

Present: Nicole Cadogan, David Cadogan, Nick Osborne, Dwight Graham, Jackie Jukes, Lauren Jukes, Amber Collits, Isobel Stoodley, Ellie Stanley, Liz Gold, Amy Kahler, Janine Curtis, Donna Watts-Endresz, and Jane Stoodley

Apologies: Veronica Lange

Meeting Opened: 6:14pm via Zoom

1. **Minutes** of the 2020 Annual General Meeting on 26th November 2020 were tabled. The Secretary moved that the minutes be accepted as a true and accurate record. Seconded: Dwight Graham. Carried.

2. **President's Report**

After having minimal participation in 2020 due to the COVID-19 outbreak, it was great to see so many players returning to the game in 2021. It was great to see so many new faces make Waratah Netball Club their family this year, and it was great to see so many familiar faces returning to us too.

We had a new junior team in our 7/8s Carebears who missed out playing their first year, last year, due to Covid 19 restrictions. Our 10 years Unicorns returned with new players making up half of the team. Our 12 Capris returned and were joined by 2 of the players who played in 2020 and our 13 Goldies came back firing from their successful 2020 campaign. Our 15s Kittyhawks, who were largely made up of new players with 2 returning players from 2020 before the pandemic hit, rounding out their team. Our senior teams were a good mix of returning and new players, and we had a team in A grade, A1, A3, B2 and B5. Due to a mix of ages, we were also able to nominate a team in the 21s division. We are hoping to grow teams in this grade to enable our younger players to prepare for the transition to senior grades and by having the Spitfires in this grade it is a great start. We were also represented in the Greater Bank Series by our alignment with the Inner Glow Waratah 23s team, who had a few new faces in the team and our own Jane Stoodley continuing her coaching journey with them.

Our pre-season activities flourished thanks to the wonderful work of volunteers. A grant from Port Waratah Coal Services enabled us to hold Nettyheads clinics for our members over 4 weeks in town. This was a great way to welcome back our players who didn't play in 2020 and assist our new players in learning some valuable skills before the season started. Our seniors were "welcomed back" to netball with some rigorous activities and got those old netball muscles out of hibernation! A huge thanks to Port Waratah Coal Services for the grant, Nettyheads for putting together such great programs, and our volunteers Jane Stoodley and Jackie Jukes for organising the players on the day and ensuring we were all COVID safe. Thanks also to the other volunteers who attended and helped with the organisation and general assistance during the event.

This was a great warm-up leading into our senior Team Selection evening. Another well planned event, it was great to see our new senior players get to show their stuff on court and meet some of our returning players. It was also a great time for our returnees to meet and chat after sometimes over a year of not seeing each other. Netball friendships are usually friendships for life, and it's always good to get back on the court with those you are familiar with. Making new friends whilst practicing is also a great lead into a season, and I know I enjoyed meeting our new members that night.

Before the start of the season, NNA held a Junior Gala day in which our Carebears and Unicorns attended. Both teams had a fun day and the coaches got to see where their players were at leading into the season. A big thanks to Mason Cadogan and Sarah Liddell for umpiring for the Carebears and Unicorns respectively. Not only was that a

big help to the teams and coaches, but it also enabled them to learn valuable skills prior to picking up the whistle during their seasons. Both did a great job on the day and were exhausted by the end!

Waratah held its annual Doc Yagan Memorial Gala Day in March. Whilst we were unable to pay our respects to Paul Vincer in our usual way due to the COVID restrictions, we were remembering him throughout the day. It was great to have Shortland, Nova and Kotara Netball Clubs attend and provide some different teams to practice against. Our juniors and seniors all got some great court time and it was lovely to see the camaraderie within our Club between our teams and the sportsmanship that was on display from all those in attendance. Thank you to everyone who helped make sure the day went well, and especially to all who pitched in to organize, set up and pack away. A big thanks to all the players, parents, siblings, and spectators who came to make the day memorable. RIP PAUL.

NetSetGo is a great introductory program for young netballers who are looking at starting their weekly winter netball sessions. We had 4 attendees this year in Macy, Ayeena, Darcy and Phoebe. As sisters and daughters of netball players, the girls had a great time each week learning new skills and participating in the NetSetGo program. Some of those nights were very chilly, but the girls didn't let that phase their enthusiasm and fondness to learn. I hope we see them in Waratah colours in 2022, putting all their newfound skills into practice on the netball court!

Our 7/8 years Carebears started their netball journey with a new look Friday night program as a flow on effect of the COVID disruption in 2020. This appeared to be a winner though, with the girls flourishing in their first year of netball. Most of the girls had not played before, but with some great training sessions and lots of work on the court, by the end of the season they were looking pretty good for newcomers! A huge congratulations goes out to Rebecca Farquarson and Erin Berlin for coaching the girls and teaching the girls what being a member of Waratah Netball Club is all about. I can't wait to see much further they grow in 2022!

Our 10 years Unicorns faced their first taste of competition netball this year starting with the NNA grading night. It was a good chance for the new players to get a feeling for our game and learn some new skills and experience game play. The night was enjoyed by all the girls, and they had fun playing games and getting to know each other. They ended up in Division 2 for season 2021, and their hopes for a top 4 finish came down to the final game of the season. Unfortunately, they were unable to get the win, and ended the season in fifth place. Congratulations to David Cadogan for taking the girls almost all the way to the Finals in their first season. I am sure they learned a lot and I can't wait to see where they end up next year. Thank you, David, for your dedication throughout the season to the Unicorns.

Our 12 years Capris had a new coach this year and it didn't take long for the team to gel with each other. Despite having seven of the girls not play last year, and two players coming up from the 2020 10s, it was great to see them sharing their skills and working hard to get combinations going. Graded in division 3, they ended the season in 3rd place, again this position coming down to the results of the final round. After experiencing playing finals previously, the returning Capris were excited to see how far they would get. Alas, a new Covid outbreak ended the season, and they were unable to progress any further. Congratulations to Amber Collits for getting the team to the Finals in their first year together, and I am looking forward to seeing them work harder next year and go further. Thank you, Amber, for giving up your time to share your love of netball with them and teach them what you know.

Our 13 years Goldies returned from playing the condensed season in 2020, in which they went through undefeated. These girls have a great relationship together and are improving each year. Season 2021 was another undefeated season for them, finishing as Minor Premiers for division 2. This means they were also classed as the Major Premiers for NNA. Congratulations to Veronica Lange for taking the girls successfully through 2 seasons undefeated. Here's hoping next year we see them in the Grand Final and come out winners! Thank you Veronica for continuing to guide the girls along their successful netball journey.

Our 15 years Kittyhawks were almost a new team, with all new Waratah members bar 2 returning players. After not playing in season 2020, the Kittyhawks were determined to give the season a good crack and showed improvement all the way throughout the season. A few injuries saw the mid-season deliver some tough games, however players returned from injuries and the girls all banded together to keep pushing through which saw them end up finishing division 3 in 3rd position. A great finish for a team who struggled through part of the season. Congratulations to Lauren Jukes and Bella Rasche for getting through a season with injuries to players and spurring the girls on to a top 4 finish. Here's hoping they can continue to succeed next year!

We were fortunate this year to have a mix of players who enabled us to put a team into the 21s division. A mix of players from previous years and new members, it took a while for the girls to settle and find their groove. But once they did, wow!! Ending the season on top of the ladder in division 4 is a testament to how hard the girls worked this season. Congratulations Dwight Graham for a top of the table finish in the girls' first year. Let's hope in season 2022 they go all the way!

The Inner Glow Waratah 23s team is the team we were supporting in the Greater Bank Series. A promising start to the year was subsequently deflated after injuries to 2 of our key midcourt players and a significant illness to a third. Five games without a full mid-court really took its toll on the girls. Although they fought hard in their games, they were unable to continue in their winning form and dropped down the ladder. Despite support from Waratah players Taylah and Hayley, the limitations on the borrowing policy resulted in the team not being able to utilise our members as we had hoped. A shining light on the season was our defender Lauren Donoghue winning the Sam Poolman Award for the 23s competition Most Valuable Player. Congratulations to Jane Stoodley for taking the girls through the last 2 years. We have seen some great talent shining through over the last 2 seasons and hopefully they will go on to represent in the Opens and Championship divisions.

Our A grade Cheetahs were always going to be challenged in the top grade. After losing a defender before the season even began, things looked tough. The ladies ploughed on though and had some solid games, however missed out on a finals placement. Thank you, Jackie Jukes, for coaching the team and let's hope they make a finals appearance next season.

Our A1 Hornets were a mix of experience and fresh faces. A bad start to the season didn't dampen the ladies' spirits, and it went down to the last few games of the season as to whether they made Finals or not. Unfortunately, things didn't go in the Hornets favour, and they finished outside of the top 4. Congratulations to Nick Osborne for bringing the team together and pushing right to the end. I look forward to where the team gets to in 2022.

Our A3 Wedgetails were a team of returning players with a few additions to strengthen their ranks. They were successful during the season and ended up with a top 4 spot. Unfortunately, the premature end to the season meant they were unable to play finals, but the grit in this team will ensure they give 2022 a good hot crack. Congratulations Jane Stoodley for once again getting your team to the Finals. Here's hoping 2022 is not disrupted and you take the team all the way!

Our B2 Titans were a fresh team who gelled from the start, and with so many social activities bringing them together it showed on court. A team who worked together at training and game day to make the most of their season, they finished in the top 4 before the season was cancelled. Thank you, Donna Watts-Endresz, for taking charge of the ladies this year. Without a dedicated coach it takes a special someone to run the team each game day. Thank you to Nick Osborne for guiding the team in the latter part of the season.

Our B5 Phantoms were our last senior team in season 2021. Another mix of returning and new players, it didn't take long for these ladies to get their groove on. Group training with the Titans enabled them to learn and continuously improve their skills, and their social commitment to the Club was second to none. Thanks to Erin

Cullen for keeping the team on the court on Saturdays when David couldn't make it. And thanks to the team for supporting our social events so enthusiastically!

So many volunteers help make our Club run successfully every year. The coaches, managers, parents, players, and even people not directly involved with the Club ensure we are able to have a club for our members to play for. Without our coaches the teams don't learn, without our managers the teams don't run, without our committee the Club doesn't grow, and without our parents and partners the players don't play. So thank you to all of you who have made season 2021 a success by giving up your time. I hope you continue to support our Club in the coming years so we can continue to grow and support our players.

Without our Executives our Club doesn't run. Our Executives give a lot of their time to ensure Waratah Netball Club continues to function year after year, and usually when you give your time to an Executive position it is for more than one year. Two of our committee members, Jackie Jukes and Jane Stoodley, have given many years of dedicated Executive service to Waratah Netball Club as Vice President and Secretary/Coaching Convenor, and have made the decision to step down from their positions and encourage some new faces to come into the roles. I would like to extend my sincerest thanks to both Jackie and Jane for their dedication and I appreciate everything you have both done for Waratah during your tenure as an Executive. You have always had the best interests of Waratah Netball Club in your thoughts and have helped guide us to where we are today. I hope you enjoy your down time – or maybe just less busy time – without an Executive position keeping you on your toes. You will be missed.

Lastly, I would like to thank our sponsors for their ongoing support to help us to provide our members with the equipment, knowledge, training courses and social activities each year. Without their support, we couldn't run Nettyheads clinics, have our Gala Day, provide support for our BBQs, and give us a place to celebrate after games and at the end of the season: Port Waratah Coal Services, Molycop, Mayfield West Bowling Club Fishing Club, Currawong Aviation Training Services, and last but my no means least, the MAYFIELD WEST BOWLING CLUB – sponsoring us for over a decade!

I hope everyone gets a chance to celebrate with their teams before the end of the year. With restrictions easing and the vaccination rate climbing, here's hoping season 2022 is uninterrupted and successful for Waratah Netball Club teams!

As always, I sign off at the end of the year proud to once again having represented you as President of Waratah Netball Club.

Yours in sport,

Nicole Cadogan

3. Treasurer's Report: see Attachment 1

The Treasurer moved that the financial report be accepted. Seconded: Nick Osborne. Carried.

4. Other Reports

Registrar's report: see Attachment 2

The Registrar moved that his report be accepted. Seconded: Jane Stoodley. Carried.

Coaching Convenor's report:

The Coaching Convenor moved that her report be accepted. Seconded Dwight Graham. Carried

Umpiring Convenor's report:

2021 was a successful year for Umpiring. Thank you to everyone who helped junior teams with umpiring: Donna Watts-Endresz, Nicole Cadogan, Amber Collits, Bella Rasche, Lauren Jukes, Veronica Lange, Shakira Collits and more.

Congratulations to Mason Cadogan, Allie Dickinson, Emily Gallaway, and Georgia Green on their awards.

Communications Officer's report:

There has been an increase in uptake and interest in both the Club's Facebook and Instagram accounts in 2021. In 2022 the plan is to include reels on the Instagram page which is where younger members engage. Player and Coach spotlights will be expanded on Facebook with the assistance of Managers from all teams.

If anyone has any ideas, please forward those ideas to the Communications Officer.

5. Election of Office Bearers 2022.

Nominations for the following positions were received in writing prior to the meeting. There were no other nominations so therefore, as per the Constitution, the following positions have been filled.

President: Nicole Cadogan	[Nomination: Nicole Cadogan; Seconded Jane Stoodley]
Vice-President: Lauren Jukes	[Nomination: Lauren Jukes; Seconded Jackie Jukes]
Treasurer: Dwight Graham	[Nomination: Dwight Graham; Seconded Jane Stoodley]
Secretary: Janine Curtis	[Nomination: Janine Curtis; Seconded Jackie Jukes]
Registrar: Nick Osborne	[Nomination: Nick Osborne; Seconded Jane Stoodley]

[Public Officer: Janine Curtis]

6. Election of Committee Positions 2022

Nominations for the following positions were received in writing prior to the meeting. There were no other nominations so therefore, as per the Constitution, the following positions have been filled.

Umpiring Convenor: Ellie Stanley	[Nomination Ellie Stanley; Seconded Jane Stoodley]
Fundraising Coordinator: Lauren Jukes	[Nomination Lauren Jukes; Seconded Jane Stoodley]
Communications Officer: Donna Watts-Endresz	[Nomination Donna Endresz Watts; Seconded Jane Stoodley]
Uniform Coordinator: Liz Gold	[Nomination: Liz Gold; Seconded Jane Stoodley]
Equipment Officer: Liz Gold	[Nomination: Liz Gold; Seconded Jane Stoodley]

No written nominations for the positions of Coaching Convenor nor Social Coordinator were received prior to the meeting. Nominations were called for these positions from the members present. The following members nominated, and their nominations were accepted.

Coaching Convenor: Amber Collits
Social Coordinator: Carlie Liddell

Nicole Cadogan thanked outgoing Club members for their time and commitment over many years and welcomed the new members to the committee.

7. Confirmation of Life Members: Dwight Graham, Taylah Rowbottom and Sarah Wells were confirmed as Life Members. Congratulations Dwight, Taylah and Sarah. Life Member presentations will be held early in 2022.

8. Club Strategic Plan and Goals 2022: see Attachments 4 & 5

The Strategic Plan Annual Report was tabled.

Nick Osborne moved that the Strategic Planning Annual Report be accepted. Jane Stoodley seconded.
Carried.

The proposed Goals for 2022 were tabled for committee review. Please note that the Goals will need to be ratified at the next committee meeting.

9. SPECIAL RESOLUTION:

In 2018 Waratah Netball Club adopted a new constitution which aligned with the NSW Fair Trading Model Constitution. That constitution stipulated a financial reporting period as a standard financial year. As the Netball season operates as a calendar year, aligning income and expenditure by changing financial reporting to a calendar year would be more practical.

It was proposed at the committee meeting on 5th August 2021, that the Club revert to a calendar year for financial reporting. Such a change requires a change to the constitution. As it is the recommendation of NSW Fair Trading that a new constitution be adopted the constitution was reviewed and some changes made. As well as the change to the financial year, minor changes were made to reflect the role of the Registrar who is responsible for Club membership and the Register of Members required by Fair Trading.

The Secretary, Jane Stoodley, moved that the new constitution – Ver 6, be adopted as the current constitution of Waratah Netball Club Inc. Seconded: Nick Osborne Carried unanimously

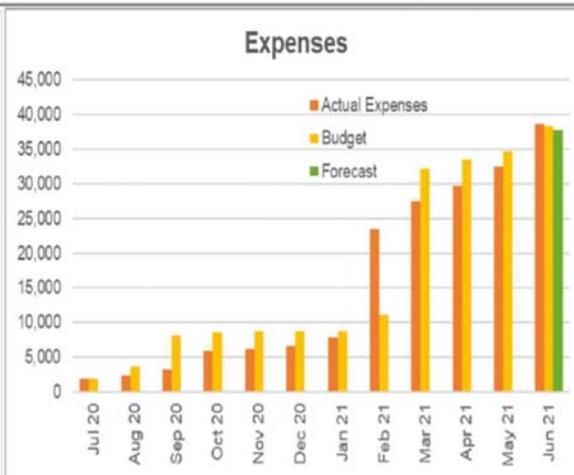
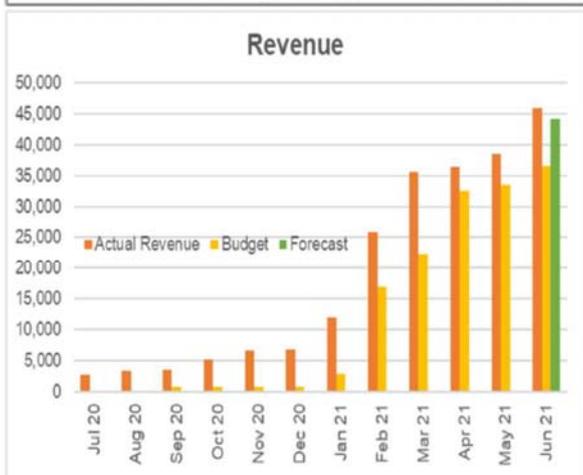
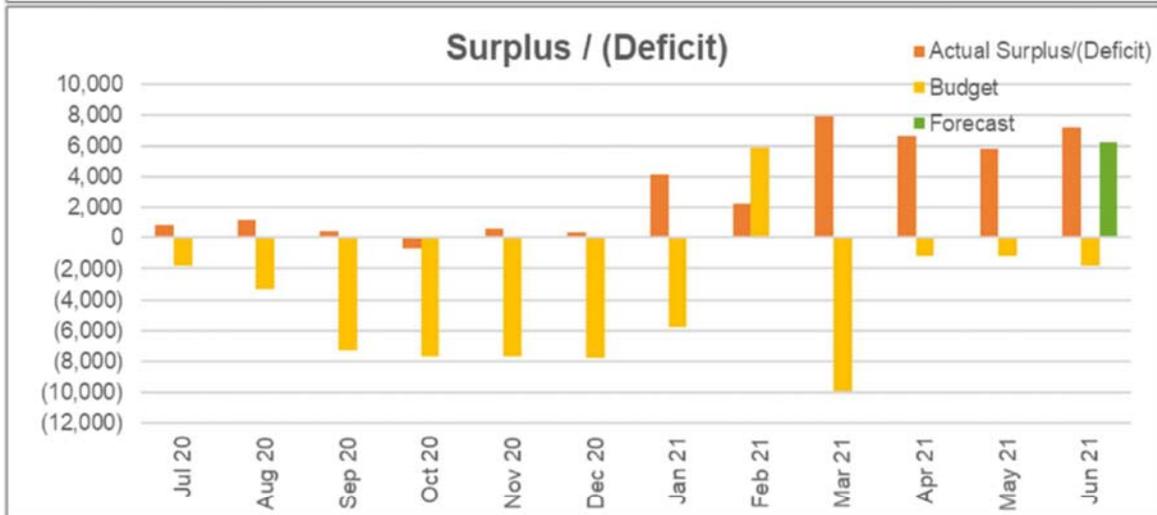
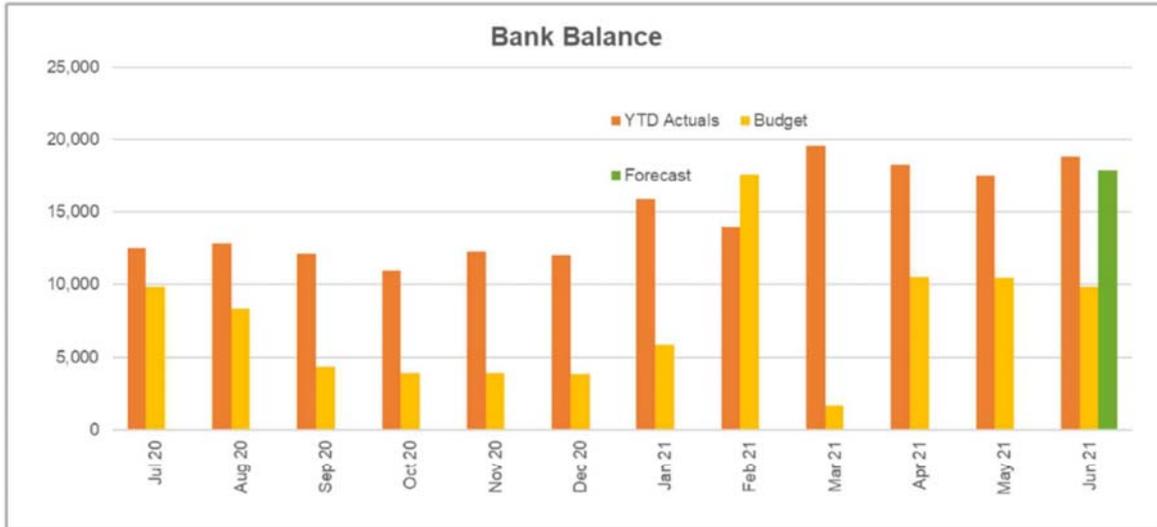
10. Motion: Nick Osborne moved a vote of the thanks for Jackie Jukes and Jane Stoodley for their long service to the committee. Seconded Lauren Jukes Carried.

11. Meeting Closed: 6:53pm

**Nicole Cadogan
President**

Attachment 1: Treasurer's Report

2020/21 June Finance Report



Notes

YEAR-TO-DATE VARIANCES

At 30 June, the end of the financial year, we had \$18,842 in the bank. This is \$8,099 above where we had budgeted and our 2020/21 financial year operating result of a profit of \$7,197, is also \$8,099 above budget.

In June there was \$7,550 of revenue, largely made up of Pie Drive revenue (\$5,474), revenue from the Uniform purchases (\$1,107), and further Trivia night revenue (\$720); and \$6,213 of expenditure, mainly made up of pie drive costs (\$4,751) and uniform purchases (\$1,266 - mainly hoodies). The Trivia night made a profit of \$1,207 and the Pie drive made a profit of \$722.

The main drivers in the result significantly better than budget are:

- Registrations being above budget, largely driven by casual and late registrations, while the costs side – Registrations and court fees (Lights) - are just under budget, despite the higher revenue. This is caused by the new NNA charging regime for lights and registrations not increasing (except 23s).
- We received the following unbudgeted income:
 - \$1,000 grant from the NSW government
 - \$1,500 in sponsorship from the Bowling Club for the 2020 season
 - \$1,500 from Port Waratah Coal for preseason training
 - A further \$1,500 from Port Waratah for uniforms for Juniors, of which we have now purchased hoodies for approx. \$2,700.
 - An additional \$1,000 of sponsorship from the Bowlo Club (on top of their annual \$3,000 sponsorship) to subsidise the 23s registration, umpiring and other costs.
- We have spent \$1,174 on end of season activities, whereas we had budgeted a net cost of \$3,800 for a presentation in 2020, which didn't go ahead
- The Pie drive made a profit of \$722, compared to the budget of \$300.

We have no outstanding rego fees.

OTHER

Nil

Attachment 2: Registrar's report

Registration. As per previous years, Club registration was through MyNetball, with data copied across to the Club database (MyClubMate). Registration was relatively simple, and the one registration day held at Mayfield West Bowling Club was well supported. Throughout the season there were several late and casual registrations, and a few de-registrations. NNA support for the registration process was very good.

Membership. 132 players registered in 2021, and formed 12 teams (7 x Senior (including Inner Glow 23s, and 21s Spitfires), and 5 x Junior teams. Due to COVID-19 restrictions, the Club had only six teams in 2020 (2 x Senior, 1 x 23s, 1 x Cadets, 2 x Junior), so the increase in 2021 was very positive. The 2021 membership was an increase on both 2019 (9 teams, 104 players) and 2018 (10 teams, 110 players).

Casual and Late Registrations. All registrations were conducted iaw Club Policy *Late Registration Policy*. There were no significant issues, and the NNA Registrar was once again very helpful.

Deregistrations. There were several de-registrations, and refunds were approved iaw the Club Policy *Deregistration and Late Refunds*.

Coaches and Managers. Coaches were registered as Non Playing Members if they were not already registered as players. However, not all managers were registered and this should be addressed for 2022, as managers are not be covered by Netball NSW insurance unless registered. This will result in additional cost to the Club as managers have 50% subsidy iaw Club Policy *Coaching and Managing Subsidies*. It should be noted that the NPM cost (even with a 50% subsidy) may be a dis-incentive for someone to take on the managing role.

Life Membership. The Registrar noted that three members in 2021 met the qualifying period for Life Membership as per the Club constitution.

2022 Registration. The Club has been advised that MyNetball will no longer be supported in 2022, and all Netball NSW registrations will be via a new system called **PlayHQ**. The Registrar he has seen some of the functionality and does not envisage any significant issues with migrating to the new system. There is a NNA Club Zoom training session in November 2021. Netball NSW advise that members will be able to register for 2022 from 1st January. In any case, the Registrar, in consultation with the Comms Officer will need to develop a comms plan to ensure the membership understands the implementation of **PlayHQ**.

Committee Positions. In 2021, all committee positions were recorded in MyClubMate vice using a separate Secretary document. These records are required to comply with Dept of Fair Trading requirements to record all Committee members. The Registrar's Duty Statement has been amended to reflect this task.

Other recording. The Registrar noted that the Club Registration Spreadsheet has been updated and is in *OneDrive/2021/Registrar/Rego Data 2003-2021*

 Nick Osborne
2021.10.08
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Nick Osborne
Registrar
12 October 2021

Attachment 3: Coaching Convenor's Report

The 2021 season started positively with Nettyheads run sessions for our Junior Teams which were well received and hopefully can be funded again in the future. Thank you to Nicole Cadogan for securing a grant to fund these sessions. Due to the early registration period and inclement weather, fewer Senior pre-season sessions were able to be run this year. Many Seniors have commented on the need for pre-season training and hopefully with a slightly later season commencement in 2022, this can be offered again.

Senior Selection Trials were well attended. Selectors found the post-trial discussion challenging in the weather conditions. Access to either the Clubhouse or another venue in 2022 would be recommended. Procedures and processes are always reviewed and can be further streamlined. The challenges of a Covid Environment were managed well. Thank you to the Selection Team for their efforts in ensuring a successful trial.

Team Selection is always challenging and there were two appeals from players. One was able to be accommodated due to a change in circumstances and one was rejected. Discussion around team make-up is expected with some teams wishing to stay as a unit as much as possible. While this is desirable, returning old players, and players new to the Club also need to be accommodated into appropriate levels of competition. This means flexibility is required and some players may experience disappointment.

Some teams struggled for numbers at times during the season and limitations on borrowing (only permitted to play one game/Saturday) due to Covid were a significant factor. If Covid restrictions are anticipated again in 2022, numbers of players/team may need to be increased. Irrespective, players likely to be borrowed should be identified and incorporated into the higher team's training as able.

All junior teams had both a Coach and an Assistant Coach. Congratulations to Bec Farquharson, Erin Berlin, Hayley Endresz, and Bella Rasche on their first year of coaching with Waratah Netball. Waratah Netball appreciates your time and commitment. The Club policy of junior teams having both a coach and assistant coach is essential for providing good quality coaching.

The expanded Coaches and Managers briefing held at the Bowling Club at the start of the season was well received and could be expanded in future years to include coaching strategies or first aid training.

The Gala Day was successful. Thank you to Jackie Jukes for her organisation. Once again it was rain effected but fortunately not significantly. Senior coaches with more than one team found it challenging. Certainly, teams with younger players or new combinations would benefit from having the coach's full attention on these occasions. Where coaches have multiple teams, strategies may need to be developed to minimise issues in the future. Communication with visiting Clubs and teams should be multi-pronged to reduce the confusion around timings and umpiring.

Training was held at the NNA courts on Tuesday afternoons and evenings, except for the 13s Goldies who trained on Friday afternoons. The whole Club training together provided a community atmosphere and allowed the Coaching Convenor easy access to coaches and them to her. The 7s Carebears and the 13s Goldies Coaches both sought assistance and guidance from the Coaching Convenor regularly. The courts allocated were less than ideal with tree debris creating slippery surfaces in some places. NNA is aware of this ongoing issue, and it is hoped that this will be addressed effectively before the 2022 season. Unfortunately, as some Senior coaches had multiple teams and two coaches had representative responsibilities, aligning training partner teams was problematic. Although Club Training is a Club goal, practicalities may necessitate that some Senior teams train on an alternate night. If this occurs the teams should still work together to create a community atmosphere and a rotational system be explored to allow all teams to interact.

The Netball Coach subscription was provided for Club coaches who didn't already have access. Despite the benefits of this access, some coaches continue to struggle to find age-appropriate drills. And I continue to see examples of junior coaches attempting to have junior players master Senior drills that are too complex for their age and do not target appropriate skill levels. Netball NSW and Netball Australia both have resources for coaches that have been circulated to

coaches but as they aren't video based appear to be overlooked by some coaches. A mid-season Q & A session was well received by some coaches, and it may be appropriate to offer that earlier in the season to help coaches better understand drills for skills and progressions.

The mentoring program that was proposed was not implemented as the Covid environment created limitations and few Junior coaches were open to the idea this year. Perceptions around mentoring and what it entails may need to be further discussed to encourage uptake.

I would like to thank the coaches who have worked with me this year. It is always uplifting to engage with passionate and enthusiastic coaches. While I will be stepping away from the Coaching Convenor role in 2022, I look forward to watching our coaches grow as they progress along their coaching journey.

Jane Stoodley

Coaching Convenor 2021

Attachment 4: Strategic Planning Annual Report – 2021

Our **Purpose** is to empower our members to shine, while enriching and connecting our community

Our **Vision** is to be a sustainable netball club that caters for all levels of participation and competition

Intro.

The Club Management Committee developed the Club Strategic Plan to ensure that clear goals were set for 2021. This report covers that approved Plan, the associated goals, and how the Club achieved against the goals. Although COVID-19 did not have as great an effect as it had in 2019, some activities could not be conducted. However, most of the planning and governance activities were achievable, and this is reflected in the report.

Review.

The following provides a brief synopsis, with recommendations, of the Club performance against the Objectives.

Obj 1 Develop a sense of Community. GOOD achievement within the constraints of COVID-19.

The Club continued to do a very good job of maintaining that sense of community. Updates on COVID 19 were regular, and community engagement was high. The new Communications Officer was pro-active in promoting Club members and event. As she develops link within the Club it is expected that social media engagement will grow. Unfortunately, COVID restrictions later in the year precluded the presentation events, however in general the sense of community remained strong. The Club trained at the NNA courts, however the interaction between teams (Junior/Senior) was not as hoped - see OBJ 1.8 *“To have each senior team support one junior team at a training and game during the season”*. The limited number of Senior coaches created limitations for training times which should be addressed in 2022. The Coaches and Managers Chat continues to be a useful communication device that builds community within the committee.

Obj 2 Promote Netball. GOOD achievement despite COVID-19. Suncorp Super Netball was promoted on social media and by a Club membership for the Swifts. The recruiting of a dedicated Communications Officer was significant progress towards improving promotion of our sport. A clearer Social media policy will provide scope for further social media growth.

Obj 3 Foster sportsmanship. FAIR achievement. Most, if not all, members consider that the Club is achieving its goal with respect to Objective 3. However, it should be noted that the Club was involved in at least three significant events that resulted in complaints either by the Club or against the Club. This indicates that more work needs to be done to ensure that all members understand *and apply* our Club values. The Management Committee has defined sportsmanship, however the Club lacked an effective communication plan to

promote that definition. This should be a priority for 2022, and OBJ 3.1 has been amended for 2022 to *"To have all members understand and adhere to our value of sportsmanship"*.

Obj 4 Make the Club an attractive and positive environment. GOOD achievement.

Generally good feedback for OBJ 4.1. There was considerable positive feedback. Some negative feedback was addressed, and was not seen to be a trend.

Obj 5 Grow. VERY GOOD achievement. Most members were aware of the COVID limitations and constraints, and therefore we did not have the mass withdrawal that occurred in mid-2020. In 2021, 132 players registered in 12 teams (7 x Senior (including Inner Glow 23s, and 21s Spitfires), and 5 x Junior teams. In 2020 we only had six teams (2 x Senior, 1 x 23s, 1 x Cadets, 2 x Junior), so the increase in 2021 was very positive. 2021 was also an increase on both 2019 (9 teams, 104 players) and 2018 (10 teams, 110 players). This demonstrated a positive trend against Strategic Objective 5 - **Grow to include teams in all age groups**. However, the Club must work hard to continue this positive vector in 2022 and beyond. Initial membership indicated significant increase of team numbers. The increase in junior teams was re-assuring.

Obj 6 Develop our players, umpires, etc. VERY GOOD achievement. Junior umpires well supported with appropriate mentors. Umpire numbers are increasing, and encouraging participation by young juniors, although many senior players are still reluctant to umpire. New coaches were introduced to junior teams with a positive effect. The relationship with Inner Glow Greater Banks Series teams was mostly positive, with increasing connections to WNC. With the alignment not continuing in 2022, further competition pathways for members will need to be explored

Obj 7 Experience success. GOOD achievement. Success defined, however there was no communications plan developed. Focus for 2022

Obj 8 Governance. VERY GOOD achievement. Despite COVID-19 distractions, the Club continues to progress against OBJ 8, with good Committee understanding of requirements. Duty statements need to be revised.

Conclusion.

Considering the effect of COVID-19, the Club has progressed well against the Strategic Plan, and there seems to be significant objective evidence to suggest that the Club is achieving our Purpose, and working to achieving our Vision.

However, more emphasis needs to be put on reviewing and executing the actions within the Strategic Plan and a review of actions and milestones should remain a standing agenda item for Club Management Committee meetings.



Nick Osborne
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Waratah Netball Club

2022 Goals

**Our Purpose is to empower our members to shine,
while enriching and connecting our community**

**Our Vision is to be a sustainable netball club that caters for
all levels of participation and competition**

Aim

This document outlines the Objectives, Goals, and Actions by which the Club, in 2022, will achieve the Club Purpose and Vision

Our Club Culture

Our Club is made up of individuals with shared interests, purpose and values. The culture of our Club is reflected in the values, beliefs, behaviours and expectations that the Club holds. A positive Club culture will:

- Create a positive image of the Club
- Attract new members and sponsors
- Make the Club a place where people want to spend their time
- Build respect across the broader community

Our 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

Our 2022 Goals

Our Objectives will be achieved through our following 2022 objectives and goals:

OBJ 1: Develop a Sense of Community

Core Value: Community

	Goals
1.1	To have every Senior team represented by at least four players at post game events
1.2	To develop internal community focussed events
1.3	To have every team represented by at least two players for fundraising activities (eg Sausage Sizzle)
1.4	To maximise attendance at Club events (eg Trivia Night)
1.5	To have at least three players from each team showcased on social media through the season
1.6	To maintain regular team presence on Club social media
1.7	To establish Club community through a single Club training venue
1.8	To have each senior team support one junior team at a training and game during the season (see Goal 6.1)

OBJ 2: Promote netball throughout the community

Core Value: Community

	Goals
2.1	To hold an external event to promote the Club
2.2	To maintain strong network with other Clubs
2.3	To develop a comms plan

OBJ 3: Foster sportsmanship in ourselves and others

Core Values: Sportsmanship / Integrity

	Goal
3.1	<p>To have all members understand and adhere to our value of sportsmanship as per the following:</p> <p><i>Sportsmanship is an aspiration that a sport will be enjoyed for its own sake, with consideration for fairness, ethics, and respect, and a sense of fellowship with one's competitors. Noting that Sportsmanship is one of our Club values, all members of our Club must:</i></p> <ul style="list-style-type: none">• <i>Play hard, but play fair; "Intensity with integrity",</i>• <i>Respect your officials, your opposition, your team-mates</i>• <i>Appreciate good play, be it your team's, or your opposition,</i>• <i>Support all players who are struggling, including those on the opposition.</i>

OBJ 4: Make the Club an attractive and positive environment for members

Core Values: Community / Sportsmanship

	Goals
4.1	To enjoy our training, games, and Club activities
4.2	To ensure compliance with Netball NSW Inclusion and Diversity policies

OBJ 5: Grow to include teams in all age groups.
Core Value: Community

	Goal
5.1	To grow from grassroots by increasing junior and sub-junior player base by two teams in 2022

OBJ 6: Develop our players, umpires, coaches and managers
Core Values: Community / Integrity

	Goals
6.1	To have each senior team 'buddy up' to support one junior team at a training and game during the season
6.2	To have all coaches, managers, and umpires developed under the Netball Australia Pathways
6.3	To have at least five badged umpires in the Club by the end of 2022
6.4	To compete in the top grade
6.5	To ensure that all players to have reasonable game time

OBJ 7: Experience success
Core Values: Community / Sportsmanship

	Goal
7.1	<p>To experience success as per the following Club definitions:</p> <ul style="list-style-type: none"> • Success as an individual: <i>To be competitive and to play to the best of the individual's ability while building and maintaining netball friendships.</i> • Success as a team: <i>To work cohesively as a team both on and off the court, and to be competitive in the team's grade, while ensuring an enjoyable shared experience.</i> • Success as a Club: <i>To attract more players, to help all teams strive towards their goals, and to build a community which people want to join.</i>

OBJ 8: Establish & Maintain Strong Governance
Core Value: Integrity

	Goals
8.1	To develop and achieve Club Goals
8.2	To ensure procedures are consistent with Dept of Fair Trade Requirements
8.3	To ensure Club corporate knowledge is retained through effective documentation
8.4	To ensure succession planning of key management position holders
8.5	To support our members by seeking and sustaining sponsorship
8.6	To ensure income is expended in the best interests of the membership