



PRINCIPAL PARTNER





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FROM THE PRESIDENT

GRANT ROBINSON

Reflecting on 2019, and my first year as your President, there's no doubt that the year was one of the most significant in our sport's history, because we achieved success at all levels. Most importantly, all involved – players, coaches, officials, administrators, volunteers, sponsors and supporters – have been integral, and consistent with our purpose, in **Advancing Netball and Advancing Communities**.

In many ways, the year was headlined by a landmark moment in April, where we announced a sport-wide partnership with the Gold Industry Group. The partnership was the most significant investment in West Australian women's sporting history, and saw the Gold Industry Group become the Principal Partner of Netball WA, an Elite Partner of West Coast Fever and the inaugural Premier Partner of Shooting Stars. Partnerships of this nature are essential and totally aligned with our vision – **To be the sport of choice in WA**.

The year began as we rolled out the Regional Office Structure, which saw more than 20 new staff members employed across the State. This was one of the most significant reforms in our history, and has allowed us to further engage with the grassroots of netball from the North West to the Great Southern and everywhere in between.

Our pathways continued to strengthen once again, as we welcomed the inaugural season of Metro League. Metro League exists to bridge the gap between Association netball and the Gold Industry Group West Australian Netball League (WANL). The competition saw wonderful support in its first year, with 60 teams competing from across Western Australia.

Significantly, the Gold Industry Group WANL was revamped, as we welcomed a new era of the competition. This included welcoming seven new clubs, while also playing games at several venues across WA. Throughout the year, we also undertook the process of awarding the eighth and final Gold Industry Group WANL licence, which was awarded to the Peel Lightning. The Lightning will join the Open and 20U competition from 2020.

West Australian netball took centre stage in October, as the Samsung Diamonds came to town for the final match of the Constellation Cup. More than 13,000 fans packed RAC Arena, following a week filled with coaching and upskilling, panels,

discussions, training and clinics, with many of these events organised by the staff at Netball WA.

It would be remiss of me not to acknowledge outgoing President Deane Pieters. Deane has been a wonderful servant to Netball WA for the past six years, five of which were as President. Deane's passion, support and drive for success are unrivalled and I have no doubt that Deane will be remembered as one of Netball WA's most influential leaders.

The Netball WA Board possesses a wealth of knowledge across a range of sectors, and I would like to thank my fellow Board Directors Julie Beeck, Emma Chinnery, Jill Powell, Marita Somerford and Natasha Aristei, who joined the Board in April 2019. We are truly fortunate to have such a wonderful group of passionate people guiding our sport strategically.

To all of Netball WA's Partners, suppliers, stakeholders, and most importantly volunteers, your dedication and passion is unparalleled and appreciated by the sport.

As always, thank you to the staff at Netball WA. Led by CEO Simon Taylor, this group of devoted and enthusiastic individuals are committed to the success of the sport.

To the players, coaches, umpires and administrators, from the grassroots to the elite; you should be incredibly proud of all that we have achieved in 2019.

It's exciting to see netball continue to grow year on year, and I have no doubt that it is cemented as the number one sport for women and girls in Western Australia. With more than 237,000 participants across WA, the netball economy is strong.

At the time of writing, Netball WA is incredibly well placed to continue to grow and maximise opportunities as they arise, as well as to respond to the uncertain times now presenting themselves to us all through COVID-19.

Our sport's footprint across the State is ever-growing, with the development and expansion of our annual competitions, events, carnivals and the increased accessibility to our sport and we thank our Associations and Clubs for their hard work and continued advocacy.

Netball in Western Australia again continued to flourish in 2019. At all levels, we achieved success. From the rollout of our new Regional Office Structure to the launch of Metro League, the revamp of the Gold Industry Group WANL, and the continued growth of support at the grassroots, there's no doubt that we can look back on the year successfully.

Broadly, netball again grew in 2019, with more than 237,000 participants involved in the sport from the introductory Suncorp NetSetGO program to SchoolNet and beyond, cementing netball as the number one women's sport in Western Australia.

Our major events continued to grow, with the Fuel to Go & Play Association Championships involving more than 13,000 participants across the June long weekend, while we also welcomed a record number of teams from Singapore to the event. Our ongoing partnership and work with netball teams in Asia continues to be a strategic priority moving forward.

The inaugural year of Metro League proved to be a success, while the revamped Gold Industry Group WANL was well received by all involved.

Importantly, we continued to foster significant relationships with WA's Aboriginal and Torres Strait Islander (ATSI) communities through the significant work of Shooting Stars, which is now affecting genuine change in the lives of almost 400 young Indigenous girls in eight delivery sites across WA. Additionally, the NAIDOC Netball Carnival enjoyed another strong year, with more than 110 teams competing, cementing its position as one of the largest Indigenous sporting carnivals in the nation.

Our game continues to be accessible as ever, with the Multicultural Carnival almost doubling in size this year, while the No Limits Division at the Fuel to Go & Play Association Championships was again a highlight for all involved. WA's Marie Little OAM Shield team continued to show there are truly no barriers to our sport, as they took part in the competition in Brisbane once again.

At Netball WA, our people are our greatest assets. In late October, our Associations and Aboriginal All Stars took part in Leadership Camps, with the support of the Gold Industry Group. These camps coincided with final the Constellation Cup Test match in Perth, with our Associations and Aboriginal All Stars witnessing the Diamonds' series win.

Our team at Netball WA, West Coast Fever and Glass Jar Australia have also had the opportunity to undertake a range of personal and professional development programs in the areas of governance, leadership, operations, time management and resilience across the year. I too, had the opportunity to undertake study at London Business School through their Executive Leadership Program in October. I have no doubt that this experience will last a lifetime and has enabled me to bring back a range of ideas and models to improve our operations and assist us to further advance netball and advance our communities.

I would like to make mention of the Netball WA Board who continue to upskill in the best governance practices, and I would like to thank President Grant Robinson and outgoing President Deane Pieters for their continued and highly valued support.

I would also like to thank my team here at Netball WA, all of whom are incredibly dedicated to their roles and the sport in general.

I am incredibly proud to lead the netball community in WA, and thank you for your significant contributions in what was a big year for our sport.

I look forward to continuing to work collaboratively and innovatively as we work toward our vision of being the sport of choice in Western Australia.



FROM THE CEO

SIMON TAYLOR



GRANT ROBINSON PRESIDENT

Grant joined the Netball WA Board in 2019 boasting a wealth of experience across a range of industries, including working as a Senior Partner at KPMG in the Audit, Assurance and Risk Consulting division for more than 30 years.

Grant is currently the Chairman of the Zoological Parks Authority, and a Board Member of North Metropolitan Health Services, Bethesda Health Care and Juniper. He is also Chair of the Audit and Risk Management Committee of the Department of Biodiversity, Conservation and Attractions.

Grant's skills in financial analysis, compliance, governance and risk management are of great value to Netball WA.

Grant is a keen supporter of community netball having actively supported his daughters netball careers.

JULIE BEECK

Julie has spent 25 years as a business manager and marketing consultant in WA. She led Australia's largest independent marketing consultancy (Synovate) for several years and has delivered market research and strategic marketing advice to many of WA's major public and private organisations. Julie is a Graduate of the Australian Institute of Company Directors (GAICD) and is also Chair of Future Living Trust, a not-for profit organisation supporting families of people with disability. Julie has also been a passionate supporter of community netball, having been a player, team manager and association committee member for many years.

MARITA SOMERFORD

Having been welcomed to the Netball WA Board at the 2014 AGM, Marita Somerford brings a wealth of netballing experience and a desire to make a difference.

Recently working professionally at Chevron as a Social Investment Analyst and Executive Officer for Australian Little Athletics, Marita previously held the roles of President of Perth Netball Association, a role she held for more than eight years, and President of Wembley Netball Club for 21 years.



EMMA CHINNERY

Emma is a senior commercial lawyer at Jackson McDonald with 14 years legal experience. Her clients include government and corporate organisations, the not-for-profit and charities sector, Aboriginal trusts and corporations and private family organisations. Emma's legal experience brings a wealth of knowledge and expertise to the Netball WA Board, particularly in relation to governance, compliance and commercial issues. A netballer herself for over 20 years, Emma is a life member of the UWA Netball Club. She has held club coaching and committee positions and is currently on the selections committee. Emma's passion for sports development is further reflected in her role on the UWA Sports Advisory Council.

JILL POWELL

Jill has had a long and varied sporting career having been a triple international representing England in netball, cricket and athletics. Since her playing days she has maintained an involvement in many sports having worked in the industry for the past 30 years.

Jill has worked and volunteered for Netball WA for the past ten years including managing the Netball Development Unit coordinating all player, coach and umpiring development, and various roles for the event management team. She is the past President of the Leisure Institute of WA and has held positions on the Executive for a variety of organisations including Womensport West, YMCA, Healthway and Sports International WA.





NATASHA ARISTEI

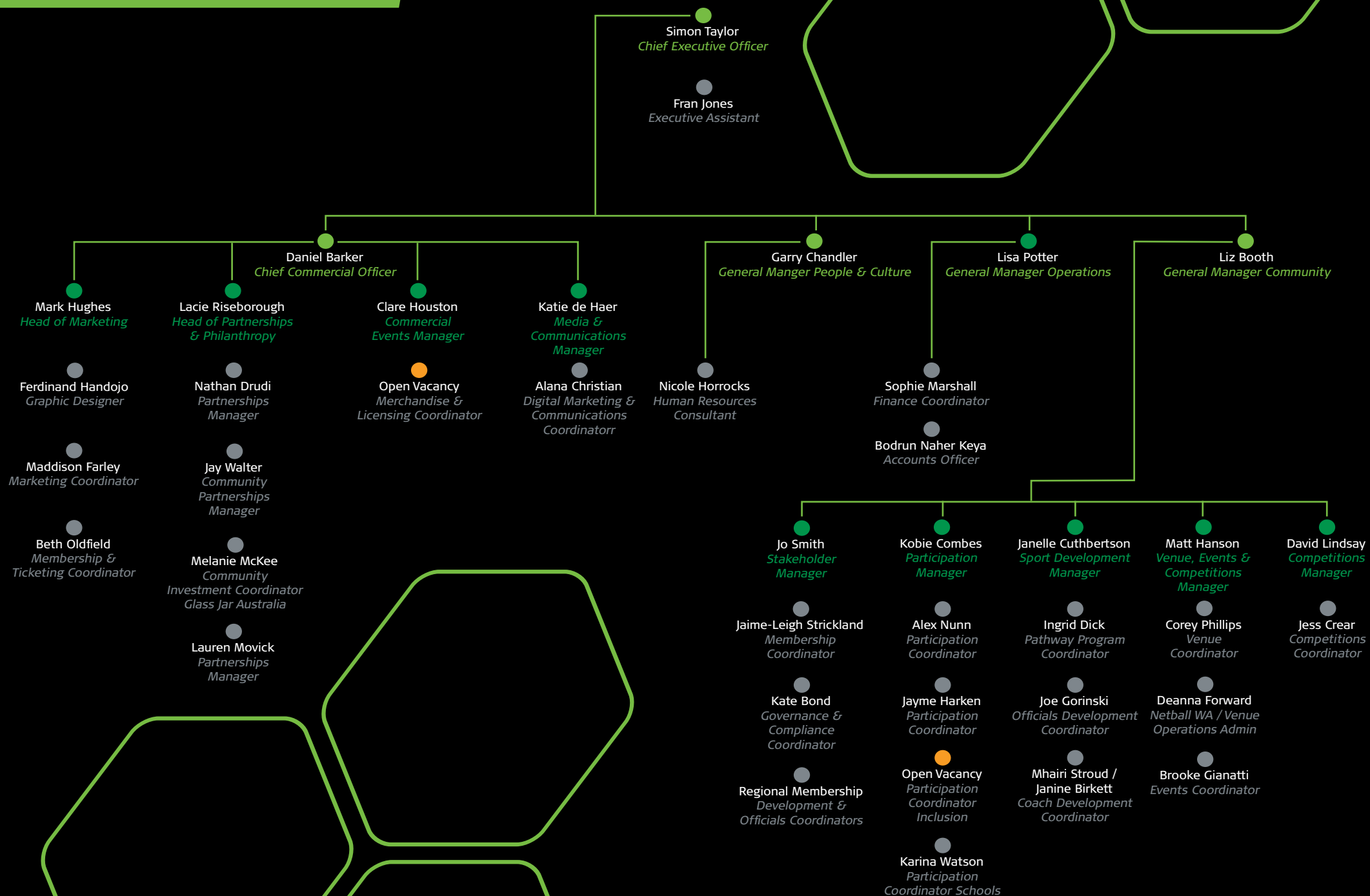
A reputable businesswoman with experience in business management, strategic planning, and finance. Natasha also volunteers on the Broome Chamber of Commerce and Industry Board in the Secretary/Treasurer role and has been an active contributor in organising regional events such as the Kimberley Economic Forum.

Natasha has significant organisational skills and a passion for Sport and Recreation. Contributing on her local Broome Netball Association committee for 30 years she has volunteered for 21 years on the North West Netball Region Board and is the outgoing President. Natasha is a current player, coach, presenter and umpire with a sound knowledge on the education pathways in all areas of netball.

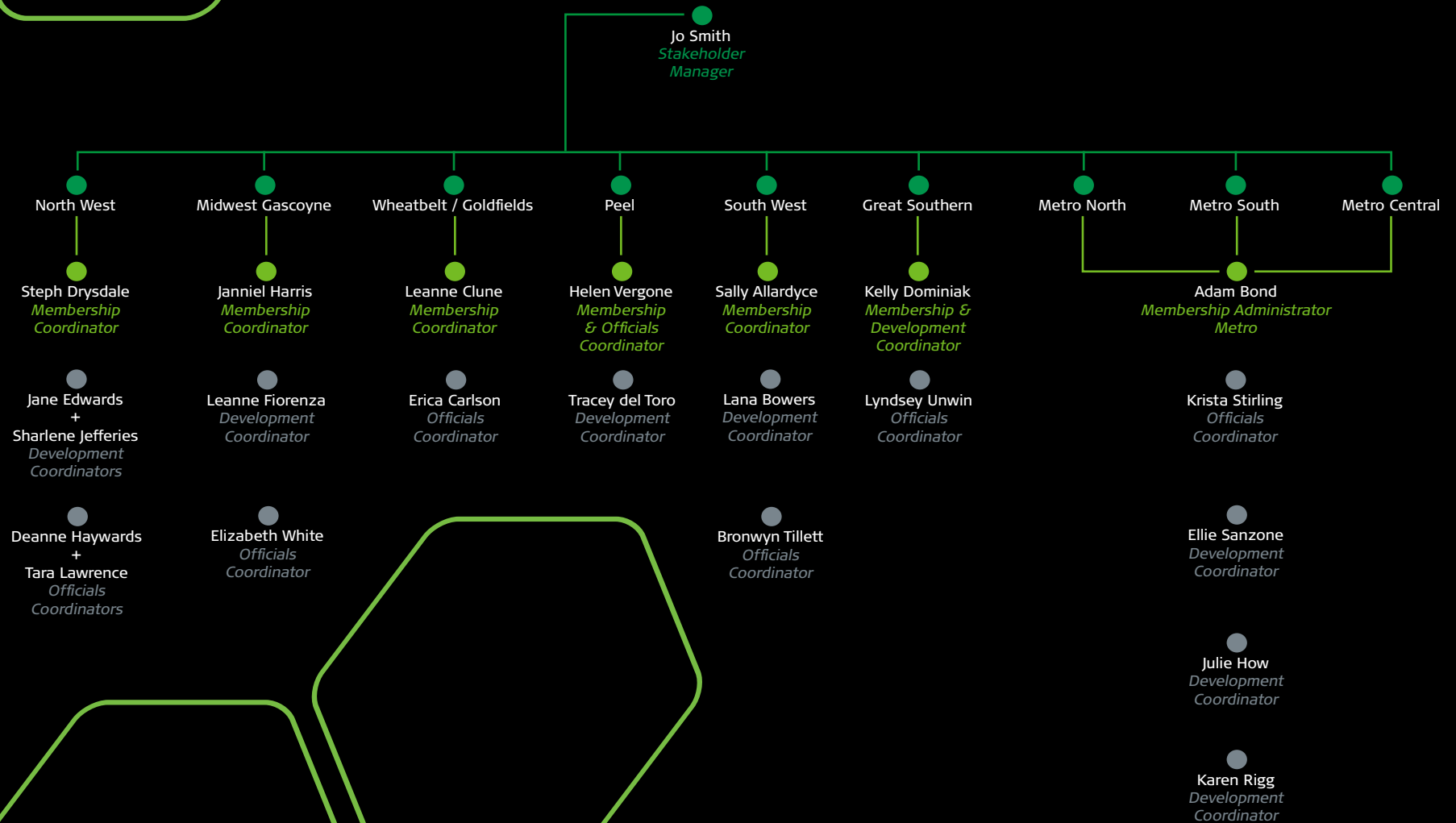
Her involvement with the Department of Local Government Sport and Cultural Industries Regional Athlete Support Program gave her an insight into the variation of governance processes and player/official development across different state sporting bodies, and the effects of their commitment to contribute in regional areas.



NETBALL WA STAFF STRUCTURE



COMMUNITY NETBALL REGIONAL STRUCTURE



ADVANCING NETBALL, **ADVANCING** COMMUNITIES



PURPOSE

VALUES



**PROFESSIONALISM
COLLABORATION
INNOVATION**

OUR BEHAVIOURS

These are whole of sport behaviours, relatable to all participants from the grassroots through to the elite level, inclusive of our partners, administrators, players, umpires, officials and stakeholders.

Our ability to integrate them across all facets of our sport will be critical in our journey towards a common vision of becoming the sport of choice in Western Australia. It is essential that we both adhere to our agreed behaviours and, most importantly, hold each other accountable to them, in order for our sport and all within it to set the highest standards.

1

BE ON THE SAME SIDE AND ACT AS **ONE**.

2

ALWAYS **SUPPORT** EACH OTHER TO REACH OUR **GOALS**.

3

BE OPEN AND **HONEST**.

4

FIND A WAY TO **DO** WHAT WE SAY WE WILL DO.

5

LISTEN TO AND **VALUE** OUR PEOPLE.

6

BE THE **BEST** AT WHAT WE DO.

STRATEGIC PILLARS

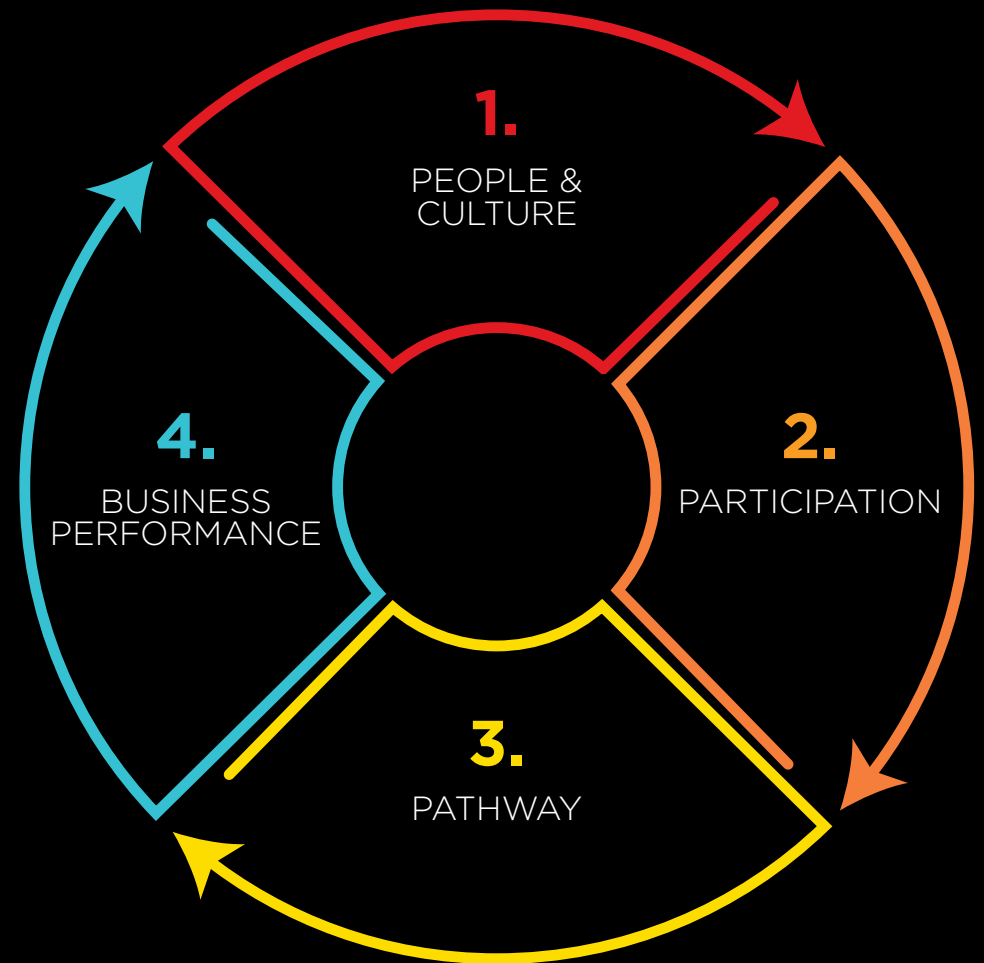
To achieve our 2018 – 2022 ambition, our Strategic Plan is built around four key strategic pillars:

1. People & Culture
2. Participation
3. Pathway
4. Business Performance

Defined within each are the goals and strategies that will drive a series of outcomes for the respective pillars, facilitating our ability to be sustainable and grow. The ability to focus our energies on these pillars will enable our organisation to further strengthen the pathway that sees our athletes journey from Suncorp NetSetGO through to West Coast Fever and national representation. It will allow us to invest the time and resources into delivery that our ever growing game now demands. Our strategies will set the course for a period of commercialisation that will ultimately support these pillars for the next three years.

While a volume of work has been required to set these critical paths, we must also promote an environment of flexibility and responsiveness that will enable our business to react appropriately to a constantly evolving world and market.

Central to this organisational agility and performance will be our ability to leverage the knowledge and expertise of our workforce, not only within our administration but amongst our broader netball community. We believe that every one of our Members and stakeholders has something valuable to contribute to one or more of these pillars. Consequently, the process of consultation across all facets of our sport that was so important to shaping this plan will continue over the next five years to ensure that it always reflects the needs of our community.



STRATEGIC PILLAR 1: PEOPLE & CULTURE

Goal 1: Leadership, Management and Workforce

Effective, accountable workforce that achieves outcomes through collaboration

The emphasis on our organisational culture, values and behaviours, particularly within our management and leadership team, continued in 2019. A core component of this was the desire to drive greater interdependency and collaboration across Netball WA and our subsidiary organisations, Glass Jar Australia and West Coast Fever.

This objective was supported by a range of facilitated workshops involving various members of the Executive, Management and Boards of Directors of all three organisations, identifying a number of initiatives aimed at strengthening this collaborative approach in 2020.

Internally, our values and behaviours are positioned front and centre throughout our operations and are now a core component in many of our processes, such as recruitment, induction, professional development and performance management.

In conjunction with a number of internal and external professional development opportunities offered in 2019, the Executive team and selected Managers took part in a Leadership 360 Survey process aimed at identifying areas of strength and development in the fields of Leadership, Interpersonal Skills, Business Development, Netball WA Values and Behaviours. The results of the survey have assisted in targeting professional development needs in 2020. The chart below illustrates the growth in leadership skills and competence as measured by the outcomes of the 2019 Leadership 360 process versus outcomes from the 2018 process.

Including the introduction of a new regional staffing structure, 2019 has proved to be the busiest year ever in terms of recruitment at Netball WA, with over 50 new members of staff joining the organisation across the year, equating to over 1,000 applications and approximately 130 interviews being conducted.

A large proportion of this increased activity has been driven by the continued growth of the organisation.

Our capacity to retain a skilled workforce is a critical component of our ongoing success. The chart above illustrates a positive trend in terms of our staff retention numbers, which we expect to continue in 2020.

Organisational Development plays an important part in ensuring we continue meet the needs of our stakeholders, the sport and the business. A number of reviews were held in 2019 that resulted in some internal restructures leading to several key hires aimed at strengthening our management and leadership capacity. This included Lisa Potter joining us in the new role of General Manager Operations, Mick Doherty (General Manager West Coast Fever), Janelle Cuthbertson (Sport Development Manager), Matt Hansen (GNC Venue Manager) and in the latter stages of 2019, David Lindsay in the role of Netball Operations Manager.

With several new hires joining the team early in 2020, we will further strengthen our capability as we endeavor to be the employer of choice within the industry in Western Australia and to attract, develop and retain a high performing workforce.

Figure 1 Netball WA Staff Retention 2015 - 2019

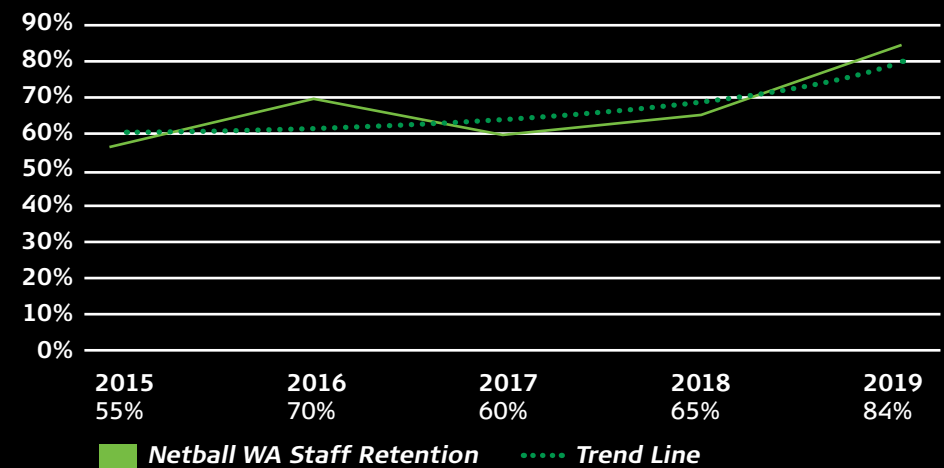
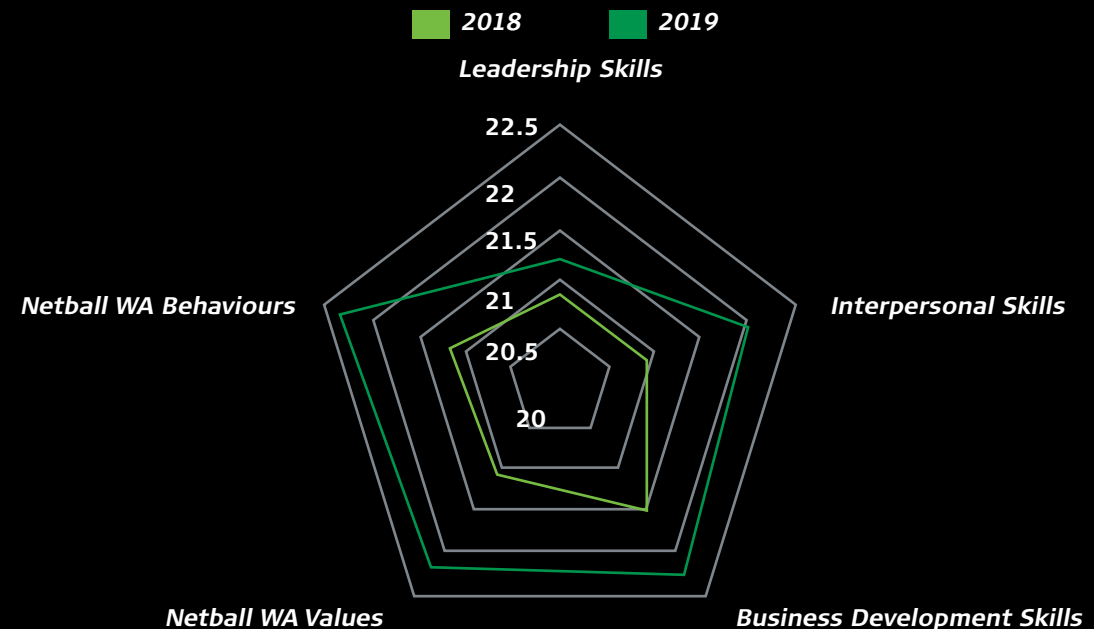


Figure 2 Executive Leadership Profile 2018/19 Comparison



Goal 2: Performance, Development and Accountability

Empowered, supported and motivated people achieving their potential

Our commitment to staff development remained a key focus in 2019 and will continue in 2020.

Just as 2019 was an incredibly busy year in recruitment, so it was in the area of professional development, **with over 140 separate courses being offered to our staff across the year.** The range of events and workshops in 2019 ranged from technical, systems based on-line training through to various accreditation courses, personal, management and leadership development programs (delivered both internally and externally).

Our Performance Management, Training Needs Analysis and outcomes of the Management and Leadership 360 process have enabled us to more effectively target personal and professional development in 2019 and this will be further enhanced in 2020 by the implementation of an automated HRIS (HR Information system), resulting in greater capacity to identify, deliver and administer professional development opportunities moving forwards.

Courses offered (internally and externally) in 2019 included:

Technical Competence

- ***Coach and Officials Accreditation and Development Programs***
- ***MS Office On-Line Courses***
- ***ELMO Performance Management***
- ***Netsuite Systems Training***
- ***Fire Warden and First Aid Accreditations***
- ***MPIO Workshops***
- ***Financial Management***
- ***Data Security***

Personal/Professional Development

- ***NWA Values and Behaviours Workshops***
- ***Diversity in the Workplace***
- ***Conflict Management***
- ***Principle Based Leadership***
- ***Management Skills Development***
- ***Presentation Skills***
- ***Personal Effectiveness***
- ***Capability Management***
- ***Conducting Effective Meetings***
- ***Strategic Planning processes***
- ***Harassment in the Workplace***
- ***Mindfulness, Gratitude and Empathy (Resilience Project)***
- ***Management and Executive 360 Process***



STRATEGIC PILLAR 1: PEOPLE & CULTURE

Goal 3: Culture, Engagement and Recognition

An organisation that listens, learns, supports and empowers our people

Our commitment to our values, behaviours and the impact that these have on our organisational culture has been ongoing in 2019 and will continue into 2020.

Initiatives implemented in 2019 included values and behaviours based learning and development opportunities and workshops, along with a range of other professional development opportunities, the recognition of staff milestones at staff meetings, a range of social events and activities, People and Culture Advisory Group and Social Committee meetings, all of which are aimed at strengthening the engagement of our workforce in the development of a positive working culture across the organisation.

Events in 2019 included an Easter breakfast and egg hunt, a Biggest Morning Tea (raising funds for Cancer Research), Quiz Night, AFL Grand Final Breakfast, Melbourne Cup Luncheon and the staff Christmas Party, held this year at the Town of Cambridge Bowls Club.

As part of the feedback from the Culture Survey and People & Culture Advisory Group, we have now moved to a monthly staff meeting, providing a more formal and comprehensive presentation of information to all staff. October saw the launch of a new 'Employee of the Month' Award aimed at recognising and celebrating employees that embody our values and behaviours.

Recipients of the Award in 2019 were;

October

Jo Smith, Stakeholder Manager

November

Mark Hughes, Head of Marketing

December

Kobie Combes, Participation Manager

In 2018, Netball WA conducted its first Netball WA Culture Survey, aimed at identifying areas of strength and for development in areas related to leadership, values and behaviours. December 2019 saw the fourth survey distributed to all staff, the results of which are illustrated in **Figure 3**.

Employee satisfaction has risen from 65% in April 2018 to 77% in December 2019

NWA Values

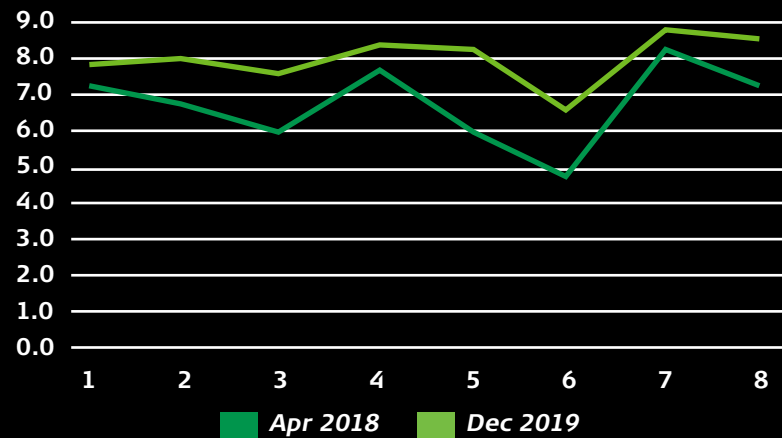
- Professionalism 77% to 85%
- Collaboration 70% to 80%
- Innovation from 77% to 84%

NWA Behaviours

- Always support each other to reach our goals 71% to 79%
- Be on the same side and act as one 75% to 82%
- Be open and honest 67% to 79%
- Be the best at what we do 76% to 83%
- Find a way to do what we say we will do 78% to 85%
- Listen to and value our people 63% to 77%

All of the indicators above are encouraging as they show continued growth in our development as an organisation and reflect the investment we have made, and will continue to make, in the engagement of our workforce in matters related to our values, behaviours and culture.

Figure 3 How does it feel to work at Netball WA



Award and Recognition Program

In 2019, Netball WA turned 95-years old and developed a logo to mark this milestone and celebrated its significance at several key events including the Fuel to Go & Play Association Championships and the Jill McIntosh Medal. This recognition moves the organisation closer to its 100-Year Centenary milestone in 2024. Most significantly, key elements of the Awards and Recognition Committee's work in 2019 has been focused on developing the Netball WA History and Heritage Framework. This will set the direction for the organisation as we head towards our Centenary year and define the key projects to be undertaken between now and 2024.

Additionally, there were other significant developments that occurred throughout 2019 including:

- Shaunne Higgs and Jill Powell being awarded Netball WA Life Membership at the Annual General Meeting in April and acknowledged at the Jill McIntosh Medal. Both Shaunne and Jill were recognised for their lasting, significant and sustained contribution directly to the organisation. Netball WA Life Members now total 98.
- The development of the Netball WA Service Award, a new award recognising the lasting and sustained service to the sport of Netball in Western Australia. The inaugural Service Award will be awarded in June 2020.
- The establishment of a specific Life Member and Past Player Event Calendar to encourage the engagement of Netball WA Life Members and Past Player and Officials at Netball WA specific events. The highlights for 2019 were the Life

Member Round and the 9's Teams Reunion, both hosted at a West Coast Fever home game and the Past Players and Officials Function hosted at a Western Sting game.

- The State Team Farewell, which again involved several State Team Past Players, namely Gaye Teede and Sue Gerrard.
- The WA Museum produced time-lapsed footage of a "Day in the Life of Netball" at the 2019 Fuel to Go & Play Association Championships.

Netball WA History and Heritage displays captured in the Gold Netball Centre's display cabinets. Most notably, 2019 was a World Cup year and the main display highlighted the significant number of Netball WA members who have represented Australia in either a playing, coaching or official capacity.

Goal 4: Social Integrity and Footprint Addressing social issues through our sport

Netball WA's inaugural Innovate Reconciliation Action Plan (RAP) 2018-2019 entered its second year. The RAP articulates Netball WA's commitment to building meaningful, lasting and respectful relationships, and providing opportunities to Aboriginal and Torres Strait Islander people and communities. Netball WA's RAP Working Group continued to deliver all actions outlined across the Plan's four key pillars, namely, Relationships, Respect, Opportunities, and Governance and Reporting.

RAP highlights from 2019 included:

- Netball WA staff, including the new Regional Office staff undertaking key cultural awareness education;

- Netball WA's engagement in National Reconciliation Action Week activities and celebration of NAIDOC Week;
- Staging of the Suncorp Super Netball and the Gold Industry Group WANL Indigenous Rounds;
- Partnership and grant support from Wirrpanda Foundation to employ an Aboriginal and Torres Strait Islander trainee;
- Attendance at the Supply Nation Tradeshow and utilising and engaging with Aboriginal and Torres Strait Islander businesses;
- Membership of Reconciliation WA and attendance at their 2019 Annual General Meeting;
- Attendance by Netball WA and Shooting Stars staff at the 2019 National Reconciliation Conference;
- Reporting requirements including the completion and submission of the 2019 RAP Impact Measurement Questionnaire to Reconciliation Australia and final report to Reconciliation Australia;



STRATEGIC PILLAR 2: PARTICIPATION

Goal 5: Retention and Conversion Driving the netball economy to its potential

Netball WA delivered a range programs and initiatives to over 50,000 students at primary and high schools during 2019. From record engagement in the West Coast Fever Cup to engaging with over 11,000 school-based participants via the Sporting Schools program.



18,559
participants

SCOOLNET

18,473
participants
(Including SEDA
ScoolNet Clinics)

442
Teacher
Ambassadors

4,720
West Coast Fever
School Engagement
Program

6,750
'Come and Try' Clinics

52
Endorsed
Community
Coaches

14,123
Participants
Secondary and Specialist
Schools programs

Our Netball WA Specialist School program engaged 11 endorsed Specialist Schools with 5 Tier 1 and 6 Tier 2 Schools:

Tier 1

- Atwell College
- Governor Stirling Senior High School
- Melville Senior High School
- Darling Range Sports College
- Warwick Senior High School

Tier 2

- Esperance Anglican Community School
- Rockingham Senior High School
- Aranmore Catholic College
- Emmanuel Catholic College
- Kearnan College
- Manjimup Senior High School



Netball WA Aboriginal Grassroots Sites

In 2019, this program continued to engage and empower young Aboriginal and Torres Strait Islander girls, providing them with an opportunity to participate in netball and gain exposure to the Netball WA pathway. The Netball WA Aboriginal Grassroots Sites participated in the annual Aboriginal Youth Gala Day and Perth NAIDOC carnival, exposing participants to a competitive community carnival environment. Overall in 2019, the program engaged with 350 participants at the following 10 sites, including the re-established Northam Grassroots site:

Albany Grassroots Site

Katanning All Stars

Narrogin Grassroots Site

Bunbury Moorditj Yorgas

Mandurah Yirra Djinda

Northam Yirra Djinda

Kwinana Djarlyn

Noranda Grassroots Site

Woola Woola Koolangkas

Geraldton Grassroots Site

Aboriginal Youth Gala Day

The 2019 Aboriginal Youth Gala Day was held at Swan Districts Netball Association, and hosted 35 teams, five divisions with 485 participants and a further 800 spectators. Aboriginal Youth Gala Day symbolised the launch of the 2019 Netball season, with nine of the ten Aboriginal Grassroots Sites in attendance as well as a number of junior Aboriginal and Torres Strait Islander community-based netball teams.

NAIDOC Netball Carnivals

The 2019 NAIDOC Netball Carnivals reached new heights with increased team participation and positive community feedback. Perth NAIDOC Netball Carnival hosted on Wednesday 10 July at the Gold Netball Centre and Perth Netball Association, saw over 113 teams participate in the annual event. For the first time Netball WA introduced a Mixed Open division which was well attended by six mixed teams, showcasing the skills of both women and men. 1,512 participants took to the court and more than 3000 spectators attended the Wembley Sports Park precinct.

The Northwest NAIDOC Carnival was hosted on Sunday 28 July at the Broome Recreation and Aquatic Centre for the second consecutive year. The carnival experienced positive attendance by the local community with 13 participating teams, over 200 players and an additional 300 spectators attending the event.

Multicultural Carnival

The 2019 Multicultural Carnival was hosted at the Gold Netball Centre and Perth Netball Association on Friday 30 August. This school-based carnival was the most successful to date with 113 primary and high school-based teams participating in the event. The carnival had 1,243 students representing over 60 countries and cultures.

Netball WA Aboriginal All Stars Program

The Aboriginal All Stars program was launched in July 2019 and saw 24 athletes take part in the trial process, with 14 athletes being successful in selection of the final squad and a further four athletes being selected to represent their local Association. The squad took part in a three-month training and upskilling program with two teams, 13U and 14U, participating in the 2019 State Cup. This saw the 13U team finish 7th from 8 teams and the 14U team finish 4th from 7 teams.

In 2019 three of the four Team Officials, including the Head Coach, identified as Aboriginal and Torres Strait Islander with 12 of the 14 program participants having 100% attendance throughout the program period.

The Aboriginal All Stars squad was invited to attend the Gold Industry Group Leadership Camp hosted at Ern Halliday Recreation Camp in October. The camp delivered a number of highlights including a nutrition session led by West Coast Fever athlete Kaylia Stanton, a cultural session led by Danni Cameron, a tour of the Perth Mint, the opportunity to watch the Diamonds defeat New Zealand in the Constellation Cup and to meet Marcia Ella-Duncan, the first Aboriginal and Torres Strait Islander athlete to represent the Australian Diamonds.



Membership

The Community Department and Shared Services team worked closely this year to develop and implement a marketing plan across our membership. The plan focused on new member acquisition and the retention of existing members.

Research conducted in collaboration with Marketforce and a successful digital Spring campaign allowed us to further understand the motivations of our members and develop critical learnings for 2020.

Netball WA's Membership grew from 2018 with a total 2019 financial membership of 33,322 Members. The table below reflects the breakdown in Membership.

Membership Type	Number
Junior	22,790
Senior	10,532
Non-Playing	6,620
Life Members	98 (73 Active)
Aboriginal & Torres Strait Islander members	1,990
Members with a Disability	185
Members with a CaLD background	1,801
Male Members	1,318

2019 saw the first year of the implementation of the Association Tier system under the new Netball WA Regional Office Structure. The Tiers were based on each Association's membership numbers, number of programs and competitions that are run. There was a spread of Tiers across the metropolitan and regional areas with 22 Tier 1 Associations, 9 Tier 2 Associations, 31 Tier 3 Associations and 12 Associate Members.



Regional Offices

The Regional Office structure was implemented in 2019, which came as a direct result of the Governance Review recommendations commenced in 2019. The nine Regional Offices are situated in the following geographical areas are:

- Great Southern;
- Metro Central;
- Metro South;
- Metro North;
- Midwest Gascoyne;
- Northwest;
- Peel;
- Southwest;
- Wheatbelt/Goldfields.

Each Regional Office was staffed with a Member Services Co-ordinator, Development Co-ordinator and Officials Co-ordinator who actively worked with the Associations in their area.

The 2019 Regional Office Key Priorities resulted in:

- The new Governance Model being implemented;
- Regional Office geographical areas were redefined and the Peel Regional Area was established;
- All nine Regional offices were established and staffed;
- Induction and training of the 22 Regional Office staff were completed;
- Nine Regional Advisory Committees were established and implemented;
- Regional Development Plans were developed and implementation commenced;
- Connections with the Associations were re-established;

- Association development servicing plans were developed in conjunction with the Associations;
- Ongoing meetings were implemented with Association Development and Umpire Development Officers;
- Regional Championships were held in six country regional areas with a total of 208 teams competing;
- High School and Primary School Carnivals were held in the Great Southern, Wheatbelt/Goldfields and Midwest Gascoyne;
- Improved connections with key stakeholders such as the Department of Local Government, Sport and Cultural Industries (DLGSCI) and local government bodies;
- Regional membership Coordinators supported Associations over 420 times with education, training and complaint handling matters;
- Regional Office Staff delivered 'Come and Try' sessions for participation programs such as Suncorp NetSetGO;
- Regional Office staff delivered Coach, Umpire and Athlete education and training within the Associations.



Suncorp NetSetGo

Suncorp NetSetGO hit new heights in 2019 with a record 18,619 children aged between 5 and 10 years participating in the introductory program.



18,619
TOTAL PARTICIPANTS

1,149
CaLD
participants

1,391
Total Programs
Delivered

440
NetSetGO
Centres

14,554
Primary
participants

4,065
Secondary
participants

52,656
Participants in
activations or
'Come and Try'
events

711
Aboriginal
and Torres
Strait Islander
participants

383
Boys

98
Participants
with a disability



3,290
Net 5-6 yrs
participants

534
GO Programs

357
Net Programs

609
Participants
in 38 Netball
WA NetSetGO
Programs
(included in
total number)

500
Set Programs

620
Participants in
School Holiday
Clinics

370
Participants in
22 Independent
NetSetGO
Programs
(included in
total number)



8,174
GO 9-10 yrs
participants



7,155
Set 7-8 yrs
participants

Goal 6: New & Emerging Markets *Exploring and growing emerging participation markets*

No Limits

In 2019 Netball WA had six No Limits sites that engaged with over 315 participants based within the Perth Metropolitan area, being:

- The Red Devils, Southern Districts Netball Association
- Fremantle All Abilities Club, Fremantle Netball Association
- Perth Netball Association
- Hamersley Netball Club, Wanneroo Districts Netball Association
- Landsdale Netball Club, Wanneroo Districts Netball Association
- Geraldton Champions, Geraldton Netball Association

The six sites delivered a variety of training and match play programs throughout the Winter and Spring netball seasons. Sites also participated in the annual Fuel to Go and Play Association Championships, where eight teams and 120 players competed, with the Southern Districts Netball Association Red Devils being the successful 2019 winners.

Marie Little OAM Shield

A record 22 female athletes trialed for the 2019 Marie Little OAM Shield squad in 2019. The squad was refined to 12 athletes who participated in a three-month training program in preparation for the National tournament held at the Queensland State Netball Centre from 11 – 13 October. Western Australia experienced its most successful campaign winning three matches and finishing 5th from 7 teams.

New Markets

Netball WA continues to explore a range of new markets and opportunities. In 2019, 383 boys participated in netball's introductory program Suncorp NetSetGO, with an additional 1,318 male members, with 405 of these playing in a junior competition, 248 in a senior competition and 214 registered as non-playing members. The organisation hosted a Boys 15U and 18U division at the Fuel to Go and Play Association Championships with four teams taking part in the one-day competition.

As part of the reshape of the Gold Industry Group WANL, four clubs participated in the newly established Men's Open Division including; Western Roar, Curtin Hamersley Comets, West Coast Warriors and Southside Demons Netball Club.

Netball WA continues to work with stakeholders to implement masters and aged competitions, with walking netball, return to netball programs and re-invigorated Fast5 to be a large focus in 2020.

Goal 7: Infrastructure and Facilities *Influence the development and use of facilities for netball*

Community Facilities Fund (CFF) & Netball Community Raffle

The Netball WA Community Facilities Fund (CFF) grants continue to support the development of netball facilities across the state. Overall, three CFF grants, two large grants and one small grant were awarded in 2019 (carried over from 2018), these being Broome Netball Association, Mingenew Netball Club and Leschenault Netball Association.

The Netball Community Raffle again proved to be a strong fundraising mechanism for our Clubs and Associations, thanks to the ongoing support of Nissan, Flight Centre, RAC

Arena and West Coast Fever. The fifth iteration of the Raffle was largely run with the support of Royal Life Saving, with a focus on online sales.

Overall key results from the Netball Community Raffle include:

- 4,755 Raffle books distributed
- 35,500 Tickets sold
- All prizes claimed

Over \$70,000 raised and \$42,000 returned to Associations and Clubs to support their ongoing training and education, programs and equipment requirements.

Strategic Facilities Plan

Throughout 2019 key facility upgrades and redevelopment were undertaken at various Associations across the state ensuring that netball is being supported by local, state and federal governments with quality infrastructure, thus enabling the continued delivery and service to our sport and community. Some of these included the new pavilion, office, canteen, ablutions and changerooms at the Fremantle and Wanneroo Districts Netball Associations, and the redevelopment of the Margaret River Recreation Centre that is home to the Margaret River Netball Association. Additionally, several projects were given approval to commence construction in 2019 with completion expected in 2020. These include Perth Netball Association's eight new hard courts with lighting, Busselton Netball Association's new court alignment and clubrooms, canteen and changerooms, the Broome Netball Association's two new hard courts, cover over the existing four hard courts and the resurfacing of their two indoor courts and the redevelopment of the Esperance Indoor Sports Stadium (Esperance Netball Association) and Goldfield Oasis Leisure Centre (Eastern Goldfields Netball Association). Furthermore, Mingenew Netball Club, a

member of the North Midlands Netball Association, completed the upgrade and re-surfacing of their courts.

Netball WA has been engaged in ongoing discussions in key facility developments or masterplans including:

- Belmont Netball Association - Wilson Park Netball Courts and lighting Upgrade (City of Belmont)
- Success Netball Association - Hammond Road Netball Courts new lighting install (City of Cockburn)
- Bunbury Netball Association - South West Sports Centre (City of Bunbury)
- Armadale Regional Recreation Reserve (City of Armadale)
- Butler North (City of Wanneroo)
- Perth Netball Association (Town of Cambridge)
- Broome Netball Association (Shire of Broome)
- Esperance Netball Association (Shire of Esperance)
- Eastern Goldfields Netball Association (City of Kalgoorlie-Boulder)

Netball Australia is currently reviewing the Netball Australia Strategic Facilities Plan, with dissemination scheduled for 2020. Netball WA's Strategic Facility Plan will also be updated in 2020.

Goal 8: Fever Impact

Maximising the partnership between Netball WA and West Coast Fever

2019 firmly highlighted the connection between West Coast Fever and Netball WA. This connection has been evident through the engagement of WA netball Associations via special ticket initiatives. Netball WA members continued to attend games in strong numbers, with 6,500 tickets purchased directly via Association members for games at RAC Arena in 2019, in a season where West Coast Fever averaged the second-highest home crowd average across the Suncorp Super Netball regular season, with a total of 44,699 spectators.

Netball WA members also showed their commitment towards West Coast Fever in the form of full season membership with 26% of all new Club memberships for the 2019 season deriving from Netball WA members and participants, via special rates afforded to MyNetball members. This strong support played a key role in Fever achieving its all-time membership record, exceeding 3500 members.

Several Fever players visited Associations in 2019 that proved extremely popular at Kalamunda, Belmont, Fremantle, Perth and Wanneroo Districts Netball Association and a full-team signing session at the 2019 Fuel to Go & Play Association Championships, in addition to school and community visits.

A key research project conducted by Netball WA and supported by leading brand agency Marketforce highlighted the strong desire for the WA netball community to be engaged with Fever. Harnessing this connection will play a key component of the Netball WA community engagement strategies in 2020, as will continuing to connect Fever players, such as current Suncorp NetSetGO ambassador Kaylia Stanton into core programs, with the junior 5-10 year old netball program reaching record numbers in 2019.

The Constellation Cup match in Perth in October was a fantastic opportunity to showcase the sport of netball in WA across a week that included a community clinic, an open training session at the Gold Netball Centre, culminating in a showcase event in front of 13,233 spectators at RAC Arena. This visit to Perth was made possible through strong collaboration between Netball WA, West Coast Fever and Netball Australia.



Goal 9: Competitions

Quality competitions producing stronger outcomes for all participants



Metro League

The inaugural Metro League season proved to be successful, with Kalamunda & Districts crowned Open Division 1 winners, following an impressive one goal win over Fremantle, while Success took out the Open Division 2 title. The competition was well supported, with more than 8,000 people attending over the course of the season. Umpire coaching, coach mentoring and athlete identification were introduced throughout the inaugural Metro League season and were well received by all Associations and team officials.

2019 Metro League Grand Final Winners

- **Open Division 1**
Kalamunda & Districts
- **Open Division 2**
Success
- **18U Division 1**
Wanneroo Districts
- **18U Division 2**
Geraldton
- **16U Division 1**
Wanneroo Districts
- **16U Division 2**
Noranda
- **14U Division 1**
Wanneroo Districts
- **14U Division 2**
Noranda

State Cup

The State Cup was a pilot competition for 2019 with 62 teams participating from 14 Associations. The competition was used as a platform to identify and select athletes for the 14-16 Fever in Time (FIT) program. Selectors took on a very targeted approach over the weekend in the viewing of athletes that were eligible for the 14-16 FIT program.

The State Cup was also used as an opportunity to invite identified umpires to officiate at the competition. Umpires were provided coaching and feedback over the course of the weekend, with performing umpires being invited back into the FIT program and Metro League.

2019 State Cup Winners

- **16U Division 1**
Swan Districts 1
- **16U Division 2**
Fremantle
- **14U Division 1**
Southern Districts
- **14U Division 2**
Peel Region
- **13U Division 1**
Fremantle 1
- **13U Division 2**
Fremantle 2
- **12U Division 1**
South West
- **12U Division 2**
Peel Region



Fuel to Go & Play Association Championships

The 2019 Fuel to Go & Play Association Championships were held at the Gold Netball Centre and Perth Netball Association over the WA Day Long Weekend.

A total of 249 Association teams and 15 teams from Singapore participated in the event. The Championships included Open Women's divisions, age groups from 12U through to 17U as well as Boys, No Limits and Masters.

2019 Fuel to Go & Play Association Championships Winners

- Open Div 1
Fremantle 1
- Open Div 2
Mandurah 1
- Open Div 3
Eastern Goldfields 1
- Open Div 4
Northam
- Open Div 5
Peel Football & Netball League
- 17U Div 1
Bunbury 1
- 17U Div 2
Geraldton
- 17U Div 3
Kalamunda & Districts
- 17U Div 4
Southern Districts
- 15U Div 1
Fremantle 1
- 15U Div 2
Fremantle 2
- 15U Div 3
Success
- 15U Div 4
Kalamunda & Districts

- 15U Div 5
Mandurah 5
- 14U Div 1
Fremantle 1
- 14U Div 2
Albany
- 14U Div 3
Fremantle 3
- 14U Div 4
Bridgetown 2
- 14U Div 5
Geraldton
- 14U Div 6
Narrogin & Districts
- 13U Div 1
Fremantle 1
- 13U Div 2
Fremantle 2
- 13U Div 3
Fremantle 3
- 13U Div 4
Fremantle 4
- 13U Div 5
Geraldton
- 13U Div 6
Bridgetown
- 13U Div 7
Success
- 12U Div 1
Fremantle 1
- 12U Div 2
Wanneroo Districts
- 12U Div 3
Southern Districts
- 12U Div 4
Success
- 12U Div 5
Perth 4

- 12U Div 6
Success
- 12U Div 7
Belmont
- Boys 15 & Under
Kalamunda & Districts
- Boys 18 & Under
Kalamunda & Districts
- No Limits
Southern Districts Red Devils
- Masters
Swan Districts

Regional Championships

For the first time, Regional Championships came under the Netball WA banner. These were held in the Great Southern, Midwest Gascoyne, North West, Peel, South West and Wheatbelt Goldfields. A total of 180 teams participated as follows:

- **Great Southern 33**
- **Midwest Gascoyne 30**
- **North West 33**
- **Peel 25**
- **South West 34**
- **Wheatbelt Goldfields 25**

The Regional Championships provided an opportunity for Coach Mentoring and Identification, Umpire Coaching, Badging and Identification and Athlete Identification. The Regional Championships are an important component of the Netball WA Pathway, and also allows for community connection, engagement and networking for many isolated communities and Associations.





Gold Industry Group

West Australian Netball League

The Gold Industry Group West Australian Netball League (WANL) reached new heights in 2019, as the competition entered a new era, with seven new clubs joining in the Open and 20U divisions, while four Clubs entered sides in the Men's Division. A total of 18 teams took part in the season, at competition venues such as the Gold Netball Centre, whilst also enjoying games at other venues across metropolitan and regional WA.

Throughout the year, the eighth and final licence for the Gold Industry Group WANL was awarded to the Peel Lightning. The Lightning will join the competition for the 2020 and 2021 seasons.

A total of 148 games were played during the 2019 competition with 237 players participating. Over 6,000 spectators attended matches held at five venues: Gold Netball Centre, Curtin Stadium, Eaton Recreation Centre, Craigie Leisure Centre and Mundaring Arena.

Clubs

- Curtin Hamersley Comets



- East Freo Sharks



- ECU Souwest Jets



- Rangers



- Southside Demons



- West Coast Warriors



- Western Roar



Grand Final Results

Open: West Coast Warriors 74 def Western Roar 65 (MVP: Donell Wallam – Warriors)

20U: Western Roar 50 def West Coast Warriors 45 (MVP: Sophia Lamers – Roar)

Men's: West Coast Warriors 47 def Western Roar 46 (MVP: Mitch Cook – Roar)

Ladders

OPEN

Team	P	W	L	D	%	Pts
West Coast Warriors	12	11	1	0	141.7	22
Western Roar	12	9	3	0	114.0	18
East Freo Sharks	12	7	4	1	113.7	15
Rangers	12	5	6	1	99.8	11
Southside Demons	12	5	7	0	86.6	10
ECU Souwest Jets	12	4	8	0	87.0	8
Curtin Hamersley Comets	12	0	12	0	69.4	0

MEN

Team	P	W	L	D	%	Pts
West Coast Warriors	12	10	1	1	166.6	21
Western Roar	12	9	2	1	140.0	19
Southside Demons	12	4	8	0	79.6	8
Curtin Hamersley Comets	12	0	12	0	51.3	0

20U

Team	P	W	L	D	%	Pts
Western Roar	12	11	1	0	154.2	22
West Coast Warriors	12	9	3	0	123.8	18
East Freo Sharks	12	8	4	0	99.8	16
ECU Souwest Jets	12	7	5	0	95.0	14
Southside Demons	12	3	9	0	83.4	6
Rangers	12	2	10	0	82.0	4
Curtin Hamersley Comets	12	2	10	0	80.5	4



2019 Gold Industry Group WANL AWARDS – AWARDED AT THE JILL MCINTOSH MEDAL

Jill McIntosh Medal

Donnell Wallam (West Coast Warriors)

Club of the Year

West Coast Warriors

Coach of the Year

Lorraine Ward (West Coast Warriors)

Team of the Year

- GS: Donnell Wallam (West Coast Warriors)
- GA: Tess Cransberg (Western Roar)
- WA: Brittany Turnbull (Southside Demons)
- C: Lindal Rhode (Western Roar)
- WD: Jessica Eales (West Coast Warriors)
- GD: Sunday Aryang (Rangers)
- GK: Stephanie Cooper (West Coast Warriors)

Umpire of the Year

Rochelle McKee

Bench Official of the Year

Leanne Bruce

Men's Best & Fairest

Ron Winter (West Coast Warriors)

20U Best & Fairest

Kellie Baker (West Coast Warriors)

Open Division Players' Player of the Year

Donnell Wallam (West Coast Warriors)

Player Milestones

300 games: Lisa Millman (ECU Souwest Jets)

150 games: Hayley McKee (West Coast Warriors)

100 games: Brooke Walker (Rangers)

100 games: Jessica Penny (East Freo Sharks)

100 games: Larrissa Harrison (Western Roar)

Goal 10: High Performance

A high-performance system with pathways supporting participants to achieve at their highest level

High Performance Plan

The High Performance Plan measures were reviewed and reported on in September and December highlighting key achievements including:

- The appointment of a West Coast Fever Pathway Manager. This role will play a critical part in overseeing the Western Sting and West Coast Fever Academy athletes in addition to providing alignment and continuity between Netball WA underage state team and athlete and coach identification programs and West Coast Fever;
- West Coast Fever undertaking a comprehensive review process at the completion of the SSN/ANL season with a detailed summary report for recommendations for the future;
- Completion of the 2019 State Team program;
- The establishment of a High Performance Coach Advisory Group with Terms of Reference completed;
- Establishment of performance standards, physical benchmarks and best practice guidelines established and set for all high performance programs;
- Development of a coaching depth chart and proficiency matrix;
- Delivery of an Elite Coach Accreditation Course and a further Elite Coaching accreditation achieved.
- One umpire achieving their AA Badge and added to the Netball Australia

High Performance Umpire Squad.

- Two Bench Officials attained their National Bench Officials accreditation.

State Teams

The 17U and 19U State Teams competed at the Netball Australia 17U & 19U National Championships in Brisbane from 11 -16 April. The 17U team won four of their seven initial rounds progressing them into the semi-final where they fell short to South Australia. WA went on to defeat Victoria in the Bronze medal match to claim 3rd position. The 19U team won three of their seven initial rounds, defeating Northern Territory to claim 5th position.

17U Results:

- Round 1: WA def NT 41-16
- Round 2: WA def QLD 31-28
- Round 3: NSW def WA 41-23
- Round 4: WA def TAS 38-22
- Round 5: VIC def WA 28-25
- Round 6: WA def ACT 33-22
- Round 7: SA def WA 37-25
- SF: SA def WA 37-26
- Bronze Medal Match: WA def VIC 32-21
- 17U MVP: Brooke Repacholi

17U Team:

- Charlie Allen (East Freo Sharks)
- Ruth Aryang (Swan Districts)
- Liz Dronfield (West Coast Warriors)
- Abbey Hicks (East Freo Sharks)
- Cleo Kenny (Western Roar)
- Emma Putt (Western Roar)
- Brooke Repacholi (ECU Souwest Jets)
- Trinity Rond (Western Roar)
- Grace Sinclair (Western Roar)

- Daniella Tikoto (Rangers)
- Montana Turnbull (Western Roar)
- Shakayla Ugle (Southside Demons)

19U Results

- Round 1: NSW def WA 40-27
- Round 2: QLD def WA 37-34
- Round 3: VIC def WA 38-32
- Round 4: WA def ACT 43-28
- Round 5: SA def WA 40-25
- Round 6: WA def TAS 44-32
- Round 7: WA def NT 50-16
- 5 vs 6 WA def TAS 51-34
- 19U MVP: Sunday Aryang

19U Team:

- Sunday Aryang (Rangers)
- Chelsea Bartlett (Curtin Hamersley Comets)
- Sloan Burton (ECU Souwest Jets)
- Riley Culnane (ECU Souwest Jets)
- Ella Eastaugh (East Freo Sharks)
- Brooke Gibson (ECU Souwest Jets)
- Jess Repacholi (ECU Souwest Jets)
- Ella Sigley (East Freo Sharks)
- Toni-Marie Smith (Curtin Hamersley Comets)
- Ella Taylor (ECU Souwest Jets)
- Giselle Taylor (ECU Souwest Jets)
- Molly Warne (Western Roar)

Deakin University Australian Netball League

It was a relatively new look Western Sting side that contested the 2019 Deakin University Australian Netball League (DUANL). The team and training partners selected were all graduates of the Netball WA Pathway having been selected in Netball WA underage state teams in previous years. For many it was their first experience in the DUANL environment and whilst they were very competitive across most games, they finished the season with a 5-9 win-loss ratio, to place sixth overall.

ANL Results

- Round 1: Territory Storm 60 def Western Sting 44 (Perth)
- Round 1: Western Sting 47 def Territory Storm 44 (Perth)
- Round 2: NSW Waratahs 55 def Western Sting 49 (Sydney)
- Round 2: NSW Waratahs 68 def Western Sting 40 (Sydney)
- Round 3: Victorian Fury 64 def Western Sting 46 (Perth)
- Round 3: Victorian Fury 66 def Western Sting 39 (Perth)
- Round 4: Tasmanian Magpies 61 def Western Sting 43 (Bendigo)
- Round 4: Tasmanian Magpies 63 def Western Sting 50 (Bendigo)
- Round 5: Western Sting 47 draw Queensland Fusion 47 (Brisbane)
- Round 5: Western Sting 54 def Queensland Fusion 49 (Brisbane)
- Round 6: Canberra Giants 51 def Western Sting 44 (Perth)
- Round 6: Canberra Giants 56 def Western Sting 50 (Perth)
- Round 7: Western Sting 57 def Southern Force 47 (Perth)
- Round 7: Western Sting 47 def Southern Force 45 (Perth)

- Western Sting MVP: Sunday Aryang

ANL (STING) Team:

Sunday Aryang (Rangers)
Natalie Bright (West Coast Warriors)
Sloan Burton (ECU Souwest Jets)
Emma Cosh (East Freo Sharks)
Jessica Eales (West Coast Warriors)
Courtney Kruta (East Freo Sharks)
Jessica Penny (East Freo Sharks)
Giselle Taylor (ECU Souwest Jets)
Helen Taylor (West Coast Warriors)
Brittany Turnbull (Southside Demons)

Training Partners

- Kate Bunten (Rangers)
- Georgia Pitt (Rangers)
- Jess Repacholi (ECU Souwest Jets)
- Ella Taylor (ECU Souwest Jets)

West Coast Fever Academy Athletes (*WAIS Scholarship Holders)

- Charlie Allen*
- Ruth Aryang*
- Chelsea Bartlett*
- Sloan Burton*
- Riley Culnane
- Abbey Hicks*
- Brooke Repacholi*
- Trinity Rond*
- Ella Sigley
- Giselle Taylor*

Australian Representatives

The following athletes were nationally identified and invited to attend the National Centre of Excellence Camp held in June 2019 in Canberra:

17U Australian Camp (National TID)

- Charlie Allen

- Ruth Aryang
- Abbey Hicks
- Brooke Repacholi
- Trinity Rond

19U Australian Camp (National TID)

- Sunday Aryang
- Sloan Burton

Tall Athlete Squad

- Chelsea Bartlett
- Giselle Taylor

The following athletes listed below were selected into various Australian Diamonds squads and teams in 2019:

Australia A Squad

- Olivia Lewis

Australia A Team

- Jess Anstiss
- Sophie Garbin** (WA athlete playing for another SNN Club)
- Alice Teague-Neeld
- Kaylia Stanton* (Injured)

Australian Diamonds

- Caitlin Bassett** (WA athlete playing for another SNN Club)
- Courtney Bruce



Fever in Time

2019 saw the successful completion of two FIT programs. The FIT 17/19 program commenced on Saturday 26 October and ran for a total of six weeks with three sessions per week. Sessions were inclusive of fitness testing, strength and conditioning, skills court work and match play. A squad of 33 athletes was selected out of two phases of trials for the 17U program, and a squad of 32 athletes was selected for the 19U program.

Athletes for 19U were observed throughout the Gold Industry Group WANL competition and were then selected from one phase trial. High Performance Coach Karly Guadagnin was contracted to oversee and drive the program with support from various other coaches over the six weeks including; Lyn Pemberton, Sue Gaudion, Michelle Wilkins, Tash Richards, Mel Rainey, Beth Harvey, Alexis Stevens, Cherie Farnan, Sophie Szabo and Nicole Prothero. The final week of matchplay on December 7 formed the final trial for all FIT athletes for selection into the 17U & 19U State Teams.

FIT 14-16 was a pilot program for 2019 which ran for a period of five weeks at the Gold Netball Centre. A total of 47 (13 Country and 34 Metro) athletes were selected through a comprehensive identification process at State Cup. Tarryn Smith and Beth Harvey were the Head Coaches for the program which was run once per week and included a combination of an introduction into Strength and Conditioning and court skills.

Umpires

In 2019, a squad of 25 umpires was selected to officiate throughout the Gold Industry Group WANL season. The squad was coached and allocated to games by the Umpire Coaching Panel, which consisted of Jacqui Jashari (High Performance Umpire Coach), Nicole McKennay, Paula Ferguson, Alex Di Bartolomeo, Krista Stirling, Darlene

Regali and Sharon Bennett with direction provided by Netball WA. WANL Umpires were provided the opportunity to complete a six-week pre-season conditioning program prior to the start of the Gold Industry Group WANL season and were able to attend three workshops for upskilling and education. In addition they were able to observe the Australian Diamonds open training session with the International Umpires and the High Performance Umpire Coach gained further insight into umpiring. The highlight of the year was Rochelle McKee being awarded her All Australian Badge (AA) and being appointed to officiate Suncorp Super Netball (SSN) matches.

WANL Grand Final Allocations

- 20U: Arnah Mallon, Jerome Gillbard, Georgia Burden (reserve)
- Open Women: Rochelle McKee, Nathan Cera, Narelle Foster (reserve)
- Mens: Narelle Foster, Christine Johnston, Rochelle McKee (reserve)

2019 Netball Australia Nationals

- Rochelle McKee
- Christine Johnston

2019 Netball Australia High Performance Squad

- Rochelle McKee

Bench Officials

30 bench officials were selected to this year's Gold Industry Group WANL Bench Officials Squad and they were well supported by Netball WA's Bench Officials Panel in Shaunne Higgs, Helen Robinson and Di Williams, with regular education and training conducted throughout the season. Excitingly, six new recruits were added to the Gold Industry Group WANL Squad in 2019.

WANL Grand Final Bench Allocations

- 20U: Brenda Eales (BM), Kerryanne Williams (S1), Shirley Nicholls (S2), Fiona Malloch (T1), Kerry Dallimore (T2)
- Open Women: Leanne Bruce (BM), Les Preedy (S1), Sue Neal (S2), Di Williams (T1), Sue Douglas (T2)
- Mens: Deb Palmer (BM), Karen Potts (S1), Tracy Cappleman (S2), Annette Myers (T1), Wendy Stokes (T2)
- BM – Bench Manager, S1 – Scorer 1, S2 – Scorer 2, T1 – Timer 1, T2- Timer 2

WA had a total of eight Suncorp Super Netball (SSN) Score Bench Officials, 14 Australian Netball League Bench Officials (seven of whom were SSN) and four appointed to the Constellation Cup. The following list of individuals were 2019 Score Bench Officials for SSN.

- Leanne Bruce
- Sue Douglas
- Shaunne Higgs
- Jenny Maras
- Sue Neal
- Les Preedy
- Helen Robinson
- Dianne Williams

Goal 11: Netball Pathways

A clear and connected pathway for athletes, coaches, umpires and officials

Education and Accreditation

Multiple accreditation courses and workshops were delivered centrally at the Gold Netball Centre and in the community to upskill and educate our Coaches, Umpires and Officials which led to the successful badging of 416 new C badge umpires, 22 B badges, 1 A badge, and 1 AA badge. Amongst the Coaching pathway, 710 coaches were accredited at Foundation level, 165 Development, 30 Intermediate, 6 Advanced and 1 Elite.

Supporting the above umpire accreditations, there were 845 and 2,245 umpires who completed their Foundation Umpires Course and Rules of Netball Course respectively, with a further 3,168 umpires undertaking other forms of umpire education across the year.

Supporting the above coach accreditations there were 10 Foundation workshops, 4 Development, 3 Intermediate and 1 Advanced course delivered throughout the course of the year, with a further 2,331 coaches undertaking additional coach education and upskilling across the year.

High Performance Coach, Jill McIntosh, was engaged throughout October to deliver components of the Advanced and Elite courses in addition to Coach Mentoring opportunities for Gold Industry Group WANL Coaches.

Bench Officials education and accreditation was also on the improve in 2019 with 52 bench officials completing their national online course and 3 and 2 bench officials attaining their state and national Bench Officials accreditations respectively.

Again, Netball WA made significant progress in the areas of coach, umpire and bench officials accreditation and education in 2019, with the increases

in course attendance and attainment attributable to the great work being done by the Associations and Netball WA Regional Offices.

Scholarships

The Bette Allison Coaching Scholarship, Fay Bevan Umpiring Scholarship and Flo Starceвич Managers Scholarship were awarded to provide funding to five Coaches, one Umpire and one Manager to support each individual in continued development and upskilling in their respective pathways, awarded as follows in 2019:

Bette Allison Coach Scholarship

- Jo McKee – Elite, \$2000 (Perth Netball Association)
- Teneal Russell – Association, \$1000 (Port Hedland Netball Association)
- Louise Coffey – Association, \$1000 (Belmont Netball Association)
- Kath Hewett – Club, \$750 (Wanneroo Districts Netball Association)
- Myrna Carbone – Club, \$750 (Leschenault Netball Association)

Fay Bevan Umpire Scholarship

- Emily Porter, \$1500 (Albany Netball Association)

Flo Starceвич Scholarship

- Kerri Buurman, \$1500 (carried over from 2018 – Rangers Netball Club)

Netball WA Award Winners

Every year Netball WA acknowledges the exceptional work that its volunteers do in supporting the Netball WA pathway whether it be in a volunteering, coaching or umpiring capacity. These awards were presented at the annual Jill McIntosh Medal.

Netball WA Volunteer of the Year Award:
Jasmin Holmes – Merredin Netball Association

Netball WA Coach of the Year Award:

Lorraine Ward - West Coast Warriors Netball Club

Netball WA Umpire Achievement Award:
Rachel Williams - Wanneroo Districts Netball Association

Green Shirt Program

The Green Shirt program saw a total of 943 participants across spread over 39 different Associations and four Clubs across the State. This was an increase in the number of Associations participating in the program as compared to 2018. The program is a driver for entry level umpires to develop their knowledge and skills in a safe environment with opportunity to attain their C badge. Associations were responsible for driving the program with support from Netball WA.



STRATEGIC PILLAR 4: BUSINESS PERFORMANCE

Goal 12: Governance

During 2019, the term of the incumbent President, Deane Pieters, came to an end and Grant Robinson was appointed as the new President of Netball WA.

The Board of Netball WA continued to meet on a regular basis and identified a need to establish a Nominations Committee to focus on the skillsets of the Boards of Netball WA, West Coast Fever and Glass Jar Australia as well as the sub-committees, and to identify any gaps in these skillsets.

A Terms of Reference was developed for the Committee, which was approved by the Board of Netball WA, and the Committee was then established with both voting and non-voting members. The inaugural meeting was held in October where qualifications for the two Elected Director positions were determined based on analysis of the structure of the Board of Netball WA after the terms of two current Directors expire in 2020. A further longer-term strategy is also being developed to also consider the skillsets required in 2021 and beyond to ensure there is a pipeline of available talent to act as directors of Netball WA.

The Nominations Committee will also consider building interdependency between the three Boards to ensure maximisation of the talent across all three Boards. To this end, the Boards of Netball WA, West Coast Fever and Glass Jar Australia met as a collective in July to look at interdependency opportunities and met again in December to develop a common purpose for the whole organisation. This will be progressed further in 2020.

Glass Jar Australia said a sad farewell to Sasha Pendal who was a founding Director. Carol Innes was appointed as a new Director and she brings with her a wealth of Aboriginal cultural experience.

The Boards of our subsidiaries were expanded in 2019 with the appointment of Fran Lawrence as a Director of West Coast Fever and Rishelle Hume as a Director of Glass Jar Australia. We welcome our new Directors to our netball family and thank them for their assistance and guidance in the coming years.

A shared service model has been established across the three entities, with services such as marketing, membership, philanthropy, fundraising, partnership sourcing and management being provided by Netball WA. To support this service, Shared Service Agreements were developed to provide a framework for these inter-company services.



GOAL 13: Partnerships

Identify, retain and grow a portfolio of partners contributing to the success of the sport

Partnership Procurement and Development

The most significant development over the past year for the sport has been successfully partnering with the Gold Industry Group, procuring an inaugural Principal Partner for Netball WA. In 2019 the Gold Industry Group committed \$5 million to netball in Western Australia in a record partnership deal. This three-year partnership is the largest investment in Netball WA's 95-year history and has provided valuable funding for all levels of the sport in this State, including new naming rights of the Gold Netball Centre.

Major Partner, Healthway, has collaborated closely with the Netball WA team to roll-out the new Fuel to Go & Play campaign. This was a significant step forwards for the partnership, which will facilitate greater opportunities for multiple integration points across other partners with Netball WA. Working closely with the Western Australian School Canteen Association (WASCA) initiative, the program aims to create healthier food environments in community venues, such as sporting clubs, advocating for healthy food choices and being a positive role model for healthier behaviours.

The start of 2019 again welcomed thousands of Belt-Up Balls to the Gold Netball Centre, as part of the Insurance Commission of WA (ICWA) delivering its Belt Up Ball messaging, with these being successfully distributed across the State. Alongside this, the partnership confirmed a special NAIDOC designed ball competition for the 2019 Perth NAIDOC Carnival, with judging panel representatives from ICWA, Netball WA and Shooting Stars. Engaging across the Shooting Stars program, young Indigenous girls shared their stories of empowerment and advancing their remote communities through netball and designed a unique piece of artwork. The winner, a Shooting Stars participant from Narrogin was chosen for the design of more than 500 netballs. West Coast Fever's Head Coach Stacey Marinkovich visited Narrogin Senior High School to run a special training clinic for the winning participant and her friends.

National partnership procurement in 2019 has also been strong with new national partners such as HCF and Origin Energy signing multi-year deals. Importantly, each new partnership fits with Netball WA's values and behaviours, reflecting a healthy image that mirrors our philosophy of creating role models that advance netball and ultimately advance communities.

New partner, Linley Valley Pork, activated their food truck across multiple metro associations and major Netball WA events in 2019, which was well received by the netball community. At the grassroots level, netball's footprint is ever expanding. From the introductory Suncorp NetSetGO program to Metro League and beyond. This year has been another impactful year for our sport, with the development of the Gold Industry Group West Australian Netball League firmly cementing itself as the State's pre-eminent netball competition, further exposing our partners to a wider audience.



Goal 14: Financial Management and Commercialisation

A sustainable sport through the commercialisation of our Participants, Programs, Events and Infrastructure

As a business, we continue to explore and develop new ways to commercialise our sport to ensure sustained growth and positive revenue streams. In 2019, we made a number of significant new steps in this space across the areas of marketing, merchandise, data and venues.

The marketing team have expanded their digital marketing initiatives targeting new membership, highlighted by a new digital social campaign for Spring into Netball using Bench Digital Marketing. The campaign ran for a week and received 1,637 clicks and 74 registrations. During this time, we saw a 372% increase on website views of the Spring into Netball webpage compared to last year and as a result, the Spring into Netball program for 2019 exceeded its participant KPIs.

Another area of positive growth this year has been our merchandise program, which generated nearly \$250,000 in gross sales for the year. Of note has been our development of commission-based partnerships with our suppliers that will provide a platform for significant expansion in this space in 2020.

As we continue to grow not just the number of partners we engage, but their ability to leverage and extend their investment with our sport, we will in 2020 be launching a 2020 Partnerships Guidelines manual that will guide our partners in deepening their connection to our sport. The manual will support partners in engaging in all parts of our business and help us bolster our resources in our marketing campaigns, member and fan engagement and retention of our players.

Data capture remains a priority for the

business, with Netball WA partnering with Netball Australia in developing and delivering a digital transformation project. This project has commenced with the development of new websites for both Netball WA and West Coast Fever.

In the short term, we have continued to work internally to further understand our existing data capture capabilities and collect as much data as we can against our new segmentation profiles.

Fundraising and philanthropy have also become a greater focus for the business and in late 2019 the organisation presented the Shooting Stars Community Fundraising Strategy and the Netball WA Gift in Wills Strategy (Bequests) to the Award and Recognition Committee. These two strategies form part of an overall Netball in WA Fundraising Strategy, which will also incorporate a Netball WA Fundraising Strategy. The Netball WA Fundraising Strategy will be developed taking into consideration learnings from the Shooting Stars Community Fundraising Strategy as it is rolled out in 2020.

The Gold Netball Centre is continuing to grow both its patronage and overall usage. The success of our badminton usage has been a highlight in 2019 and will be a key reason to achieving our overall court hire targets for the year. This has been supported by key events this year including an international Judo tournament, and Netball WA's key events including the Fuel to Go & Play Association Championships and Gold Industry Group WANL.

Goal 15: Technology

Leveraging technology to create efficiencies and new opportunities

Broadly, digital transformation remains a key priority for Netball Australia and its Member Organisations across the country. A large body of work has been

completed in the website development space, led by Netball Australia, which will see new websites rolled out for Member Organisations and Suncorp Super Netball clubs early in 2020. Netball WA has played a leading role in this project and will continue to do so over the coming year.

The Netball Australia Customer Segmentation Project is also nearing completion. Ultimately, the objective is to grow the game, including those playing, volunteering, watching and engaging with netball and its channels. Following the completion of the Netball WA participant and deliverers research, conducted in July 2019, several themes have emerged which will play a key role in the marketing strategy for 2020 Winter netball. From a digital marketing perspective, there's been a significant amount of work to further segment the significant amount of data we hold in our Campaign Monitor platform.

At a micro level, MyNetball training for Associations and Clubs was conducted by Regional Member Services Coordinators and Head Office Member Service Coordinators. Online registrations accounted for 78% of total registrations, surpassing the KPI of 70%, while the number is up 6% year on year. The total amount received through the PIN payment gateway was \$5,081,184, far surpassing the KPI of \$2.6m. A total of 42 Associations and 206 clubs and Suncorp NetSetGO Centres had an active payment gateway in 2019.

A total of 440 Suncorp NetSetGO centres were approved on MyNetball in 2019, with one Suncorp NetSetGO centre pending approval. In total, 96% of Suncorp NetSetGO participants have self-enrolled on MyNetball and 10 MyNetball Suncorp NetSetGO education sessions were completed during the year.



Goal 16: Brand and Communications

Embed a brand that is synonymous with the sport across Western Australia

The past year has provided an opportunity to better understand our netball community across WA to ensure our current and future programs and services reflect the needs, motivations and desires of our customers.

Central to this was the establishment of the inaugural Netball WA Customer Value Proposition (CVP). This CVP states our commitment to our customers and importantly highlights the uniqueness of our sport which captures the hearts of so many children and adults across WA.

Netball WA Customer Value Proposition (CVP)

"Playing netball is the most fun and inspiring way to be part of my community. Netball provides a one-of-a-kind chance for all ages to share time with friends, grow in confidence, advance netball skills and keep healthy. It's a way to bond, support, nurture, and celebrate local role models who give their time and energy to advance netball."

Advancing netball through understanding

The 2019 Netball WA research project, supported by brand agency Marketforce, highlighted the health of netball with excellent levels of advocacy across players and participants (Net Promoter Scores (NPS) of 52 and 47 respectively). Traditionally, Australian businesses benchmark for an NPS of 30+, with an NPS score over 0 considered 'good', over 50 'excellent' and over 70 'world class'.

These levels place Netball WA in a strong position with an opportunity for future growth, supported by a commitment to ensure the customer remains firmly at the centre of our products and services.

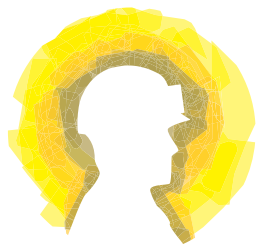
The research also highlighted the importance of investing in growing awareness of the Suncorp NetSetGO program, netball's entry-level program for 5-10 year olds and highlighting opportunities for all ages to engage with netball, whether through playing, coaching, umpiring, administering, volunteering or other opportunities.

Our brand

The Netball WA brand has witnessed unprecedented levels of awareness in 2019 and been aided by the Gold Industry Group's appointment as Principal Partner in a record-breaking sponsorship announcement for netball in WA. This partnership, which also includes Elite Partner of West Coast Fever, Premier Partner of Shooting Stars and naming rights of the Gold Netball Centre, will play a key role over the coming years supporting the enhancement of the netball brand and engagement across the state.







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