

The NSW Netball Association Limited

General Meeting of the Council

Notice of Meeting

Date: Sunday 20 September 2020

Time: 10:00am (AEST)

Venue: Hybrid: Via Zoom video conference & Tennis NSW Function Room, Rod Laver Drive, Sydney Olympic Park

The Australian Securities & Investments Commission ("ASIC") has recognised that Coronavirus (COVID-19) is impacting on companies' ability to hold general meetings by way of a gathering of members in person. On March 20, 2020, ASIC announced that it considers that hybrid general meetings are permitted under the *Corporations Act 2001* (Cth) (**Act**) – assuming there is no prohibition or restriction in the entity's constitution. This view is based on section 249S of the Act - which expressly allows a company to hold a general meeting at 2 or more venues using any technology that gives the members as a whole a reasonable opportunity to participate. This section applies to Netball NSW. Netball NSW's constitution does not prohibit or restrict the holding of a hybrid general meeting. Accordingly, Netball NSW is permitted to hold a hybrid general meeting.

As such Netball NSW will be holding our first Council meeting of 2020 as hybrid meeting. That is, the meeting will be held at a physical location (Tennis NSW Function Room, Rod Laver Drive, Sydney Olympic Park) Centre with the Board, a small number of selected Netball NSW officeholders and up to 50 Association Delegates and Life Members able to attend in person (due to COVID-19 capacity restrictions and adherence to COVID-19 guidelines) plus the use of an online ZOOM technology facility for those Association Delegates and Life Members who are not able to attend in person.

Instructions on how to join the ZOOM Video Conference including login details will be provided directly to all Voting Members and Delegates well in advance of the meeting. Information on how to download the Zoom application and system requirements appears in the accompanying memorandum.

THE NEW SOUTH WALES NETBALL ASSOCIATION LIMITED (ACN 001 685 007)

NOTICE OF THE SEPTEMBER 2020 GENERAL MEETING OF THE COUNCIL

Notice is hereby given that a General Meeting of the Council of The New South Wales Netball Association Limited will be held on **Sunday 20 September 2020** via Zoom video conference

Commencing at 10:00am (Council Members encouraged to connect via Zoom from 9:30am).

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Michael Anderson

Company Secretary

NOTES:

1. A Member who is entitled to attend and vote at the meeting (being each duly appointed Delegate of a financial affiliated Association, a Life Member and the Directors other than the Chief Executive Officer) has the right to appoint a proxy to attend and vote on their behalf.
2. The proxy must be a Member of the Company.
3. A Proxy Form is available on request to mikeanderson@netballnsw.com or by calling Michael Anderson on 02-9951-5009.
4. To be effective, the Proxy Form (and if it signed by an Attorney, the original or a certified copy of the relevant Power of Attorney) must be signed and received at Netball Central, 2 Olympic Boulevard , Sydney Olympic Park NSW 2127 or by email at the email address mikeanderson@netballnsw.com by **10.00 am (AEST) on Friday 18 September 2020**.

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1. Apologies

2. Minutes of the previous Council Meeting

2.1 Confirmation of the Minutes of the previous Council Meeting held on Saturday 02 November 2019

A copy of the Minutes from the Council Meeting held 02 November 2019 is attached, pages 5 to 26.

There were no amendments received.

2.2 Business Arising from Minutes of the previous Council Meeting held on Saturday 02 November 2019

Nil.

NSW Netball Association Limited Minutes of 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
MINUTES OF THE NOVEMBER 2019 GENERAL COUNCIL MEETING

Minutes

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Netball NSW Council Meeting



The meeting commenced @ 9:05am

The President declared the meeting open at 9.05am, made acknowledgement to Country and welcomed delegates.

The President thanked everyone for attending.

Table seating is a mix metro & regional as well as a Board or staff member at each table, an opportunity for delegates to get to know others and share ideas. The meeting is streaming live in an attempt to make the meeting accessible to those who are unable to travel. Participants online are not eligible to vote.

The President introduced the Board members.

The CEO introduced the Netball NSW staff in attendance.

Total voting power = 84.

There are 37 Associations in attendance. Quorum = 28.

Present

Delegates:

Judi Hansen	Armidale Netball Association
Justine Kavanagh	Armidale Netball Association
Nicole Oram	Bankstown City Netball
Kylie Tzavaras	Baulkham Hills Netball Association
Monica O'Callaghan	Baulkham Hills Netball Association
Dianne McKinnon	Blacktown City Netball Association
Karen Szczerbanik	Blacktown City Netball Association
Denise Thrift	Blue Mountains Netball Association
Jenny Walker	Blue Mountains Netball Association
Margaret Burke	Brunswick Byron Netball Association
Anthony Plater	Camden & District Netball Association
Gail Lees	Camden & District Netball Association
Justin Rea	Campbelltown Netball Association
Shirley Connolly	Campbelltown Netball Association
Jayne Occhiuto	City of Sydney Netball Association
Suzanne Simpson	City of Sydney Netball Association
Samantha Rumbel	Dungog Netball Association
Karen Waud	Eastwood Ryde Netball Association
Judy Watt	Eastwood Ryde Netball Association
Carol Baiton OAM	Fairfield City District Netball Assoc
Beverley Dew OAM	Fairfield City District Netball Assoc
Joy Dasan	Gosford Netball Association
Kath Styant	Gosford Netball Association
Kerrin Thomas	Grafton Netball Association
Tracey Chalk	Hawkesbury City Netball Association

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Viv Bertenshaw	Hawkesbury City Netball Association
Jennie Thompson	Hills District Netball Association
Lyn Burgess OAM	Hills District Netball Association
Lyn Holmes	Illawarra District Netball Association
Dianne Elvy	Illawarra District Netball Association
Anne Tait	Inner West Netball Association
Leanne Blackmore	Inner West Netball Association
Ted Beedles	Kiama Netball Association
Michelle Gregory	Kiama Netball Association
Loraine Unicomb	Ku-ring-gai Netball Association
Kathy Staggs	Ku-ring-gai Netball Association
Jackie Small	Lismore Netball Association
Debbie Cross	Lismore Netball Association
Jennie Webster OAM	Liverpool Netball Association
Tania Kane	Lower Clarence Netball Association
Eulalie Hayes	Lower Clarence Netball Association
Learnna Bennett	Maitland District Netball Association
Cassandra Swalwell	Maitland District Netball Association
Helen Dean	Manly Warringah Netball Association
Colette Longley	Manly Warringah Netball Association
Clare McCabe	Mens Netball Association
Rebecca Keating	Nelson Bay Netball Association
Linda Jones	Nelson Bay Netball Association
Cheryl Hernando	Newcastle Netball Association
Ellen Monaghan	Newcastle Netball Association
Toni Field	Northern Suburbs Netball Association
Lyn Welfare	Parramatta Auburn Netball Association
Kim Higgins	Parramatta Auburn Netball Association
Joy Gillett OAM	Penrith District Netball Association
Barry Olsen	Penrith District Netball Association
Sue Xenos	Port Stephens Netball Association
Marie Kelly	Randwick Netball Association
Fran Reynolds	Randwick Netball Association
Wilma Klein	Shoalhaven Netball Association
Kathy Rembisz	Shoalhaven Netball Association
Helen Andrews	St George Netball Association
Robyn Ellis	St George Netball Association
Karen Salter	Sutherland Shire Netball Association
Prue Haberecht	Sutherland Shire Netball Association
Janet Jamieson	Tamworth Netball Association
Lyn O'Brien	Tamworth Netball Association
Madeline Allen	Westlakes Netball Association
Pamella Burt	Westlakes Netball Association

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Observers:

Shirley Way	Sutherland Shire Netball Association
Sue Woods	Sutherland Shire Netball Association
Shelly White	Lower Clarence Netball Association
Lyndall Schuhmeier	Camden & District Netball Association
Sue Guggenheimer	Eastwood Ryde Netball Association
Renee Ridgeway	Callaghan District Netball Association
Bronwyn Vosilla	Callaghan District Netball Association
Cherie Aoake	Callaghan District Netball Association
Len Burgess	Hills Netball Association
Michael Ridgeway	Callaghan District Netball Association

Life Members:

Lynne Quinn OAM	Life member
Anne Doring OAM	Life member
Adele Saunders OAM	Life member
Wendy Archer AM	Life member
John Hahn	Life member
Rodney Watson OAM	Life member

Netball NSW Board:

Louise Sullivan	President
Carol Murphy	Director
Vincent De Luca OAM	Director
Katherine Simmonds	Director
Clare Tynan	Director
Andrew McMaster	Director
Diana Fraser	Director
Ruth Havrlant	Director
Miles Baron-Hay	Director

Netball NSW Staff:

Carolyn Campbell	Chief Executive Officer, Director
Mike Anderson	Chief Operating Officer & General Manager GIANTS Netball
Lauren Woods	General Manager Stakeholder Relations
Nikki Horton	Head of Netball & General Manager NSW Swifts
Rebecca Shaw	General Manager Marketing Communication & Events
Tim Underwood	General Manager Commercial & Corporate Partnerships
Karen de Ridder	Executive Support Officer
Todd Pengilly	Association & Membership Coordinator
Melissa Achten	Member Engagement Manager

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Chris Hall	Technical Officials Manager
Rosemary Hay	Senior Human Resources Manager
Claire Dale	Competitions Manager
Margaret Hamley	State Pathways Manager
Shantel Cogno	Policy & Support Manager
Stephen Bourke	Facilities & Infrastructure Manager
Mardi Aplin	Regional Development & Pathways Unit Manager

1. Apologies

Alex Peate	Ballina Netball Association
Ashlea Robinson	Charlestown Netball Association
Belinda Beresford	Gosford Netball Association
Kaz Campbell	Goulburn District Netball Association
Rosemary Miller	Hastings Valley Netball Association
Cathy Glover	Hastings Valley Netball Association
Doug MacColl	Hills District Netball Association
Marilyn Melhuish OAM	Life Member
Maureen Boyle OAM	Life Member
Kate Patterson	Macleay Valley Netball Association
Zoe Barnes	Lithgow City Netball Association
Tracey Parsons	Lithgow City Netball Association
Estelle Lawler	Liverpool Netball Association
Marie Cherote	Northern Suburbs Netball Association
Glenys Paranihi	Northern Suburbs Netball Association
Jane Dennis	Orange Netball Association
Bec McKenzie	Tamworth Netball Association
Robin Butler	Ulladulla & Districts Netball Association
Melissa Ryan	West Wyalong Netball Association
Danielle Hick	Wollondilly Netball Association
Sandra Thorpe	Woolgoolga District Netball Association
Lisa Coakley	Woy Woy Peninsula Netball Association
Nichole Barnes	Woy Woy Peninsula Netball Association
Chris Miles	Wyong District Netball Association

MOVED Tamworth; **Seconded** Kiama: that the apologies for the Council meeting be accepted, with the additions noted above.

CARRIED

2. Previous Minutes

A copy of the Minutes from the Council Meeting held 30 March 2019 was tabled.

The following amendment to the minutes was noted by John Hahn, Life Member:

Netball NSW Council Meeting



*I have a Correction to the Minutes from the March 2019 AGM and Council Meeting
I have noticed that my name does not appear on the attendance list for both meetings.*

I was in attendance for both meetings

*Regards
John Hahn
Life Member*

It was also noted the following delegates were in attendance but not noted in the minutes:

- Lyn Burgess OAM, Hills District Netball Association
- Kerrin Thomas, Grafton Netball Association
- Rebecca Keating, Nelson Bay Netball Association

MOVED Blacktown; **Seconded** Lynn Quinn OAM (Life Member): that the amendments to the minutes from the Council Meeting held 30 March 2019 as noted above be adopted.

CARRIED

MOVED Camden; **Seconded** Inner West: that the minutes from the Council Meeting held 30 March 2019 be adopted as tabled.

CARRIED

ACTION: Publish the minutes of Council meeting 30 March 2019, noting the correction to attendees list.

3. Business Arising

Nil.

4. Correspondence

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

5. Business Arising from Correspondence

There was no business arising from correspondence to be tabled at the meeting.

6. Applications for Membership

One application for Membership was received: Callaghan Netball Association proposal for a new netball association in Newcastle's western corridor. The application was submitted along with the support of local councils & police

A copy of the proposal was tabled, pages 17-28 of the papers.

MOVED Vincent De Luca OAM (VDL) (Director); **Seconded** Sutherland: that 2 representatives of Callaghan address the Council.

CARRIED

Renee Ridgeway & Bronwyn Vosilla addressed the Council.

- Callaghan is Located in the western corridor of Newcastle, it has been identified as a targeted growth area.
- Callaghan is an Association that recognises and provides opportunities for indigenous & low socio economic community in a safe sporting community
- Aim is to address social pressures and issues of inclusiveness. A midweek competition is run including NSG, juniors, intermediate and seniors.
- Callaghan thanked NNSW for holding the Koori Games in Charlestown last week.

Maitland NA asked about the regions. Number of players per age group. How will the association value add to the area, with 2 courts. Callaghan response: Newcastle Council has indicated they will provide another 4 grass courts. Council will also commence construction of facilities in 2020 for completion in 2021 including a clubhouse. Growth in the area is predicted at 30% in 2021. Their focus is on children who are too scared to play in the mainstream, who just want to play netball.

Newcastle NA noted concern that it shouldn't be an Association, it could be done at club level. Other Associations are already addressing indigenous concerns. Callaghan response: Callaghan has been liaising with Newcastle Council and have a commitment from Council to provide 4 additional courts. They are targeting children who are currently not playing, they will not taking players from other associations in the region. There are a number of clubs working together.

Questions/Comments from Delegates

W Archer noted this is about social issues. Has there been discussion around running as a sub-group of Newcastle? Yes, there have been discussions. They are aware of the difference.

L Quinn commented she is disappointed to observe there hasn't been much conversation between local associations and Callaghan. Some of the surrounding Associations don't have enough children to fill their teams.

A Doring: Believes in 1 district 1 association. Concerns about division of Government funding, and recommends a sub-group.

Nelson Bay: Fletcher area currently has 2 courts and are providing funding for infrastructure and development.

Mens: Min target 120 members in the first year, 70% indigenous. Callaghan currently has 20 boys and males who coach and manage.

Sutherland: What is the distance from Newcastle or Maitland. Callaghan is 20-30 minutes, up to 1 ½ hours for children on a bus.

VDL: It is important to acknowledge all the issues this association is facing. He has been liaising with Newcastle NA to meet with Government. Newcastle Council to date has refused to provide funding for an indoor facility. Callaghan should consider becoming a subgroup.

The association be submitted as a subgroup

Dungog: commented that they have their own competitions midweek, then players have the opportunity to play for larger associations on weekends. In bigger competitions.

Newcastle: Supports the ideology behind the proposal. They are happy to support the midweek competition, but Newcastle does not agree that Callaghan should be an Association. It was acknowledged that Fletcher is identified as a new growth area in the next few years.

VDL shares Newcastle's concerns. There is not much money going around. There are separate grants for indigenous groups. He does not support the motion.

Port Stephens. They are located not far from the Callaghan area. They work well together with surrounding associations and supports the motion. Getting kids engaged with their own identity is critical.

Maitland: the Association doesn't support this. There haven't been conversations with Maitland.

J Hahn: supports the motion. Status of an Association assists with funding grants.

Del Saunders OAM LM: Newcastle has not known anything about this proposal for 3 years. This year an indigenous round was held.

Gosford: What are the consequences if the Association fails? All associations are separate entities.

Gosford: suggests the application for membership by Callaghan Association be put to vote under the NNSW Constitution Clause 9.4:

MOVED John Hahn (Life Member); **Seconded** Parramatta: that the Callaghan Netball Association application to become an affiliate of Netball NSW be put to vote.

CARRIED

Motion: For 52; Against 25

CARRIED

The President congratulated Callaghan.

The President requested to suspend standing orders to move to item 9.1 Strategic Planning Session.

9.1 Strategic Planning: Constitution

C Murphy (Director) presented an overview of proposed changes to the Election & Voting policy and the Constitution, following from the Association Forum held in September.

Election & Voting policy:

After the introduction of the online voting system, it was found there was some confusion on who received the notices to vote online. Also confusion on returning officer, external source, and the NNSW returning officer (Mike Anderson).

President and secretary of associations are the voting delegates, they will receive the online voting information. If you wish to change who the voting delegate is to be, advice to NNSW by 31 January is required.

Gosford commented that they didn't actually receive the voting notification. NNSW confirmed the external provider notified NNSW of rejected notifications. NNSW also sent separate memos to associations.

Amendments include removal of the need for scrutineers and grammatical changes.

Constitution:

Proposed changes are guided by Sport Australia governance principles.

Governance principles suggest there should be separation between Board and operational, and CEO should not be a Director. Also suggests Chair/President should be elected by the Board.

Outcomes from forum discussions, Council would elect 7 Directors, then the Board to elect President. The Board is in a better position than delegates to determine who has the necessary leadership qualities to chair the Board.

This proposal was strongly supported by delegates, believes the Board is in the best position to make that decision.

For clarification the Chair would come from one of the seven elected directors and voted by both elected and appointed directors.

It was noted some delegates preference is that council votes for the President and the Board elects a Chair. The President noted Netball Australia has a Chair only, previously had a President and a Chair.

It was suggested Associations should be provided with more detailed information on Board nominees in order to make more informed decisions when voting. The application form for Board nominees is to be updated prior to the election in 2020.

C Murphy sought an indication from attendees who would be willing to make the change to the President being elected by the Board. President is one of the 7 elected directors and elected by both elected and appointed directors.

Other proposed changes/amendments:

- Clarification of the definition of “attendees” and “observers”
- Inclusion of notice period for altering constitution
- Amendments to life member nomination parameters
- Notice period for postal voting
- Removal of transitional clauses (no longer required)
- Amendment to online voting announcement of results
- Creation an affiliate or association member category with no voting rights
- General formatting, grammar, punctuation corrections

The President acknowledged the work C Murphy and the Governance Committee has done.

Carol Murphy left the meeting @ 10:55am

Data Update:

L Woods provided an overview of data analysis projects

A summary of the results of the member engagement survey was presented.

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The President acknowledged it is critical to understand our data in order to set strategic direction, identify needs, provide information to Associations, etc.

Strategic Planning process

The Draft strategic plan was distributed to attendees.

C Campbell provided a summary of the consultation process

- Online: survey of individual members – over 2,400 responses
- Associations: workshops, Senior State Titles, at both venues
- Series of stakeholder interviews by the Consultants
- Workshop sessions of the Board, Executive and staff
- Follow up workshop session with the Board
- Associations Forum
- Further discussion at Board meetings

OUR VISION: Netball is NSW's leading sport of choice and opportunity

OUR PURPOSE: Lead and support our Netball community to grow and thrive

Values and behaviours

- WELCOMING: We are an inclusive community for everyone.
- ONE TEAM: We respect and value each other.
- BEST ALWAYS: We aspire to excellence.
- INTEGRITY: We play fair and take ownership of our actions.
- FUN: We love what we do.

Strategic pillars

- Governance and culture: overarching all pillars
- Community netball: grow the game
- Competitions and pathways: strive to shine
- Facilities and infrastructure: secure the future
- NSW Swifts and GIANTS Netball: Full our potential
- Commercial and delivery: underpinning all pillars.

What next?

Associations are invited to provide feedback by 20 November, email to Karen de Ridder (kderidder@netballnsw.com).

Feedback will then be collated and discussed further at the Board meeting on 03 December.

We need to be willing to face challenges and embrace changes

Resumption of standing orders

7. Notices of Motion

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

8. Reports

8.1 Board of Directors Report

The President presented a summary of 2019 achievements.

MOVED Grafton; **Seconded** Liverpool: that the Board of Directors report be adopted as tabled.

CARRIED

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 was tabled.

The President introduced Andrew McMaster, Chair of A&R Committee and newly appointed Director. He has an Accounting background, partner of KPMG for 36 years, also Sydney Swans & Service NSW. He is also a social mixed netballer.

- Growth of professional sporting clubs comes from memberships, sponsorships & TV rights.
- Sport is not a business but it needs to be treated in a business-like manner. Business acumen is critical.
- NNSW is in good shape, but there are challenges. We have 2 facilities projects underway, KRA in west and RHOI in the east.
- There is and always will be a fundamental reliance on grassroots and pathways to grow the game.
- 2019 we are on track for a good result in 2019, break even.
- 2020 budget process is underway and will be ready to present to the Board in December.

M Anderson presented the finance reports August and September 2019.

Challenges:

- No TV Rights Revenue to Clubs Currently
- Leveraging Match Day / Asset share with SSN
- Increasing SSN costs
- Netball Australia contribution model
- Allocation of Federal Government Grant to Netball Australia

Opportunities:

- SSN TV Rights – New Deal for 2022 and beyond
- Capitalising on the Premiership win by the Swifts
- Leveraging commercial opportunities through the association with the Sydney Swans and GWS Giants
- Maximizing all revenue streams from associated with elite teams
- Better use of technology and systems to support revenue growth
- Maximize usage and commercial outcomes of venues: Ken Rosewall Arena from 2020 and Royal Hall of Industries from 2021

Proposed 2020 Fees

- 4.5% increase across all membership categories (inc. summer membership)
- 4.5% increase in affiliation fee
- 2.1% increase in competition fee

Questions/Comments from Delegates

Del Saunders OAM: what is the comparison in netball numbers compared with population growth numbers. The data analysis project that's underway will provide some detail on this.

NNSW has had a lot of engagement with Netball Australia on how the NA grant funds will be expended.

Fairfield: how can we engage our communities to get them to play. LW advised there is a research project underway in the south west corridor of Sydney

West Lakes: Why is the expenditure for competitions and SSN lumped together? It doesn't provide a comparison of income and expenditure for Swifts and Giants. The information is available but is summarised in the report.

Tamworth: We are in a drought affected area, would like to see some information on growth after the drought breaks.

Manly: why are we putting up the fees by 4.5% when inflation rate is 1.5%? NNSW needs to ensure success of all levels of the game from grassroots and elite level. The Board is conscious of escalating costs and the challenges of balancing with revenue challenges. We are working towards the elite being self-funding.

Revenue and expenses are rising each year 9-10%.

Manly: How reliant are we that Giants and Swifts are in the top 4. Success helps revenue. However, it is noted there is no prize money for the SSN champion team. Swifts did not receive any prize money.

Shoalhaven: Forecast profit is \$52,000, is there any opportunity to provide subsidies for drought affected areas. In order to balance costs and revenue, we can't do everything. We are aware of the areas of hardship, for example taking Masters to Tamworth. On the table for discussion and in consultation with regional staff.

8.2.2 Proposed 2020 Netball NSW Affiliation Fees

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

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

8.2.4 Proposed 2020 Netball NSW Summer Membership Fees

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

8.2.5 Proposed Competition Fees 2020

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

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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

MOVED Inner West; **Seconded** Bankstown: that the August & September 2019 financial reports and 2020 fees be adopted as tabled.

CARRIED

8.3 CEO's Operational Report

C Campbell provided an overview of 2019 achievements. 2020 will be an exciting year with NSW Swifts and GIANTS Netball home games moving to the Ken Rosewall Arena (KRA) at Sydney Olympic Park Tennis Centre. Refurbishment at KRA is progressing, the photos presented were taken last week. It will seat a crowd of 10,000 and will be home for all NSW Swifts and GIANTS Netball SSN home games.

MOVED Gosford; **Seconded** Randwick: that the CEO's Report be adopted as tabled.

CARRIED

8.4 Appeals Tribunal Report – 2019 Competitions

MOVED Gosford; **Seconded** Inner West: that the Appeals Tribunal report be adopted as tabled.

CARRIED

9. General Business

9.1 Presentation: Strategic Planning 2020-2022

Refer to the minutes above.

9.2 Presentation: Athletes Pathway Framework

Margaret Hamley provided an update on the Pathways program and framework.

Pathways: Providing opportunities for athletes, coaches, umpires and managers with potential to dream, to grow and to strive.

Goals:

- Create a winning culture: Think long term, holistic, positive and athlete centred
- Acknowledge and support the critical role of coaches, support staff, umpires and officials
- Connect and align with partners to deliver a vision that is innovative and inclusive

Pathway Programs

- State Teams
- Talent Identification
- Regional Academies of Sport
- Emerging Talent
- Regional Emerging Talent
- Indigenous Emerging Talent
- Coach Education and Mentoring
- Umpire Education and Mentoring
- Parent Education

Love the game

- Athletes young and old play sport because they are having fun, and they quit when they are not.
- A major determinant of long term success and retention in sport is a love of the game

9.3 Presentation: Competitions – Competition Reference Group Report

Claire Dale provided an overview on the Competitions Reference Group.

NNSW set up a competitions reference group, following discussion and agreement at last year's Council meeting.

Summary of competition rule changes presented and copies made available at the end of the meeting.

Nelson Bay: 40% rule, could result in associations sending only 9 players to compete instead of 10. Change is based on research and academic evidence. Long term development of the sport wins over the short term win.

Sutherland: noted their concern about injury with the 40% rule, particularly in the top 7.

Liverpool: Why is there no 40% rule for 15 year olds, even though they are now playing in Senior State Titles.

Mens: commented that there should be more men involved in Sparkle & Shine, umpiring, coach.

Liverpool: commented that NetSetGo is all about dancing and doesn't appeal to boys as much as girls.

9.4 Presentation: MyNetball Update

The President introduced Spencer Retallack from Netball Australia. He has been with NA since January 2018.

Future: PlayNetball and MyNetball will be joined

Sutherland: MyNetball system hasn't been able to cope, How is the MyNetball app going to cope with that. NA is planning for a new website in 2021.

Shoalhaven: have had lots of issues with MyNetball. NA is working more collaboratively with Interact.

Sutherland: From the start of using Interact we have had numerous issues with the system, and we are still waiting for resolution.

Interact is rolling out solution to problems with dropping into another sport.

- Cross payments: Issue resolved, data and funds remediated. No new cases. Human error made during remediation which affected one transaction, currently being fixed.
- Incorrect Disbursements: Issue resolved, data remediated. No new cases.
- Reporting: Issue related to resolved, data remediated. No new cases.
- Competition module: Issues raised as support tickets are managed through the support workflow. There are no major issues with the competition module.
- Login Issues: InteractSport, Netball Australia and Netball NSW have been collaborating on a solution to problems experienced as a result of cross-tenancy with FFA in early 2019. This has been addressed across four key function areas:
 - Participant Portal
 - Account Recovery
 - Registration (MSU) Form
 - Administrator Functions
- There is a feature demonstration booked for November 14th where InteractSport will be demonstrating a number of features they have developed to improve account recovery and eliminate issues. This session will be recorded and can be shared with NSW associations if desired.

Manly: There were 3 motions put forward in March, regarding serious concerns around complexity of issues and unresolved issues. NNSW also wrote to NA. Registration should be a fluid easy process and shouldn't take the time it does for administrators to enter information into the system. There is 6 years of pain underpinning the questions you are being asked. Manly will be employing someone to deal with their 2020 registration process.

It was agreed in April to focus on fixing the problems rather than enhancing the product.

Tickets:

- InteractSport have made a concerted effort to resolve (and close) open tickets since April. While there are still a number of tickets that remain open more than two months after they were raised, tickets are being attended to regularly within an hour of them being raised.

Images

- The 'team members report' returns player records from all teams specified in the search criteria for an organisation and can display images of players if specified.

- Ticket MND-2656 was created in May 2019 to address issues relating to the performance of this report - it often failed due to the number of records returned in combination with the player images creating a file that placed too big a load on the system.
- The solution that was actioned in August 2019 was the creation of additional filters for the report to return fewer records at a time as well as the display of a warning message when the number of records returned exceeds 1000. Please note the player records are still available for download in excel format.

Service levels

- Netball Australia and InteractSport negotiated a service level agreement based on four priority levels of incidents.
- The majority of incidents have been at the lower end of the priority scale and have not significantly impacted the operability of the platform.
- The resolution time and expected percentage of issues resolved on time for the lower priority incidents with the majority of tickets resolved within 2 days of being raised.
- 75% of tickets are resolved within 2 days, which is a vast improvement.

Agreed Priorities for 2019

- The three areas were identified by the MyNetball Working Group as:
 - I. Account Recovery
 - II. Payment Gateway Reporting
 - III. Single Game Vouchers (not utilised in NSW)
- The MyNetball Working Group manage the priority and ranking of netball-related support issues within a fortnightly bug/issue triage session – this feeds the sprint planning sessions undertaken by InteractSport. Issues that are not netball-specific (whole of platform issues) are managed by InteractSport.

Future State

1. Interact has supplied the sport with a Competition Management & Registration since 2012 :
 - No sport has got this right
 - Two major vendors have cornered the market
 - Significant investment in a codebase that has been customised to support individual sports
 - Larger sports have sustained this through increased investment
2. Agreement renewed at the end of 2018 for a further two years, concluding December 2020 with a view to go to market in 2019 seeking proposals from alternative vendors.
3. Significant consultation completed across the system to define core requirements and current pain points.

Member forum was held in early 2019 as well as member consultation throughout the country.

Consultation Phase

1. Spent March - June working in a detailed discovery mode defining a digital solution that can service community netball more reliably, efficiently and affordably, and at the same time allowing data from the system to drive netball's broader strategy
2. The effort has focused on understanding:
 - a) the pain points and frustrations experienced at the 'coalface' of community netball operations
 - b) functional requirements of an alternative solution for community netball ('MyNetball 3.0') at an MVP level; and
 - c) the 'jobs' that will be performed by the various component technologies (ie beyond the core competition management system) that must be orchestrated as part of My Netball 3.0.
3. Netball has an ambition to re-platform. This will allow modern technology to streamline operations, standardise competition and registration procedures.
4. Key takeaways from our discovery:
 - a) There is an urgent mood in netball to move off the current platform
 - b) We have developed a very good view of core requirements
 - c) Change management and switching challenges make time of the essence
 - d) Must mobilise for detailed business case and planning
 - e) Competition Management & Registration is expensive and difficult to attack in isolation

Focus for 2020

NA has informed Interact Sport they will no longer be the vendor for MyNetball in 2021.

- Focus on support and maintenance
- No/very minimal custom development
- Positive working relationship
- Significant effort spent working with InteractSport on data migration

Netball Australia has identified a preferred vendor to work with from 2021 and beyond

- Piloting with Basketball Victoria (250k participation base)
- Modern technology infrastructure, ability to connect to broader ecosystem
- Expansive knowledge of grassroots community across multiple sports
- Validating product strategy and model with Member Organisations
- Core job is competition management and registration
- NA & Interact Sport will now work together for another 12 months to ensure the system meets the needs of users, and appropriate support is provided.
- PlayHQ has been identified as the new provider from 2021. They have worked with other sports and have a good understanding on how sport operates. Customer is a key focus.

How it impacts NSW

1. New platform coming at the end of 2020 in time for 2021 registrations. All States will be invited to join with NA to use the new product.
2. Detailed support and training program delivered
3. Significant change management plan executed
4. No significant change to customer sign-up for season 2020
5. Opportunity to collaborate with our recommended vendor and pilot the product in 2020 prior to full release

Gosford: Can NetSetGo be transferred into Interact for 2020. Question on notice.

Sutherland: Will we be able to suggest changes where the current system. Can we start with a small selection of memberships. NA will be ready Q3 or Q4. The intention is to work closely with each State to ensure a smooth rollout.

Inner west: Disbursements of payments errors was handled very poorly. Clubs were notified prior to Associations. A lot of Associations have given up raising tickets with Interact due to lengthy timeframes for resolution.

The President noted the Board are to consider options going forward. Will get further information on the proposed system and what other options are available.

Ku-ring-gai: It is not just registrations that will be affected, all other silos need to be in place. NA is working with SportAus and investigating solutions for all needs of members/associations.

Manly: Is there any additional cost in the next 12 months, what are the implications on Associations. What is the cost of change management. Work is underway on costs.

Interact sport has been a good partner to work with. The product doesn't meet the needs of netball but NA has had a good relationship with Interact.

9.5 Other Business

9.5.1 Conference 2020

Saturday 22 February 2020, Goulburn

9.5.2 SSN Pre-Season Tournament

27-29 March 2020, Ken Rosewall Arena, Sydney Olympic Park

9.5.3 South Coast Blaze Premier League Team

Shoalhaven: On behalf of Illawarra Shoalhaven we are pleased to announce we now have a Premier League team. South Coast Blaze are very proud to be part of it. Shoalhaven will be opening a new indoor centre shortly.

9.5.4 2020 Calendar

The 2020 calendar is available in the handout bags, after the meeting concludes.

9.5.5 State Masters

The 2020 venue and timing will be announced next week.

Tamworth: thanked all the teams who came to Masters this year. And would love to host it again.

The meeting closed @ 2:14pm

Minutes

3. Correspondence

3.1 Correspondence received

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

3.2 Business Arising from Correspondence

Nil.

4. Applications for Membership

There were no applications for Membership received.

5. Notices of Motion

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

6. Reports

6.1 Board of Directors Report

6.1.1 November 2020 Meeting

Please be advised that the second Council Meeting of 2020 will be held on Saturday 07 November 2020, at Netball Central, 2 Olympic Boulevard, Sydney Olympic Park. However, due to the changing COVID-19 restrictions further changes to venue or meeting structure may be considered.

6.1.2 Board Appointments 2020

Ms Catherine Matthews was elected and Mr Vincent De Luca OAM was re-elected to the Board for a 3 year term at the May 2020 Netball NSW AGM.

Mr Myles Baron-Hay was re-appointed for a 1 year term to the Board in June 2020 and Mr Matt Miller was appointed for a 2 year term to the Board in August 2020.

Following Mr Andrew McMaster's appointed Director resignation on 30 June 2020, he was appointed to the Audit & Risk Committee on 30 June 2020 as independent Committee Chair, and Ms Michelle Champ was appointed to the Audit & Risk Committee in August 2020, as an Independent Committee Member.

The Board made the following Committee appointments in February 2020:

Historical & Archives	Ronda Kimble OAM Wendy Archer AM Lynette Burgess OAM Beverley Dew OAM Marie Kelly
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The Board made the following Committee appointments in June 2020:

Committee	Chair	Members
Audit & Risk Committee	Andrew McMaster, as independent Chair	Katie Simmonds Carol Murphy Michelle Champ (independent member)
Governance Committee	Carol Murphy	Ruth Havrlant Catherine Matthews
People & Culture Committee	Louise Sullivan	Myles Baron-Hay Claire Tynan
Strategic Commercial Opportunities Committee	Myles Baron-Hay	TBC
Diversity & Inclusion Committee	Vincent De Luca OAM	Catherine Matthews
Friends of Netball NSW Committee	Claire Tynan	Katie Simmonds

6.1.3 Policies Updated

The following policies have been updated since the November 2019 Council meeting. Any amendments to policies are notified by memo and emailed to Association secretaries and full mailing list.

- Netball NSW Election & Voting Policy, updated 03 December 2019;
- Netball NSW Volunteer Recognition & Awards Policy, updated 03 December 2019.
- Netball NSW Affiliation & Membership Policy, updated 30 June 2020;
- Netball NSW Whistleblower Policy, updated 11 August 2020;
- Netball NSW Roles & Responsibilities of Appointed Panels, updated 11 August 2020;
- Netball NSW Adverse Weather Conditions Policy, updated 11 August 2020;
- Netball NSW Pregnancy Policy, updated 11 August 2020;
- Netball NSW Photography Policy, updated 11 August 2020;
- Netball NSW Infectious Disease Policy, updated 11 August 2020;
- Netball NSW Member Protection Policy, updated 11 August 2020.

The following policies have been revoked since the November 2019 Council meeting

- Netball NSW Alcohol & Drug Policy, revoked 11 August 2020, refer to Position Statement 15 of the Member Protection policy;
- Netball NSW Smoke Free Policy, revoked 11 August 2020, refer to the Netball NSW Smoke Free fact sheet;
- Netball NSW Sun Protection Policy, revoked 11 August 2020, refer to the Adverse Weather Conditions policy;

By referencing policies through the Netball NSW website you will always access the most recent version. <https://nsw.netball.com.au/policies>.

6.1.4 2021 State Titles Venues

Dates and venues for the Netball NSW 2021 season Senior State Titles, Junior State Titles, Masters State Titles & Social Masters to be confirmed.

6.1.5 Vales

- Gaie Urquhart, Newcastle Netball Association
- Betty Moore, Bankstown City Netball Association
- Loraine Unicombe, Ku-ring-gai Netball Association

6.1.6 Honours List Recipients

Congratulations to the following members of the netball community, who were included in the 2020 Australia Day Honours list:

- Mrs Ronda May Alterator, Warriewood, OAM for service to netball
- Ms Lisa Ann Beehag, Sylvania, OAM for service to netball

Congratulations also goes to the following netballers, for being awarded an MBE (Members of the Order of the British Empire) in the 2020 UK New Years Honours List, which recognises the achievements and service of extraordinary people across the United Kingdom.

- Ms Joanne Harten, MBE (England Netball Player & GIANTS Netball Captain), for services to Netball.
- Ms Serena Guthrie, MBE (England Netball Captain and ex GIANTS Netball player), for services to Netball.

Congratulations to the following members of the netball community, who were included in the 2020 Queens Birthday Honours list:

- Mrs Margaret Cliff, Warriewood, OAM for service to netball
- Mrs Ellen Monaghan, Newcastle, OAM for service to netball
- Mrs Toni Field, Willoughby, OAM for service to netball
- Mrs Julie Fitzgerald, Wahroonga, AM for significant and successful contribution to netball

6.2 Finance Report

6.2.1 Finance Report (for the Period Ending 31 July 2020)

The finance report for the period ending 31 July 2020 will be distributed separately prior to the meeting.

6.3 CEO's Operational Report

From March 2020 Papers

In reflection of 2019 we are proud of the achievements by all involved in Netball NSW. The following captures just a few of these achievements.

- Redevelopment of the Ken Rosewall Arena, which will become the NSW Swifts and GIANTS Netball home venue from 2020
- Launch of the QBE Swifts Academy and GIANTS Netball Academy for our emerging talent
- Record grassroots registrations in 2019, with 115,101 members
- NSW Swifts won the 2019 SSN championship
- NSW State teams silver medalists for both the 17U and 19U National Netball Championships
- Celebrated 90 years of netball in New South Wales in 2019

Planning for 2020 is well underway and I encourage all Associations to head to <https://nsw.netball.com.au/> for up to date information.

I would like to thank all those involved in providing input into our 2020-2022 Strategic Plan, which has now been finalised. Copies of the strategic plan will be available following conclusion of the Council meeting.

The Organisation's restructure is now completed, an updated list of key contacts will be available following conclusion of the Council meeting.

With a massive community, two elite teams, numerous High Performance pathways and two world-leading venues to call home, there has never been a better time to match our efforts with equal promotion.

Finally, as ever, I would like to thank the Netball NSW Board of Directors and staff for their tireless contribution. Consistently going above and beyond for netball in this state, it is my pleasure to work alongside them, and I look forward to what 2020 will bring.

Update as 27 August 2020

It is very strange to reflect on the words I prepared for the March Council Meeting, especially *I look forward to what 2020 will bring!*

Wow – since that time so much has had to alter, we have modelled numerous scenarios on financial outcomes, activities, all competition structures and time frames. Twice we have been at the starting blocks to deliver Super Netball matches at the newly redeveloped Ken Rosewall Arena only to have the need to suspend.

There is no doubt that the virus has had an incredible impact on so many across the globe and we have done our very best to navigate the situation as it unfolded. The need to be agile in bringing changes to Netball has been relentless, requiring strong leadership and energy from every tier of the sport.

I am very proud of the team here at Netball NSW and the way they have conducted themselves in trying times from the initial stand down period before the lockdown to the energy and passion that they have ignited to bring the sport back.

Netball played a key role in advocating to the NSW Government to enable community sport to return albeit safely under stringent COVID plan, protocols and health guidelines.

Our support and connection with the Netball Family has been exceptional and we have valued the high level of collaboration that has occurred. We have had the chance to review and consider the delivery of the sport in every way. This has resulted in many new initiatives and opportunities.

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Whilst there is still a long way to go to recovery we stand by to support in any way possible.

I would like to make special mention of the NSW Swifts and GIANTS for their ability to respond to the requirement to relocate to Queensland in a very short timeframe. This includes the professionalism shown by all – players, team staff and support staff. They should take great pride in the fact that we are all cheering from afar for them.

I would like to thank the Executive Team and the Board for their ongoing support during these difficult times.

I wish everyone well for the rest of the extended season.

Carolyn Campbell

Chief Executive Officer

6.3.1 Staffing Matters

Resignations	Ellen Kingston	Marketing & Fan Activations Manager	08 November 2019
	Sam White	Participation Coordinator Community Engagement	31 January 2020
	Alison Edmonds	HR Manager	31 January 2020
	Elana Withnall	Social & Digital Coordinator	31 January 2020
	Madison Cole	Regional Development Officer, West Central West	14 February 2020
	Jodi Rosenthal	Coach Development Manager	06 March 2020
	Rosemary Hay	Senior Human Resources Manager	19 March 2020
	Todd Pengilly	Association & Membership Coordinator	20 March 2020
	Ben Pieriboni	Venue Supervisor	31 March 2020
	Madeline Howard	Regional Development Manager South	03 April 2020
	Kristina Genovese-Jones	Snr Manager Events, Ticketing & Membership, GIANTS Netball	17 April 2020
	Angela Christopher	Policy & Support Coordinator	03 July 2020
Redundancy	Rebecca Shaw	General Manager, Marketing Communication & Events	11 November 2019
Termination	Sarah Gordon	Participation Coordinator Products (NetSetGo)	24 March 2020
	Lauren Jones	Digital Content Co-Ordinator Participation & Engagement	24 March 2020
	Cameron Cripps-Kennedy	Graphic Designer	22 June 2020
Appointments	Madeline Ibrahim	Swifts Video and Digital Coordinator	11 November 2019
	Olivia Rebelo	Corporate Partnerships Manager (maternity leave contract)	17 February 2020

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	Alex Emerson	Regional Development Officer, West Central West	17 February 2020
	Eddie Semaan	Member Engagement Coordinator	17 February 2020
	Kaitlyn Sapienza	Metro Development Officer	17 February 2020
	Keana Raymond	Participation Coordinator Community Engagement	24 February 2020
	Darren Simpson	Executive General Manager, Community & Pathways	02 March 2020
	Lauren Jones	Digital Content Co-Ordinator Participation & Engagement	09 March 2020
	Sarah Gordon	Participation Coordinator Products (NetSetGo)	10 March 2020
	Steven Neal	Executive General Manager, Commercial & Marketing	11 March 2020
	Sarah Smith	Senior Manager, NSW Swifts Events Membership & Ticketing	12 March 2020
Internal Appointments	Brittany Vearing	Corporate Partnerships Manager (previously Partnerships Coordinator) (replaces Ali Coleman)	21 October 2019
	Melanie Chapman	Participation Manager (previously Participation Coordinator NSG)	06 January 2020
	Nikki Horton	Executive General Manager NSW Swifts (previously Head of Netball & General Manager NSW Swifts)	06 January 2020
	Tim Underwood	Executive General Manager GIANTS Netball (previously General Manager Commercial & Corporate Partnerships)	13 January 2020

6.3.2 Strategic Plan 2020-2022

The Strategic Plan for 2020-2022 was finalised in late 2019, after extensive community consultation. Due to the COVID-19 pandemic, the Strategic Plan is now under review.

6.4 Appeals Tribunal Report – 2020 Competitions

6.4.1 2020 DOOLEYS Metro League Appeals

No appeals were received for the 2020 DOOLEYS Metro League Competition.

Netball NSW General Meeting of the Council



6.4.2 2020 State Titles Appeals

Appeals Tribunal Members: Rodney Watson (Chair), John Hahn, Rebekah McKenzie

Association	Age Group	From	To	Outcome
Charlestown	12U	Championship	2	Dismissed
Callaghan District	12U	2	Championship	Dismissed
Port Stephens	12U	3	4	Dismissed
Mudgee	12U	2	3	Dismissed
Callaghan District	13U	2	3	Dismissed
Lakeside	13U	2	Championship	Dismissed
St George District	17U	2	Championship	Upheld
Sapphire Coast	17U	3	4	Dismissed
Ulladulla	Opens	1	2	Dismissed
Woy Woy Peninsula	Opens	2	Championship	Upheld
Quirindi	Opens	Championship	2	Upheld

6.4.3 2020 State Titles 2nd Round Appeals

Appeals Tribunal Members: Rodney Watson (Chair), John Hahn, Rebekah McKenzie

Association	Age Group	From	To	Outcome
Lakeside	17U	2	Championship	Dismissed

Claire Dale
Competitions Manager

7. General Business

7.1 Presentation: NNSW COVID-19 Update

For presentation at the meeting.

7.2 Presentation: MyNetball Update

For presentation at the meeting.

7.3 Presentation: Constitution Changes

For presentation at the meeting.

Following the meeting we will be conducting a Thinktank Workshop on the Road to Recovery for 2021.

Details and preparation for this will be provided in advance.