

MINUTES

TUESDAY, SEPTEMBER 17TH

Present: David Cadogan, Nicole Cadogan, Ellie Stanley, Ashleigh Phillips, Isobel Stoodley, Nick Osborne (via Videolink), Michelle Salamon, Dwight Graham, Lauren Jukes, Jackie Jukes, Carla Killen, Chantelle Wilcox and Jane Stoodley

Apologies: Amy Richards, Megan Newbury, Liz Gold, Sarah Zardawi.

Meeting Opened: 6:34pm

1. The President, Nicole Cadogan, moved that the **Minutes** of the 2018 Annual General Meeting on September 22nd, 2018 be accepted as a true and accurate record. Seconded Dwight Graham

2. **President's Report**

We had 9 teams this year – 8 Years Unicorns, 10 Years Capris, 11 Years Goldies & 13 Years Superstars making up the juniors, and 5 senior teams – A1 Cheetahs, A2 Hornets, A4 Cruisers, B grade Wedgetails and B5 Ravens. We also had 2 NetSetGo players, who hopefully will be wearing a Waratah uniform in the 7 years age group next year!

We had 4 teams in the Finals series in 2019 – congratulations to first year of competition Capris, who managed to get all the way to the Finals – one game off a Grand Final spot! Congratulations also to our senior Wedgetails and Ravens who also made the Final, but special mention to the Cruisers who were our only team in the Grand Final this year. Unfortunately, they went down by 5 goals, but after a slow start worked hard to almost take the win.

However, making the finals is not the only way to gauge how a team has played during the year, and that is especially evident with our juniors. Our Goldies, and especially Superstars, struggled at times this season, but the way they all kept going and giving it their all was inspirational. After many discussions with NNA about their grading procedures and their resistance to regrade after the season has started, I feel we are on a new playing field with Cheryl Hernando as the new President of NNA. Cheryl is personally aware of the difficult issues that have been faced, especially with the young ladies being so disheartened with some score lines this year. But she is so proud of the way they conducted themselves each week that proper grading techniques and the ability to shuffle teams after the commencement of the season is on her list of top priorities to implement in season 2020. I am also proud of them all. Now that the roadblocks have been removed at NNA level, the future is looking promising for struggling teams, and not just ones in Waratah. We weren't the only Club who had juniors in a bad predicament but we will be working hard to make sure our girls aren't adversely affected again in season 2020.

A big boost to our Club in 2019 was the success of receiving an Office of Sport grant through Tim Crackanthorp and the Newcastle Council electorate. Thanks to Nick Osborne's wonderful words, we were able to secure the funding to purchase a new gazebo for the Club. It brandishes our

logo and mentions the Bowling Club as our major sponsor. Due to the yellow cover, you can see it amongst a sea of gazebos! It really does look fantastic, and has been used on multiple occasions this season, including our Club Spirit Day, and BBQ events at Waratah Village.

I would like to thank the committee of Waratah Netball Club for working hard in season 2019 to keep our clock ticking. To my Executive team of Jackie, Jane, Nick and Dwight, and our committee members of Lauren, Isobel, Chantelle and Megan, to our coaching staff of David, Lauren, Taylah, Veronica, Carlie, Ellie, Dwight, Nick, Jane and Jackie, and to our managers Leanne, Liz, Steph, Lauren, Carla, Isobel and Kaitlin – thank you all for your dedication to your teams and Waratah. Without you working hard in the background to ensure the Club runs smoothly, (our events well organised, our uniforms available, our promotional material is awesome, our teams are enthusiastically coached, our coaches can coach whilst you manage), there wouldn't be a way forward for us. All of us volunteer our time, and sometimes are run off our feet to ensure our Club keeps moving forward. I would like to thank you all who make up the Waratah family.

It was with great excitement earlier in the season that we were able to announce a new sponsorship deal for the next 2 seasons with MolyCop Waratah. MolyCop is a large part of the Mayfield West community and we are looking forward to working together over seasons 2020 and 2021. Due to their sponsorship, all Waratah members in 2020 will receive a free shirt that is to be worn to training and game days. This is part of our sponsorship agreement and therefore must be adhered to. Whilst recognising we purchased the seniors training singlets this year, they are not expected to only wear their shirts for the entire training session. They can be worn as an over shirt until training starts, which is where the singlets will also be expected to be worn.

We also had Notorious Athlete Development contact us about a possible promotional relationship. Mark attended 2 training sessions during the holidays and ran a fitness clinic for our seniors. He is very keen to engage with us for pre-season training, and to work throughout the year again next season. This is a promising prospect for our fitness targets. And lastly, a huge thank you to Mayfield West Bowling Club for their continuous support. Without them we wouldn't be able to keep our fees down and limit our fundraising. They have enabled us to purchase new equipment and hold our functions, and supported us through our Saturday drinks and washout games to watch the SSN. A long and prosperous relationship has been formed.

To wrap things up, I would like to congratulate our award recipients for 2019. Without you donating your time and giving back to Waratah, we can't grow as a community Club. It is with great honour that I presented the Club Player of the Year award to Amy Richards, and the Club Commitment of the Year award to Isobel Stoodley. I had the pleasure of being involved with both these ladies during 2019 and can attest to their deserving receipt of their awards. I was also honoured to present Life Membership medals to Ellie Stanley for 5 years' service, and to Rebecca Screen for 10 years as a player with Waratah Netball Club. Congratulations to all!

3. Treasurer's Report

The June 2019 End of Finance Report was tabled. See Attachment 1.

There is a deficit for the year, but this was predicted and less than anticipated.
The Treasurer, Dwight Graham moved that the report be accepted. Seconded David Cadogan.
Carried

4. Registrar's Report

There are 104 registered members in the Club across 9 teams, NetSetGo, and Non-Playing Members. These numbers include

- 54 senior players
- 40 junior players
- 2 NetSetGo players
- 8 coaches and managers (Non-Playing Members)

In contrast, there were 110 members across 10 teams in 2018.

All registrations are conducted via MyNetball, and although there is still some confusion with the process, the NNA registrar was particularly supportive. This enabled all members to be registered without significant issue. De-registration is still problematic once past the Netball Australia close-off date.

The Registrar also maintains the MyClubMate database, as it has several functions that are not available in MyNetball - particularly the ability to maintain offline registration payment details. However, should potential updates in MyNetball provide the functions that the Club requires, the Management Committee should reassess the requirement to maintain separate databases.

The Registrar maintains an additional separate spreadsheet to track the players length of membership, as this information is not yet fully functional in the other databases.

Nick Osborne moved that the Registrar's report be accepted. Seconded Jackie Jukes.

5. Fundraising Report

Fundraising this year consisted of two BBQs at Waratah Village (\$1188.30), the annual Trivia Night (\$1137.80) and the annual Pie Drive (\$361.90). A total of \$2688 was raised. This money was used to support our teams with equipment, provide senior training shirts and develop our coaches.

Due to the success of all these activities, it is anticipated that the Club will run similar events in 2020.

6. Coaching Convenor's Report

Overall, three senior teams and one junior team made finals. There was mostly positive feedback on the season. A lot of work was put in by coaches in making the season a success. It was particularly pleasing to see the development of the teams throughout the year.

There are opportunities to improve in 2020 and beyond. Both senior and junior coaches believe that a bigger club, with a team in every grade would make the club stronger, allow pathways for

players and allow for borrowing of players when necessary. The ideas discussed centered around both growing Waratah and creating alliances with other clubs. Coaches suggested promoting Waratah through social media and word of mouth. Executive continue to explore opportunities to create partnerships with other clubs.

Grading in the NNA competition was a concern and coaches are keen to have input to the grading. It is understood that each club will have a representative on the grading committee and coaches will be consulted before the grading committee convenes.

Senior coaches and the Executive are keen to provide more support to junior teams and have a stronger link with the junior teams. During the preseason, it is planned the junior teams will train at the NNA courts on Tuesday night. Each senior coach will also pair up with a junior coach as a mentor.

Some further equipment is required and will be purchased during the offseason.

Please see attached report which includes notes from the Junior and Senior Coaches Wash Up Meetings (Attachment 2).

7. Umpiring Convenor's Report

There were no significant issues for Umpiring for 2019. The 13yrs Superstars were the only junior team that had umpiring duties, and all games were supervised by both the Coach (also the Assist Umpiring Coordinator) and the Umpire Coordinator. While the level of the junior umpiring was commensurate with the inexperience, there was generally a very positive attitude from the players.

Umpiring Award: Bianka Dillow (13yr Superstars)

8. Social Coordinator's Report

The Social events were well received. The first event of the year was Barefoot Bowls. Feedback received was that it would be better scheduled closer to the start of the season to increase participation. This event is important to our sponsor, Mayfield-West Bowling Club and should become a permanent part of the Waratah calendar.

Club Spirit day went well. Thank you to all members for your help. Although mostly supported by the sub-junior players, it remains a positive Start of Season marker. The Crazy Hair and Sock Day was impacted by rain however all juniors appeared to appreciate the face painting. Teams appreciated us coming to their courts to reduce disruption to their game preparations.

Presentation events went well. The Social Coordinator thanked everyone for their assistance.

9. Election of Office Bearers 2020.

President: Nicole Cadogan [Nom: Nicole Cadogan]
Vice-President: Jackie Jukes [Nom: Lauren Jukes; endorsed by candidate]
Treasurer: Dwight Graham [Nom: Jane Stoodley; endorsed by candidate]
Secretary: Isobel Stoodley [Nom: Jane Stoodley; endorsed by candidate]
Registrar: Nick Osborne [Nom: Jane Stoodley; endorsed by candidate]

The Public Officer is traditionally the Club Secretary. Isobel will be the Public Officer for 2020.

10. Election of Committee Positions 2020

Umpiring Convenor: Ellie Stanley [Nom: Nick Osborne; endorsed by candidate]
Coaching Convenor: Jane Stoodley [Nom: Jackie Jukes; endorsed by candidate]
Fundraising Coordinator: Lauren Jukes [Nom: Lauren Jukes]
Social Coordinator: Ashleigh Phillips [Nom: Isobel Stoodley; endorsed by candidate]
Publicity Officer: Chantelle Wilcox [Nom: Chantelle Wilcox]
Uniform Coordinator: Megan Newbury [Nom: Megan Newbury]
Communications Officer: Jane [Nom: Jane Stoodley]
Equipment Officer: Liz Gold [Nom: Liz Gold]
Assistant Registrar: David Cadogan [Nom: David Cadogan]

11. Confirmation of Life Members:

Ellie Stanley and Rebecca Screen were confirmed as life members at the end of season Presentation Events.

Ellie Stanley (WEF 2018), for five years continuous Committee Membership.
Rebecca Screen (WEF 2019), for 10 years as a player.

12. Acceptance of the Club Strategic Plan 2020-2023: The Strategic Plan was presented and formally accepted. It will be reviewed quarterly by the Strategic Planning Sub-Committee to ensure the Club stays on track to achieve its objectives.

(See Attachment 2)

13. Goals 2020

From the Strategic Plan, the specific goals for 2020 were suggested and endorsed by the committee.

(See Attachment 3)

14. Meeting Closed: 7:11pm

Attachment 1

2018/2019 Finance Report

Attachment 2

Coaching Convenor's Report EOS 2019

Attachment 3

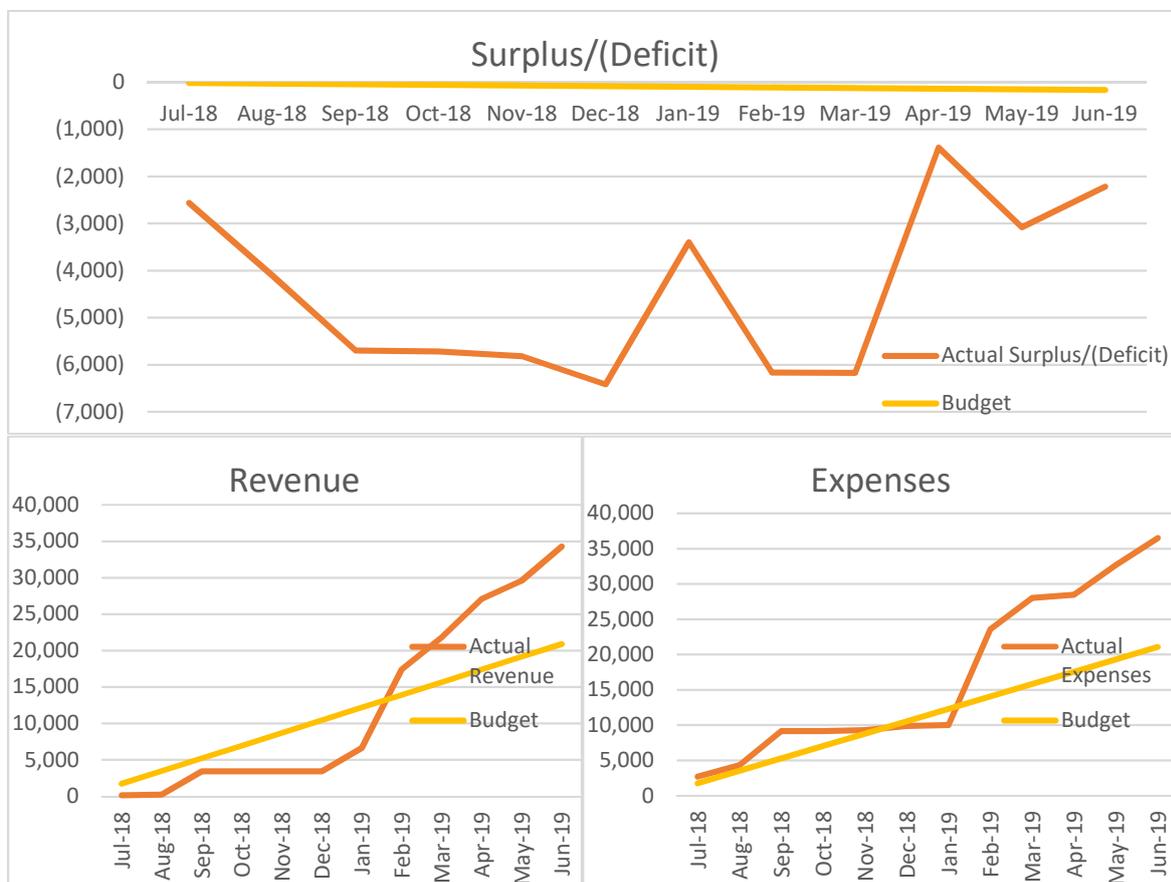
WNC Strategic Plan 2020-2023

Attachment 3

WNC Goals 2020



2018/19 Finance Report



Revenue Notes

Additional revenue received from:

- Registrations
- Bowling club sponsorship
- Grants - gazebo
- 2 x Sausage sizzle
- Trivia night
- Budget for Moly Cop grant but actual was received in following year (2019-20)

Expense Notes

Additional expenditure on purchase of:

- New gazebo
- Singlets
- Registrations (NNA)
- New balls
- Bags & other medical equipment
- Preseason expenses (Gala day and club spirit day)
- 2 years of pie drive costs due to timing



2018/19 Finance Report



Waratah Netball Club Inc

Financial Report

as at 30 June 2019 - 11:59pm

Income	2018-19 Budget	2018-19 YTD	Variation
Registration	17,925.00	18,139.91	214.91
Sponsorship - Maywest	3,000.00	3,000.00	0.00
Fundraising - Trivia	1,188.00	1,187.80	-0.20
Fundraising - Other	4,762.00	6,247.33	1,485.33
Pie Drive Income	0.00	2,974.20	2,974.20
Interest	0.00	2.77	2.77
Other Sponsorship	3,000.00	500.00	-2,500.00
Uniform Sale	0.00	478.00	478.00
Other Income	1,123.00	1,123.50	0.50
Presentation Fees	690.00	630.00	-60.00
Total Income	\$31,688.00	\$34,283.51	\$2,595.51

Expenditure:			
Coaches Courses	500.00	621.20	121.20
Equipment	2,000.00	1,982.90	-17.10
Other - Office	100.00	96.20	-3.80
Coaching Equip & Balls	757.00	767.33	10.33
Pie Drive Costs	2,410.00	5,023.70	2,613.70
Trivia Night	0.00	22.80	22.80
MyClubMate Fees	500.00	433.40	-66.60
Preseason	536.00	536.06	0.06
Petty Cash	100.00	0.00	-100.00
Presentation	4,200.00	3,726.12	-473.88
Presentation Vouchers	850.00	810.00	-40.00
NNA Rego & Courts	14,859.00	14,859.00	0.00
Rego & Other Refunds	630.00	630.00	0.00
Social Memberships	225.00	230.00	5.00
Uniform Purchases	2,667.00	2,666.60	-0.40
Fundraising Costs	4,093.00	4,093.95	0.95
Total Expenditure	34,427.00	36,499.26	\$2,072.26
FY18-19 Inc/(Exp)	-\$2,739.00	-\$2,215.75	

Bank Account		Petty Cash	
Balance at 01 Jul 18	\$14,394.87	Balance at 01 Jul 18	\$132.50
Total Credits	\$34,283.51	Income:	
Total Debits	\$36,499.26	Outgoing:	
Current Balance	\$12,179.12	Closing Petty Cash	\$132.50

Net Worth		Outstanding Debtors	
Bank Balance	\$12,179.12	Registration	\$0.00
Petty Cash	\$132.50	Uniforms	\$0.00
Less debtors	\$0.00		
Net Worth	\$12,311.62		\$0.00
Increase/(Decrease)	(\$2,083.25)		

Dwight Graham
Treasurer

2019 Coaching Conveners End of Season Report

Overall.

Three senior and one junior team made finals. There was mostly positive feedback on the season. A lot of work was put in by coaches in making the season a success. It was particularly pleasing to see the development of the teams throughout the year.

Opportunities

There are opportunities to improve in 2020 and beyond.

Both senior and junior coaches believe that a bigger club, with a team in every grade would make the club stronger, allow pathways for players and allow for borrowing of players when necessary. The ideas discussed centered around both growing Waratah and creating alliances with other clubs. Coaches suggested promoting Waratah through social media and word of mouth. Executive continue to explore opportunities to create partnerships with other clubs.

Grading in the NNA competition was a concern and coaches are keen to have input to the grading. It is understood that each club will have a representative on the grading committee and coaches will be consulted before the grading committee convenes.

Senior coaches and the Executive are keen to provide more support to junior teams and have a stronger link with the junior teams. During the preseason, it is planned the junior teams will train at the NNA courts on Tuesday night. Each senior coach will also pair up with a junior coach as a mentor.

Some further equipment is required and will be purchased on the offseason.

Attachments:

- End of season meeting notes – Junior Teams Coaches
- End of season meeting notes – Senior Teams Coaches

End of Season Meeting – Junior Coaches

7 September

Attended:

- Lauren Jukes Coach Under 10s (Capris)
- Taylor Rowbottom Asst Coach Under 10s (Capris)
- Ellie Stanley Coach Under 13s (Superstars)
- Veronica Lange Coach Under 11s (Goldies)
- David Cadogan Coach Under 8s (Unicorns)
- Dwight Graham Coaching Convener

Discussion Points

Each coach felt that their team had shown improvement over the year and the Coaching Convener thanked them for the great contribution they made to their teams and the club. The coaches thought they had good support from the club during the season. Ellie would like an Assistant Coach next year.

Equipment – most thought they had all the equipment they needed. Ellie asked for some **dots** for next year – **DG to action**.

Training location and times. Most of the players come from Waratah school and just stay after school, so Waratah is very convenient. With there being only one court, it is difficult to have more than two sides train per night. Due to training at school and immediately after school, a wet weather alternative is not viable. No changes suggested.

Umpiring. The coaches were appreciative of the work undertaken this year to develop umpires. It was suggested that umpires could be rotated so that players got experience in seeing different interpretations and adjusting accordingly. It was noted that the under 11s will be required to umpire next year. Consensus was that all players should be encouraged to umpire and that the Umpiring Convener may need extra assistance to manage two teams of umpires.

Gala Day. This was supported but it was thought that we could invite more teams to give every age group teams to play against. Also, the date needs to be published as early as possible. **DG to action**.

Preseason. It was agreed that the junior coaches would get together before the season and design the preseason, which would likely consist of:

- All junior teams
- A set of skills stations
- Include a fitness component
- Assistance from senior coaches and players to allow for approx. 4 players per station.

Grading. There were well known issues with grades this year. It was agreed that the Waratah Club representative of the NNA Grading Committee should seek input from each of the junior coaches prior to NNA grading. **DG to action**.

Growing the club. All of the coaches believe that their teams have been ambassadors for the club this year. While poaching players was not supported, telling outside players what a great club Waratah is if they were looking, was supported. All Coaches to continue to promote the club. It was suggested that we go to the surrounding schools and that we do this soon and again in the new year. It was also suggested that we “boost” our Facebook page several times early next year to promote ourselves (costs \$10 per boost). **DG to action**.

End of Season Meeting – Senior Coaches

8 September 2019

Attended:

- Jackie Jukes Coach Wedgetails (B grade)
- Jane Stoodley Coach Cruisers (A4 grade)
- Nick Osborne Coach Hornets/Ravens (A2/B5 grade)
- Ellie Stanley Apprentice Coach Hornets/Ravens
- Dwight Graham Coaching Convener / Coach Cheetahs (A1 grade)

Discussion Points

Each coach felt that their team had shown improvement over the year. In general, it was felt that the players were graded in the correct teams. However, there was concern about player commitment of a few players. There was also concern about the capacity to assess new players with one trial or any who arrived post the trail. It was agreed that a questionnaire be prepared to understand any planned periods of absence and the skills of new players (which will assist with grading). **Action – Jane to draft questionnaire.**

The coaches felt that the preseason fitness used this year should be expanded to include skills and drills. All coaches committed to assist with this from Mid-January 2020 up to trials. **Action – Dwight to draft a timeline and program guide.**

Equipment – Coaches were generally happy with the equipment. It was agreed that the club should purchase some new practice bibs. It was also proposed to set up a program to replace all most game position patches over a five-year period – 2 set per year. I was also agreed that the club purchase 4 training poles. **Action Dwight to investigate purchasing practice bibs and 2 sets of game patches, and 4 training poles.**

Training location and times. It was felt that all senior teams training on the one night was successful, as it was clear what night the club trained, coaches and teams were able to share, and it presented the club in a positive light. One improvement suggested to be trialled in 2020, was to compress the training time spread to 6:30 to 8:30. **Action – All coaches to note that the senior training times in 2020 will be Tuesdays between 6:30 to 8:30.**

The training location and time of the juniors was discussed. It was felt that having the juniors train at the NNA courts before the seniors would allow for greater interaction between seniors and juniors and allow for senior coaches to assist junior coaches. If the junior trainings were started ½ an hour later that would give enough time to get to the courts. It was agreed to trial this during preseason and during that period, decide about the rest of the season. The preseason period would also be used to provide skills sessions to the juniors and some coaching to the junior coaches. **Action – Dwight to inform Junior teams Coaches and work with them to develop a program for preseason.**

In addition to the above, it was agreed that each junior coach would be paired with a senior coach. **Action – Dwight to put together a schedule and to inform Junior teams Coaches.**

An alternative training venue is desired, with Stevenson Park an attractive option. It was agreed that the club should continue to engage Newcastle City Council (NCC), encouraging NCC to build courts at Stevenson Park. **Action – Jane to write to NCC requesting an update on the strategic planning process.**

Growing the club. All of the coaches believe that their teams have been ambassadors for the club this year. While poaching players was not supported, telling outside players what a great club Waratah is, if they were looking, was supported. All Coaches will continue to promote the club. The following further suggestions were supported:

- We “boost” our Facebook page several times early next year to promote ourselves (costs \$10 per boost). **Action DWIGHT to discuss with Nicole.**
- We get on the front foot with forming alliances with other small clubs, including Forsythes or Marylands and one or more junior clubs – perhaps Shortland. **Action – DWIGHT to discuss with Nicole.**
- Try to connect with Newcastle University. It was unclear how to do this. **Action – all coaches to think about ways to achieve this.**

Other – It was suggested that the NSW Game Diary was a useful resource. **Action – Committee to assess a hardcopy at the club forum.**

Waratah Netball Club

Strategic Plan 2020 – 2022

Version 1.0

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

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

Introduction

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

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

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



Aim

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

Our Club Culture

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

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

Our Club Values

- Community
- Integrity
- Sportsmanship

Our Club Objectives

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

Our Priorities

The Objectives above are supported by our Club Goals and Actions. The actions have been assigned a priority as follows:

- PRI 1 Must be a significant Club focus for this year
- PRI 2 Should be a focus for this year, as it supports the following years goals
- PRI 3 Should be a focus if resources (time, money, and people) are available.

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

	Goal	Action	2020	2021	2022
1.1	To have every team represented by at least four players at post game drinks	a. Coaches/Managers to actively promote Senior Drinks via social media and groupchat b. Coach/Manager/Captain to announce game results at Drinks c. Coach/Manager/Captain to announce the MolyCop Player of the Day d. Management Committee to budget for free drinks for Molycop Player of the Day	PRI 1	PRI 1	PRI 1
1.2	To develop internal community focussed events	a. Social Coordinator to plan Club spirit day, Crazy Hair Day etc	PRI 2	PRI 2	PRI 2
1.3	To have every team represented by at least two players for fundraising activities (eg Sausage Sizzle)	a. Coaches/Managers to create appropriate roster	PRI 2	PRI 2	PRI 2
1.4	To maximise attendance at Club events (eg Trivia Night)	a. Comms Officer promote Club events via Social Media	PRI 2	PRI 1	PRI 1
1.5	To have at least three players from each team showcased on social media through the season	a. Comms Officer, in consultation with coaches and managers, to organise a social media rollout at the start of season	PRI 2	PRI 1	PRI 1
1.6	To maintain regular team presence on Club social media	a. Managers to provide regular team news on social media	PRI 3	PRI 2	PRI 1
1.7	To establish Club community through a single Club training venue	a. Management Committee to set training day and venue b. Coaches/Managers to advise players of training details at start of season c. Management Committee to ensure budget includes both indoor and outdoor options.	PRI 2	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1

1.8	To have each senior team support one junior team at a training and game during the season	a. Management Committee to engage in Empower Play program or similar.	PRI 3	PRI 2	PRI 1
		b. Management Committee to set up "Big Sister" mentoring at junior training.	PRI 2	PRI 1	PRI 1
		c. Coaching Convenor to set up Coach to Coach mentoring	PRI 3	PRI 1	PRI 1
		d. Management Committee to set junior and senior training on same day to encourage mentoring	PRI 2	PRI 1	PRI 1

OBJ 2: Promote netball throughout the community
Core Value: Community

	Goal	Action	2020	2021	2022
2.1	To hold an external event to promote the Club	a. Management Committee to continue Sausage Sizzle event	PRI 1	PRI 1	PRI 1
		b. Management Committee to plan Cancer Council event or similar	PRI 3	PRI 2	PRI 2
		c. Management Committee to continue the bus trip to Suncorp Netball	PRI 2	PRI 2	PRI 2
2.2	To maintain strong network with other Clubs	a. Management Committee to plan and organise the Club Gala Day	PRI 1	PRI 1	PRI 1
2.3	To develop a strong social media presence	a. Management Committee to develop and sustain a Communications Officer position and Duty Statement	PRI 1	PRI 1	PRI 1

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

	Goal	Action	2020	2021	2022
3.1	To have all members be aware of definition of sportsmanship	a. Management Committee to define sportsmanship b. Comms Officer to post examples of good sportsmanship on Club Social Media c. Comms Officer to upload a rule a week to Social Media d. Comms Officer to promote good sportsmanship programs such as "Shoosh" (a collaboration between Office of Sport and sporting organisations promoting good behaviour to Clubs, members and associations)	PRI 1	-	-
			PRI 3	PRI 2	-
			PRI 2	PRI 2	PRI 2
			PRI 2	PRI 1	PRI 1

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

	Goal	Action	2020	2021	2022
4.1	To enjoy our training, games, and Club activities	a. Coaches to incorporate fun activities in the training framework b. Coaches to plan combined training events as a squad c. Coaching Convenor to invite guest specialists to training events d. Social Coordinator to ensure Barefoot Bowls and other pre-season events be marketed as welcome event for new players e. Coaches to create a balance between winning and enjoyment (also see Goal 7.1)	PRI 1	PRI 1	PRI 1
			PRI 2	PRI 2	PRI 2
			PRI 3	PRI 2	PRI 2
			PRI 2	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1
4.2	To ensure compliance with Netball NSW Inclusion and Diversity policies	a. Management Committee to ensure zero tolerance of bullying b. Management Committee to ensure members are aware of policy c. Management Committee to ensure compliance with Member Protection policies	PRI 1	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1

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

	Goal	Action	2020	2021	2022
5.1	To grow from grassroots by increasing junior or sub-junior teams by two teams by 2021 season	<ul style="list-style-type: none"> a. Management Committee to run netball sessions at West Mayfield Out of School Hours (WMOOSH) care during Term 4 2019 and/or Term 1 2020 b. Management Committee to seek out new players and make that personal connection c. Management Committee to instigate a 3x3 program – each parent of current juniors tasked to talk to or pass flyers to three friends/neighbours d. Comms Officer to provide articles for Schools and community newsletters e. Management Committee to create and maintain structures to support emerging Club coaches 	PRI 2	PRI 2	PRI 2
			PRI 1	PRI 1	PRI 1
			PRI 2	PRI 2	PRI 2
			PRI 2	PRI 2	PRI 2
			PRI 1	PRI 1	PRI 1

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

	Goal	Action	2020	2021	2022
6.1	To have each senior team support one junior team at a training and game during the season	a. Senior players to assist with pre-season Junior basic skills sessions b. Coaching Convenor to establish a 4 week preseason skills session c. Management Committee to engage in Empower Play program or similar. d. Management Committee to develop a "Big Sister" mentoring at junior training. e. Coaching Convenor to develop Coach to Coach mentoring f. Management Committee to set junior and senior training on same day to encourage mentoring	PRI 2	PRI 2	PRI 2
6.2	To have all coaches, managers, and umpires developed under the Netball Australia Pathways	a. Coaches, managers, and umpires to confirm qualifications and currency. b. Coaches to attend pre-season training c. Coaching Convenor to create structures to support emerging Club coaches & managers d. Coaching Convenor to promote and support attendance at Netball Conference, Insiders etc	PRI 1	PRI 1	PRI 1
6.3	To have at least five badged umpires in the Club by 2021	a. Umpiring Convenor to work with NNA and Club members to mentor umpires	PRI 2	PRI 1	PRI 1

6.4	To compete in the top grade	a. Coaches to develop players to be competitive in A Grade by 2021	PRI 2	PRI 1	PRI 1
		b. Management Committee to seek requirements from NNA re Greater Open	PRI 3	PRI 2	PRI 1
		c. Selectors to identify players for growth mindset and grit	PRI 1	PRI 1	PRI 1
		d. Coaching Convenor to offer high level specific coaching	PRI 2	PRI 1	PRI 1
		e. Coaches to mentor players on the requirements to reach that level – highly developed skills, fitness, commitment	PRI 1	PRI 1	PRI 1
		f. Coaches to offer training sessions separate to their team training	PRI 3	PRI 2	PRI 2
6.5	All players to have reasonable game time	a. Coaches and managers to ensure that players have reasonable and equitable court time	PRI 1	PRI 1	PRI 1

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

	Goal	Action	2020	2021	2022
7.1	To experience success	a. Management Committee to define success	PRI 1 PRI 1	- PRI 1	- PRI 1
		b. Coaching Convenor to assist coaches to identify success outside of the score or winning a Grand Final	PRI 1	PRI 1	PRI 1
		c. Coaches lead teams to construct shared goals for the season	PRI 1	PRI 1	PRI 1
		d. Coaches and managers to encourage celebrating the development of skills and teamwork on court			

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

	Goal	Action	2020	2021	2022
8.1	To develop annual Club Goals	a. Management Committee to present following year Goals at the AGM	PRI 1	PRI 1	PRI 1
8.2	To ensure procedures are consistent with Dept of Fair Requirements	a. Registrar and Secretary to ensure all Duty Statements and key policies and procedures are reviewed annually	PRI 2	PRI 2	PRI 2
8.3	To ensure Club corporate knowledge is retained	a. Secretary to develop Handover/Takeover paperwork and procedure manuals	PRI 3	PRI 2	PRI 2
8.4	To ensure succession planning	a. Management Committee to identify Club members with skillsets for roles within the Club	PRI 2	PRI 2	PRI 2
		b. Management Committee to encourage participation in Club management	PRI 1	PRI 1	PRI 1
8.5	To support our members by seeking and sustaining sponsorship	a. Management Committee to seek and engage sponsors, preferably before the start of the season	PRI 1	PRI 1	PRI 1
8.6	To ensure income is expended in the best interests of the membership	a. Treasurer to ensure sound budgeting presented to the membership	PRI 1	PRI 1	PRI 1
		b. Treasurer and Uniform Coord to develop options to provide shirts and/or hoodies at Registration	PRI 2	PRI 1	PRI 1

Waratah Netball Club

2020 Goals

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

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

Aim

This document outlines the Objectives, Goals, and Actions by which the Club, in 2020, will achieve the Club Purpose and Vision

Our Club Culture

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

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

Our Club Values

- Community
- Integrity
- Sportsmanship

Our Club Objectives

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

Our Annual Goals

Our Objectives will be achieved through our annual goals as follows:

OBJ 1: Develop a Sense of Community

Core Value: Community

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

OBJ 2: Promote netball throughout the community

Core Value: Community

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

OBJ 3: Foster sportsmanship in ourselves and others

Core Values: Sportsmanship / Integrity

	Goal
3.1	To have all members be aware of definition of sportsmanship

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

Core Values: Community / Sportsmanship

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

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

Core Value: Community

	Goal
5.1	To grow from grassroots by increasing junior or sub-junior teams by two teams by 2021 season

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

	Goals
6.1	To have each senior team support one junior team at a training and game during the season
6.2	To have all coaches, managers, and umpires developed under the Netball Australia Pathways
6.3	To have at least five badged umpires in the Club by 2021
6.5	All players to have reasonable game time

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

	Goal
7.1	To experience success

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

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