



Management Committee Minutes

08 September 2025

Attendees: Nicole Cadogan, Nick Osborne, Nadine Gallaway, Dwight Graham, Liz Gold, Jane Stoodley, Janine Curtis, Teesha Scott, Lauren Jukes

Apologies: Donna Endresz,

Meeting Opened: 6.30pm

1. **Previous Minutes:** Dwight moved that the minutes from the previous meeting held on 29 July 2025 be accepted as a true and accurate record.
Seconded: Liz Gold
Carried
2. **Action Items and Business Arising:** Nick reviewed the Action Items in Attachment 1. The following updated actions were agreed:
 - Action Item 130 – Closed. Exit survey information has been integrated into Improvement Sub-Committee (ISC) work.
 - Action Item 199 – Closed. Gazebo has been procured
 - Action Items 205, 206 – Closed. This is business as usual for Selections Committee
 - Action Item 224 – Closed. Additional umpiring sessions were offered, but with no uptake.
3. **Correspondence:** See Attachment 2. No action required
4. **Out of session Business:**
 - With Janine's resignation as Secretary, Nick has taken on the role of Public Officer. The Dept of Fair Trading *A9 Form - Change of Public Officer* was submitted on 04 Aug 25.
 - Exec agreed to provide a free meal for ONE photographer for the Presentation Event. Email 250902 - *Email re Senior Preso Photos.pdf* refers.
 - Exec approved \$475 on top of grant funding towards Netty Hub training session
5. **Registrar's Report:** Nil to report – the next report will be at the AGM.
6. **Treasurer's Report:**
 - The Treasurer provided the August report in Attachment 3 and moved that it be accepted.
Seconded: Nick
Carried:
7. **Coaching Convenor Report:**
 - Congratulations to all of our coaches on a brilliant season! This year has come with its challenges, but it has been fantastic to see every team grow and develop so strongly across the seasons. Your commitment, time and energy have truly made a difference for the players and the club.
 - A special mention goes to the Chipmunks and Cruisers who made it through to the Grand Final, and huge congratulations to the Cruisers for taking out the win – a wonderful achievement and a testament to the hard work put in throughout the year.
 - Looking ahead, coaching appointments for the Tri-series will be finalised before Presentation Day – we have some exciting possibilities and developments in the works.

- For now, please take a well-earned rest. We'll be in touch toward the end of the year with information about coaching for next season. In the meantime, if you have any feedback about coaching or our structures, please don't hesitate to flick me an email.
- Thanks again for everything you've contributed this season – it's been a fantastic year.

8. Umpiring Convenor's Report

- The umpiring system worked well this season with only two senior teams electing not to use the Waratah Umpire policy.
- Our umpires developed over the season and will be working towards their National C badges next season.
- The feedback from other Clubs was the system of having competent umpires on games reflected well on our Club and they were happy when they saw Waratah umpires assigned to their games.
- Our umpires were professional, and always punctual.
- All left over money has been returned to teams.
- I'd like to take this opportunity to thank all the umpires for their dedication and flexibility shown throughout the season.
- Next year we aim to have a more robust training / mentor program in place and strongly encourage our umpires to enter the NNA pathways programs.

9. Communication Officer Report

- Tri-series comms continuing and the upcoming series trials put on Facebook. A couple of reminders will be posted in the lead up.
- A few hiccups with social media posts and the photo folder, however Nicole and Hannah working on it to improve. The Mother's Day video was well received.
- Nick commented that we may need to be a lot more rigorous with our social media output in future. We promised we would have teams of the week and players of the week for Currawong as a sponsor, however we did not necessarily achieve it this year.

10. Sponsorship Report

- Nil to report

11. Improvement Sub Committee (ISC) Report (Nick)

- See Attachment 4

12. Uniform & Equipment Coordinator Report (Liz)

- Request submitted to the chat for end of year equipment return. Can all game bags/training bags/benches etc be returned to Liz's house and not at the presentation

13. Fundraising & Social Coord Report

- Nil to report

14. Tri-Series Report (Dwight)

- The completed 2025 Tri Series season delivered valuable experiences, growth opportunities, and strong team spirit across all squads. Facing tough competition, our teams demonstrated resilience, sportsmanship, and commitment to development. Final placings were: Champs (6th), Opens (7th), and 23s (8th), competing in the region's highest grades and often against Metro and Premier League players. Highlights included six wins, noticeable player improvement, and successful integration of new players.
- Challenges, such as injuries, inconsistent attendance, and weather disruptions, impacted momentum. A player wash-up meeting revealed key insights: whole-squad sessions and structured training, and open communication, all built cohesion, while social events boosted morale. Suggestions for improvement included more individual feedback, better court time management, and integrating younger players/teams,

like the 21s. Using HSH courts next season and occasional indoor sessions were supported for recovery and flexibility.

- Looking ahead to 2026, planning is underway, with trials scheduled for 27 September. Key initiatives include refining training programs, enhancing player pathways, boosting social media engagement, and more consistent training facilities. Our goals are to improve team performance, foster inclusive culture, expand our player base, and increase engagement.
- Thank you to all who contributed to a successful season, including the Club, the coaches, the managers, our sponsors, especially with Currawong Aviation Training Services and all the supporters.
- Finally, we're excited about being able to build on 2025 as we look to 2026.

15. Other Business:

- **Wash-up event** - Coordinate an event to thank volunteers and review the year.
 - Date proposed: 25/10/25 at the Bowling Club
 - Nicole to organise.
- **Presentation update** – Less attendance rate for senior presentation (92 RSVP'd). All photos taken at photo day will be handed out.
 - Helpers required to help set-up for junior presentation (Unicorns' parents assisting)
 - Janine to bring in novelty cheque for presentation to present to the charity the photo money. Money to be donated to Family and Domestic Violence support – Nadine to send details of charity to Nicole.
- **Feedback re Tri-series Training.** Andrew, President of Norths Netball Club, watched Waratah Tri-Series training and commented on how great the teams collaborate and support each other in training. The Norths President would like to install this into Norths Netball Club.
- **Loan of Gazebos.** HIYN and the Bowling Club have requested to borrow the gazebos for upcoming events (HIYN for Masters). Approved by Committee.

16. Important dates:

- 13/09/25 - Presentation
- 27/09/25 - Tri-series trials
- 25/10/25 - Volunteer Appreciation

17. Next Meeting:

- TBD
- AGM to be held within 3 months of end of season - TBD

Meeting Closed: 7.28pm

Committee Action Items

as of 08 September 2025

	Action Item	Lead	Due Date	Status
2	Regular review of goals	Secretary	Ongoing	Standing agenda item two or three times per year 26/8/24: Nick to review at the End of Season Washup on Sunday 22 September at 10.00am. 15 Oct 24: Nick advised that goal review did not occur due cancellation of wash-up meeting. He recommended an out of session review with Execs 20 Feb 25: Nick advised that he wanted to set up a "Continuous Improvement Sub-committee". See AOB item in minutes of 20 Feb 25.
30	Update / refresh Club website	Nick	01 May 25	5/2/24: Nick has sent options to MCM and he and CommsO are waiting for a design to come back. 26/8/24: Nil update 15 Oct 24: Nick to review in 2025 20 Feb 25: Nick recommended deferring until after rego. Nick to progress icw Emily Reed 17/6/25: Raised as part of Improvement Sub Committee action
	ACTIONS FROM 27 Nov 23 Committee Meeting			
129	Strat Rec #16: Create and review a retentions metric, and report back to Committee at end of season	Registrar	30 Apr 25	03/06/24: Nick provided simplistic numbers, and will compile a more detailed report using data captured at AI #130 17/6/25: Actioning through the Improvement Sub Committee
130	Strat Rec #17: Develop an exit survey	Registrar	Closed	To be completed in company with AI #129. 17/6/25: Nick sent Exit Survey to past members, and Feedback Survey to current members on 04 June on behalf of the Improvement Sub Committee. 8/9/25: CLOSED
	ACTIONS FROM Club Wash-up Discussion			
195	Exec to consider a uniform refresh	Exec	01 Jan 25	For Improvement Sub-committee [AI #214]
197	The role of the Manager to be promoted especially where coaches are taking on multiple teams.	Coaching Convenors	01 Feb 26	Ensure it goes into coaches briefing in 2026.

	Action Item	Lead	Due Date	Status
	ACTIONS from Sponsorship Meeting 08 May 24			
199	Buy additional gazebos and canopies	Registrar	Closed	20/2/25: Nick advised that he is waiting on quotes from Oztrail and Extreme Marquee. He will then provide submission to Exec for consideration. 29/4/25: Nick has requested hi-res images of Club Logo from Emily Reed (the original creator) for the canopy design. 08/09/25: Additional gazebo purchased. 08/09/25: CLOSED
	ACTIONS from meetings 15 Oct 24			
203	Liz to buy drawstring bags and table skirts	Liz	31 Dec 24	20/02/25: Poll for bags to come as there are mixed feelings about the need for them. The quote for skirts on request 08/09/25 - Liz to investigate skirts now she has hi-res logo
	ACTIONS from meeting 20 Feb 25			
204	Selection guidelines to include pre-meeting guidance and Head Selector option	Nick	30 Jun 25	Improvement committee action [AI #214]
205	For selections, a previous season wrap up/summary, EOI, preferences and registration info all in one place	Nick	Closed	Improvement committee action [AI #214] 08/09/25: ISC recommendation is that this is business as usual for Selection Committee 08/09/25: CLOSED
206	For selections, a pre-brief would be useful so that everyone knew their roles and tasks.	Nick	Closed	Improvement committee action [AI #214] 08/09/25: ISC recommendation is that this is business as usual for Selections Committee 08/09/25: CLOSED
210	Comms Officer to consider best way to receive images and text related to games, social activities	Nicole	30 Aug 25	17/6/25: Nicole to set up file in one drive and link to be sent out with business rules for end of year photos at presentation 08/09/25: Remain Open and Nicole to keep working on it

	Action Item	Lead	Due Date	Status
	ACTIONS from meeting 29 Apr 25			
223	Arrange Nettyheads training session for Junior players	Bec, with Hannah and Nick in support	15 May 25 30 Mar 26	17/6/25: NettyHeads are no longer a functioning entity. We will find an alternative option that would still meet the intent of the Local Government Sports Grant. (Exec Chat 11-12 May) 08/9/25: Planned Junior Netty Hub session due on 10 Aug 25 was cancelled due weather. Netty Hub will provide a credit and Club will aim to host another event pre-season 2026. Date changed from 15 May 25 to 30 Mar 26.
224	Umpiring Sub Committee to offer additional training session	Donna	Closed	08/09/25: Donna had offered additional training, but there was no uptake. 2026 will require more comms. 08/09/25: CLOSED

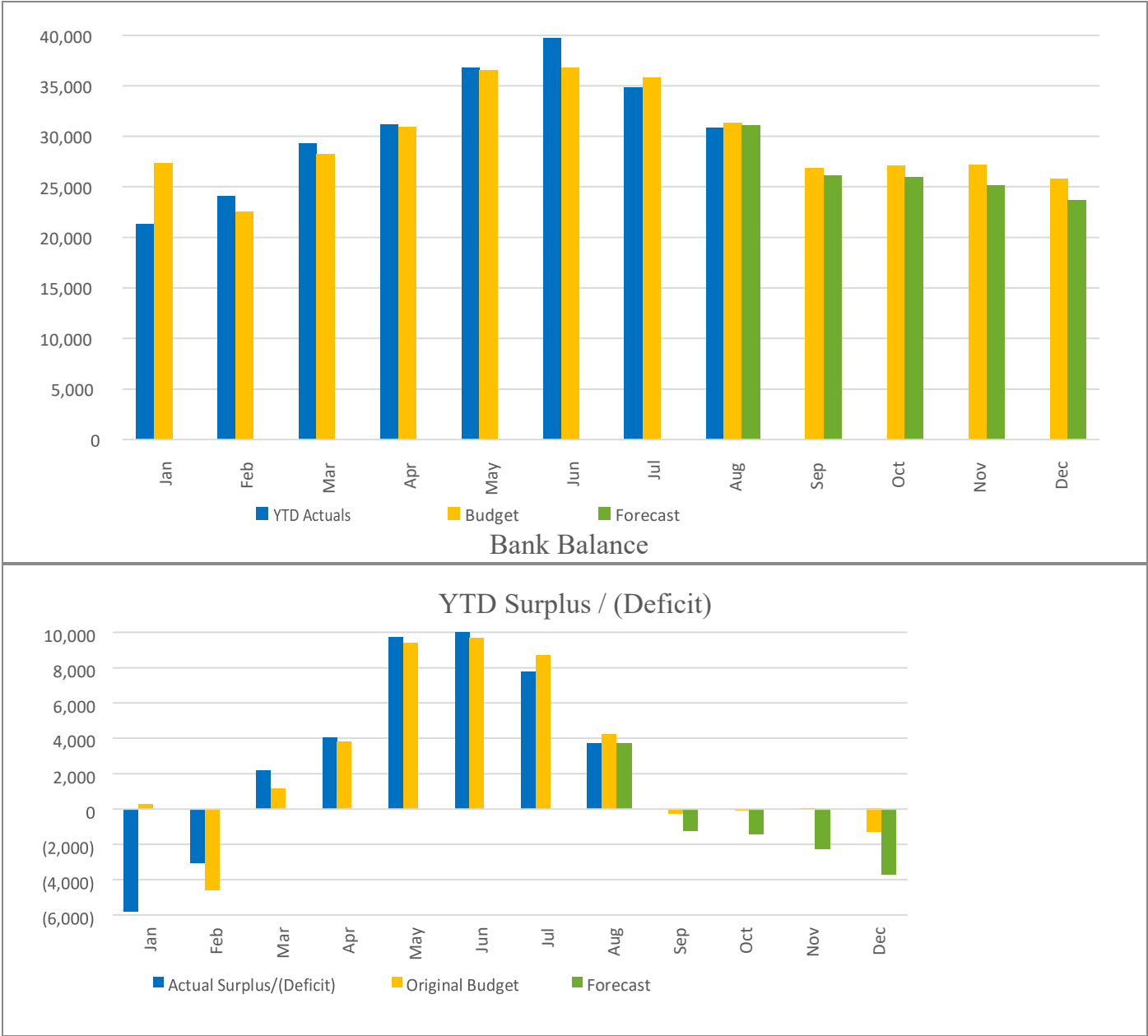
Attachment 2: Correspondence

IN	OUT	RESPONSE
02 Sep 25 – Troy Beard from ID Athletic. Advising of a new special for club training singlets (\$19.50ea + GST). Forward catalogue https://idathletic.com/sportswear/		Nil
05 Sep 25 – Olivia Kerr Enquiry about playing netball for 2026		Nick responded advising of trial for tri-series and about trials/training for senior teams

Attachment 3: Treasurer's Report



August 2025 Finance Report



Notes

VARIANCES

As at 31 August 2025, we had \$30,826 in the bank, which is \$512 below budget. The year-to-date operating result of a profit of \$3,708 is also \$512 below budget. However, there are some large variances underpinning these results:

Revenue variances

- Sponsorships and grants revenue is \$2,000 ahead of budget. This is caused by budgeting only \$3,000 for Tilly's sponsorship, when we actually received \$5,000.
- Apparel sales are \$1,180 below budget. Several items are being funded by sponsorship and hoodies being offer half price are the main drivers in the lower than expected result.
- The Pie Drive is not going ahead. I had budgeted \$6,500 income and an \$800 profit.

Expenses variances

- The Equipment line is underspent by \$2,050, with the two new gazebos yet to be purchased.
- Development is \$2,073 under budget. It is unclear how much more will be spent.
- Court hire is underspent by \$1,800, due to NNA not yet invoicing court hire, which is estimated to be \$1,400, along with nil cost invoiced for we weather alternatives (there are 2 invoices coming).
- Apparel expenses are over budget by \$2,900, largely funded by sponsorship from Tillys and Molycop but also partly subsidies by club funds (half price hoodies).
- The Pie Drive is not going ahead. I had budgeted \$5,700 expenses and an \$800 profit
- \$2,475 was spent on a Netty Hub session for Juniors, which was \$75 above the budget and the \$475 was funded by the club

FORECAST

At this point I am forecasting to have \$23,696 in the bank at the end of the year and reporting a loss of \$3,703 for the year. This is \$2,403 worse than budget, with key drivers being:

- The Pie Drive will not be going ahead. This brought in \$800 in profit.
- While the Trivia night was a well-run and successful night, it did have lower numbers and less raffle sales than 2024, resulting in around \$900 less profit.
- Apparel purchases are estimated to be \$1,500 higher than I forecast, while apparel revenue is \$1,550 lower than I originally estimated. This has been caused by a large amount sponsorship paid purchases plus several club subsidised hoodies purchases. The development of a sponsorship spreadsheet should assist with better tracking of related expenditure in the future
- There is net, \$4,071 of presentation expenditure to come, which has been budgeted.

OTHER

Nil.



Waratah Netball Club Inc

Financial Report

YTD, ending 31 August 2025

Income	2025 Month Budget	August Month Actuals	Variation Fav / (Unfav)		2025 YTD Budget	2025 YTD Actuals	Variation Fav / (Unfav)		2025 Budget	Forecast	Variation Fav / (Unfav)
Registration	-	-	-		15,486	15,518	33		15,486	15,531	45
Sponsorship & Grants	-	-	-		12,500	14,500	2,000		12,500	14,500	2,000
Fundraising	750	268	(482)		4,100	3,470	(630)		4,850	4,002	(848)
Pie Drive Income	-	-	-		6,500	-	(6,500)		6,500	-	(6,500)
Apparel Sales	70	-	(70)		6,000	4,449	(1,550)		6,000	4,449	(1,551)
Other Income	20	1,005	985		(26)	601	627		54	(344)	(398)
Presentation Fees	700	45	(655)		700	45	(655)		1,200	1,200	-
Total Income	1,540	1,318	(222)		45,260	38,584	(6,675)		46,590	39,338	(7,252)
Expenditure:											
Development	-	-	-		3,250	3,652	(402)		3,250	3,952	(702)
Equipment	-	-	-		2,050	1,600	450		2,050	1,850	200
Coaching Equip & Balls	250	-	250		750	351	399		750	750	-
Pie Drive Costs	-	-	-		5,700	-	5,700		5,700	-	5,700
Preseason	-	-	-		600	355	245		750	705	45
Presentation	5,000	4,673	327		5,000	4,673	327		8,400	8,400	-
Presentation Vouchers	-	-	-		-	-	-		1,500	1,500	-
Court hire	100	44	56		2,025	1,444	581		2,125	1,650	475
Registration	-	-	-		7,575	7,176	399		7,575	7,176	399
Apparel Purchases	-	-	-		12,400	13,900	(1,500)		13,900	15,400	(1,500)
Miscellaneous Costs	680	660	20		1,690	1,726	(36)		1,890	1,366	524
Total Expenditure	6,030	5,377	653		41,040	34,876	6,164		47,890	42,749	5,141
FY18-19 Inc/(Exp)	(4,490)	(4,059)	431		4,220	3,708	(512)		(1,300)	(3,411)	(2,111)

		Petty Cash	
Balance at 01 Jan 25	27,118	Balance at 01 Jul 21	292
Total Credits	38,584	Income:	
Total Debits	34,876	Outgoing:	
Current Cal'd Balance	30,826	Closing Petty C	292
Trading Account	13,849		
Uniform Account	1,595		
Investment Account	15,382		
Total Current Balance	30,826		

check ok

Net Worth		Outstanding Debtors	
Bank Balance	30,826	Registration	-
Petty Cash	292	Uniforms	-
Less debtors	-		
Net Worth	31,118		-
Increase/(Decrease)	3,708		

check ok

check ok

DI Graham

Dwight Graham
Treasurer



Waratah Netball Club Improvement Sub-Committee (ISC) Report to 8th September 2025 Management Committee Meeting

Introduction

1. Waratah Netball Club is committed to continuous improvement, and the Improvement Sub-Committee (ISC) was formed on direction from the Club Committee. The ISC is to gather information from the Club membership on what areas the Club could improve, and provide recommendations to the Club Executive for consideration.

Membership

2. The ISC membership consists of:
 - Nick Osborne, Coach
 - Holly Di Matteo, Player
 - Donna Endresz, Umpire
 - Nadine Jones, Manager
 - Laura McAllister, Manager
 - Mandie Rodgers, Player
3. The ISC framed their discussion and recommendations around following questions:
 - What MUST the Club do better?
 - What SHOULD the Club do better?
 - What COULD the Club do better?

Discussion

4. Due to the challenges of fitting in a face to face meeting, the ISC did most of their work via collaborative online documents. The ISC has agreed that the deadline for presentation to the Exec should be around October / November, so that the Executive Committee could action as much as possible before the start of 2026 season.

Analysis

5. The ISC developed a survey for both current and past members. Although the response rate was low (less than 20%), there was sufficient data on which to form a view of improvements. The ISC has therefore made recommendations as to who should action or note those observations and improvements. Those recommendations are in the table at the end of this report.
6. The membership was asked to grade their responses from 1 (Very Dissatisfied) to 5 (Very Satisfied). The responses are shown at the end of this report.
7. The ISC then collated the members comments into general themes, and made recommendations against those themes. Not all members made comments, however there were sufficient to gain a general feeling of those areas that need particular attention. Some of the responses from members have already

been raised for action in Committee Management meetings – in those cases the relevant Committee Action Item has been annotated in the Observations eg [AI xxx]

8. The ISC did not conduct in depth analysis of the results, but rather did a wavetop view of the responses. While this is not ideal, it did provide enough of a view for the ISC to make recommendations for further action.
9. There did not seem to be any significant issues, however it is worth noting that communication within the Club requires attention. While there is plenty of information available via the Club website, many members seem to need information *pushed* to them rather than them making the effort to *pull* the information. This is probably a reflections of societal norms where people are sometimes just too busy to chase information.

Conclusion

10. It should be noted that in general the feeling seemed to be positive as to the way the Club was running. However, there is always room for improvement, and the ISC recommends that the Exec consider the actions for implementation in 2026.

Nick Osborne
Chair
Improvement Sub Committee

ISC Responses

	Observation	ISC Comments	Recommendation
1	Website - improving the interface would attract more members [AI 30].	Cost of change to new layout will need to be approved by Exec. Received feedback from Wests and Kotara they love our website, in particular the umpire info posted weekly	Action
2	Consider a uniform refresh [AI 195]	A refresh of what uniform is provided and identifying new sponsors is a great way to uplift the appearance of the Club. Happy to help the uniform committee with this if the Club decides to implement this. Linking this with the NetSetGo uniform requirements would be helpful for junior families too	
3	Selection guidelines to include pre-meeting guidance and Head Selector option [AI 204]	Exec should review policy	Exec Action
4	For selectors, a previous season wrap up/summary, EOI, preferences and registration info should all in one place [AI 205]	For selectors action	Note only Business as usual
5	For selection personnel, a pre-brief would be useful so that everyone knew their roles and tasks. [AI 206]	For selectors action	Note only Business as usual
6	Umpiring Sub Committee to offer additional training session [AI #224]	This was offered and no uptake (April and July). Umpiring committee also offered coaches to attend team training to assist with umpire training, but with little interest. Umpiring convenor was only asked for assistance was when umpires were sick or away. It is possible that information may not have passed onto Junior teams by their coaches and or managers.	Note only. Business as usual for the Umpiring Committee

	Observation	ISC Comments	Recommendation
7	We need more umpiring support. Not just for the younger umpires that are learning. Some of us senior umpires (who are badged) still get abused by teams. I know that most of us can control the game and give warnings to teams and players that are abusive, but it would be nice to still have support	Umpiring support was offered in the umpire chat, not much else we can do. If umpires want support, Convenor's number is on the website.	Note only. Business as usual for the Umpiring Committee
8	Umpiring comms at both Senior and Junior level need to improve as many members were not aware of the options.	Team managers and coaches either did not understand or did not pass the options onto their teams -need to ensure there is a Manager / coaches meeting ASAP after teams are decided Junior level definitely needs work – especially for the NNA program. The link was sent out in the manager/coaches chat but may not have been forwarded on.	Action: Ensure better comms to and from coaches and managers via the meeting
9	Communications around uniform and when items are due - possible solution email sent to people after their order with expected timeframes and if this is not met - a follow up email.	[Nick] Uniform coord	Action: Follow up with Uniform Coord
10	Dedicated junior and senior comms would be good. What the parents of U10's want can be very different from a senior player.	This makes sense. Separating the comms and even having a senior official and junior official will be so helpful to ensure the right messages are making it to the right audiences. At one local AFL Club, having the different comms and people dedicated to the two leagues allows the Club to function quite smoothly.	Action: Exec.
11	Team formation information needs to be provided sooner, for example, 10yrs.	Agreed.	Action: Registrar / Junior Team selectors

	Observation	ISC Comments	Recommendation
12	I think the follow up and response from The Club regarding the poor lighting for training for the junior teams and how dangerous this is, was disappointing. We were willing to contact NNA directly but were told we couldn't, but we're not offered much support, other than to try and find courts at Charlestown or Cardiff, which is not a reasonable option	This should be taken for Exec management. Not sure if Execs were aware that this was an issue. Even so there is a comms problem that needs to be resolved.	Action: Exec to respond
13	Greater transparency and making sure certain people don't dominate everything.	Not sure of the context, so we need to seek further info from the member.	Action: Follow-up with member
14	We need more qualified experienced coaches to be able to see what needs improvement to help us out in the Club. I'm helping myself this year and if it wasn't for the help of my assistant coach I'd be really struggling. I think the same goes with the senior coaches who need strength or support especially when taking on so many teams with so many diverse personalities	[Club must continue to encourage parents in juniors teams to coach? This could increase the numbers of coaches within the club and allow for more breadth and might have a ripple effect of mitigating the issue that a small number of members dominate decision making.	Action: Follow-up with member
15	Early access for uniform and merchandise. Consider offering a pullover hoodie as well as the zipper hoodie. We need to improve our image to attract more high level players. Recruiting a high level coach would assist but refreshing uniform style may also help	Uniform refresh? The hoodie material fades and doesn't look professional. It would be good to get our Tri series players more involved with the junior teams.	Action: Exec
16	Team outings or more games in training	Coaching convenor	Action: Coaching Convenor
17	I think Rep players should be pushed to higher grades. The club needs to retain them at the higher level.	Agreed – this should be put to selectors for action	Note only: This will be passed on to selectors

	Observation	ISC Comments	Recommendation
18	I know our sponsors are at the bowlo, but it's actually really boring being there. The food is also bland and selective. Get a new sponsor, somewhere more fun where all ages of players will enjoy themselves. The bowlo have been great, but it's just the same old boring raffles and presentation nights	Some do not enjoy the bowlo and never feel welcome there by the staff or other members. It is very dated facility and you feel like we are imposing when we go there.	Action: Exec
19	I want coaches and managers to support players making complaints to the NNA when they experience physical or verbal abuse on court. This season, I have personally received both, and the opponents responsible have faced zero repercussions. Unlike other sports that use yellow or red cards, this game often leaves abuse unchecked, especially when umpires miss it. I believe the NNA relies on player complaints to track and address unacceptable behaviour. Because of the incidents faced this season, I am very seriously considering not playing next year. I have voiced my concerns. Once players are selected for a division, that's where they should stay. If a player moves to another team support is required to replace that player	For Exec action to raise with NNA (although their policy seems clear) Coaching convenor should raise this at pre-season brief	Action: Exec Action: Coaching Convenor
20	In relation to net set go, it was a disappointing about the jumper orders and club's transparency about misplacing the sizings collected on the day. We want to offer quality of our ability to arrange and organise such things quickly and promptly are resolved. In relation to senior management- I do feel our inclusive and fairness policy is perhaps followed too well and poor behaviour is tolerated when it shouldn't be	Uniform Coord action re uniforms. What is evidence of poor behaviour being tolerated? Exec should seek clarification on this comment	Action: Uniform coord. Action: Exec
21	My daughter loves netball and her coach, Renee, is amazing	Exec to provide feedback to Renee	Action: Exec

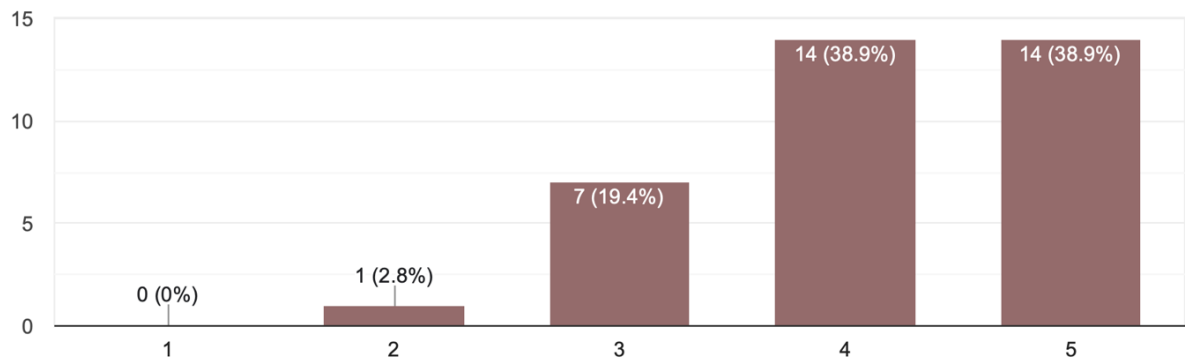
	Observation	ISC Comments	Recommendation
22	I think it's great already. We are very fortunate to have such wonderful volunteer coaches	For Exec to note	Note only
23	Still issues with team selections. Too many changes every year not allowing teams to bed down their connections and strategies	Exec should revisit policy – and if applicable advise membership	Action: Exec
24	I am very happy at the club. My comments above are based on where I think the club, if it has the money should spend it. People are the most important asset. I loved having a coach and opportunities to improve so the more coaches we have and improving current coaches skills will definitely keep players engaged.	Exec to note. We need to review the member's recommendation	Note only
25	I just wanted to share some thoughts about the season so far. It's been quite frustrating and disheartening to experience so much player turnover within the team this year. My team alone has had 15 players come through, with at least two poached [sic] to tri-series teams. This constant change has made it difficult to build strong connections and consistent combinations on the court. At one stage, we had over 12 players in the team, which made court time quite limited. I feel this has been a little unfair, especially for those who have paid their fees but aren't getting much opportunity to play. Also, the fact that the team members were not consulted about the team number exceeding 11. I've also found it a bit challenging having a coach who is also a player. It's affected the flow of rolling substitutions, with some players unsure if or when they're meant to come on until they're signaled from someone already on court	Team sizes and grading of players has been a problem for the last couple of seasons.	Action: Exec

	Observation	ISC Comments	Recommendation
26	I would like to see teams stay together as much as possible. The constant changing of players each year is disruptive to team cohesion. If a team want to stay together for the next year they should be allowed and only new players should come in if there are vacancies	<p>Excluding new players is not iaw Club policy. Our policy should be reviewed by the Exec.</p> <p>[Donna] my understanding is this is not about excluding new players, but if a team needs a GD then a GD is placed in the team. Some teams were GS/GA heavy whilst others had none. Selectors need to better manage team balance and take feedback when there is an issue within the team dynamics.</p> <p>In the Juniors one consideration is establishing a 3 year block period where girls / boys stay in the same team and then changes occur at dedicated age slots. This has been implemented at a local AFL club and has helped with team bonding etc. obviously changes still occur here and there but the majority of the team stays together.</p>	Action: Exec
27	We came to the club because the support and encouragement for Junior umpires was outstanding, a support coach per umpire. The last couple of years only 1 person and that person only supported 1 of the umpires. We haven't even had an umpires session and we have 2 x 12s this year	<p>The junior umpire policy was not implemented or used by any junior teams.</p> <p>Next season Convenor will meet with every junior team (parents/carers) to explain the policy and what support we have available if we are aware.</p>	Action: Umpiring committee
28	We need socks as part of our uniform	<p>Uniform refresh for Exec action</p> <p>Scarves, hats too. We have money and we need to start using the money to look professional. We need to look the part if we want to encourage players and families to join us.</p>	Action: Exec
29	We appreciate the communication and support our daughter has received at Waratah	Exec to note	Note only

Survey Responses

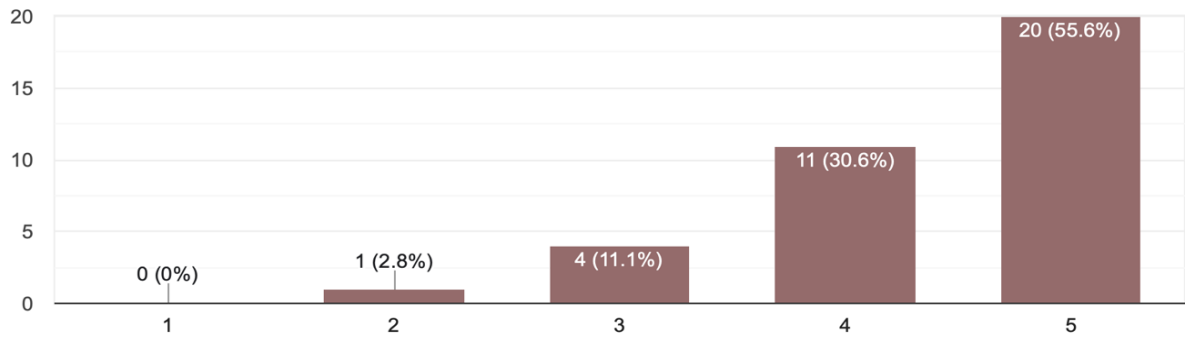
How satisfied are you with your overall experience with the club?

36 responses



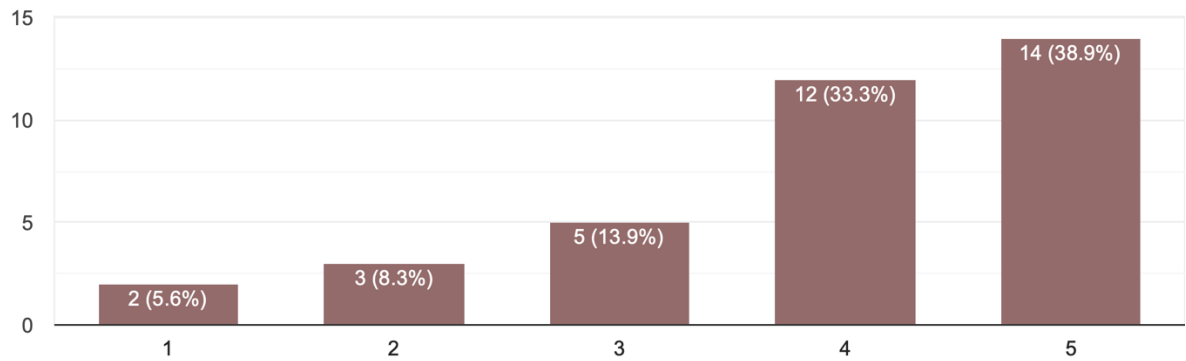
How satisfied are you with the communication you receive from the club (e.g. updates, schedules, announcements)

36 responses



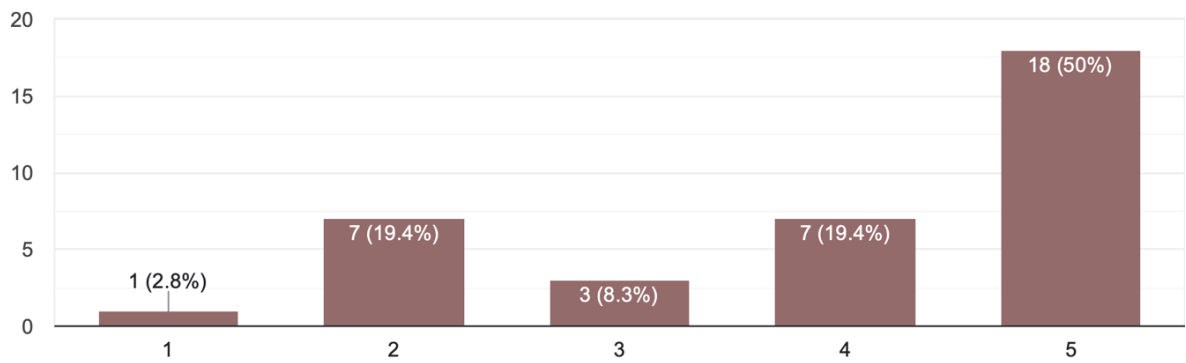
How satisfied are you with the quality of coaching and skill development provided?

36 responses



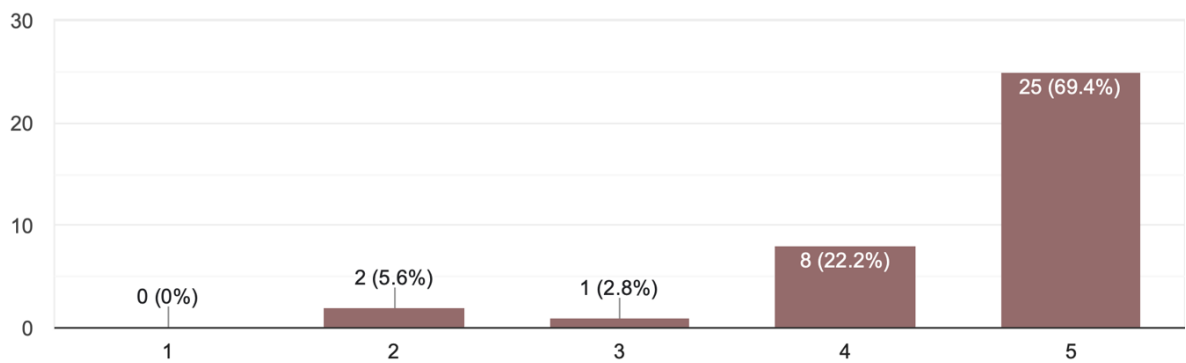
How satisfied are you with the fairness and transparency of the team selection process?

36 responses



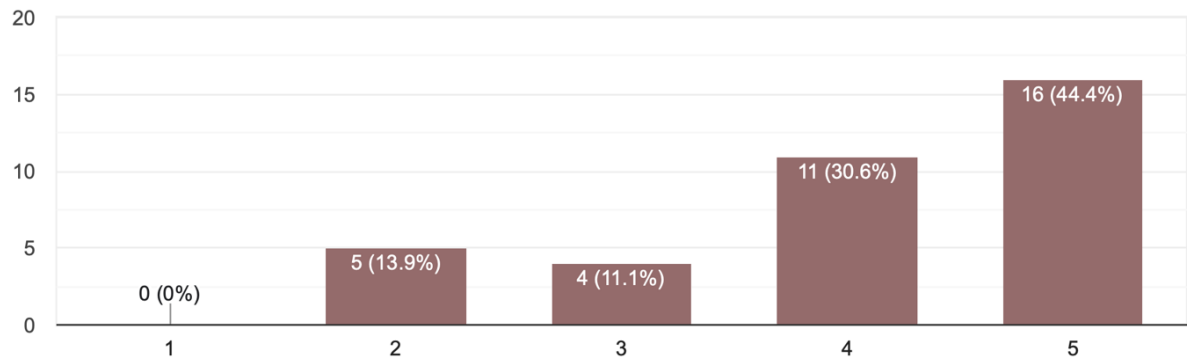
How satisfied are you with the inclusiveness and friendliness of the club environment?

36 responses



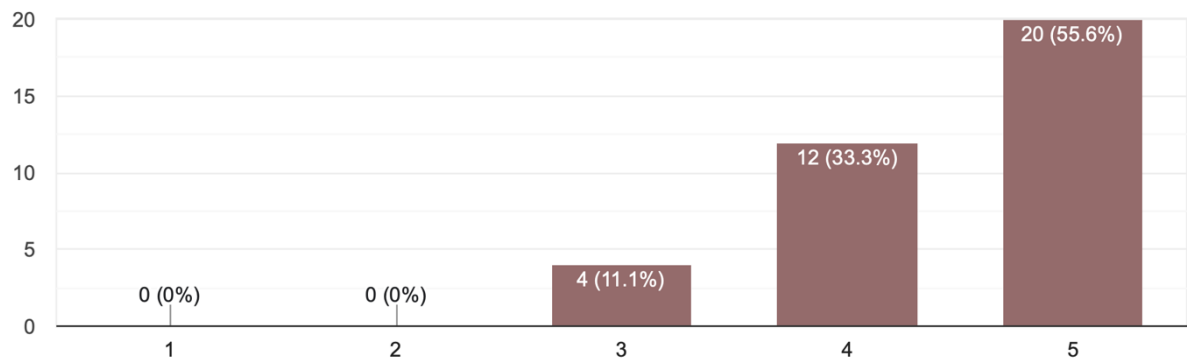
How satisfied are you with the club's responsiveness to feedback or concerns?

36 responses



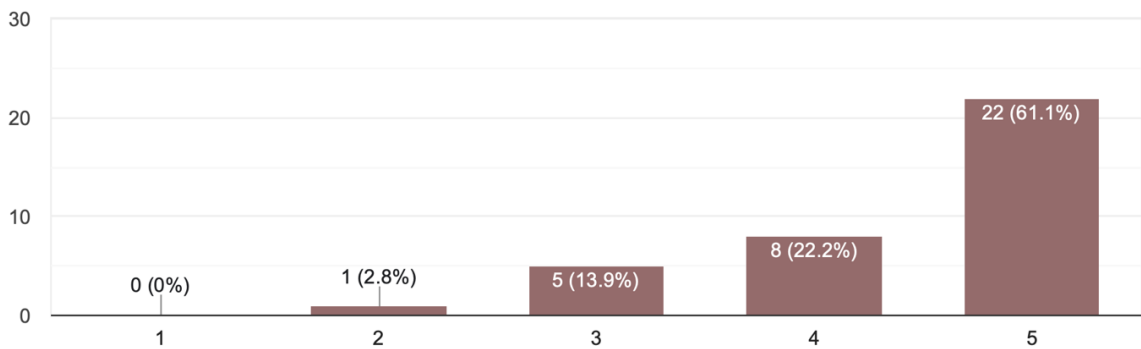
How satisfied are you with the equipment provided during training and matches?

36 responses



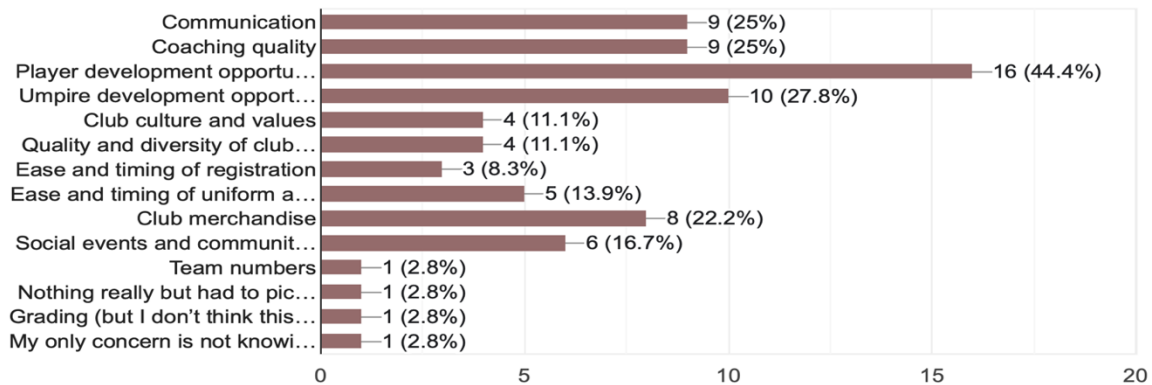
How satisfied are you with the options and support for umpiring within the club

36 responses



What are the top 1–3 things Waratah Netball Club MUST improve to better meet the needs of its members?

36 responses



If the club had more resources or time, what are the things it SHOULD focus on to improve member experience?

32 responses

