



6TH ANNUAL LEADERS CONFERENCE

2020 COMPENDIUM



Acknowledgement of Country

We pay our respects to the Aboriginal and Torres Strait Islander ancestors of this land, their spirits and their legacy. Our First Nations peoples give strength, inspiration and courage to current and future generations of Queenslanders, both Indigenous and non-Indigenous.



OPENING REMARKS

When I was first asked to take on the role as Chair, for the then Capability Improvement Project (CIP) Steering Committee in 2015, I wasn’t really sure what I was getting myself into but I was excited by the possibility to give back to the sport that had been an important part of my life for many years.

Since then I have been welcomed into the Netball Queensland family, spent considerable time hearing about the successes, the challenges, and the desire for volunteers to have the opportunity to focus their time doing what they love and what attracted them to get involved in Netball.

The annual Netball Queensland Leaders Conference has become one of the most important ways to bring our community together each year. In addition to providing us with an opportunity to network and develop our shared understanding of the complex community sport landscape in which we operate, our conferences have provided us with unique access to a wonderfully diverse range of expert panellists and presenters. Many members of our community have also shared their insights, solutions and experiences, forming valuable component of our conferences.

We have certainly seen significant change within netball and women’s sport at state and national levels since our first Leaders Conference in 2015, and how we have responded to those changes individually and collectively has been challenging, exciting and very rewarding.

Some people find change difficult and unsettling, others find it exciting, liberating and empowering. Either way, when we work together, better understand the context in which we are operating, enhance our individual and collective leadership capabilities, and best utilise the technologies and systems available to us, we are taking giant leaps towards adapting and ensuring the sustainability of our sport.

The information provided in the pages that follow outline the journey we have taken together so far, and provide information to inform the important conversations we need to have in rising to our collective leadership responsibility. If our sport is to grow, then so too must we.

As the custodians of Netball in Queensland, we have a responsibility to leave the sport in a better, more sustainable position than when we became the custodians. The world is changing fast and we cannot stand still. As change makers and change champions we must continue to adapt, evolve and respond positively and collectively to new opportunities and the challenges facing our sport and netball communities. I look forward to continuing to be part of this important journey for netball in Queensland. #hereifyouneed

Melissa Bennett

Chair Horizon Three Project Steering Group, Netball Queensland

CO-CREATING OUR FUTURE -

thank you to our Board and H3 Committee Members

| | | | | |
|------------------|-------------------|------------------|-------------------|-----------------|
| Alicin Everson | Eugenie Buckley | Kathy Barton | Lyn McLaughlin | Michelle Prado |
| Annette Smith | Gail Lyne | Kathy Warneke | Madonna McKenna | Mikaela Smith |
| Anthony Lewis | Garry White | Katy Hunt | Marg Cedar | Morgan Kunde |
| Anthony Scott | Gayle Rust | Kerrie Challenor | Maree Robbins | Naomi White |
| Barb Ahmat | Glee Mitchell | Kevin Brennan | Mark Jordan | Paula Sale |
| Camille Rieck | Glen Johnson | Kirsty Appleton | Mark McLeod | Paula Toonen |
| Chris King | Ian Fullagar | Kristin Devitt | Marie Kavanagh | Robbie Leikvold |
| Connie Martens | Jane Seawright | Leeann Pacey | Marty Wallin | Shari Hancox |
| Corinne Wright | Jason Alford | LeeAnn Quilter | Matt Batcheldor | Simone Waugh |
| David Carter | Joyce Cosgrove | Leisa Donlan | Matthew Battams | Steve Copplin |
| Deborah Eastlake | Julie Prendergast | Liz White | Maxine Holzberger | Susan Bamford |
| Dianne Croonen | Justin Bean | Luke Richardson | Melissa Bennett | Tara Hastings |
| Eddie Anderson | Karen McIlwain | Lyn Law | Michelle Gallen | Tony Jermyn |
| | | | | Wendy Anderson |

We also acknowledge those that contributed via:

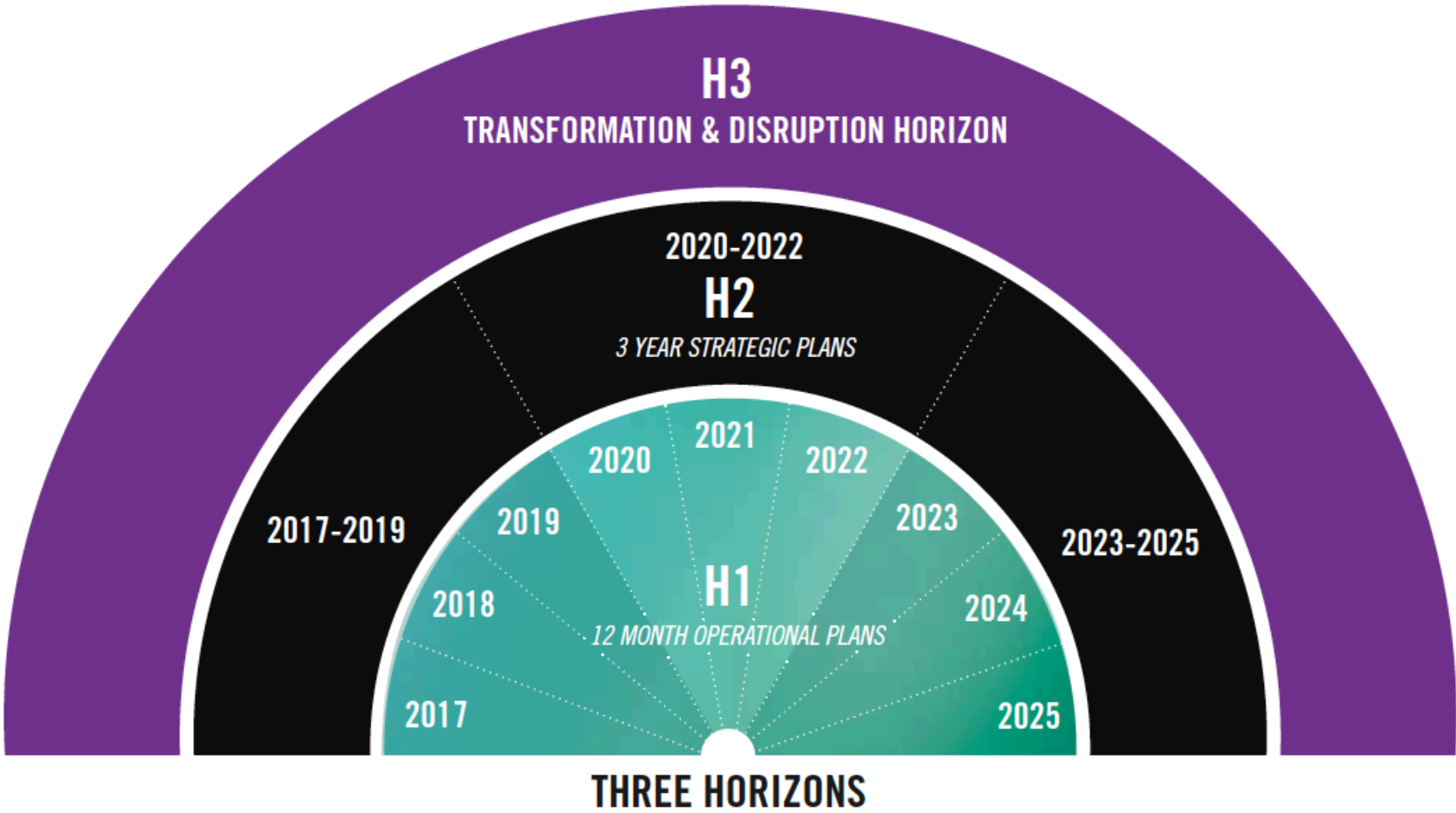
- 2015 Consultation Road Show
- 2017 Competitions Forum
- 2018 Consultation Roadshow and Members Forum

THREE HORIZONS PLANNING FOR NOW AND THE FUTURE

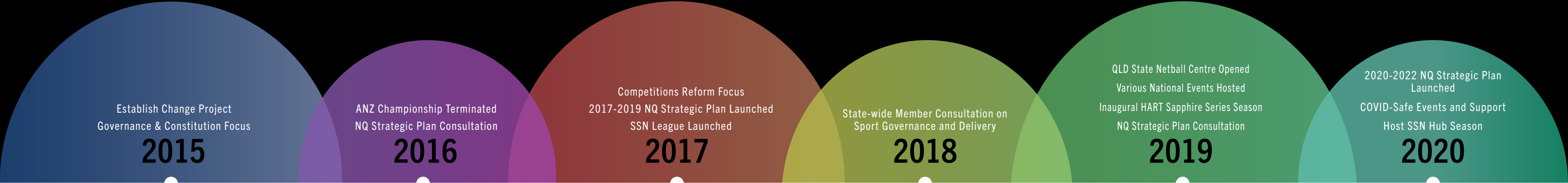
Our strategic plan has been developed in the context of Netball Queensland’s Three Horizon Planning Framework. Critical to the future success and sustainability of netball, is growing our capacity for evolution, and our ability to leverage the expertise within our diverse community. Netball Queensland is committed to developing the capability and capacity of the entire netball community. Importantly, in a rapidly changing world, this means fostering organisational agility and market responsiveness. We have adopted the Three-Horizon Framework as a mechanism for engaging more members in conversations across all three horizons.

| | H3 | H2 | H1 |
|-----------|--|--|--|
| TIMEFRAME | ONGOING | 3 YEARS | 12 MONTHS |
| PURPOSE | <ul style="list-style-type: none">Ensures netball remains relevant and offerings meet the marketExplores ideas and concepts for long term optionsIs not restrained by existing work, historical data and assumptionsResponds to future trends, lead indicators and technological advances | <ul style="list-style-type: none">Sets the strategic direction (or vision) and the organisational values which will guide decision-makingArticulates medium term objectivesOutlines strategic focus areas and key projects to be achieved over multiple yearsIdentifies measures of success and KPI targets | <ul style="list-style-type: none">Articulates short term objectivesDetails activities, programs and projects for the 12-month periodDefines roles and responsibilities for staffSets annual KPIs and delivery deadlinesDetails resource deployment |
| FUNCTION | <ul style="list-style-type: none">Innovation pacesetterContinual improvement engineCulture shaperFuture business model leader | <ul style="list-style-type: none">Strategic clarityDefines the focusIdentifies delivery milestonesImplements transformation projects | <ul style="list-style-type: none">Clear task direction for workforceActions align to strategyRisk managementDrives monitoring and accountability |

Planning for our Future



OUR EVOLUTION: *The Journey so Far*



JAN Secured election commitment of \$30M for Queensland State Netball Centre (QSNC)

FEB AGM and Members Forum

APR Capability Improvement Project (CIP) launched

JUL Inaugural Leaders Conference held on Sunshine Coast

AUG Kim Guerin completes a Competitions Review

OCT Convene Competitions Implementation Working Group

AGM - New Constitution Adopted by Members

MAR 2016 Leaders Conference
Member Workshops for Strategic Plan

JUL Secured \$10M in Federal funding for QSNC

SEP Roadshow consultation on Strategic Plan

Competitions Reform Focus
2017-2019 NQ Strategic Plan Launched
SSN League Launched

MAR 2017 Leaders Conference

2017 - 2019 Strategic Plan launched

JUL CIP replaced by Horizon Three (H3) Project, EOI to fill new H3 Working Groups

Secured \$4.4m additional funding from Queensland Government for QSNC

NOV Secured new funding for launch of Diamond Spirit program

SEP Member Forum on Competitions, adopted Sapphire Series

MAR 2018 Leaders Conference

MAY HART Sapphire Series Team License EOI process launched

JUL HART Sapphire Series licenses allocated

NOV H3 Project and Board Strategy Retreat

State-wide Member Consultation on Sport Governance and Delivery

OCT Member Forum/SGM on Sports Governance and Delivery

NOV CRM solution selected

QLD State Netball Centre Opened
Various National Events Hosted
Inaugural HART Sapphire Series Season
NQ Strategic Plan Consultation

FEB Opening of QSNC (Nissan Arena)

MAR Leaders Conference & Inaugural QLD Sports Collective

APR Members create template chart of accounts

JUN Launch of new QLD Govt Sport Strategy

JUN/JUL Netball secures new Queensland Government funding package

OCT QLD Sports Collective

2020-2022 NQ Strategic Plan Launched
COVID-Safe Events and Support
Host SSN Hub Season

JAN Launch new Strategic Plan and Delivery Network
Leads appointed

MAR Suspension of community Netball due to COVID-19

JUN Associations began testing the WSA system in the test environment

DEC Biome Phases announced
World Sport Action (WSA) selected

JUL Community netball recommences under COVID safe plan

SEP 41% uptake on Xero and 36% uptake on Process PA

OCT 2020 Leaders Conference

Training commenced on WSA for Associations and Clubs

AUG SSN Season delivering 39 games across the state

Associations commenced WSA testing in the production environment

2016 H3 PROJECT OUTCOME

SPORT INNOVATION PILLAR: DIAMOND SPIRIT

Netball Queensland's Diamond Spirit program is a holistic framework that provides participation, education, and employment pathways for Aboriginal and Torres Strait Islander students living in regional and remote communities. Our focus is to create a culturally safe space that supports the physical, emotional, and cultural well-being of students allowing them equal opportunity to shine.

The high-level outcomes of the program include:



School Attendance



Education & Employment



Physical, Emotional & Cultural Well-being



Community Capacity



Pathways

Since the inception in 2017 over 2500 Indigenous students across seven remote communities have experienced netball opportunities including inter community carnivals, school clinics and a leadership camps. The program has also provided employment opportunities for Indigenous staff, coaches and supported umpire development to build local capacity.

Diamond Spirit Community programs focus on participation and pathways for children and youth living in remote communities. The programs are predominately delivered through local primary schools with a view of transitioning to after school programs and community carnivals. The key outcomes of our community programs are to instill positive messages to students at a young age, focusing on the benefits of sport and physical activity with longer term benefits of improved physical literacy, health, and well-being.

Current sites in Far North Queensland: Aurukun, Mapoon, Napranum, Weipa, Yarrabah, Bamaga, Injinoo

Diamond Spirit Educate Hubs are delivered through State High Schools and employ full time teachers who provide mentoring support for students in years 7 to 12. Our philosophy is to focus on the creation of a culturally safe space, where students feel connected to culture and supported through their education journey.

Current Hubs: Bremer State High, Cairns State High

The Diamond Spirit program has proven results and has been commended for exceptional collaboration in this space. This has been rewarded with a National Play by the Rules award in 2019 recognising innovative program design. Diamond Spirit also received an outstanding report card following an external review from Education Queensland with Diamond Spirit outperforming all comparable programs, including a 17.5% reduction in behavioural absentees and 7.7% improvement in school attendance.





2017 COMPETITIONS REFORM: CREATION OF THE HART SAPPHIRE SERIES

In 2015, Netball Queensland completed a review of netball competitions in Queensland. Upon completion, an EOI was undertaken to convene a group of Members who would oversee the implementation of recommendations. The Competitions Implementation Working Group advised on a great number of things including the establishment of QPL, changes in the format of State Age, and the creation of the State Titles event.

In 2017, Netball Queensland undertook a major consultation process regarding Queensland State Netball League (QSNL). This culminated in a Members Forum which endorsed the retirement of QSNL and in its place, the creation of the HART Sapphire Series

The vision for HART Sapphire Series is to stand proud as a globally elite premier netball competition, that is proudly connected to Queensland. HART Sapphire Series exists as a platform that unites the community; champions local heroes; mines, cuts and polishes new netball gems and inspires future generations of players, coaches and umpires.

The series launch in 2019 was a great success with Wildcats taking the inaugural title and season two has truly unveiled the passion and class of our netball family, as the Clubs continue to shine amidst the storms of 2020.

Moving forward, Netball Queensland is committed to elevating HART Sapphire Series to new heights. With the recent appointment of League Manager, Demelza Fellowes, we are excited to see how together we can evolve this competition into something remarkable.



2021-2022: A NEW GAME PLAN

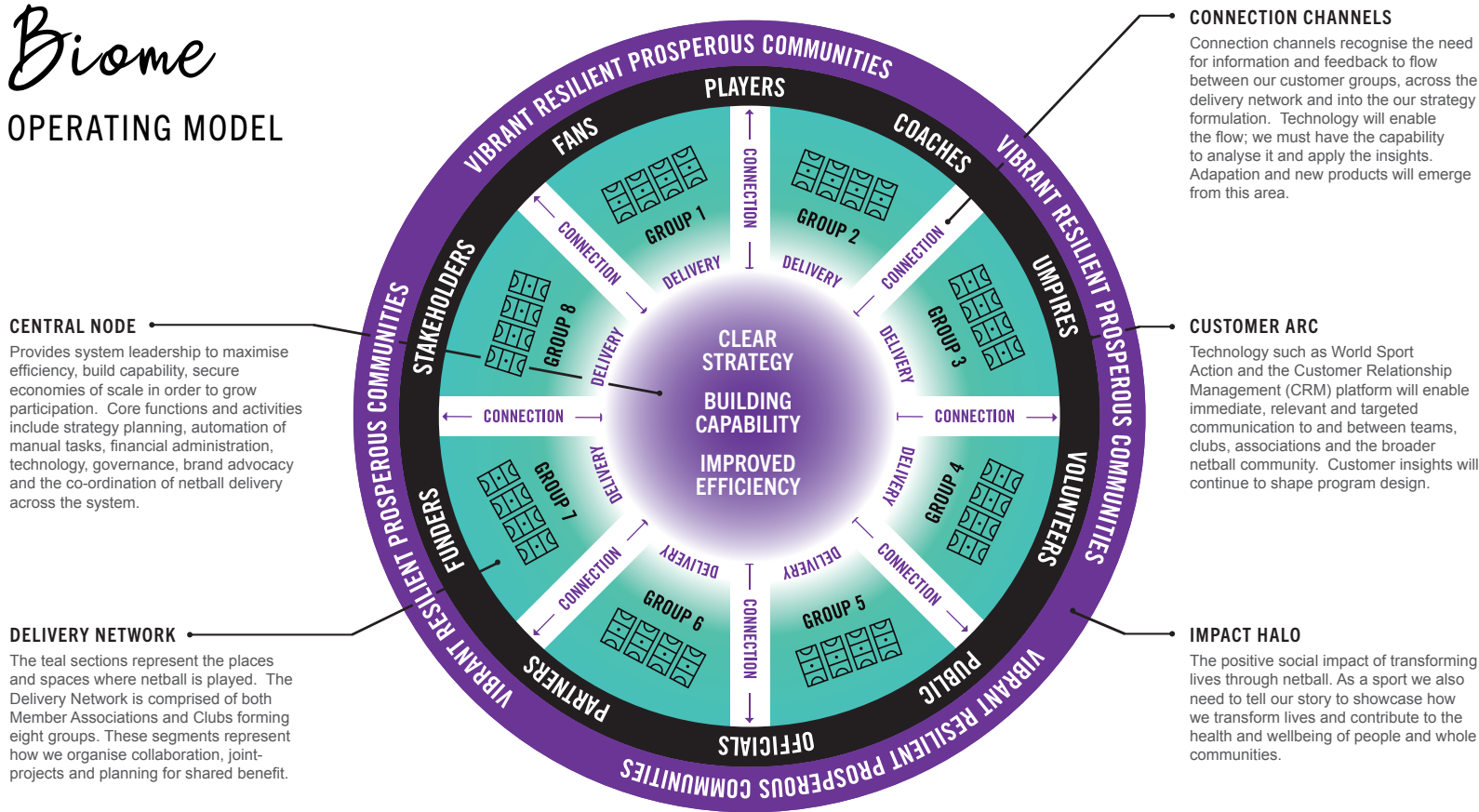
A winning team must be fitter, stronger, faster, smarter and more resilient. They study their opponents, collect and analyse data, build smart game plans and execute with heart and head. Each player knows their role, putting side before self in pursuit of a collective goal.

In the increasingly competitive world of sport, we want Netball to win. Collectively we are the stewards responsible for this task. The Biome is our

tactical game plan. It draws on the strengths of all players in the team (Clubs, Associations and NQ), clarifying roles and enabling collaboration. The Biome harnesses technology and collective intelligence to make us a more efficient, innovative and sustainable system. We are on a journey, preparing now for what lies ahead but what is most important is that we unite for our game. We are stronger together.

Biome

OPERATING MODEL



WHERE WE ARE GOING.

“Never has our sport been under so much pressure or enjoyed so many opportunities. And when we emerge from this major disruption to our sport, our key partners (government, commercial and philanthropic) will expect netball to be responsive to the changed environment and evolving consumer sentiment”

Netball Australia State of the Game review

2019 H3 PROJECT OUTCOME

TECHNOLOGY PLATFORM: WORLD SPORT ACTION

In all consultation forums and Leaders Conferences, MyNetball has consistently been stated as the number one pain point for the netball community.

Collaboration between Netball Queensland, Associations and Clubs has enabled very clear expectations of what a replacement platform needs to deliver for our sport. Netball Queensland used this information in seeking a new technology partner via a Request for Proposal. We were seeking a partner that could provide a registration platform that would remove these frustrations, provide a much improved end user experience and save significant time for our volunteers. The solution provided by World Sport Action was a standout and we are very excited about what has been tested so far and the improvements that have already been made to the platform based on community feedback.

These improvements include:

- ✓ The ability to have participant password reset via SMS
- ✓ The opportunity to regrade competitions automatically without having to cancel the existing draw in the system
- ✓ An e-commerce solution so that Associations and Clubs can establish their own shop to sell uniforms etc
- ✓ The ability to register multiple participants in multiple competitions in the one transaction
- ✓ The ability to create user pay weekly competitions for those that cannot play each week
- ✓ The amazing Live Scoring of games, reducing significant administrative burden for committees and providing a much improved user experience

Training has been offered to all Associations and Clubs. This training commenced on 6th October 2020 and will continue through until 16th December. Additional training, specifically on competitions, will be offered during the January – March period.

107 sessions have been offered and already 42 Associations have either completed or reserved their training session.

A number of competitions and Associations have already tested the new platform.

These events and/or Associations include:

- Netball Queensland Social Competition at Nissan Arena
- Zone 6 Queensland Premier League
- Zone 3 Queensland Premier League
- Nissan U16 & U18 State Titles
- Vicki Wilson Championships
- Nissan State Age
- Pine Rivers Netball Association
- Townsville City Netball Association
- Western Districts Netball Association
- Nambour & Districts Netball Association
- Sunshine Coast Netball Association
- Warwick & District Netball Association
- Brisbane Netball Association
- Metropolitan Districts Netball Association

We thank all member Clubs and Associations who have tested and refined these solutions for the benefit of all members.

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Rolling out a new registration and competition platform will always have some challenges. However, the overall feedback to this point has been very positive. World Sport Action have been a very responsive partner and continue to welcome feedback about how the platform can be improved from an end user perspective.

We look forward to continuing to work with the netball community to enable the best user experience possible for committees, volunteers and most importantly our end users.

“At State Age in 2020, 144 hours of volunteer’s time was saved over 4 days by using Live Scoring”

Sian Jackson
Netball Queensland

2020 H3 PROJECT OUTCOME

FINANCIAL ADMINISTRATION PLATFORM: XERO

The Finance Platform has been a great success with 41% of Associations now having transferred their Xero subscription to Netball Queensland.

While optional, the use of Xero to replace other financial software has been very well received by our community. The ease of use compared to other financial software solutions, the assistance provided by the Xero Support team, and the reduced risk to committee members where finances are managed via excel worksheets is significant.

The next iteration of the Finance Platform will include Spotlight Reporting. This will enable benchmarking by Associations so that best practices and success stories can be shared, further building capability and improving efficiency of our Associations.

“At Metropolitan Districts Netball Association we were using MYOB until we made the decision to jump on board with Xero so we could align with Netball Queensland. Netball Queensland provided me with the Chart of Accounts and the conversion process. I made a decision not to use the conversion process and set up MDNA from scratch. This allowed me to learn the program from every aspect and to clean out our customer contacts I found the Xero Help website excellent as they have simple instructions to follow on everything. I love Xero and the time it has saved me especially with receiving payments, payroll and depreciation. I know that there are still things I can learn to save me more time which with time I will learn and use”

Louise Taylor

Metropolitan Districts Netball Association



2020 H3 PROJECT OUTCOME

GOVERNANCE PLATFORM: PROCESS PA

Process PA is an on-line tool that makes Board/Committee governance easy with a secure and easy-to-use portal.

Features of Process PA include:

- ✓ Simple agenda templates
- ✓ Automatic notifications for meetings
- ✓ Action item follow up
- ✓ All committee documents being stored in one place.
- ✓ Letterhead can be customised providing professional, clear and consistent minutes.

Process PA removes the need for a tub of committee documents to be retained, or a lap-top to be handed down from secretary to secretary. All documents are stored safely in the cloud and can be accessed anywhere, anytime by the committee.

Process PA has been embraced and is being used by 36% of Associations. Feedback from the community is that Process PA has improved governance and also saved time. Effective use of Process PA has also resulted in greater clarity of who is responsible for following up actions.

“Just a quick email to touch base and let you know that we LOVE Process PA. We are now a couple of meetings in and getting the hang of everything. It is awesome, thank you sooooo much ”

Shari Hancox

President | Biloela Netball Association



2021 H3 PROJECT- WHAT'S NEXT

WORKFORCE, OPERATIONAL INTELLIGENCE
AND COMMERCIALISATION PLATFORMS

WORKFORCE PLATFORM

Work is well progressed on the provision of standardised position descriptions for all relevant roles in Associations and Clubs.

Netball Queensland is working on utilising available Government funding to implement an approach for traineeships within Associations and Clubs and will engage to identify a solution that will benefit all stakeholders.

OPERATIONAL INTELLIGENCE PLATFORM

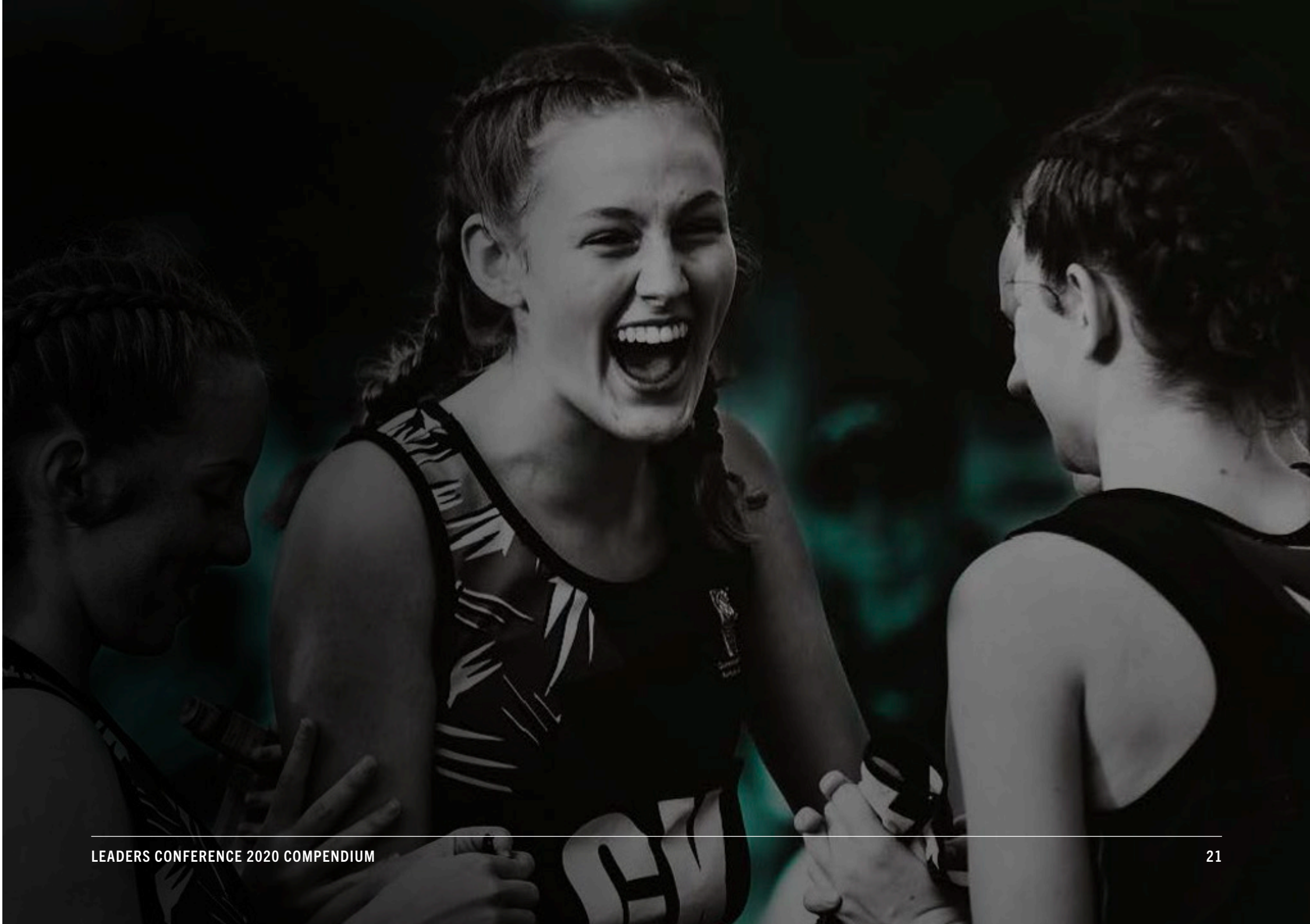
Effective planning is key to the success of any organisation and COVID-19 has made this even more important. Significant work has been completed on the creation of planning templates and facilitator session guides. This will be included in a session at the Leaders Conference and is expected to be a key focus in the immediate future for associations.

Please refer to the 'Planning Stages' diagram.

COMMERCIALISATION PLATFORM

Work has begun on the creation of a toolkit that will assist Associations and Clubs to build a commercialisation and activation strategy. There is an opportunity to support local volunteer committees and through the provision of templates and training to demonstrate the significant value of the assets held by Associations. These assets include the number of registered members, spectators on site, real estate and the netball brand itself.

PLANNING STAGES:



ASSOCIATION DATA.

Opportunities for the Future

The BIOME was created to build a bigger and better game for all to enjoy in years to come. It was designed to integrate governance, strategy, culture and delivery – with agility and with the ability and flexibility to meet the diverse needs of Queensland communities.

The information contained in this section provides an overview of our netball delivery network.

Please note the net profit per member measure is calculated using the financial information provided by each Association as per the Affiliation process divided by the number of registered members in MyNetball in 2019. We ask that you review this information keeping in mind that the net profit per member can be significantly impacted by one-off revenue items such as Government Grants received or acquitted in a financial year.

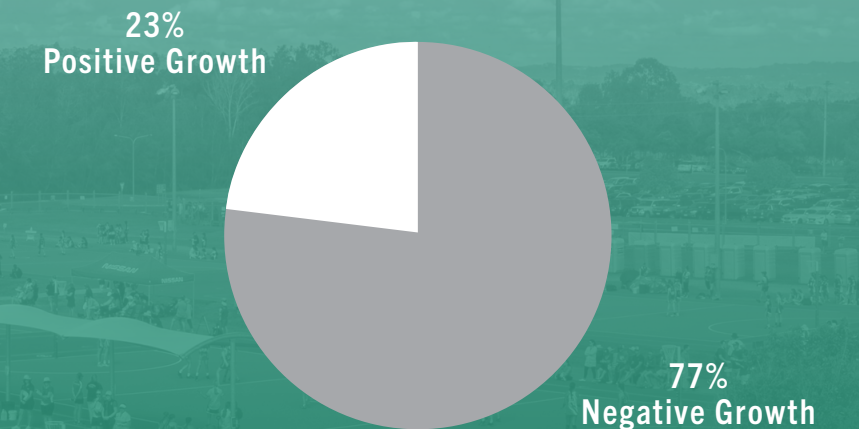
2018-2019 MEMBER GROWTH

The % of associations that experienced a positive growth in membership from 2018 to 2019.



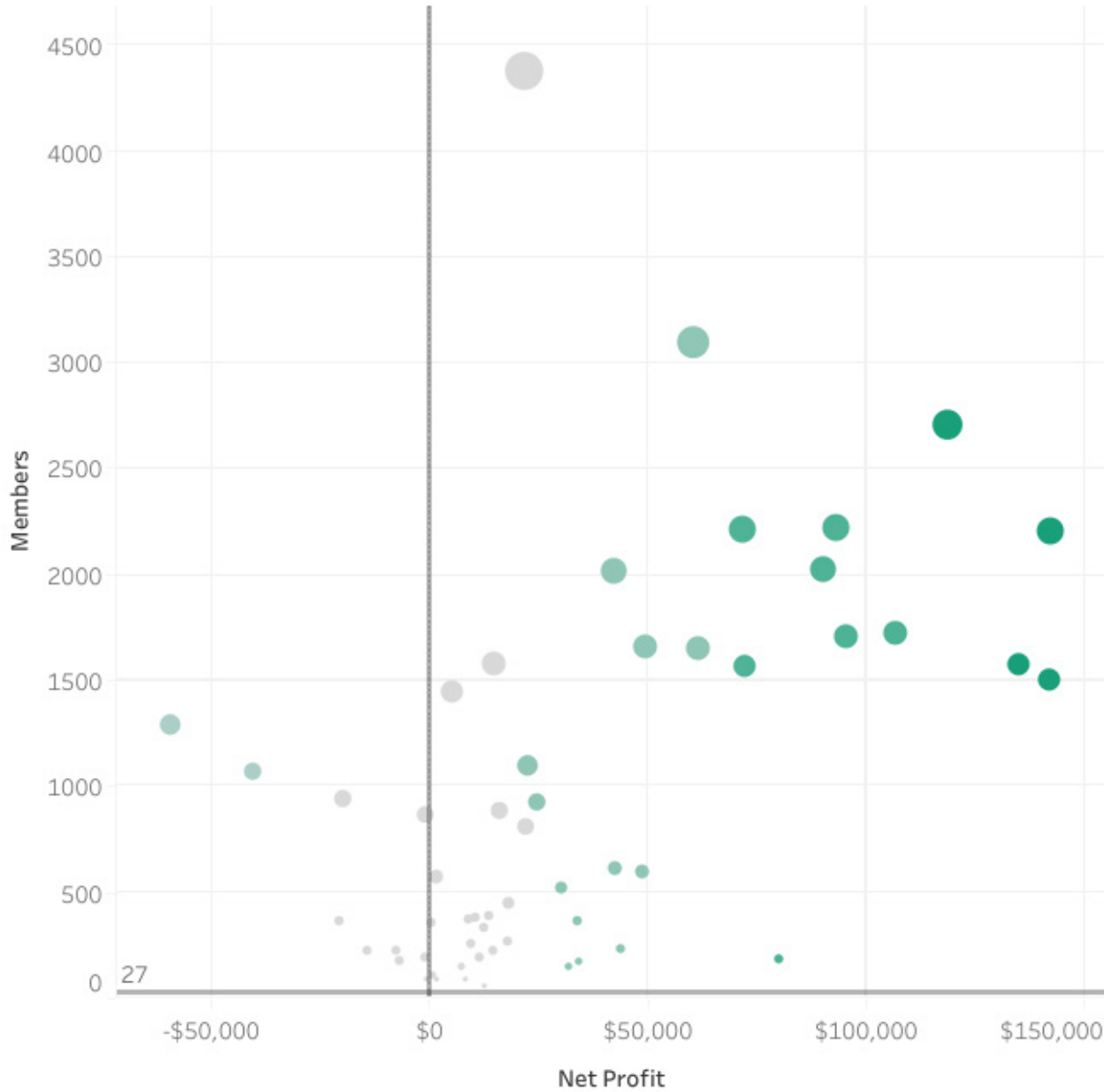
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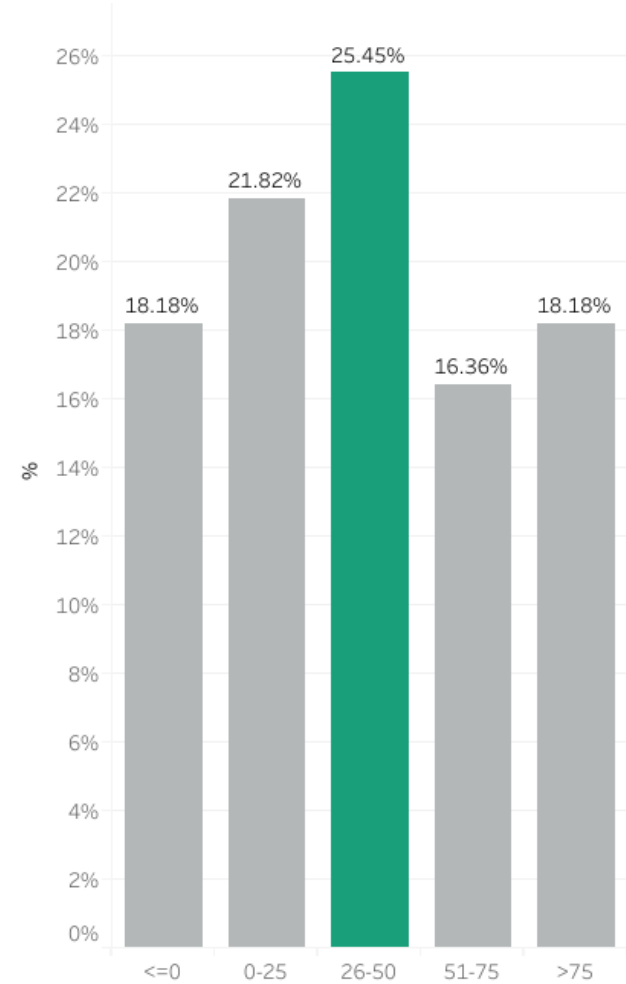
2019 PROFIT VS MEMBERS

This shows the correlation between the Net Profit an Association has recorded vs the number of Members they have for 2019.



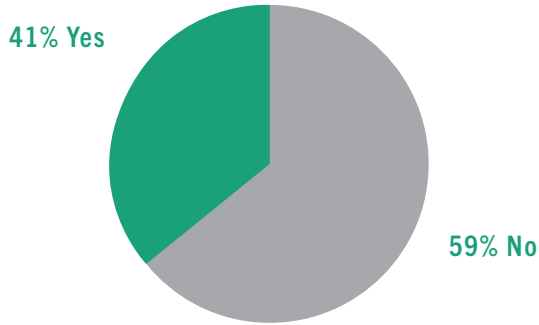
PROFIT PER MEMBER GROUP

This chart shows that a lot of the Associations are making between \$25-50 per member profit (in 2019).



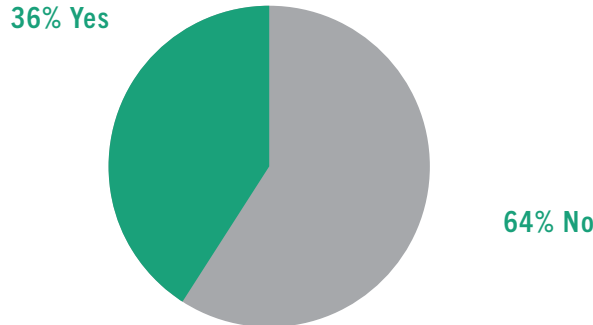
XERO IMPLEMENTED

This is the % of Associations that has implemented the Xero system so far.



PROCESS PA IMPLEMENTED

This is the % of Associations that has implemented the Process PA system so far.



THANK YOU.

Thank you to all COVID-19 Safety Coordinators who volunteered their time to ensure netball resumed across Queensland in an unprecedented 2020. We forged a community of 230 Coordinators to lead our netball community through a pandemic, oversaw the development and implementation of Association or Club Return to Play arrangements and periodically reviewed and adapted COVID Safety procedures within an ever-changing climate. Netball in Queensland would not have resumed without you.

| | | | | | | | |
|---------------------|-------------------|---------------------|---------------------|---------------------|------------------|------------------------|-----------------------|
| Leeanne Kirk | Wendy Clements | Megan Slattery | Nicky Carr | Kim Lennane | Dean Lefel-Hogan | Kelly Mulligan | Tahu Whaanga |
| Joanne Boothby | Michele Cardilini | Bridget Brown | Debbie Fitzgerald | Tara Harm | Paula Carson | Janelle Mallyon | Helen Rigney |
| Annette Boase | Wendy Gleeson | Cheronne Hale | Joan Gower | Natalie Ramsdale | Sonya Teague | Fiona Smith | Leiarna Dooley |
| Robert Harris | Sarah Little | Debbie Hall | Debbie Caspers | Wairita Emery | Joanne Aitken | Maree Likely | Mandy Greenland |
| Scott Christie | Maleesa Dukes | Stephanie Cushing | Jodie Tyson | Jodi Skelton | Mark Lisec | Jo Chatfield | Gavin Clarke |
| Amie Clark | Stacy Taylor | Sonya Gibson | Nikki Ross | Nikki Dalla Vecchia | Zena Martin | Kristy Sinclair | Nicky Scarvelis |
| Kate Lister | Trevor Colton | Amanda Stubbings | Jo Dighton | Zara Margolis | Johanna Hellyer | Sue Le Busque | Fiona Toogood-Tetley |
| Brendan Alexander | Tara Boutcher | Erin Goddard | Michelle Hogan | Faye Tapu | Felicity Mears | Emma Lendrum | Anita Ritchie |
| Brett Vinson | Leon Downing | Carmel McErlain | Nicole Price | Lesleigh Callaghan | Gunilla Russell | Therese Parslow | Brendon Cook |
| Gavin Duffy | Phebe Chelepy | Pip Rocks | Samantha Freemantle | Lisa Whelan | Laura Davidson | Deborah Hall | Amanda Colley |
| Jodie McLagan | Tammy Ingram | Matthew Bekker | Deb Kuskopf | Gloria Ryder | Sandra Hall | Jo Pitcher | Deborah Vanderloos |
| Kathryn Noordermeer | Katrina Whitham | Adriana Boske | Sarah Houghton | Lynne Hetherington | Lucy Drury | Priscilla Waho | Holly Skipage |
| Angie Irvine | Lynette Nobbs | Shaun Fenech | Stephanie West | Sue Lowrie | Nicky Potter | Gabrielle Firth-Taylor | Jackson Rigby |
| Cara Trindle | Anita Godier | Kirstine Gill | Leah Stone | Cedar Staggard | Melita Cheetham | Louise Ford | Lawrie Catterson |
| Jayne Brookes | Sonia Morshead | Joyce Press | Kristina Howard | Fiona Bastow | Simone Hitchcock | Zoe Binnie | Kirsty Porton-Delaney |
| Deanna Antuar | Belinda Finger | Kimberley Seymour | Erin Bock | Samantha Kent | Jen Williams | Kylie Chapman | Linda Bunch |
| Amy Mcewan | Kirsty Appleton | Rachel Wooldridge | Cathryn Zischke | Julie Schultz | Kellie Kani | Sharo Langford | Paula Sale |
| Shelly Gregory | Rochelle Smalley | Deborah Tapper | Tamara Vercoe | Mark Jordan | Trudy Landsberg | Lyn Ward | Mary Pipe |
| Skye Shaw | Toni Orr | Micheal Kenyon | Laurinda Long | Brad Cannen | Kylie Dwyer | Sharon Glasby | Belinda Beck |
| Raeleen Naidoo | Rachel Tyler | Brigitte Brennan | Ian Thomas | Luisa Davidson | Annmarie Noovao | Nikki Turner | Susan Viero |
| Heather Ball | Kay Knight | Anne Tihi | Sharon Sutherland | Karlien Kerr | Ryan Kift | Judith Bulley | Wayne Poole |
| Anne Hartin | Jenny Elphinstone | Shireen Geddes | Donna Joosten | Jessica Turner | Krista Vatubua | Amanda Scott | Rebeka Mason |
| Lyndal Wiggins | Rebecca Horne | Tricia Baumann | Sarah Flower | Cassandra Bartz | Amanda Black | Bruce Killer | Tracy Macmillan |
| Simone Capsis | Janice Geary | Julie Dignan | Maardi Collinson | Kelly Brauer | Courtney Simmons | Kristina Moore | Di A-Izzeddin |
| Lorraine Zammit | Jessica Isaac | Jonathon Parker | Tanya Shorey | Christine Main | Jackie Parra | Sharon Finnan-White | Lisa Taylor-Arcidiaco |
| Linda Bradshaw | Chris Dyer | Helen Hockings | Soraya Dredge | Ira Johnson | Mike Petrides | Rachel Graham | Libby Jacques |
| Jason Wilson | Megan Readdy | Lisa Hau | Glenn Mcphee | Kathryn Heinold | Stephen Bignell | Nadine O'Farrell | Elizabeth Youd |
| Tanya Dearn | Renee Izzard | Janette Mchutchison | Kirsten Boud | Kellie Kenway | Simon Leonard | Carmen Sullivan | |
| Louise Billman | Yolanda Reitano | Jason Littlewood | Paula Stuart | Debbie Miller | Lara Sjaus | Sharyn Borger | |

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MAJOR PARTNERS

OFFICIAL PARTNERS

MEDIA PARTNERS





CHARITY PARTNERS







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