



Annual General Meeting

Wednesday 12 October 2022

Present: Nicole Cadogan, Lauren Jukes, Janine Curtis, Dwight Graham, Nick Osborne (online), Donna Watts-Endresz, Alex Connell, Ellie Stanley, Jackie Jukes, Veronica Lange, Liz Gold, Bec Farquharson (online)

Apologies: Katrina Easton, Jane Stoodley, Isobel Stoodley; Nikki Spence, Carly Baker, Jacquie Garcia,

Meeting Opened: 6.04pm

- 1. Previous Minutes:** The Secretary moved that the previous (extraordinary) AGM minutes on 25 January 2022 be accepted as a true and accurate record.
Seconded: Dwight
Carried
- 2. President's Report:** Attachment 1
- 3. Treasurer's Report:** The Treasurer noted that the 2023 budget will be presented to the Executive out of session, and that the 2022 report will be presented to the Extraordinary AGM in early 2023
- 4. Registrar's Report:**
The Registrar presented the report at Attachment 2 and moved that the report be accepted:
Seconded: Dwight
Carried
- 5. Other Reports:**
Publicity Officer
Donna thanked all and was happy with player involvement sending through content which helped with promotion and coverage. Looking forward to the next season

Umpiring Convenor

Umpiring went very well in 2022. Thank you to all the supporters who helped our junior umpires throughout the season. Your time and support was invaluable. We pride ourself on supporting our juniors and developing great umpires which we have done this year.

Thanks also to our juniors and parents who helped our sub junior teams by giving up your Friday nights and Saturday early mornings and umpiring so that their games could go ahead.

We had a successful umpiring day in April with lots of juniors attending. Thank you to Donna and Nick along with parents who were able to help to answer their questions.

We had an umpiring award that went to Rachael Liddell and three spirit of umpiring awards going to Taslia Mulholland, Leila Garcia and Hailie Cadogan.

Equipment/Uniform Report

Uniforms were initially a struggle with a new supplier. Liz thanked Nic and Nicole for helping to set up process. For singlets, coaches need to gain sizing at start of training so that singlets arrive early. Expect next year to be easier.

Equipment: Purchased 80 training balls through Alex. Need to know how many kits to purchase (currently have 12 x kits).

ACTION: Liz to send equipment and costing list to Exec then Exec can determine approval

Social Coordinator:

Liz helped Carly to arrange presentation. Liz set up task sheets for each job to be done to make it easier next year.

6. Club Strategic Plan and Goals

Nick (Strategic Plan Sub Committee Chair) presented the 2022 Report, the 2023 Strategic Plan, and the 2023 Club Goals (Attachments 3,4, &5) and moved that all three be accepted.

Seconded: Dwight

Carried

Nick presented the Committee Task List, which was developed from the Strat Plan Sub Committee) and recommended that the list be used for Meeting Action item management.

ACTION: Secretary to add Strategic Plan to meeting agenda 2-3 throughout season.

ACTION: Secretary to add mid-year review to agenda for mid-season

7. Confirmation of Life Members:

The Registrar confirmed that there were no members eligible for life membership in 2022

8. Election of Office Bearers

Nominations for the following positions were received in writing prior to the meeting.

Position	Nomination	Seconded by
President	Nicole Cadogan	Nick Osborne
Vice-President	Lauren Jukes	Janine Curtis
Treasurer	Dwight Graham	Janine Curtis
Secretary (and Public Officer)	Janine Curtis	Nick Osborne
Registrar	Nick Osborne	Janine Curtis

All members were all elected unopposed.

9. Election of Committee Positions

Nominations for the following positions were received prior to the meeting.

Position	Nomination	Seconded by
Assistant Secretary	Nick Osborne	Janine Curtis
Umpiring Convenor	Donna Watts-Endresz	Janine Curtis
Assistant Umpiring Convenor	Keely Endresz	Donna Watts-Endresz
Coaching Convenor	Amber Collitts	Janine Curtis
Assistant Coaching Convenor	Nick Osborne	Janine Curtis
Fundraising Coordinator	Lauren Jukes	Liz Gold

Communications Officer	Donna Watts-Endresz	Janine Curtis
Assistance Comms Officer	Kylie Patterson	Donna Watts-Endresz
Uniform Coordinator	Liz Gold	Lauren Jukes
Equipment Officer	Liz Gold	Lauren Jukes
Social Coordinator	Katrina Easton	Jane Stoodley

All members were all elected unopposed.

10. Nick noted that the Exec will need to submit the Form A12 T2 (Financial Reporting) to the Dept of Fair Trading, and was tasked to prepare the form and update the club's website.

[Registrar Afternote: The form must not be completed before the end of the Club financial year, therefore will need to be submitted after the Extraordinary AGM in 2023.]

11. Other Business - Nil

Meeting Closed: 6.36pm

Janine Curtis

Janine Curtis
Secretary

Waratah Netball Club

President's Report - 2022

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

The year started off with apprehension, with everyone wondering if we were going to get to play a full season for the first time in 3 years. A new season brought a new registration and uniform ordering system for the Club, which took a little bit of getting used to. Our age groups saw a change to the way they were graded – ages turned into “Unders”, and seniors brought about a new Division system of numbers (1 through 10 for example), not grades (A through C3) as such. But putting these changes aside, the year kicked into gear midway through January. Our registration day at the start of February saw many new and returning faces, and it was wonderful to have a brand new Under 8s team (7 year olds and younger) welcomed into the Club. The new generation of netballers and the future of our Club!

New teams meant new coaches and managers, with new experienced coaches and managers as well! We ended up with 6 junior teams, 1 Under 22s team, and 5 senior teams. The relaxation of COVID protocols and rules meant some of these players were able to experience games in a higher age group, and the experience for these players was fantastic. From our Under 11 Carebears filling in for our Under 12 Unicorns, to some of our Under 22s experiencing seniors for the first time, I thank everyone who filled in and helped the older team you play for be able to take the court without worry of playing short. Thank you also to the coaches, managers and parents of those teams and players who helped to organise these fillins – sometimes it meant hanging around for an extra game without your child getting on court – but the teams appreciated the extra support!

A big effort went in to changing our ordering system for apparel, which took longer to get the kinks out than planned! A huge thanks to all the players who were delayed in getting their uniforms for your patience. It's not fun paying for something and not receiving in the designated time. But we got there, the kinks have been ironed out, and next year it should mean orders done from start to finish in the times specified. Let's hope we can do more selling in the new year!

Pre-season fitness kicked off the beginning of netball season, and unused muscles were found again! Thank you to Jackie and Jane for running the sessions, and Ash for being our photographer. It's always great to see so many faces return for the pain of pre-season. Making senior selections the week after was admirable! But everyone did well to attend, and our senior teams were able to be elected with a great balance of skills and talent.

We were able to offer our juniors the Nettyheads pre-season session again this year, and whilst the turnout was less than expected, those in attendance got some great experiences to let those rested muscles start working again. Thanks to Molycop for providing the funds to allow us to bring this to our Club. The next weekend saw our annual Doc Yagen Memorial Gala Day, bringing both juniors and seniors together for the first big day of netball. All of our junior teams were represented this year, which was wonderful to see. The teams were able to form connections, explore options, and test combinations. Kotara was again our comrade in this annual event, and were very appreciative of the opportunity to have them join us on this special day.

Beginning of April – BEGINNING OF NETBALL!! What an achievement to get to this day without any COVID issues being a barrier! Our Under 8 Superstars had their first real taste of netball – and had an amazing

time! The rest of our teams got to play on the Saturday – but that didn't mean rain didn't dampen our season!! Oh the rain – oh the washed out games – oh the stress of making Finals at the end of the season.... but we got there.

Our top four senior teams made the Finals, and our Kittyhawks were the only juniors to get there this year. Unfortunately due to injuries and illness the Wedgetails were the only team not to progress further, but wow, did they make the other team work for their progression! Congratulations to Jane and the Wedgies for getting to the Minor Semi Final – the rain didn't affect your spot thank goodness! Pushing hard and keeping focussed through their games, the rest of our teams all made the big one – THE 2022 GRAND FINAL! Our Kittyhawks were the first success of this year, and were they excited about their win! A nailbiting, one goal finish kept the sideline freaking out in the last quarter – but the girls kept their composure and took the game. Congratulations Kittyhawks – an up and down season saw you all come together in the end and take the trophy. Well done Alex (and help from Dwight and Amber at the tail end of the season) to get the girls across the line. It was certainly a great reward to an unsettled season. Our Cheetahs were our first senior team to play in the GF, and as they have done all season, they came away with the win. It's been a while since we've had an undefeated champion, but once again our top team managed to do this again in 2022. Well done Jackie for your successful season. The Hornets and Titans both played the last timeslot of the day, but were unable to come away with the win. Whilst this is not the result they were hoping for, getting to the Grand Final with mostly new players forming both teams it was a great achievement to get there. Be proud of your efforts ladies, not everyone gets to experience a Grand Final. Well done to Dwight and Nick who between them coach both of these teams simultaneously!

Our season finished with a wonderful celebration on our Presentation Day! The first one we've been able to have, and great attendance by both juniors and seniors alike. Congratulations to our award winners: Lianna Jenkinson – Junior Club Player of the Year; Rebecca Farquharson – Club Commitment of the Year; and Ellie Stanley – Club Player of the Year. Congratulations also our Team Spirit Award winners the Titans – your commitment to supporting our Club all season and our events is outstanding and well deserved to win!

Thank you to everyone involved in our events during the year, especially Liz Gold, Carlie Liddell, and Lauren Jukes. Organising and finding volunteers is never easy, but you made it look that way! I can't wait to see what you have in store for us in 2023.

And lastly thank you to our tireless committee members – without your dedication and giving up your time our Club would not exist, and your constant presence and continuing ideas is helping our Club move forward. You have all done a stellar job and I can't thank you enough for joining me in leading our Club. Our coaches, managers, and other volunteers are also a big part of keeping us going. Without you to coach our teams we would not have players, and therefore no Club. Keep learning your skill and passing on your knowledge. Let's hope next year we get more players, to make more teams, and have more ability to shine on a Saturday when we are all there representing Waratah Netball Club.

To finalise my report, I would like to say a huge shoutout to our sponsors – Mayfield West Bowling Club, Molycop, Currawong Training Services, Port Waratah Coal Services, and Solitech Solutions. Without your generous support and ongoing commitment to our Club we would not be where we are today. Over a decade of calling MayWest Bowlo our second home is amazing, and we hope to continue the partnership long into the future.

Until next year Waratah members, when we will be bigger and brighter than ever before! Thank you for playing with us; you are what helps us show we are not just a player, not just a team, but a community.

Nicole Cadogan
President
Waratah Netball Club

Waratah Netball Club

Registrar's Report - 2022

Registration. 2022 saw the introduction of a new registration system called PlayHQ throughout NSW. As per previous years data was copied across to the Club database (MyClubMate). Registration was relatively simple once the setup by the Registrar had been completed, although this did take some online training first. A significant benefit of PlayHQ was that members could not register without payment. Both the Treasurer and the Registrar noted that there were considerably fewer 'Payment Plan' requests. There was one registration day held at Mayfield West Bowling Club that was well supported by committee members and was a very good opportunity to welcome many new players. NNA support for the registration process was very good.

Membership. 128 players and 9 officials registered, forming 12 teams (6 x Senior (including U22s Spitfires), and 6 x Junior teams. This also included two NetSetGo Nettas. This was a similar number to 2021 (132 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/Transfers. There were few de-registrations, and refunds were approved iaw the PlayHQ process. However, the unfamiliar process, and the long delay in processing via Netball NSW, meant that some refunds didn't occur until passed the halfway point in the season. However, the Registrar kept in regular contact with affected members to keep them apprised of the timing.

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 remains an issue, as managers are not covered by Netball NSW insurance unless registered. However, adding all managers to registration 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 disincentive for someone to take on the managing role if the Club elects to enforce all potential managers to register

Life Membership. In 2022 no members met the criteria for Life Membership as articulated in the Club constitution.

Committee Positions. All 2022 committee positions were recorded in MyClubMate. 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 Club Registration Spreadsheet has been updated and is in *OneDrive/2022/Registrar/Rego Data 2003-2022*. A download of MCM data has been stored in *OneDrive/2022/Registrar/ 221005 MCM Club Database*.

Waratah Netball Club

Strategic Plan Annual Report - 2022

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.

In 2021, the Club Management Committee developed the 2022 – 24 Club Strategic Plan to ensure that clear goals were set for 2022. This report covers the approved Plan, the associated goals, and how the Club achieved against those 2022 goals. Unlike the previous two years, there were no significant impacts due to COVID restrictions.

The following is a brief synopsis of the Club performance against the Objectives, with the 2021 ratings in brackets. Annex A provides additional detail against the 2022 goals. Annex B provides a snapshot of the feedback provided back to the Club committee.

IMPROVE actions have been captured in OneDrive in the Strategic Plan Task List

Objective 1 Develop a sense of Community. VERY GOOD (2021 rating GOOD) achievement. The Club continued to do a very good job of maintaining and growing a sense of community, with the Communications Officer being pro-active in promoting Club members and events. The Club trained at the NNA courts, however the interaction between teams was not as hoped as the limited number of Senior coaches, and their individual restrictions on availability, created limitations for training times, with some senior teams training on Tuesdays, and some on Thursdays. Notwithstanding, there were still multiple teams training, and therefore some crossover events. It was acknowledged that some flexibility with respect to training nights will need to remain.

Most junior teams trained together on Tuesday afternoons, and this allowed collaboration between coaches to be facilitated as well as developing the sense of Club community. This should be **SUSTAINED** in 2023 as some junior coaches have expressed an interest in shared training.

There were several options of chat (eg WhatsApp, Messenger chat, etc) that continue to be a useful communication mechanism that builds community within the committee. **IMPROVED** guidelines should be considered regarding the use of the chats as some members found their use overwhelming despite the obvious benefits

The provision of Zoom and other virtual meeting options was seen as a very positive option and should be **SUSTAINED**.

Objective 2 Promote Netball. GOOD (2021 rating GOOD) achievement. The dedicated Communications Officer was significant progress towards improving promotion of our sport. An **IMPROVED** Social Media policy would provide scope for further social media growth.

Objective 3 Foster sportsmanship. GOOD (2021 rating FAIR) achievement. Most, if not all, members consider that the Club is achieving its goal with respect to Objective 3. There were a couple of incidents reported, however they were seen as aberrations and not the norm.

The Management Committee has defined sportsmanship, however the Club will need to **IMPROVE** effective communication to promote that definition.

Objective 4 Make the Club an attractive and positive environment. VERY GOOD (2021 rating GOOD) achievement. There was considerable positive feedback. One negative incident was addressed, and was not seen to be a trend. The very good support of end of season events was testament to the positive environment to which the Club aspires.

Objective 5 Grow. GOOD (2021 rating VERY GOOD) achievement. In 2022 we had 129 players in 12 teams, versus 2021 numbers of 132 players registered in 12 teams. This demonstrated a neutral trend against Strategic Objective 5 - *Grow to include teams in all age groups*. Considering the Covid environment of the past two seasons it is pleasing that the Club has not experienced significant regression. The Club must work hard to **IMPROVE** this positive vector in 2023 and beyond. This will be a primary focus for the 2023 Strategic Plan and Club Goals. Although the Club did not achieve the specific goal, overall performance in Objective is assessed as GOOD due to the positive approach of the junior player base.

However, the loss of the relationship with Inner Glow Greater Bank Series teams was very disappointing, and further competition/development pathways for members will need to be explored in 2023.

Objective 6 Develop our players, umpires, etc. VERY GOOD (2021 rating VERY GOOD) achievement. Junior umpires were very 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. Providing mentors to new coaches from the beginning of the season to ensure a positive start to their coaching journey will further **IMPROVE** their growth.

Objective 7 Experience success. VERY GOOD (2021 rating GOOD) achievement. Success defined, and this seemed to be well communicated across the Club. Four of the Club teams made Grand Finals.

Objective 8 Governance. VERY GOOD (2021 rating VERY GOOD) achievement. The Club continues to progress well with governance, with good Committee understanding of requirements. It should be noted that there have been several complimentary comments from NNA and other Clubs with respect to Waratah Netball's governance structures and planning. 2023 focus is on recruiting more members to support the Committee, and ensuring that Duty statements are updated.

Conclusion.

Waratah Netball Club has progressed well against the Strategic Plan, and there seems to be significant objective evidence to suggest that the Club is achieving the Club Purpose, and is on track to achieving the Club Vision.

However, the Committee should **IMPROVE** the emphasis 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 Committee meetings.

Nick Osborne
Chair
Strategic Planning Sub-Committee
5th October 2022

Our 2022 Goals

OBJECTIVE1: 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	Good
1.2	To develop internal community focussed events	Very Good
1.3	To have every team represented by at least two players for fundraising activities (eg Sausage Sizzle)	Good
1.4	To maximise attendance at Club events (eg Trivia Night)	Very Good
1.5	To have at least three players from each team showcased on social media through the season	Very Good
1.6	To maintain regular team presence on Club social media	Very Good
1.7	To establish Club community through a single Club training venue	Not achieved
1.8	To have each senior team support one junior team at a training and game during the season (see Goal 6.1)	Not achieved

OBJECTIVE2: Promote netball throughout the community **Core Value: Community**

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

OBJECTIVE3: 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> 	Good

OBJECTIVE4: 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	Very Good
4.2	To ensure compliance with Netball NSW Inclusion and Diversity policies	Very Good

OBJECTIVE5: 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	Not achieved

OBJECTIVE6: 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	Improving
6.2	To have all coaches, managers, and umpires developed under the Netball Australia Pathways	Good
6.3	To have at least five badged umpires in the Club by the end of 2022	Very Good
6.4	To compete in the top grade	Improving
6.5	To ensure that all players have reasonable game time	Good

OBJECTIVE7: 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: To be competitive and to play to the best of the individual's ability while building and maintaining netball friendships. Success as a team: 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. Success as a Club: To attract more players, to help all teams strive towards their goals, and to build a community which people want to join. 	Very Good

OBJECTIVE8: Establish & Maintain Strong Governance**Core Value: Integrity**

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

Feedback – Themes

The following feedback was provided in response to player and parent questionnaires provided on Presentation Day. The information below is raw form, however was used to develop the Strategic Plan, the 2023 Goals, and the Strategic Plan Task List

Good

- Great support to all players on and off the court. I think one of the things that makes Waratah stand out is your genuine investment in your people and seeing them grow in the sport
- It's a very welcoming, supportive club that plays hard in a sportsmanlike way which says more than some other clubs at the higher level.
- Club culture enhancement.
- Only my second year playing for Waratah. I've felt welcomed both years. I think this Club is fair and reasonable. Great job Waratah!
- Was very warm and welcoming to me
- I love the community and support

- Coach positive and supportive to players.
- Great coaching.
- Providing a coach
- Having a coach for senior divisions: absolute breath of fresh air and created equality throughout the team
- The Club had good coaches and put suitable players in the right teams
- Training.
- Preseason pre-trials
- Supporting players and good training sessions
- Great team atmosphere. Sportsmanship
- Very inviting. Love that we got a coach, the training and new education.
- Assist with providing fill-in players from other teams. Our team greatly appreciated it
- Always having a coach available at training and games when usual coaches unavailable.
- Good Club & Team atmosphere
- Practice games on weeks where there are no games

- Good communication and inclusivity and encouragement of new players.
- The Club is very welcoming. Always shows good sportsmanship and I feel this is taught to the players really well
- The trivia night was so much fun!
- Presentation night is awesome
- Good number of Senior drinks
- Support for juniors umpiring.
- Supported a new team and team roles. Supported U8s umpiring duties
- Everything this season has been handled extremely well

Improvements / Other Comments

- Insufficient number of players means rank beginners join team each season. More experienced players cannot reach their potential.
- Junior ranks need more players to enable better players to advance and inexperienced players to get more individual attention.
- Find more players
- Find more players. Teams too big
- Grading of juniors to allow stronger players to move higher earlier and collaborative coaching so that players are exposed to different coaching styles and players
- I would love to see transition into the top divisions over the coming years.

- Club training – multiple teams ensure greater number available for drills etc...
- More teams to train against
- Have a coach per team
- Coaching resources and training group perhaps to grow coaches skills and confidence
- More structured inter-team events (we know our training buddy team but would be nice to have events with other teams).
- Consistent team nomination of players player per week with culmination of points to end of season winner.
- Club incentives eg players' player voucher to spend @the Club after the match
- Club incentives for players – best on ground after every game
- Giant Trophy for GF winners, preferably goblet style so we can drink out of it!

- Uniforms took way too long to arrive. We looked very unprofessional
- Not include the sexy lady on the bowling club uniform
- Can an alternative to the sexualised woman on the Maywest Club logo be used – at least for the children's uniforms?
- Updating the Club logo would freshen the presence in the association and revamp as we move forward with growth plan
- The Maywest Bowlo logo inappropriate on junior uniforms.

- Less meetings throughout the year

- More uniform options – hat, wet weather jackets, socks
- Would love to see new dresses with the way the Club is progressing

- Ensure Senior Umpires for finals
- Improve umpiring
- Ask for badged umpires to umpire the Senior games, not junior umpires.
- I think for junior teams umpiring needs to be supported. It's enough to organise coach and manager.
- Not making juniors who don't want to umpire, umpire.
- It was quite difficult initially when U8s were expected to sort out umpiring after a long time out of the game

- More sponsors. Look into other ideas

- More senior social events or just team events
- More social events

- More social events eg wine tour, barefoot bowls
 - More club nights/dinners
 - More Club bonding
 - Lawn bowls day. Family Event.
 - Social media/marketing/advertising of events
 - A bit more notice with events and information eg Trivia Night
 - The presentation looked great, food was good and effort all around
-
- Encouraging players/members to get more involved in the fundraiser activities/promoting of the Club etc...

Waratah Netball Club

Strategic Plan 2023 – 2025

Version 3.0

**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**

Introduction

A Strategic Plan is a management tool that helps an organisation, in this case the Waratah Netball Club, sustain and improve their processes to enhance their members' experience. The Plan helps to focus the energy, resources, and time of the members in the organisation in the same direction. The Plan provides the direction to move from the Club **Vision** to setting **Objectives** and **Goals** and from there the **Plan** sets out the **Actions**.

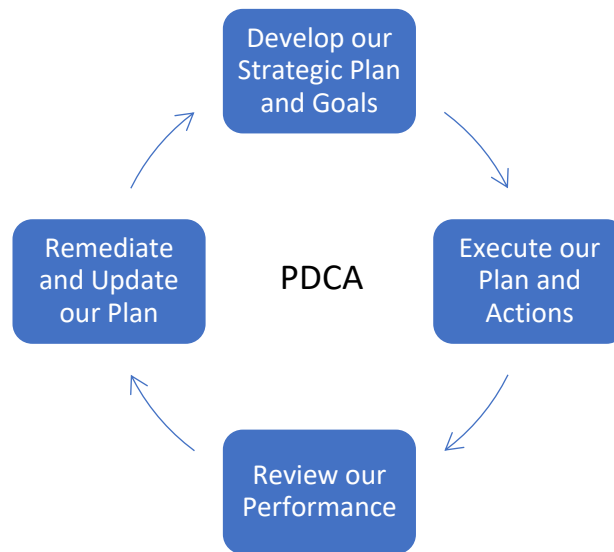
Our Strategic Objectives, Goals, and Actions are underpinned by our Club **Values**.

Specific goals will be set for each year and articulated in the Club Goals.



This Plan outlines the Strategic Objectives, Goals, and Actions by which the Club, in the one to three-year timeframe, will achieve the Club Purpose and Vision

Our Club will maintain an ongoing Plan, Do, Check, Act (PDCA) cycle to ensure that we continue to maintain our improvement.



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 effective governance

Actions

The **Actions** are set out in two columns – “2023 Actions”, which should be conducted before the 2023 season, and “Ongoing Actions” (ie Business as Usual) which should be conducted during the season.

OBJ 1: Develop a Sense of Community
Core Value: Community

	Goal	2023 Action	Actioned Date	Ongoing Action
1.1	To have every team represented at post-game events.	a. Social / Comms & Managers to promote post game events at Bowlo via social media, email, and groupchat		b. Coach/Manager/Captain to announce game results at Drinks c. Coach/Manager/Captain to include positive play stories
1.2	To develop internal community focussed events	a. Reinstate pre-Covid activities		b. Social Coordinator to plan Club spirit day, Crazy Hair Day etc
1.3	To maximise attendance at Club events (eg Trivia Night)	a. Social Coord & Fundraising Coord to set Club event timetable before start of season		b. Comms Officer promote Club events via Social Media, website, email etc
1.4	To have each team showcased on social media at least once during the season	a. Comms Officer, in consultation with coaches and managers, to organise a social media rollout at the start of season		b. Comms Officer promote Club events via Social Media, website, email etc
1.5	To establish Club community through a single Club training venue	a. Management Committee to set training days and confirm NNA venue		b. Coaches/Managers to advise players of training details at start of season c. Management Committee to ensure budget includes both indoor and outdoor options.
1.6	To have each senior team support one junior team at a training and game during the season			a. Management Committee to promote junior and senior training on same day to encourage mentoring

OBJ 2: Promote Waratah Netball Club throughout the community**Core Value: Community**

	Goal	2023 Action	Actioned Date	Ongoing Action
2.1	To hold an external event to promote the Club	<ul style="list-style-type: none"> a. Executive Committee to engage with Bowlo and Cricket Club to develop combined event b. Management Committee to plan Cancer Council event or similar 		<ul style="list-style-type: none"> c. Management Committee to continue Sausage Sizzle event d. Management Committee to continue the bus trip to Suncorp Netball
2.2	Create strong visual presence	<ul style="list-style-type: none"> a. Develop promotional signage for Bowlo, schools, businesses b. Position signage at key pre-rego times 		
2.3	Create a strong social media presence	<ul style="list-style-type: none"> a. Communications Officer to develop comms plan 		<ul style="list-style-type: none"> b. Review and maintain social media presence
2.4	To maintain strong network with other Clubs	<ul style="list-style-type: none"> a. Management Committee to plan and organise the Club Gala Day 		<ul style="list-style-type: none"> b. Keep communication and reciprocal promotion with other Bowlo supported Clubs for cross-promotion.

OBJ 3: Foster sportsmanship in ourselves and others
Core Values: Sportsmanship / Integrity

	Goal	2023 Action	Actioned Date	Ongoing Action
3.1	<p>To have all members understand and adhere to our value of sportsmanship; definition as follows:</p> <p>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:</p> <ul style="list-style-type: none"> • Play hard, but play fair; "Intensity with integrity", • Respect your officials, your opposition, your team-mates • Appreciate good play, be it your team's, or your opposition, • Support all players who are struggling, including those on the opposition. 	<p>a. Coaching Convenor to include definition of good sportsmanship in Coaches pre-season briefing</p>		<p>b. Comms Officer to regularly post definition of good sportsmanship on Club Social Media</p> <p>c. Comms Officer to upload a rule a week to Social Media</p> <p>d. Management Committee to promote good sportsmanship programs such as "Shoosh" (a collaboration between Office of Sport and sporting organisations promoting good behaviour to Clubs, members and associations)</p>

OBJ 4: Make the Club an attractive and positive environment for members**Core Values: Community / Sportsmanship**

	Goal	2023 Action	Actioned Date	Ongoing Action
4.1	To enjoy our training, games, and Club activities	<ul style="list-style-type: none"> a. Coaching Convenor to include guidelines on how to incorporate fun activities in the training framework into pre-season briefing b. Coaches to plan combined training events as a squad c. Social Coordinator to ensure Barefoot Bowls and other pre-season events be marketed as welcome event for new players d. Coaching Convenor to include guidelines on how to create a balance between winning and enjoyment (also see Goal 7.1) 		e. Management Committee to continue Sausage Sizzle event
4.2	Ensure registrations costs for members are kept as low as practicable	<ul style="list-style-type: none"> a. Fundraising Coordinator to ensure fundraising plan is presented to Executive b. Executive Committee to seek Club sponsorship 		c. Executive Committee to seek other forms of sponsorship (see OBJ 8.5)
4.3	To ensure compliance with Netball NSW member protection policies	<ul style="list-style-type: none"> a. Management Committee to ensure members are aware of policy b. Management Committee to ensure Coaches and Managers outline Codes of Conduct to teams 		c. Management Committee to ensure compliance with Member Protection policies

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

	Goal	2023 Action	Actioned Date	Ongoing Action
5.1	To grow from grassroots by increasing junior and sub-junior player base by two teams in 2024	<ul style="list-style-type: none"> a. Management Committee to approach local schools to enquire about approval and requirements for running netball clinics b. Comms Officer to provide articles for Schools and community newsletters c. Management Committee to ensure structures to support emerging Club coaches 		<ul style="list-style-type: none"> d. Management Committee to seek out new players and make a personal connection e. Management Committee to instigate a 3x3 program – each parent of current juniors tasked to talk to or pass flyers to three friends/neighbours f. Advertise Registration dates etc via multiple avenues

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

	Goal	2023 Action	Actioned Date	Ongoing Action
6.1	To have each senior team 'buddy up' to support one junior team at a training and game during the season	<ul style="list-style-type: none"> a. Senior players to assist with pre-season Junior basic skills sessions b. Management Committee to set junior and senior training on same day to encourage mentoring 		<ul style="list-style-type: none"> c. Coaching Convenor to establish a 4 week preseason skills session d. Management Committee to host annual NettyHeads clinic
6.2	To have all coaches, managers, and umpires developed under the Netball Australia Pathways	<ul style="list-style-type: none"> a. Coaches to attend pre-season training b. Coaching Convenor to set up Coach to Coach mentoring c. Coaching Convenor to create structures to support emerging Club coaches & managers 		<ul style="list-style-type: none"> d. Coaches, managers, and umpires to confirm qualifications and currency. e. Coaching Convenor to promote and support attendance at Netball Conference, Insiders etc
6.3	To have at least five newly qualified umpires in the Club by the end of 2023	<ul style="list-style-type: none"> a. Umpiring Convenor to work with NNA and Club members to mentor umpires 		<ul style="list-style-type: none"> b. Umpiring Convenor to develop umpires through NNA pathways
6.4	To compete in the top grade	<ul style="list-style-type: none"> a. Coaches to develop players to be competitive in Senior Div 1 by 2023 b. Management Committee to seek requirements from NNA re Greater Open c. Coaches to offer training sessions separate to their team training 		
6.5	To ensure that all players to have reasonable game time	<ul style="list-style-type: none"> a. Management Committee to develop guidelines to ensure that players have reasonable and equitable court time b. Coaching Convenor to include guidelines into pre-season briefing 		<ul style="list-style-type: none"> c. Coaching Convenor to include guidelines into regular updates during season

OBJ 7: Experience success**Core Values: Community / Sportsmanship**

	Goal	2023 Action	Actioned Date	Ongoing Action
7.1	<p>To experience success. The Club sees success through three lenses</p> <ul style="list-style-type: none"> • Success as an individual: To be competitive and to play to the best of the individuals ability while building and maintaining netball friendships. • Success as a team: 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. • Success as a Club: To attract more players, help all teams strive towards their goals, and build a community which people want to join. 	<ul style="list-style-type: none"> a. Coaching Convenor to include how to identify success outside of the score or winning a Grand Final, at the pre-season briefing b. Coaching Convenor to include how to encourage celebrating the development of skills and teamwork on court, at the pre-season briefing 		<ul style="list-style-type: none"> c. Coaches lead teams to construct shared goals for the season d. Comms Officer to regularly post definition of good success on Club Social Media e. Executive Committee to review 'Success as a Club' at end of season wash-up

OBJ 8: Establish & Maintain Effective Governance**Core Value: Integrity**

	Goal	2023 Action	Actioned Date	Ongoing Action
8.1	Continue to develop and assess annual Club Goals	a. Executive Committee to present 2023 Goals at the 2022 AGM		b. Management Committee to review performance against the goals throughout the season
8.2	To ensure procedures are consistent with higher level policies	a. Executive Committee to review Dept of Fair Trading and NSW Sports & Recreation sites b. Executive Committee to review Netball NSW sites		c. Registrar and Secretary to ensure all Duty Statements and key policies and procedures are reviewed during the season
8.3	To ensure Club corporate knowledge is retained	a. Secretary to ensure OneDirve data is backed up		b. Secretary to develop Handover/Takeover paperwork and procedure manuals
8.4	To ensure succession planning	a. Executive Committee to identify skillsets required for roles within the Club		b. Management Committee to encourage participation in Club management
8.5	To support our members by seeking and sustaining sponsorship	a.		a. Exec Committee to seek and engage sponsors (see OBJ 4.2)
8.6	To ensure income is expended in the best interests of the membership	a. Treasurer to present 2023 year budget at the 2022 AGM b. Treasurer and Uniform Coord to develop options to provide shirts and/or hoodies at Registration		c. Treasurer to ensure sound budgeting presented to the membership
8.7	Develop more people in Committee positions	a. Recruit Assistant Coaching Convenor b. Recruit Asst Comms officer (photographer)		c. Recruit Assistants to all Committee positions.

Waratah Netball Club

2023 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 our Club, in 2023, will achieve the Club Purpose and Vision.

Our Club Culture

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 2023 Goals

Our Objectives will be achieved through our following 2023 objectives and goals:

OBJ 1: Develop a Sense of Community

Core Value: Community

Goals	Mid Year Review
To maximise attendance at Club events such as post game drinks, fundraising events,	
To have at each team showcased on social media through the season	
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	Mid Year Review
To promote the Club through effective advertising and external engagement	
To maintain strong network with other Clubs	

OBJ 3: Foster sportsmanship in ourselves and others

Core Values: Sportsmanship / Integrity

Goal	Mid Year Review
<p>To ensure all members understand and adhere to our value of sportsmanship as follows:</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	Mid Year Review
To enjoy our training, games, and Club activities	
To ensure Club registration fees stay as low as practicable	
To ensure compliance with Netball NSW Inclusion and Diversity policies	

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

Goal	Mid Year Review
To grow our grassroots (junior and sub-junior) player base	

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

Goals	Mid Year Review
To have all coaches, managers, and umpires developed under the Netball Australia Pathways	
To have at least five newly qualified umpires in the Club by the end of 2023	
To compete in the top grade	
To ensure that all players have reasonable game time	

OBJ 7: Experience success**Core Values: Community / Sportsmanship**

Goal	Mid Year Review
To experience success as per the following Club definitions: <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	Mid Year Review
To develop achievable Club Goals	
To ensure procedures are consistent with Dept of Fair Trade Requirements	
To ensure Club corporate knowledge is retained through effective documentation	
To ensure succession planning of key management position holders	
To support our members by seeking and sustaining sponsorship	
To ensure income is expended in the best interests of the membership	
To recruit more people into Committee positions	