinator, GIANTS Netball & Netball NSW	July 2019








	Elana Withnall	Digital Content Co-Ordinator, Participation & Engagement (3 days per week)	July 2019
	Lauren Major	Participation Co-Ordinator Products	Sept 2019
	Brooke Brown	Regional Development Manager West Central West	Sept 2019
Internal Appointments	Brittany Vearing	Partnerships Co-Ordinator (Commercial), previously Participation Co-Ordinator Schools (Stakeholder Relations)	March 2019
	Ari Vanderent	Full time Venue Supervisor (previously part time Venue Supervisor)	March 2019
	Ben Jessimer	General Manager Venue Operations (previously Venue Operations Manager)	May 2019
	Linda Lan	Finance Manager (previously Accountant)	May 2019
Resignations	Nikki Welsford	Operations Manager, NSW Swifts	April 2019
	Alexandra Bate	Events Manager, GIANTS Netball & Special Projects	May 2019
	Jaylee Carter	Video Content & Digital Coordinator GIANTS Netball	May 2019
	Sophie Heta	Regional Development Officer (not returning from maternity leave)	May 2019
	Alana Free	GIANTS Netball Media & PR Manager	May 2019
	Sophie Sincock	Regional Development Officer (not returning from maternity leave)	June 2019
	Nathan Keys	Participation Co-Ordinator Products	June 2019
	Ali Coleman	Corporate Partnership Manager	August 2019
	Jacqui King	Video Content & Digital Co-Ordinator, NSW Swifts (full time to 26 Aug, then part time until mid Oct)	October 2019
	Shohan Khan	Participation Manager	October 2019



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 41 to 48.

Review of the Strategic Plan for 2020-2022 is progressing well and nearing completion.







Netball NSW 2019 Strategic Plan KPI's


Our Community		Status @ 21 October 2019	% Complete	Tracking
Goal 1	Extend capacity and resources within NNSW and Associations to deliver our sport			
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 103/111 (93%) Associations complete the Beyond the Court survey in full.</p> <p>Presently the results are being presented at the Regional Meetings and one on one support and planning has begun as an on need basis.</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>KPI 1.2 completed</p> <p>Development of facility framework plans with each association progressing.</p>		
Goal 2	Evolve our sport by increasing participation opportunities and products			
KPI 2	<p>3% growth in participation in netball through delivery of programs and membership offerings</p> <p>2018 (actual)</p> <ul style="list-style-type: none"> 115,021 registered members 	<p>As at 30 September 2019</p> <p>Registered members are as follows:</p> <ul style="list-style-type: none"> Seniors – 29,682 Senior Summer – 2,655 Juniors – 52,512 		
KPI Tracking Indicator:	 <p>Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed</p>			



Our Community		Status @ 21 October 2019	% Complete	Tracking
	<ul style="list-style-type: none"> 36, 215 school participants (Sporting Schools, NNSW School Clinics, NNSW Intro Clinics & Schools Cups) 1266 other programs (walking netball, Fast 5, other community engagement programs) TOTAL - 152, 502 <p>2019 targets</p> <ul style="list-style-type: none"> 118,472 registered members 37,301 school participants (Sporting Schools, NNSW School Clinics, NNSW Intro Clinics & Schools Cups) 1304 other programs (walking netball, Fast 5, other community engagement programs) TOTAL – 157,077 <p>Target 157,000 representing 3% increase. <i>Responsibility: General Manager, Stakeholder Relations</i></p>	<ul style="list-style-type: none"> Junior Summer -1,144 NetSetGO – 21,139 All Abilities – 333 Non Players – 5,002 <p>Total – 112,467 (2018 30 August Total – 112,635)</p> <ul style="list-style-type: none"> School participants – 32,967 Other programs – 5,544 <p>Total – 38,511</p> <p>2019 total as at 30 September – 150,978</p>		
Goal 3	Build capacity of our volunteer workforce			
KPI 3	<p>1,874 officials and coaches obtain an accreditation.</p> <p>989 officials and coaches participate in workforce education workshops such as NetEd, Umpire Camps, Coach Education Workshops</p> <p><i>Responsibility: Head of Netball</i></p>	<ul style="list-style-type: none"> Coach Workforce YTD Report <ul style="list-style-type: none"> 1151 Coach Accreditations have been attained 652 participants have attended added value Coach Education Workshops Coach On line YTD Learning <ul style="list-style-type: none"> 773 Coaches have completed added value on line education 625 Officials have attained an accreditation (C&B) 5 National A and 3 National A endorsements 106 Officials have updated their accreditation (C&B) Face to Face Learning: <ul style="list-style-type: none"> NSW Camps/Elite Course – 147 		



KPI Tracking Indicator:		<p>Red: major disruption, at risk</p> <p>Amber: some disruption, progressing</p> <p>Green: on track, exceeded, completed</p>
-------------------------	---	--


Our Community		Status @ 21 October 2019	% Complete	Tracking
		<ul style="list-style-type: none"> ○ Bench Official Training - 105 ○ Regional NetEd Workshops – 292 ○ Additional Association visits – 165 ○ Rookies Camp Registrations - 39 ○ Convenor Workshop Registrations - 11 ● Online Learning: <ul style="list-style-type: none"> ○ Foundation Umpire Course Enrolments – 1175 ○ Online Bench Officials Enrolment – 155 ○ Rules of Netball Theory Enrolments – 3648 		



Our Business		Status @ 21 October 2019	% Complete	Tracking
Goal 4	Lead the strategic direction of NNSW			
KPI 4	Formulate a 3 year 2020-2022 strategic plan by July 2019. <i>Responsibility: Chief Executive Officer</i>	The 2020-2022 Strategic Plan will be presented to Council at the November 2019 Council Meeting.		
Goal 5	Drive business opportunities to enhance our sport			
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 August 2019 shows a profit of \$13,180 (before interest & other income, depreciation expense & extraordinary items) against the budgeted profit level of \$26,772. Management are still confident of achieving the budgeted profit amount. The end of year cash position is expected to be slightly under the budgeted end of year position of \$1.6M at \$1.597M.		
KPI 5.2	Consolidated NNSW database of 130,000 unique records by 31 December 2019. <i>Responsibility: General Manager, Marketing, Communication & Events</i>	Database of 149k has exceeded KPI target of 130k. Database will continue to grow for the remainder for the year.		


KPI Tracking Indicator:		Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed
-------------------------	---	---




Our Business		Status @ 21 October 2019	% Complete	Tracking
Goal 6	Deliver the business model through effective business planning			
Goal 6 notes	Recruitment, retention, training, workforce planning			
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 ongoing with the CEO, President and the People & Culture committee and the proposed new business structure is being modelled into the 2020 budget and the strategic plan for consideration.		





Our Pathways		Status @ 21 October 2019	% Complete	Tracking
Goal 7	Pathways are inclusive, innovative and connected			
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>	<ul style="list-style-type: none"> • 399 Umpires officiated at Junior State Titles • All umpires asked for feedback: <ul style="list-style-type: none"> ○ 93% of umpires had a positive experience ○ 92% of umpires thought they had the right amount of allocations • Umpire development pools have been finalised for Summer Development Series • Umpire nominations for State Masters are still open • 2019 Masters State Titles entries have closed <ul style="list-style-type: none"> - 14 Teams entered - (2018 teams entered – 17, the decrease was predominantly in the Metro Region teams) • 2019 Social Masters entries have closed <ul style="list-style-type: none"> - 28 Teams entered - (2018 teams entered – 45, the decrease was due to the move further regional to Tamworth, there has also been some feedback around the Constellation Cup been played on the Sunday of Social Masters affecting some teams decision to enter this year) 		



KPI Tracking Indicator:		Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed
-------------------------	---	---


Our Pathways		Status @ 21 October 2019	% Complete	Tracking
		<ul style="list-style-type: none"> 2019 State Cup, final entries close 16 September <ul style="list-style-type: none"> 11 teams have accepted the invitation to participate. (2018 teams entered – 8) 2019 Summer Series entries have closed <ul style="list-style-type: none"> Total entries received NID - 24 teams Total entries received NID Development League – 29. Competition was for 24 teams, 5 teams were unable to be graded. 8 teams for Fast5 Senior State Titles Survey results were circulated. The first meeting of the Competitions Reference Group took place on the 19 August 2019. The rules of the Junior State Titles and Senior State Titles were reviewed and a draft version for 2020 completed. Rules will be available for the November Council Meeting. 		
Goal 8	Deliver sustainable programs to secure high performing athletes, coaches and officials			
KPI 8.1	<p>NNSW State teams including Canberra GIANTS, ANL, 19U, 17U finish in top 4 in respective National Championships and Competitions.</p> <p><i>Responsibility: Head of Netball</i></p>	<ul style="list-style-type: none"> Announcement of Swifts and GIANTS Academies. An important addition to the NNSW Pathway to ensure athletes are provided the ongoing support needed to maximise potential. Regular Emerging Talent Sessions (15-18 years of age) are being held to monitor, assess and develop athletes targeted for 2020 State Teams. S & C and S & C education are a feature of all sessions. Regional Talent Squads (15-18 years of age) are being held to provide equity for athletes with potential that reside in regional and rural NSW. Gala Days are being hosted by NNSW in the lead up to the 2019 Koori Games with an aim of identifying coaches and athletes with the potential to progress in the Pathway. 		





KPI Tracking Indicator:		<p>Red: major disruption, at risk</p> <p>Amber: some disruption, progressing</p> <p>Green: on track, exceeded, completed</p>
-------------------------	---	--


Our Pathways		Status @ 21 October 2019	% Complete	Tracking
		<ul style="list-style-type: none"> An Indigenous Camp (12 – 14 years of age) is planned for November to monitor, assess and develop ID's athletes and coaches. 2020 State Team Head Coaches have been appointed. 17U Head Coach- Amber Cross- returns in 2020 as State Team Coach. Amber instilled confidence in the 2019 campaign with her knowledge, commitment and ability to connect 19U Head Coach-Jennifer Wright-19U will utilise her experience as Waratahs apprentice coach and ERNA Hawks Open Head Coach in her first Nationals Campaign. Nominations for Assistant & Apprentice Coaches, Managers and support staff have now closed. Interview process will begin shortly. All athletes trialling for State Teams will receive a comprehensive information booklet aimed at maximising their preparation. Regional Trials to continue in the 17U Age group. Academy Challenge, organised by NNSW and hosted by WRAS will be held in Orange in September 28-30. NNSW will provide experienced Coach Mentors and Selectors to ensure maximum gain from this event. Recent Metro League Coach Education session led by Jill Macintosh focused on analysing match play. Targeted Coach Program 2020. Jill Macintosh will again lead this program focused on developing NSW coaches with the potential to progress in the Pathway. 		
KPI 8.2	2 NSW umpires are named in the emerging talent squad. <i>Responsibility: Head of Netball</i>	<ul style="list-style-type: none"> 3 NSW umpires invited into 2019/20 Emerging Talent group 4 NSW Umpires allocated to the SSN Finals 		
Goal 9	Build a high performance culture based on success, respect and excellence			
KPI Tracking Indicator:	 Red: major disruption, at risk Amber: some disruption, progressing Green: on track, exceeded, completed			

Our Pathways		Status @ 21 October 2019	% Complete	Tracking
KPI 9	<p>GIANTS Netball & NSW Swifts finish in the Suncorp Super Netball Top 4.</p> <p><i>Responsibility: General Manager NSW Swifts & General Manager GIANTS Netball</i></p>	<p>NSW Swifts:</p> <ul style="list-style-type: none"> NSW Swifts finished as SSN Champions <p>GIANTS Netball:</p> <ul style="list-style-type: none"> GIANTS Netball finished the season in 5th place equal with 4th place Collingwood on 59 points but agonisingly 0.62% behind on percentage. The Team finished with 7 wins, 1 draw and 6 losses, winning 4 of their last 5 matches. 9 of the current ten contracted players are expected to re-sign aside from the retiring Kim Green. The Club is very excited about Julie Fitzgerald being appointed the Australian Development Coach (Australia 'A') and for the launch of the new GIANTS Netball Academy and the strong under-pinning program this will provide the next generation of GIANTS Netball athletes. The strong development work of Julie and her staff is visible in the statistic that all original 4 training partners of the GIANTS Netball club in 2017 will now be part of the SSN team of 10 in 2020. 	 	 

Our Brand		Status @ 21 October 2019	% Complete	Tracking
Goal 10	Drive the depth and breadth of participation and fan engagement			
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 & Events</i></p>	<p>SSN attendances are lower than anticipated and expected to fall short with 63,939 attendees at end of the season. Impacts on this included a lower than expected Round 1 crowd on the last Sunday of the April school holidays, challenging targets for games played at Qudos Bank Arena and the change in time to 1pm on a Saturday on the day of the Federal Election.</p>		
Goal 11	Expand relationships with stakeholders to maximise opportunities for long term growth of the sport			

KPI Tracking Indicator:		<p>Red: major disruption, at risk</p> <p>Amber: some disruption, progressing</p> <p>Green: on track, exceeded, completed</p>
-------------------------	---	--

Our Brand		Status @ 21 October 2019	% Complete	Tracking
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>	Regular meetings occur with all key stakeholders and updates of note will be reported on as appropriate.		
Goal 12	Drive our brand through the use of innovative communication platforms			
KPI 12.1	<p>Minimum 10% growth across each social media digital platforms, Swifts, Giants, NNSW. Aggregate social media target of 190,000</p> <p><i>Responsibility: General Manager, Marketing Communication & Events</i></p>	Social media is at 206k, exceeding KPI target of 190k. Social numbers will continue to grow for the remainder of the year, particularly with the success of the Swifts. The NSW Swifts are ranked 2 nd in the SSN league in aggregate social media numbers with GIANTS Netball being 8 th (despite being 3 rd in YouTube and 5 th in Instagram).		
KPI 12.2	<p>Integrity of netball is protected and maintained.</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>	This KPI is reported on monthly (internally) and there are no issues of note at the present time.		

KPI Tracking Indicator:		<p>Red: major disruption, at risk</p> <p>Amber: some disruption, progressing</p> <p>Green: on track, exceeded, completed</p>
-------------------------	---	--

8.4 Appeals Tribunal Report – 2019 Competitions

- 2019 Senior State Titles**

The Appeals Tribunal met on 30 April 2019 to consider the appeals that were lodged.

Appeals Tribunal Members: Rachael Sutton (Chair), Jo-Anne Perry, Joy Gillett OAM.

District	Age Group	From	To	Result
Shoalhaven	15U	3	2	Dismissed
Sapphire Coast	15U	3	4	Dismissed
Port Stephens	15U	3	4	Dismissed
Forbes	17U	4	3	Dismissed
Baulkham Hills	17U	1	2	Upheld
Grafton	17U	3	4	Dismissed
Blayney	17U	4	3	Upheld
Brunswick Byron	17U	3	2	Dismissed
Lower Clarence	17U	3	4	Dismissed
Tuggeranong	17U	3	2	Upheld
Shoalhaven	17U	2	3	Dismissed
Kurri Kurri	Opens	1	2	Dismissed
Great Lakes	Opens	1	2	Dismissed

- 2019 Junior State Titles**

The Appeals Tribunal met on 28 May 2019 to consider the appeals that were lodged.

Appeals Tribunal Members: Rachael Sutton (Chair), Renee Jensen, Jenny Walker

District	Age Group	From	To	Result
Grafton	12	3	4	Dismissed
Cowra	12	3	4	Dismissed
Cessnock	12	3	4	Dismissed
Barellan & District	12	2	3	Dismissed
Eurobodalla	13	3	4	Dismissed
Lismore & District	14	2	3	Upheld
Tumut	14	2	3	Dismissed

Netball NSW Council Meeting



- **2019 Masters State Titles**
No Appeals received.
- **2019 Court Craft Summer Series**
No Appeals received

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 Presentation: Strategic Planning 2020-2022

For presentation at the meeting.

9.2 Presentation: Athletes Pathway Framework

For presentation at the meeting.

9.3 Presentation: MyNetball Update

For presentation at the meeting.

9.4 Presentation: Competitions – Competition Reference Group Report

For presentation at the meeting.