



Management Committee Meeting MINUTES

Wednesday 3 August 2022

Present: Nicole Cadogan, Dwight Graham, Janine Curtis, Nick Osborne, Jane Stoodley, Jackie Jukes, Bec Farquharson, Veronica Lange, Liz Gold, Erin Berlin

Apologies: Lauren Jukes, Nikki Spence, David Cadogan, Donna Watts-Endresz, Sarah Walker, Amber Collits, Alex Connell, Isobel Stoodley, Ellie Stanley, Keely Endresz, Amy Kahler, Belinda Ingram, Jacquie Garcia

Meeting Opened: 6.05pm

1. Previous Minutes: The Secretary moved that the previous minutes on 29 June 2022 be accepted as a true and accurate record.

Seconded: Nick

Carried

2. Outstanding Business:

- **Committee members to review Duty Statements** This will remain a standing agenda item
ACTION: Registrar to review all Duty Statements at end of season
- **Fundraising and Sponsorship Policy review. (Item 2, 4 April 2022)**
ACTION: Registrar to conduct review not later than 31 August 22
STATUS: On track for presentation to Exec by end of the month
- **Uniform** – Nicole advised that she is still awaiting response from MyClubMate about the inclusion of mandatory delivery costs added prior to ordering page in our online shop. Still awaiting 03/08. Stay on agenda
ACTION: Nicole to continue to follow up
- **Superstars Shirts** - It was noted that the Superstars received Molycop shirts but they were too large. The Committee agreed that Liz should reorder the shirts in appropriate sizes.
ACTION: Liz now has sizes and will now order.
- **Port Waratah Coal Services** – Donna advised that photos have not yet been sent to PWCS, however she has changed Facebook profile picture to PWCS sponsored shirt photo. Donna requested more photos of players in the sponsored hoodies
ACTION: Donna to follow up with Liz to access photos taken of players in branded apparel
ACTION: Alex to take photos of Kittyhawks and send to Donna
STATUS: complete
- **Communication** - Janine suggested communicating to members on importance of fundraising and what funds are used for
Update: Janine has sent Donna email with suggested wording to add post to facebook
ACTION: Donna to wordsmith and upload. Send copy to Nick for website.

3. Out of session Business:

- **Unacceptable Behaviour Complaint (Item 8 of 29 June 2022)** The Coaching Convenor received complaint regarding parent behaviour. Nick and Janine conducted the investigation and advised the Executive who will review the recommendations
- **NNA Council meeting** held 25 July. Janine circulated main points to chat:

Adverse weather policy: 3 submissions were received suggesting various ideas. These will be discussed at the Club Forum on Mon 22 August (invites will be sent). On the gazetted wet weather day (Sun 15 July), 42% of games were forfeited.

Treatment of byes/washed out games in grades of 7 teams

The tabled motion was rejected. But an alternate motion was put forward whereby points in these grades only will be reviewed at the end of the 2022 season and calculated differently. This was carried. Will have to check minutes as wasn't explained well.

Eligibility for semis/finals

A registered team player must have played three times in order to qualify for semis. A forfeit received will be counted in this tally. A player can only play semis in one grade (must elect which grade)

- **NNA Club forum** – Mon 22 Aug attendance from WNC (Janine), although invitations don't seem to have been sent out yet.
Jane to attend, Bec to attend, Janine to attend
ACTION: Jane, Bec and Janine to RSVP
ACTION: Janine to communicate to coach/manager chat to seek additional attendees

4. Treasurer's Report: The Treasurer presented the report at Attachment 1 and moved that the report be accepted:

Seconded: Nick

Carried

ACTION: Jackie to follow up with MWBC re: chase payment of sponsorship

5. Registrar's Report.

The Registrar noted that during discussion with the NNA Registrar, NNA advised that for a 'borrowed player' to play in finals, they must be part of the team by playing their 8th borrowed game for that team. This was NOT the understanding that most of the WNC coaches had. The Registrar confirmed with the NNA Points Recorder (Donna Harrison) who advised:

"I stated at the meeting that registered members had to take the court 3 times to qualify for finals. Borrowed Players had to follow the rule of 8 being permitted to be borrowed 7 times and then on the eighth occasion would be considered a member to the higher grades team and therefore had played sufficient games to qualify for final series."

ACTION: Nicole to contact other presidents in regards to their understanding the rule as this affects several Waratah teams

ACTION: Club forum reps to raise that this at Club Forum was not clearly communicated by NNA

6. Strategy Subcommittee Report. The subcommittee consists of:

Nick Osborne (Chair)
Dwight Graham
Janine Curtis
Veronica Lange
Isobel Stoodley
Jane Stoodley
Jacquie Garcia

The Subcommittee met on Saturday 9th July and has scoped out initial plans. The subcommittee will develop a revised Plan, with appropriate goals, and a format that highlights “Do Now” and “Business as Usual” foci. The next subcommittee meeting is on Sunday 14 August, and the Plan should be ready for Exec review on 31 August 2022.

7. Uniform Coordinator Report. There was no Uniform report, however Liz provided an update on the Presentation Day:

Juniors 11-2pm

- Theme - Colours of the rainbow
- Invites are being handed out this week at training and games.
- Sausages, bread and hot chips organised for players - we are looking for a volunteer to cook the sausages for us on the day.
- Games and decorations being organised - any donations for prizes or decorations accepted
Trophies are in process of being ordered.

Senior Presentation

- Theme has been decided “op shop fancy” and invite sent online via rep.
- Food has been arranged with dietary requirements of vegan, vegetarian and gluten free being an option for those who require.
- Player gifts have been arranged
- Envelopes for payment being given out this week at training and games to the team managers to gather payment.
- **ACTION:** all teams to send through photos for slideshow at each presentation and send to photos@waratahnetball.asn.au

Update on team photos

- Raptors are organising another time for a photo due to a forfeit the weekend photos were being taken.
ACTION: Bec to arrange Raptors time with Erin within two weeks
- Also need to get a NetSetGo photo taken.
ACTION: Nicole to arrange netsetgo photo times
- Proceeds will be donated to MND.

8. Umpiring Convenor report. Nil to report

9. Coaching Convenor Report. Nil to report

10. Publicity Officer Report.

Donna has put in place protection for Facebook that comments must be approved by one of the approved admins

The Committee noted the outstanding work that Donna is doing on both our Club Social Media, and that of NNA.

11. Fundraising Report:

The Bowling Club has asked all sponsored Clubs if they would like to run the Friday night raffle once a month. Lauren has agreed to this and we will be the first Friday of every month. We will be starting on the 5th of August (5.30-7pm). Jackie and Isobel have volunteered for the first one. The idea is to get more patrons to the Bowling Club and bistro and outdoor facilities. Other sponsored Clubs (ie Cricket and Baseball) are on board. We keep the profits for the night. A way to fundraise considering we haven't been able to hold BBQs as normal. Lauren will be asking teams to come and support and volunteer to run the raffles with the help of the Bowling Club and shows that we are a part of the community and demonstrates our values to the community. We aim to have a team to come down for dinner and drinks with a couple of volunteers to help with raffle.

ACTION: Donna to advertise via social media (see Lauren for details). Advertise for a team to volunteer for 5 Sept

12. Correspondence: See attachment 2.

13. Sponsorship status (President):

ACTION: Jackie to chase the Bowling Club up with respect to the Sponsorship payment

14. Grants.

- Nick noted that the \$2000 from Local Sports Grants Program Nettyheads may have to go against Nettyheads expenditure in 2023 as funding may not be able to be spent retrospectively for 2022 sessions. Nick noted that the receipt of an email from Sports NSW with payment advice.

ACTION: Dwight to figure out how the \$2000 was allocated this year including Nettyheads

- **PWCS** – Youth Sport in Portside Suburbs grant now open – closing 31 Aug. We agreed that we should apply again. We also sought applicability of the grants – ie, can we use it to procure hoodies for seniors?

ACTION: Nicole to draft application

ACTION: Nicole to check on classification of youth (age limit)

15. New business.

- **Amended Awards Policy.** Nick presented an amendment to the Awards Policy to include the Club Spirit Award. Members agreed to remove para and footnote from the policy amendment that prevented the same team from winning two years in a row. With that change, the policy amendment was agreed. Nick updated policy and website immediately
- **Mayfield West Bowling Club logo.** Nick advised that the Strategic Subcommittee had noted comments re the sexualisation of women that the Mae West logo may present on our (particularly children's) uniforms appropriate. General discussion was that it was not seen as such a big deal, and perhaps better communication is required. In the meantime,

Nick with discuss further at the Subcommittee.

ACTION: Nick to readdress with subcommittee member who raised the issue

- **Recruitment of more junior players**

Bec Farquharson noted the need to find additional junior players so that greater balance of skills/age can be created in junior teams

Suggested facebook advertising and targeting schools in the Waratah/Mayfield area via pamphlets

ACTION: Bec to contact schools in the area and find out how we could promote our Club to recruit new player base. Bec to send through ideas to Exec. Bec to also contact Donna to look at social media options.

- **Increase the signage.** As a follow on, Nick advised that the Strategic Subcommittee recommended including more signage in local area to promote the Club. Ideas included locating the signage at MWBC facing main road, and schools in the area

ACTION: Nicole to investigate costing of signage (at least 2m x 1m)

- **Participation in Charlestown gala held 24 July**

Bec Farquharson) advised age groups were very mixed which made playing level very difficult and disheartening and this wasn't communicated well by carnival organisers. However carnival was well organised and comraderie was excellent

- **Sub-Juniors Participation in Lakeside gala held 31 July**

Jane Stoodley noted that Lakeside was a very large carnival, well organised, very long day for young players, great team spirit of players and supporters

- **New training balls**

Liz advised that Alex from Netball for Life had up to 80 balls on offer for approx. \$15 each. They were Hart balls, in good condition, and suitable for training balls

The current cost of new training balls is approx. \$20-\$25, and therefore the option that Alex offers is good value for money.

Liz moved that we spend up to \$1200 on at least 80 balls

Seconded: Dwight

Carried

ACTION: Liz to advise Alex that we have a budget of \$1200 for a minimum of 80 balls and Alex to liaise with Dwight to arrange payment.

16. Next Meeting Date:

AGM and committee meeting (online option available): Wed 21 September

Dates to note:

September 10 – Club Presentation

September 21 – AGM and Committee Meeting

Meeting Closed: 7.20pm

The Following are notes and minutes of action from the Executive Meeting immediately after the Committee Meeting.

Present: Nicole, Janine, Nick, Jane, Dwight, Amber

1. Greater Bank Series opens paper.

Dwight presented a paper to the Executive (Attachment 3). Following some discussion, it was agreed that:

- Committee agreed to pursue the option to apply for GBS series in 2023
- Dwight to chair WNC GBS subcommittee and seek volunteers
- Dwight and Janine to approach Cheryl on Saturday 06 August to advise that Waratah Netball seeks to develop a GBS submission.

ACTION: Dwight, Janine

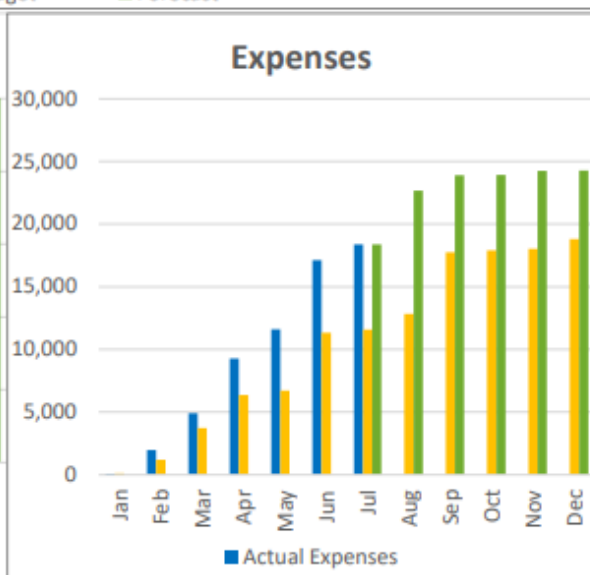
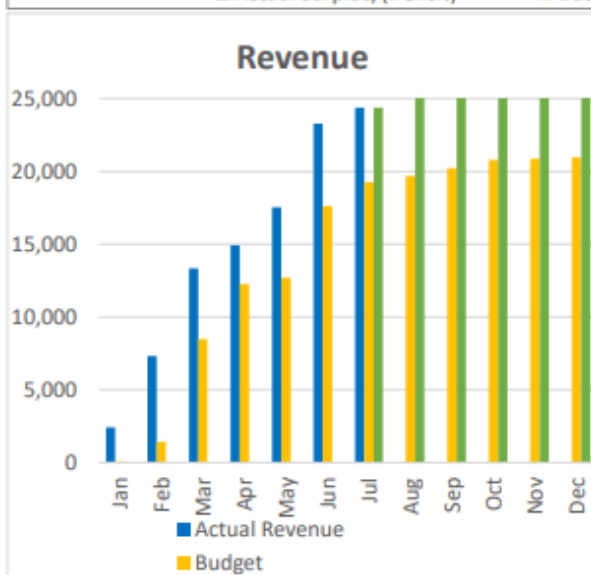
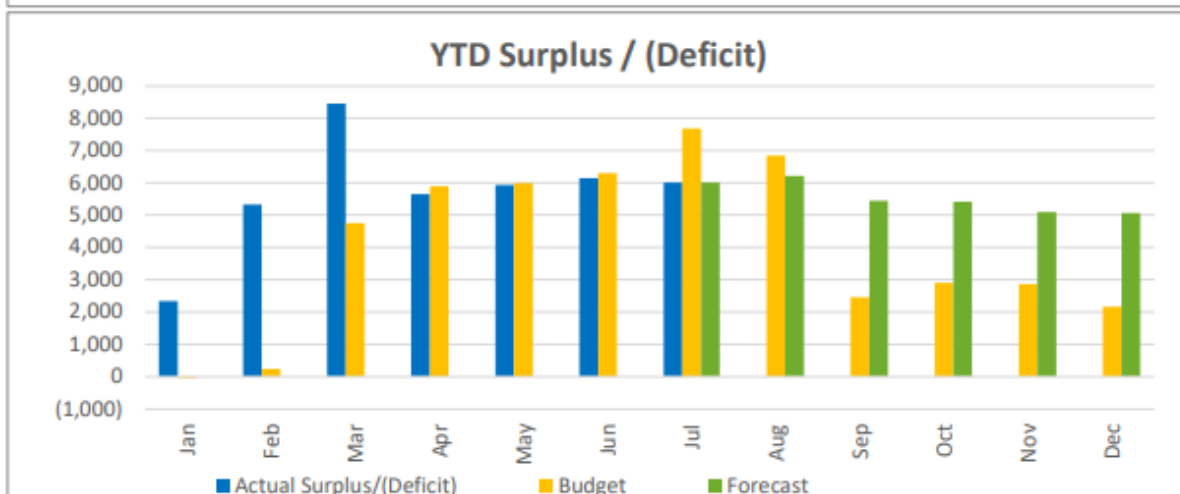
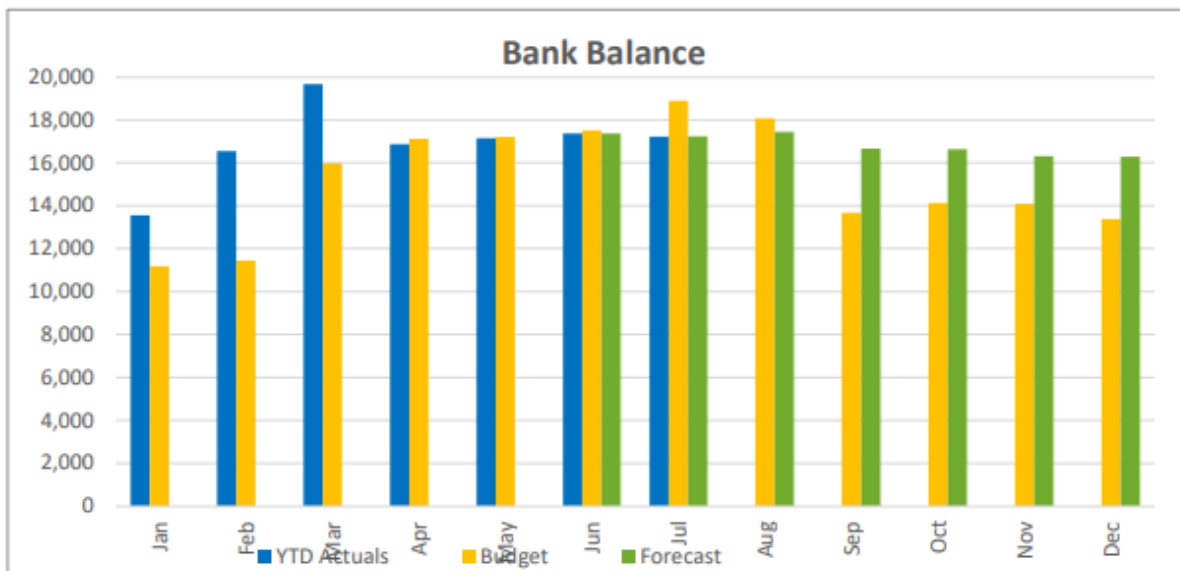
2. Uniform Design

Amber noted that some younger players seem to be turned off by our uniform colour and design. It was agreed that Nicole will look at some designs that incorporate our main colours. Dwight noted that an indigenous design may be an option.

ACTION: Nicole

Janine Curtis

Janine Curtis
Secretary



Notes

YEAR-TO-DATE VARIANCES

At 31 July 22 we had \$17,228 in the bank, which is \$1,669 below the original budget. The year-to-date operating result of a profit of \$6,007 is also \$1,669 below the original budget.

The main variances in the result are:

- We have not yet received the Mayfield West Bowling Club sponsorship of \$3,000
- We received the NSW Grassroots Sport grant (\$1,000), MolyCop sponsorship (\$2,500) and the Port Waratah sponsorship (\$1,500). I had estimated we would get the Port Waratah and hence we well are ahead of the sponsorship budget.
- \$840 of sponsorship received for the Kittyhawks. This is offset by uniform purchases
- A total of \$6,909 of registration fees (includes and refunds - family - and withdrawals) have been received, which is \$984 ahead of where I budgeted, due to more registrations than I expected. Coming out of COVID, this has been difficult to predict.
- Uniform sales are now going through our bank account and we have recorded \$3,171 in sales and \$6,840 in purchases. The \$3,669 difference is shirts funded by grants including teams, new players and coaches shirts.
- Court hire fees of \$1,346 are ahead of budget by \$346 but the increased forecast means \$150 remains.

Forecasting

I am forecasting we will have \$16,286 in the bank and an end of year surplus of \$5,064, which are both \$2,900 above the original budget.

The cause of this variance is the year-to-date variances above and the addition \$2,000 we are to receive for the NettyHeads.

Executive should consider the higher than budgeted surplus this year and options related to this.

Other

- There are no outstanding debts
- We are yet to receive the Bowling club sponsorship (\$3,000)
- We have \$690 of photo money sitting in our bank account and I have forecast it will all be paid out.



Waratah Netball Club Inc
Financial Report
 YTD, ending 31 July 2022

Income	2022 Month Budget	July Month Actuals	Variation Fav / (Unfav)	2022 YTD Budget	2022 YTD Actuals	Variation Fav / (Unfav)	2022 Budget	Forecast	Variation Fav / (Unfav)
Registration	190	3	(188)	6,115	6,911	796	6,115	6,911	796
Sponsorship	-	-	-	4,500	5,850	1,350	4,500	10,850	6,350
Fundraising - Trivia	1,200	411	(789)	1,200	921	(279)	1,200	921	(279)
Fundraising - Other	-	-	-	500	422	(79)	1,000	422	(578)
Pie Drive Income	-	-	-	4,500	6,416	1,916	4,500	6,416	1,916
Uniform Sale	150	-	(150)	1,850	3,171	1,321	2,000	3,171	1,171
Other Income	83	690	607	583	690	107	1,000	-	(1,000)
Presentation Fees	-	-	-	-	-	-	650	650	-
Total Income	1,623	1,104	(520)	19,248	24,381	5,133	20,965	29,341	8,376
Expenditure:									
Coaches Courses	42	13	29	292	1,147	(855)	500	1,447	947
Equipment	-	-	-	-	-	-	500	200	(300)
Coaching Equip & Balls	-	-	-	750	223	527	750	800	50
Pie Drive Costs	-	-	-	4,000	5,556	(1,556)	4,000	5,555	1,555
Trivia Night	-	-	-	-	36	(36)	-	37	37
MyClubMate Fees	-	-	-	-	495	(495)	470	495	25
Preseason	-	-	-	1,500	1,015	485	1,500	1,015	(485)
Presentation	-	1,229	(1,229)	-	1,229	(1,229)	4,700	4,700	-
Presentation Vouchers	-	-	-	-	-	-	800	800	-
Court hire	-	-	-	1,000	1,346	(346)	1,000	1,496	496
Rego & Other Refunds	-	-	-	-	168	(168)	-	168	168
Social Memberships	-	-	-	280	-	280	280	280	-
Uniform Purchases	150	-	150	3,350	6,840	(3,490)	3,500	6,840	3,340
Fundraising Costs	-	-	-	-	319	(319)	-	319	319
Miscellaneous Costs	50	-	50	400	-	400	800	125	(675)
Total Expenditure	242	1,242	(1,000)	11,572	18,373	(6,801)	18,800	24,277	5,477
FY18-19 Inc/(Exp)	1,382	(138)	(1,520)	7,677	6,007	(1,669)	2,165	5,064	2,899

Bank Account		Petty Cash	
Balance at 01 Jan 22	11,221	Balance at 01 Jul 21	292
Total Credits	24,381	Income:	
Total Debits	18,373	Outgoing:	
Current Balance	17,228	Closing Petty C	292

Net Worth		Outstanding Debtors	
Bank Balance	17,228	Registration	-
Petty Cash	292	Uniforms	-
Less debtors	-		
Net Worth	17,521		

check ok

Increase/(Decrease)	6,007
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check ok

DJ Graham
 Dwight Graham
 Treasurer

Attachment 2: Correspondence

IN	OUT	RESPONSE	ACTION
22 July from Netball NSW – NetED session for Hunter Sun 28 Aug 11.30-2.30 Maitland Basketball Stadium aimed at umpires		Dwight circulated information	Registrations are now open – https://www.trybooking.com/CBAMT
	24 July WNC to all players and members – Club Annual Awards		All to nominate suitable persons/teams for an award
25 July – from NNA – update to canteen roster		Lauren has coordinated new volunteers to cover the new timeslot	Completed
26 July – PWCS grants Youth Sport in Portside suburbs now open		Covered in agenda above	
25 July – phonecall from Sally Unicomb to Janine re: Uni umpiring from 28 May. Action taken and issue now resolved			
	28 July: Email from Registrar to NSW Sports re grant payment	Email from NSW Sports with payment advice. Saved in <i>2022/Treasurer/Sports Grant Payment Advice Note.PDF</i>	Nil further action
	31 July: Email from Registrar to NNA seeking transfer of Carlie Liddell from Spitfires to Titans. OneDrive: <i>220731 - Transfer of Player - Carlie Liddell.eml</i>	01 Aug: Telecon from NNA Registrar advising that Carlie would NOT be permitted to transfer. This decision was iaw on NNA Policy “ <i>Competition Structure</i> ” para 1.4 b) & g).	No further action required. Coach (Nick) to advise member
31 July – incident email #1		President responded, followed up with phone call and noted discussion	
01 Aug – new player looking to join team (sent to many clubs)		Nicole responded via facebook and email and will engage for twilight if available team and Nick to follow up for season 2023	Registrar to track for 2023 season opportunity
02 Aug – incident email #2		Secretary responded to complainant and will investigate matter with Nicole	

Attachment 3

Greater Bank Series Entry

Discussion Paper

Purpose

The purpose of this paper is to provide a discussion paper for Executive to consider entering the Greater Bank Series (GBS) in 2023.

Recommendations

That WNC Executive:

1. Support the entering of a group of WNC teams into the GBS in 2023
2. Put a planning team together to develop a comprehensive plan for the entry of the teams into GBS, including a marketing plan.

Background

Strategic Context

The Club's purpose is to empower its members to shine, while enriching and connecting its community

The Club's Vision is to be a sustainable netball club that caters for all levels of participation and competition

The Club Values:

- Community
- Integrity
- Sportsmanship

Our Club Objectives

- OBJ 1. Develop a Sense of Community
- OBJ 2. Promote netball throughout the community
- OBJ 3. Foster sportsmanship in ourselves and others
- OBJ 4. Make the Club an attractive and positive environment for members
- OBJ 5. Grow to include teams in all age groups.
- OBJ 6. Develop our players, umpires, coaches and managers
- OBJ 7. Experience success
- OBJ 8. Maintain strong governance

Goals are created to achieve the objectives. Goal 6.4 is: To compete in the top grade.

Great Bank Series (GBS)

In 2020 Newcastle Netball Association (NNA) created a new elite series sponsored by the Greater Bank, which encompassed the following grades:

- Championship
- Open
- Under 23s.

This series is ring fenced from the rest of NNA's grades, with GBS players only able to play in that series.

WNC's History

For several years WNC has had a team in the 2nd to top grade. The Cheetahs currently are playing in Division 2 but are dominating that grade and should be in Division 1. Similarly, the 2nd team, the Hornets, are at the top of 3rd division. In the Under 22 division, Waratah have team in the middle of the 2nd division.

In line with the strategic goal to compete in the top grade, WNC formed an alliance with a group of independent teams who operated under the umbrella of their sponsor, Inner Glow. This commenced in 2020 with the under 23s being coached by a WNC coach, and built in 2021 with another WNC coach for the championship grade. However, as WNC tried to build the relationship and bring the independent teams more under WNC's umbrella, it became obvious the senior players in Inner Glow teams wanted to remain independent and the teams parted ways with WNC at the end of 2021.

Should WNC compete in the GBS Series?

As outlined above in the Strategic Context, WNC's vision includes catering for all levels of competition. Through the planned objectives, goals and actions, WNC aspires to have a team in all ages groups and to compete in the GBS Series.

Competing in the GBS series will provide more opportunities for players. Players will be more likely to consider WNC as an option and less likely to leave WNC to achieve success. Further, competing in the GBS series will give WNC a greater profile, making WNC seem more attractive to players. Finally competing in the GBS series is much more likely to attract players below the GBS level who aspire to play GBS in the future and can see a pathway to the GBS teams, which will grow the club and strengthen teams below GBS, eg the Under 22s.

Options going forward

While there are a number of options, I can see four main options open to WNC:

1. Form an alliance with an independent group of GBS teams
2. Set up a WNC GBS set of teams
3. Form an alliance with another club currently not in the GBC series and together set up a GBS set of teams
4. Not compete in the GBS series.

Options Discussion

1. *Form an alliance with an independent GBS set of teams*

Currently there are only one independent set of teams competing in the GBS series, being Inner Glow. Given the history between WNC and Inner Glow, an alliance is very unlikely.

2. **Set up a WNC GBS set of teams**

The benefit of this is WNC gains the benefits of competing in the GBS (as outlined earlier). Further, WNC can control its own destiny and does not have to compromise its high standards to accommodate another team's/club's requirements.

The challenges are:

- Cost – it is estimated it would cost between \$6,000 and \$12,000 for the first year and between \$1,000 and \$10,000 per annum thereafter. The costs depend on how much the club pays and how much the individual players pay. Middle options where some aspects are paid for by the club and some are paid for by the individual player would see costs of between \$6,000 and \$7,500 in year one and between \$3,500 and \$4,500 per annum thereafter.
- Putting competitive teams on the court. This will depend on a number of factors, including marketing and quality of coaches. A possible scenario is the first year or two could be tough with teams near the bottom of ladders. Consistent quality governance and the application of our strong values should see the club build its reputation and attract stronger players, resulting in stronger performances in years three onwards.

3. **Form an alliance with another club currently not in the GBS and together set up a GBS set of teams**

WNC could share the benefits with another club. For example, an alliance could be formed with another non-GBS club to create a GBS set of teams under a joint banner. This would share costs, reducing costs to each club. Further it could pool resources, such as coaches and have a bigger pool of players.

The drawback of this is the governance is likely to be tricky, particularly where each club has differing views on matters. While not insurmountable, such issues destroy such alliances. Further WNC would not gain the full recognition or profile it seeks and it would be difficult to say we have teams in every grade. This may not then have the pull on players just below GBS to join WNC.

I believe it is unlikely a club with an existing set of GBS teams would be interested in an alliance, as they have little to gain. So, possible alliances could be Mayfield or Cardiff. However, one avenue which may be worth exploring is a partnership with a Maitland club.

4. **Not compete in the GBS series.**

This option removes the financial risk associated with entering the GBS but cannot realise any of the benefits and does not achieve WNC's strategic goal of competing in the top grade. Further, it would run the risk of WNC struggling to attract and retain players, and slowly decreasing in size.

I believe the longer GBS goes, the greater the risk of clubs not involved in GBS becoming largely social teams. Hence, the eight clubs in GBS could be the more competitive ones, with most of the higher grade teams and non-GBS clubs more social, with few higher-grade teams. I don't believe this is where Waratah wants to end up.

Recommended Approach

I favour option 2. This would meet WNC's strategic goal of competing in the top grade; give WNC control over its own destiny; and maximise the benefits from the venture.

I believe to implement this approach would:

1. require some planning
2. identification of coaches and
3. marketing.

I understand NNA is to review the GBS at the end of this season. So, this is the time for WNC to make a move the get into the GBS.

I therefore recommend WNC support the entry into GBS.

Risks associated with the recommended approach

The following risks have been identified:

- **Financial**

The recommended approach could cost between \$6,000 and \$12,000 for the first year and between \$1,000 and \$10,000 per annum thereafter. These costs could be offset by partial charges for some teams and sponsorship of the team. Perhaps the Port Waratah Coal Services could sponsor the teams for \$3,000-\$5,000 per year?

The current forecast is for WNC to have more than \$13,000 in the bank at the end of the year. If needed, this amount would provide a buffer for 1-3 years.

Therefore, a sponsorship strategy would be needed to sustain a set of GBS teams.

- **Reputational**

Entering GBS could cause existing WNC players to question if their fees are subsidising the GBS teams or that WNC was elitist. Clear communication upfront should eliminate this risk.

Poor performances of the GBS teams could be a deterrent for players considering shifting to WNC. Again, clear communication of a three-year development plan should mitigate this risk.

- **Lack of Coaches**

Currently WNC has a small number of quality coaches, some of who are coaching multiple teams. Adding three more teams without any additional coaches, would stretch those resources further. Mitigations could be:

- Advertise GBS coaching positions – as there may be some aspiring coaches who are interested
- Advertise /encourage GBS assistant coach positions for each team to provide a future pathway for coaches
- Approach known coach(es) who may be interested. For example, Sarah Gilbert may be interested – not coaching this year, an excellent coach, has lots of strong connections and is a former representative coach for two associations.