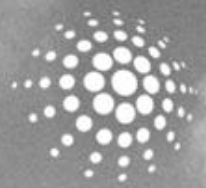


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ACKNOWLEDGEMENT OF COUNTRY & WELCOME



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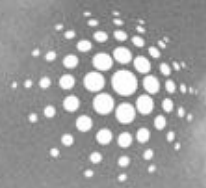


OPENING ADDRESS

KATE DAVIES

CHIEF EXECUTIVE OFFICER
NETBALL QUEENSLAND





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NETBALL QUEENSLAND FINANCIAL UPDATE

MIKE ANDERSON

CHIEF OPERATING OFFICER
NETBALL QUEENSLAND


NQ FINANCE UPDATE

- 1. 2023 Financial Position**
- 2. 2024 Draft Budget**
- 3. Insurance Update**



1. 2023 Financial Position

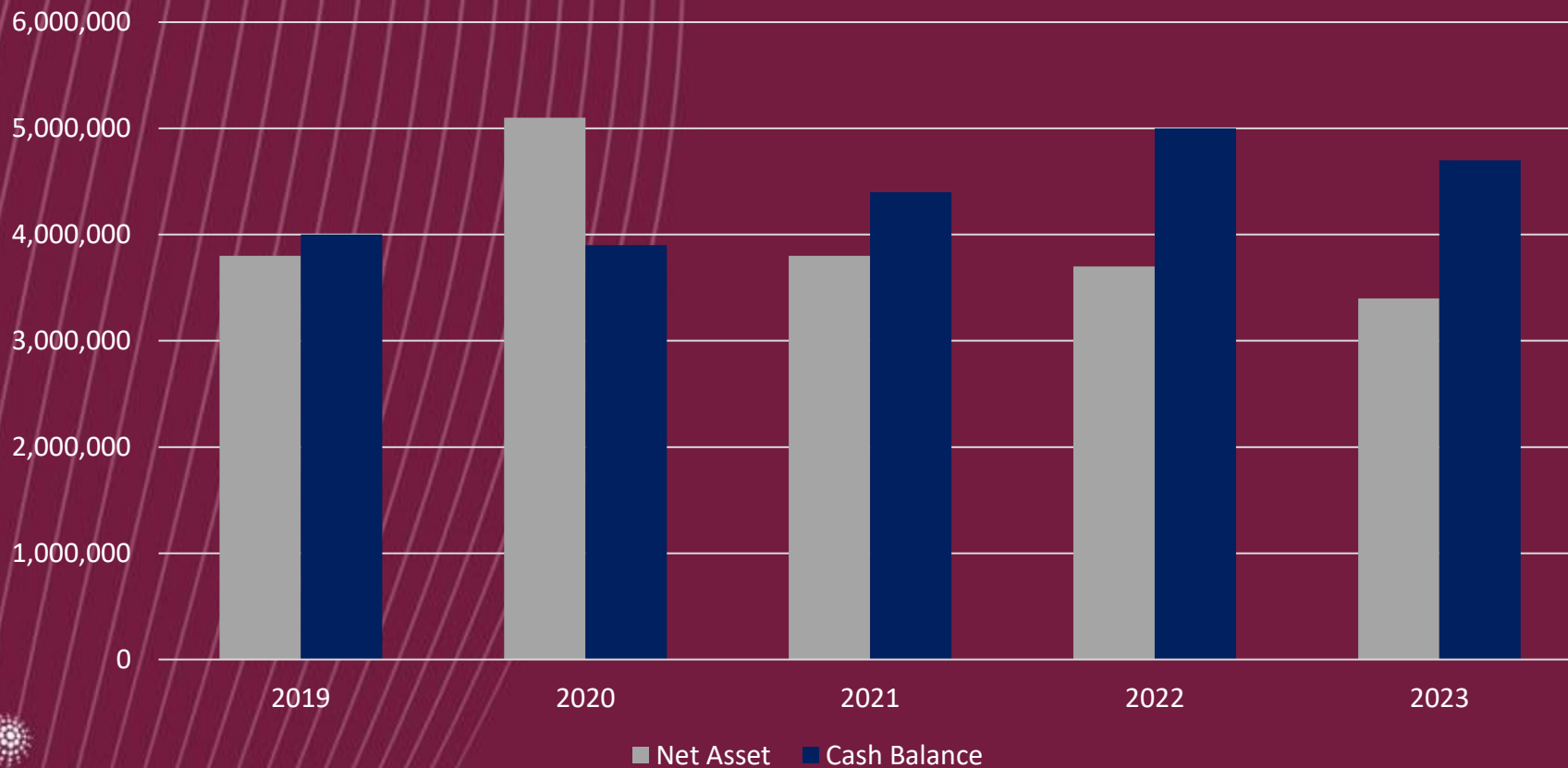
High Level Profit and Loss Summary

	2023 Full Year Forecast (\$'000's)	2023 Budget (\$'000's)	2022 Actual (\$'000's)
Revenue	16,196	16,412	15,258
Expense	16,242	16,435	15,046
Profit/(Loss) EBITDA (before Interest Income)	(46)	(23)	211
Interest Income	200	117	72
 Profit/(Loss) EBITDA after Interest Income	153	94	283
Net Profit (Loss) after depreciation	(99)	(158)	(47)

EBITDA – earnings before interest taxation depreciation and amortisation

1. 2023 Financial Position (cont.)

Net Assets and Cash Reserves 2019 to 2023



1. 2023 Financial Position (cont.)

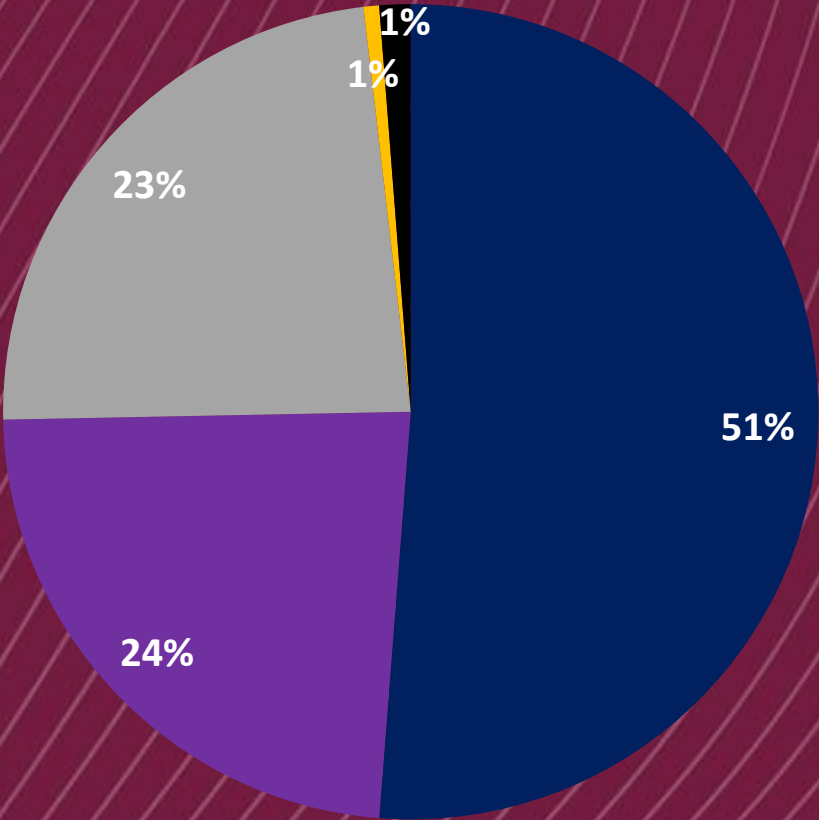
Key Revenue Areas – 2019 to 2023

Item	2019	2020	2021	2022	2023
Community Registrations	4.1m	3.7m	4.1m	4.5m	5.0m
Sponsorship & Merchandise	1.8m	1.9m	2.0m	3.1m	3.0m
Venue Hire	1.0m	1.5m	2.1m	2.9m	3.4m
Government Grants	1.1m	1.1m	0.9m	1.1m	1.2m
SSN Grant	0.4m	0.4m	0.4m	0.8m	0.8m
Firebirds Membership & Ticketing	0.8m	0.4m	0.6m	0.7m	1.1m



1. 2023 Financial Position (cont.)

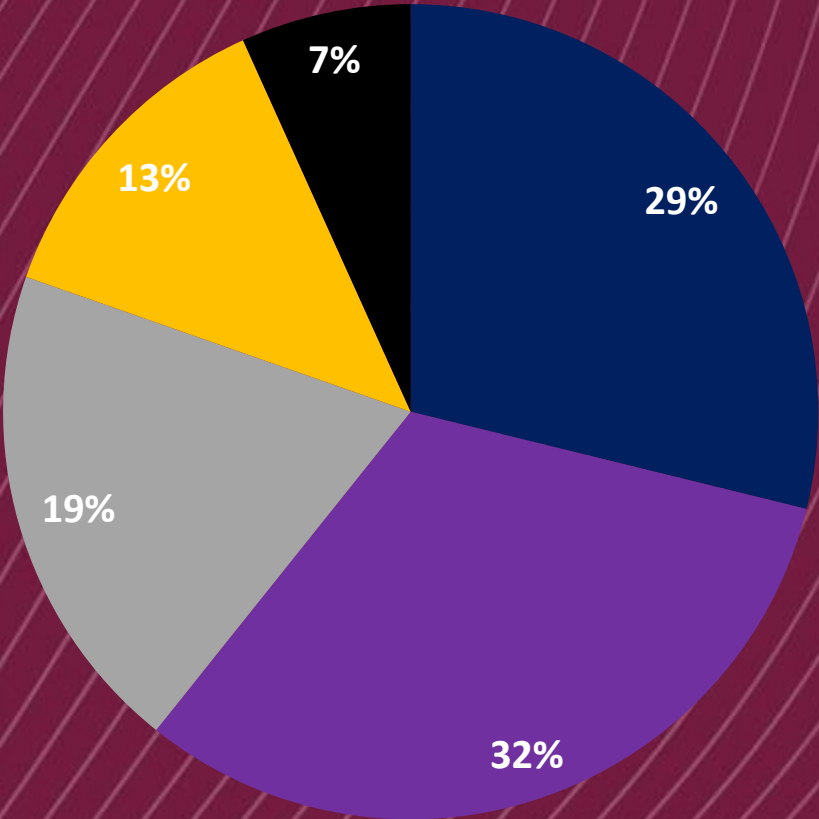
Revenue Breakdown by Pillar



Pillar	2023 FYF
Community	\$8.3M
Firebirds	\$3.8M
Nissan Arena	\$3.8M
Business Services	\$0.1M
Pathways (non-SSN)	\$0.2M
Total Revenue	\$16.2M

1. 2023 Financial Position (cont.)

Expense Breakdown by Pillar



Pillar	2023 FYF
Community	\$4.7M
Firebirds	\$5.2M
Nissan Arena	\$3.2M
Business Services	\$2.1M
Pathways (non-SSN)	\$1.1M
Total Revenue	\$16.3M

1. 2023 Financial Position (cont.)


Contribution to EBITDA Results by Pillar



Pillar	2023 FYF
Community	\$3.65M
Firebirds	(\$1.36M)
Nissan Arena	\$0.55M
Business Services	(\$1.76M)
Pathways (non-SSN)	(\$0.93M)
Total EBITDA Profit	\$0.15M

2. 2024 Budget (Draft)

Preliminary Draft not yet Board approved

	2024 Draft Budget (\$'000's)	2023 FYF (\$'000's)	2022 Actual (\$'000's)
Revenue	17,896	16,196	15,258
Expense	17,988	16,242	15,046
Profit/(Loss) EBITDA (before Interest Income)	(92)	(46)	211
Interest Income	253	200	72
 Profit/(Loss) EBITDA after Interest Income	161	153	283
Net Profit (Loss) after depreciation	(192)	(99)	(47)

EBITDA – earnings before interest taxation depreciation and amortisation

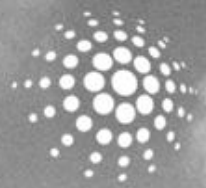
3. Insurance Update

- Insurance Broker Tender (July–Sept)
- Improvement sought in service, cover & cost
- Focus for renewal (flood cover, online claims, responsiveness on claims, structure & limits)
- Member engagement & education

Thank you



**LEADERS 2023
CONFERENCE**



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KEYNOTE SPEAKER

FROM MCGREGOR TO CAPE TOWN, A NETBALL JOURNEY

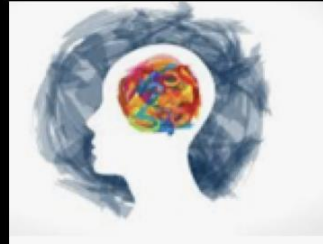
STACEY MARINKOVICH

HEAD COACH

ORIGIN AUSTRALIAN DIAMONDS



Who is Stacey Marinkovich





AUSTRALIAN NETBALL
diamonds

My Experience in Elite Environments

Playing Experience

- >100 games at Elite Level
- AIS, QAS, WAIS, Australian 21's
- Captaincy
- Coaches Awards – 3 different coaches.

High Performance

- High Performance Manager Netball WA (3 Years)
- Fever In Time
- Development Philosophies – LTAD
- Experienced in every layer of Netball Australia and Netball WA Development Pathway

Illustration of my back ground and how this has influenced my approach

Corporate Experience

- Senior Account Executive – Aon Risk Services
- Responsible for managing a team - communication, team work, delegation, relationships, trust and responsibility
- Required interaction and relationship/partnership building with multi million dollar companies
- Ability to communicate in 3 ways:
 - ★ Up to Management
 - ★ Lateral to positions of equal standing
 - ★ Down to members of the team

Coaching Experience

- West Coast Fever Assistant Coach (3 years)
- ANL Head Coach (2 years)
- Centre of Excellence Assistant Coach
- Junior Development – FIT, 19U, WAIS
- Australian TID Squads
- Australian Fast5 Flyers
- Diamonds Players
- Individuals, Specialist, Physical Capacities

THE EARLY DAYS



My Move to the West



The Path to a Dream

*The path to a dream is paved with sacrifices
and lined with determination.
And though it has many stumbling blocks
along the way
and may go in more than one direction,
it is marked with faith.
It is travelled by belief and courage,
persistence and hard work.
It is conquered with a willingness
to face challenges and take chances,
to fail and try again and again.
Along the way, you may have to confront
doubts, setbacks, and unfairness.
But when the path comes to an end,
you will find that there is no greater joy
than making your dream come true.*

- This photos is full of many talented Qld Players and Coaches. This was what I knew before taking the leap West.
- Karen Brown gave this to me before I left.

BREAKING INTO THE ELITE



Firebirds wonderkids
Rebecca Chapman, left and
Stacey Reisman have plenty
to smile about with their
emergence in CBFT programs

Firebird kids are really hot stuff

Queensland Firebirds netball player Stacey Reisman will never forget her Commonwealth Bank trophy season debut.

On the domestic, the Firebirds did not walk away with a first-up win against the Melbourne Phoenix but for Reisman personally it was a night of great achievement.

Reisman missed the second round of NBL action while playing for Queensland in the 19 and under national championship in Perth.

With Reisman, that Queensland side contained three other Firebirds in Karen Wright, Sasha Connell and Rebecca Chapman.

The four have all been selected in the Australian 19 and under talent identification squad, along with fellow Queenslanders Kelly MacKenzie and Amanda Jordan, another Firebird squad member, is also part of the youth struggle at the club still eligible for 19 and under but ruled out of the championship because of a back injury.

The abundance of youth is indicative of the Firebirds' plan to rebuild for the future under new coach Sue Hawkins.

Hawkins never hesitated in releasing her young stars to the under-age championship even though it meant they missed a round of the CBFT.

Stacey Reisman shows the style that has made such an impact in the CBFT

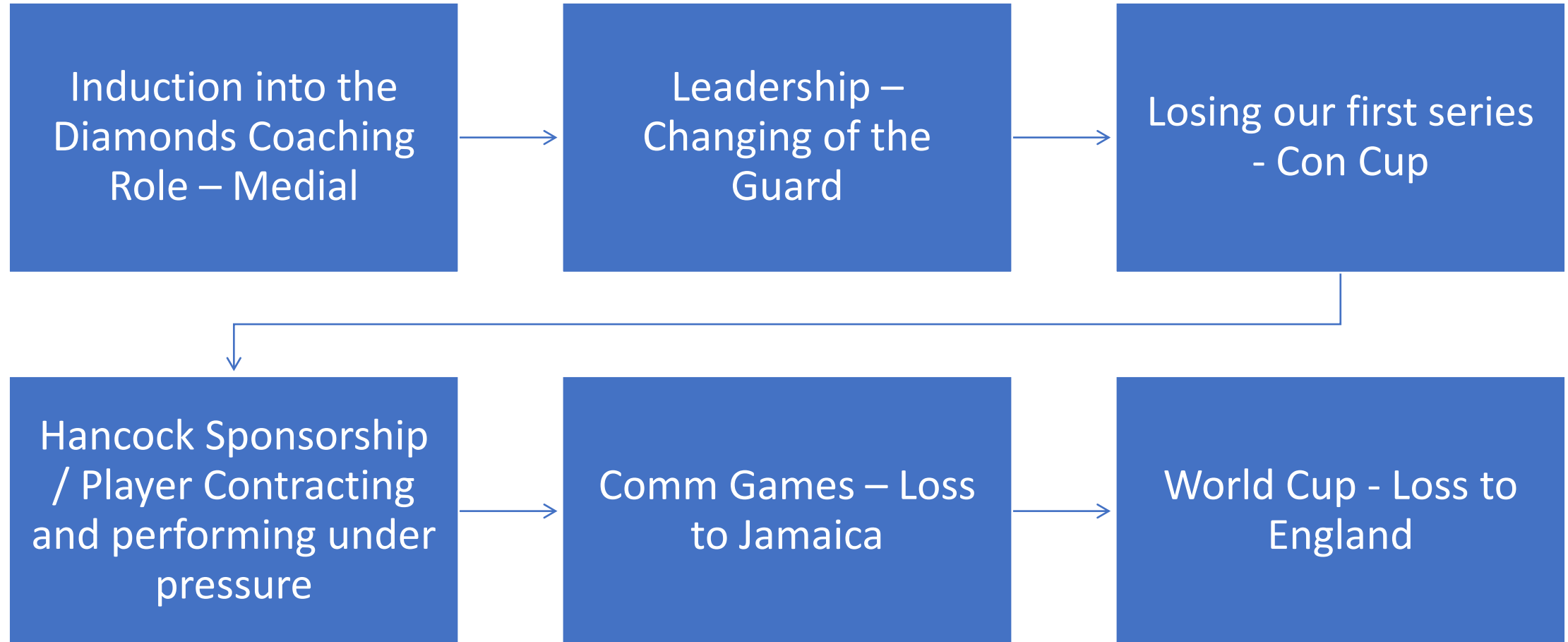


Significant Events that as a player Influenced my Approach to Coaching.

“The Need for Early Success”

- Moving from Queensland to Perth at 20 years of age to enhance my playing career
- Captain of the U17, U19 Qld Teams, WA Open Team, Perth Orioles and West Coast Fever
- Being Captain of the West Coast Fever and playing from the Bench whilst being the designated leader of the club
- Receiving the Coaches award from 3 of my 5 coaches in CBT/ANZ
- Being delisted for youth to then have the team cry out for experience

Significant events that have influenced my coaching through my experiences





COACHING



On the court, off the court we all play a role and all contribute to our vision

UNFINISHED



TO UNRIVALLED

THE DIAMONDS LEGACY
CONTINUES

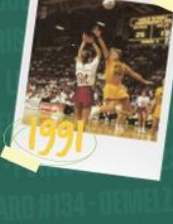


MOVING THE HIGH BAR





True
contribution
to “Team” &
playing your
role for the
team

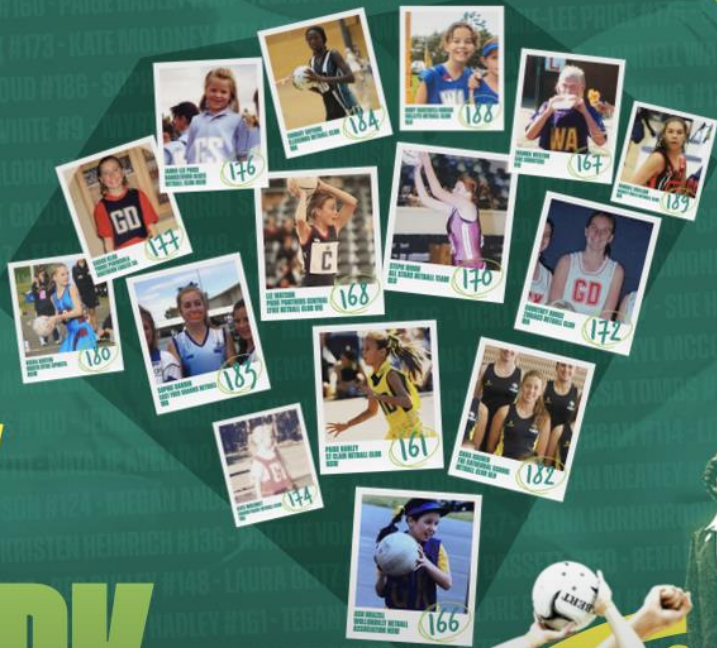


BECKY BOLLEN #1 - LORNA MCCONICHE #2 - JEAN COWAN #3 - DOROTHY QUARRY #4 - RONDA O'BRIEN #5 - MERYL MITCHELL #6 - EDNA ROSS #7
 MAVIS RICHTER #8 - MARY WHITE #9 - MYRTLE BAYLIS #10 - LILLIAN CRAWFORD #11 - LAURA HORNIG #12 - DAWN WHITE #13 - ALICE DOYLE #14
 WYN HAYWARD #15 - PAT DOHERTY #16 - PEGGY KING #17 - JIM STEELE #18 - LORRAINE EILER #19 - AILEEN MALONE #20 - BETTY KEMPSTER #21
 MARGARET ALLEN #22 - GLORIA HAYCROFT #23 - GEORGINA RAMSAY #24 - ALLEEN TRAVERS #25 - MARCIA WATKINS #26 - JOSIE BISHOP #27
 DOT CLOSE #28 - ELAINE KNUCKEY #29 - DOT LAWATER #30 - PATRICIA ROWE #31 - MADELEINE WIESNER #32 - ANNETTE SIMPES #33
 JOYCE BROWN #34 - MARGARET CALDOW #35 - CORRIN SAMBELL #36 - JEANETTE CATO #37 - JUNE NOSEDA #38 - WILMA SHAKESPEAR #39
 INGRID TOUGH #40 - VAL EATON #41 - LYN DAVEY #42 - ELLEN DARCY #43 - GLENYS BANFIELD #44 - CAROL CRAWSHAW #45 - STELLA NORTHEY #46
 MAUREEN KIRSANOVIS #47 - ELIANA MERILLO #48 - CHRIS BURTON #49 - HEATHER CHIRNALL #50 - GAYE TEEDE #51 - MARGARET ROE #52
 BROWNWYN ROBERTS #53 - NOELA OLSEN #54 - KAY THOMSON #55 - MARG MOLINA #56 - TERESE KENNEDY #57 - RICKY COATES #58
 CHERYL STEVENSON #59 - ANNE GIBSON #60 - SHARON BURTON #61 - GAIL WRIGHT #62 - MARYANNE BELL #63 - PAM REDMOND #64
 BETTY CARROLL #65 - NORMA PLUMMER #66 - MICHELLE COLLYER #67 - KERRIE BAIRD #68 - BETH HANCOX #69 - KAY PARTINGTON #70
 MONICA LAHNA #71 - JULIE FRANCOU #72 - ANNE SARGEANT #73 - YVONNE HALE #74 - LIZ WHITE #75 - NOELEN DIX #76 - VICKI HASTINGS #77
 SUE HAWKINS #78 - MARILYN DILTH #79 - KARAN SMITH #80 - JILL MCINTOSH #81 - TRICIA WILSON #82 - DIANE MARTIN #83
 JANELLE PETERSON #84 - DIANNE McDONALD #85 - CHRIS HARRIS #86 - JANE SEARLE #87 - DIANNE ECKERT #88 - ROSLEE JENCKE #89
 DIANNE HONEY #90 - CHERYL MCCORMACK #91 - MICHELLE DEN DEKKER #92 - KEELY DEVERY #93 - DEBBIE RIX #94 - VICKI WILSON #95
 MARCIA ELLA-DUNCAN #96 - SALLY IRONMONGER #97 - SUE KENNY #98 - LISA BEHAG #99 - MICHELLE WILKINS #100 - JENNIE LONGHURST #101



HONESTY HUMILITY HARD WORK

UNFINISHED → UNRIVALLED



2015
2011
2007
1999
1995
1991
1983
1979
1975
1971
1963

1938 SISTERS IN ARMS 2023

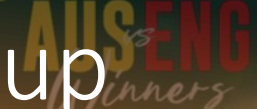
NICOLE CUSACK #102 - CARISSA TOMBS #103 - JENNY BORLASE #104 - SHARON FINNAN-WHITE #105 - CATRIONA WAGG #106
 SHELLEY O'DONNELL #107 - KATHRYN HARBY-WILLIAMS #108 - SIMONE MCKINNIS #109 - LIZ ELLIS #110 - MARIANNE MCCORMICK #111
 NATALIE AVELLINO #112 - SARAH SUTTER #113 - JOANNE MORGAN #114 - LIZ BONIELLO #115 - JANINE ILTCH #116 - AUDINE BRYANT #117
 JACQUI DELANEY #118 - CATHERINE COX #119 - ELOISE BOYLE #120 - SHARLENE MCMAHON #121 - REBECCA LARKIN #122 - PETA SQUIRE #123
 NICOLE RICHARDSON #124 - MEGAN ANDERSON #125 - ALEX CLARKE #126 - SUSAN MEANEY #127 - ALSON BROADBENT #128
 BIANCA CHATFIELD #129 - JANE ALTSCHWAGER #130 - NATASHA CHOKLAT-LEW #131 - CYNIA KYDD #132 - JESSICA MENEHERRA #133
 MO'ONIA GERRARD #134 - DEMELZA FELLOWES #135 - KRISTEN HEINRICH #136 - NATALIE VON BERTOUCH #137 - SELINA HORNIBROOK #138
 SARAH GORMAN #139 - SUSAN BUNKER #140 - SUSAN PETTITT #141 - LAURA GALLAGHER #142 - JULIE CORLETT #143 - NATALIE BUTLER #144
 LAUREN BROWN #145 - KATE BEVERIDGE #146 - KIMBERLEE GREEN #147 - BEC BULLY #148 - LAURA BEITZ #149 - CAITLIN BASSETT #150
 RENAE INGLES #151 - MADISON BROWNE #152 - AMY STEEL #153 - CHELSEA PITMAN #154 - SHARNI NORDER #155 - ERIN BELL #156
 CHANEL GOMES #157 - CAITLIN THWAITES #158 - KIMBERLEY RAVALLION #159 - APRIL BRANDLEY #160 - PRIGE HADLEY #161 - TEGAN PHILIP #162
 CLAIRE FERDUSON #163 - BADI SIMPSON #164 - GRETEL BUETA #165 - ASH BRAZILL #166 - JOANNA WESTON #167 - LIZ WATSON #168
 KRISTIANA MANUFA #169 - STEPHANIE WOOD #170 - CAITLYN NEVINS #171 - COURTNEY BRUCE #172 - EMILY MANNIX #173 - KATE MOLONEY #174
 KELSEY BROWNE #175 - JANNIE-LEE PRICE #176 - SARAH KLAU #177 - LAURA SCHERIAN #178 - MADDY TURNER #179 - KIERA AUSTIN #180
 VERITY SIMMONS #181 - CARA KNEHEN #182 - SOPHIE GARBIN #183 - SUNDAY ARYANG #184 - AMY PARMENTER #185 - MADDY PROUD #186
 SOPHIE DWYER #187 - RUBY BAKEWELL-DORAN #188 - DONNELL WALLAM #189 - TARA HINCHLIFFE #190...
 AND COUNTING.

SUPPORT STAFF

STACEY MARRINOVICH - NICOLE RICHARDSON - STACEY WEST - GARY DAWSON - TAN SCOTT - KERRY LEECH - ALANNA ANTCLIFF
 JYRRE EVANS - LAURA LALLENEG - GEORGINA CAHILL - ERIN LYONS - LAUREN MORGAN - RYAN HORSMAN

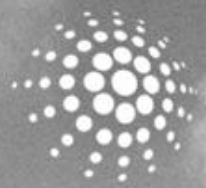


2022 TEST SERIES



TRANSFORMATIONAL

Team Room Banner 2023 World Cup



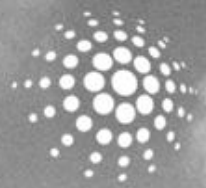
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MORNING TEA

NEXT SESSION
11.00AM



LEADERS CONFERENCE 2023

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SEASON 2024 MEMBERSHIP PRODUCTS AND SERVICES

GLENN DENNIS

NETBALL QUEENSLAND
GENERAL MANAGER - NETBALL

2024 Membership Products

No change to membership model in 2024

Continuation of social membership product

Non-playing membership to remain free

Rollout of non-membership programs

Little Nettys

Holiday Camps

Firebirds Training Programs

Reform of Sporting Schools program

**More opportunity for associations and
private providers**



Servicing the Member Base

Market Awareness

NOW

Sporting Schools
Come & Try
Holiday Camps
School Clinics

FUTURE

National Marketing Campaign
Local Area Marketing Kits
Partner Driven Promo
School Ambassador Program

Market Transition

Member Capability

NOW

Coach Development
Umpire Development
Netball Connect
Webinar Series
Member Toolbox
Governance Support

FUTURE

Teacher PD
School of Excellence
Non-accredited learning

Member Experience

NOW

Senior State Age
Junior State Age
Vicki Wilson Cup
State Titles
Firebirds Academy
Player Visits

FUTURE

Inter-club carnivals
Primary School Galas
Brisbane Invitational

Update – QLD SUNS



Participation Growth

Market Transition

FUTURE

School Newsletters

School Assembly Visits

School Gate Promotions

Partner Activations



Participation Growth

Market Awareness

NOW

Sporting Schools
Come & Try
Holiday Camps
School Clinics

FUTURE

National Marketing Campaign
Local Area Marketing Kits
Partner Driven Promo
School Ambassador Program

Market Transition

FUTURE

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School Assembly Visits
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Firebirds Academy
Player Visits

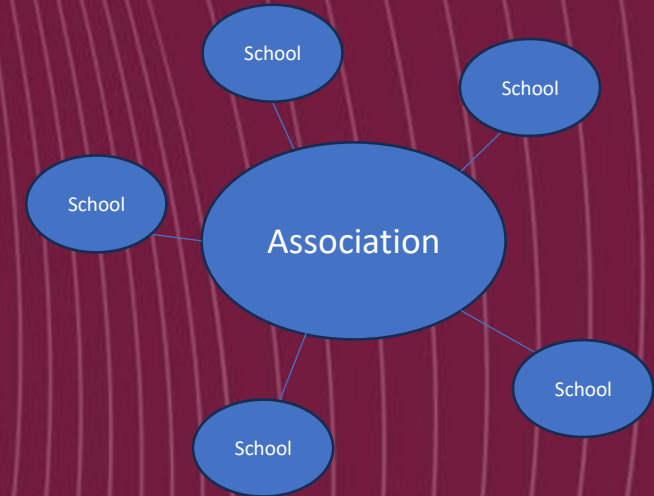
FUTURE

Inter-club carnivals
Primary School Galas
Brisbane Invitational



Planning Exercise

1. Consider the 5 closest/biggest schools in your area – write them down
2. Try to think of one person within your club/association that has a connection to each school – write a name down next to each of the schools
3. Do you know of any market awareness activity that has occurred at each school? If so write it down, if not, leave it blank
4. Do you know of any market transition that has occurred at each school? If so write it down, if not, leave it blank
5. When you consider the contact you identified for each school, could they assist with any market transition activities if they were given the right resources to do so?
6. TIMING!!!! The netball sell window is tight. Is it possible to schedule the market transition activity before you close registrations?



Future Growth

What We Know

Things are working well – the sport is seeing strong organic growth

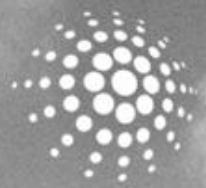
Netball continues to be the team sport of choice for girls and is showing strong signs with boys

What Needs To Be Tested

What does growth look like when we push hard?

Where is the ceiling or plateau on netball participation growth?

Does our court capacity match the projected playing population growth?



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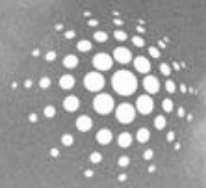
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CPR GROUP

MICHAEL CONNELLY

MANAGING DIRECTOR
SPORT AND COMMUNITY DEVELOPMENT
CPR GROUP



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VALOUR SPORT APPAREL SHOWCASE



LEADERS 2023
CONFERENCE



ALWAYS WITH
VALOUR

SHERRI MARTIN
QLD SALES MANAGER

M: 0416 024 515

E: SHERRI@VALOURSPOORT.COM.AU

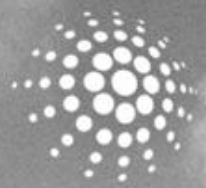
VALOURSPOORT.COM.AU

VALOUR SPORT QUEENSLAND

UNIT 23, 8 RIVERLAND DRIVE LOGANHOLME



**REGISTER YOUR INTEREST FOR
CLUB UNIFORMS AND OTHER APPAREL INITIATIVES
THROUGH OUR LEADERS CONFERENCE EOI QR CODE**



LEADERS CONFERENCE 2023

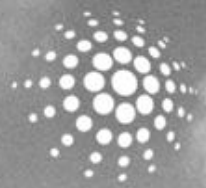
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LUNCH

NEXT SESSION
1.15PM





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CYBER SECURITY

STEPH KARVELIS

SPECIAL PROJECTS MANAGER
NETBALL QUEENSLAND

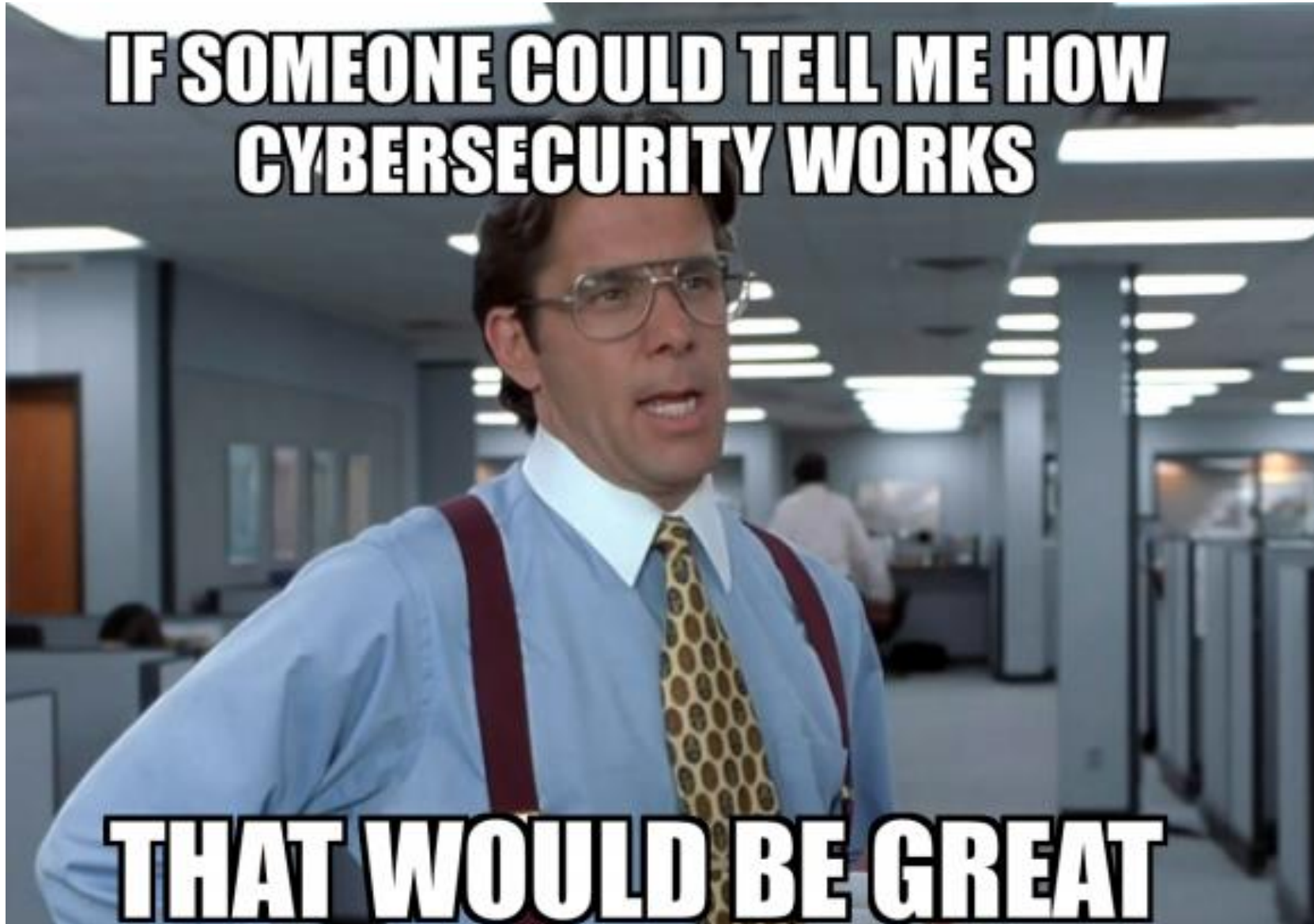


Cyber Security & Netball

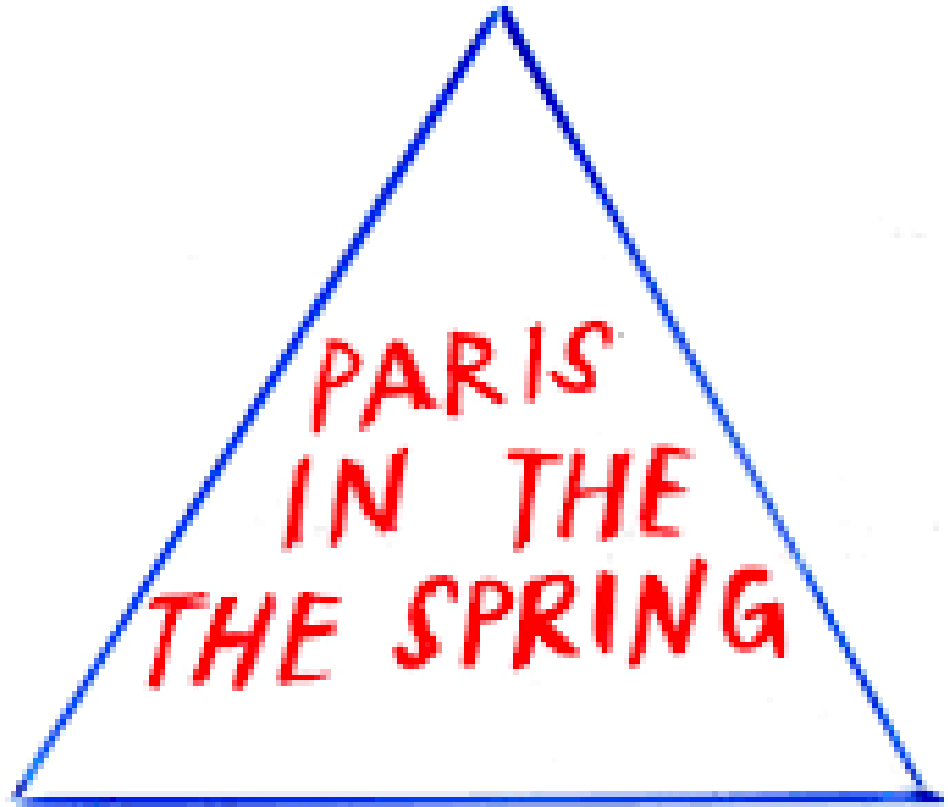
What you can expect after
this...

- Increased **AWARENESS** of information security principles, and potential cyber risks that affect us all.
- Deeper **UNDERSTANDING** of potential risks which impact everyone, every member, and every club.
- Practical **TOOLS** which you can use to improve cyber security in your community.

**IF SOMEONE COULD TELL ME HOW
CYBERSECURITY WORKS**



THAT WOULD BE GREAT



PARIS
IN THE
THE SPRING

Living in a digital world...

- Email
- Mobile devices
- Corporate website
- Social media
- Ecommerce systems
- Online banking
- BYOD and office policy
- Network management
- Backup and remote access



Most prominent cyber security incident types across the Australian landscape⁴

Social engineering attacks



Business email compromise (BEC)

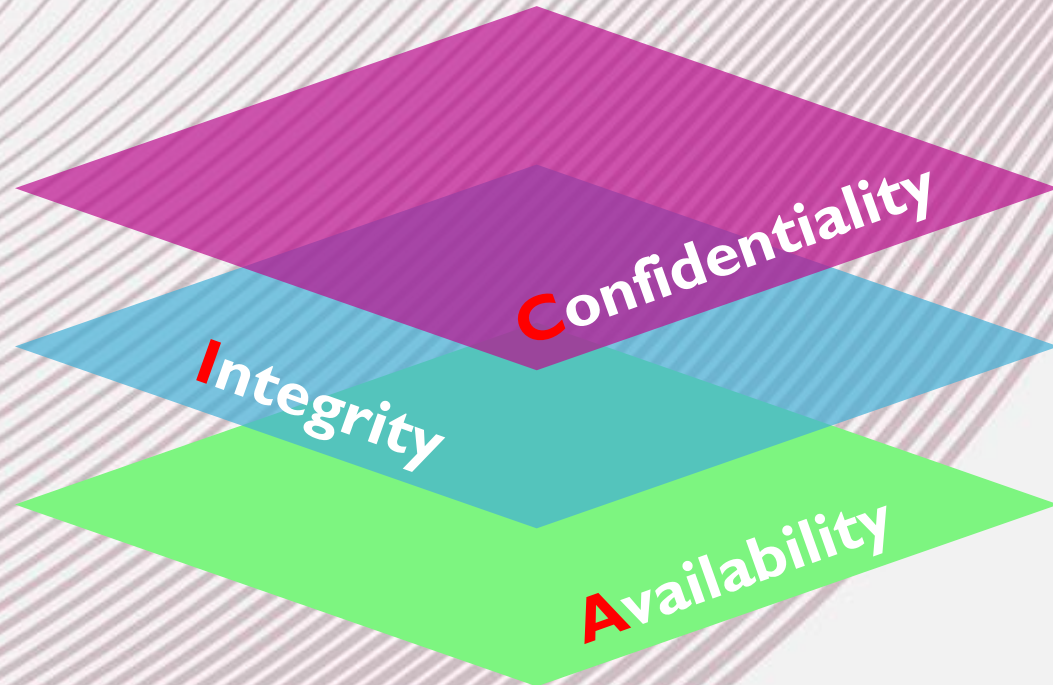


Ransomware threats



Mobile malware





What are the objectives of cyber security?

Confidentiality = Protecting information from unauthorised access and disclosure.

Integrity = Protecting information from unauthorised modification.

Availability = Ensuring access to information when we need it.

"ECRIME-AS-A-SERVICE" PROVIDING COMPREHENSIVE CAPABILITIES



SERVICES



ACCESS
BROKERS



PHISHING
KITS



MALWARE
LOADERS



RANSOMWARE



MALWARE
PACKAGING



WEBINJECT
KITS



HOSTING &
INFRASTRUCTURE



DDOS
ATTACK TOOLS



DISTRIBUTION



SOCIAL
NETWORK &
INSTANT
MESSAGE SPAM



EXPLOIT
KIT
DEVELOPMENT



SPAM
EMAIL
DISTRIBUTION



PURCHASE
TRAFFIC OR
TRAFFIC
DISTRIBUTION
SYSTEM (TDS)



MONETIZATION



MONEY MULE &
CASHING
SERVICE



MONEY
LAUNDERING



WIRE
FRAUD



DUMP
SHOPS



RESHIPING
FRAUD
NETWORKS



RANSOM
PAYMENTS &
EXTORTION



CRYPTO-
CURRENCY
SERVICES



CREDIT
CARD
SALES

Subject: Critical security alert for your linked Google Account

From:  Google <google@team-support.net>

1

Sender Email

Email domain is not official @google.com

2

Alert for immediate action

Scams push for quick action under emotion. Instead, pause and look for red flags.

3

Redirect

Hover over button reveals bit.ly link instead of official site

Google



2 Sign-in attempt was blocked for your linked Google Account

 shellyteague@gmail.com

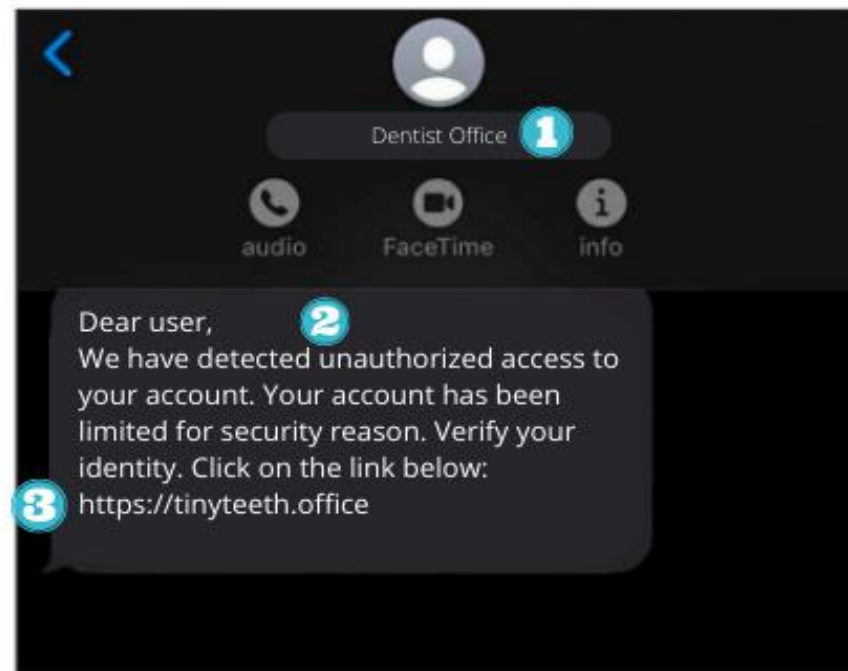
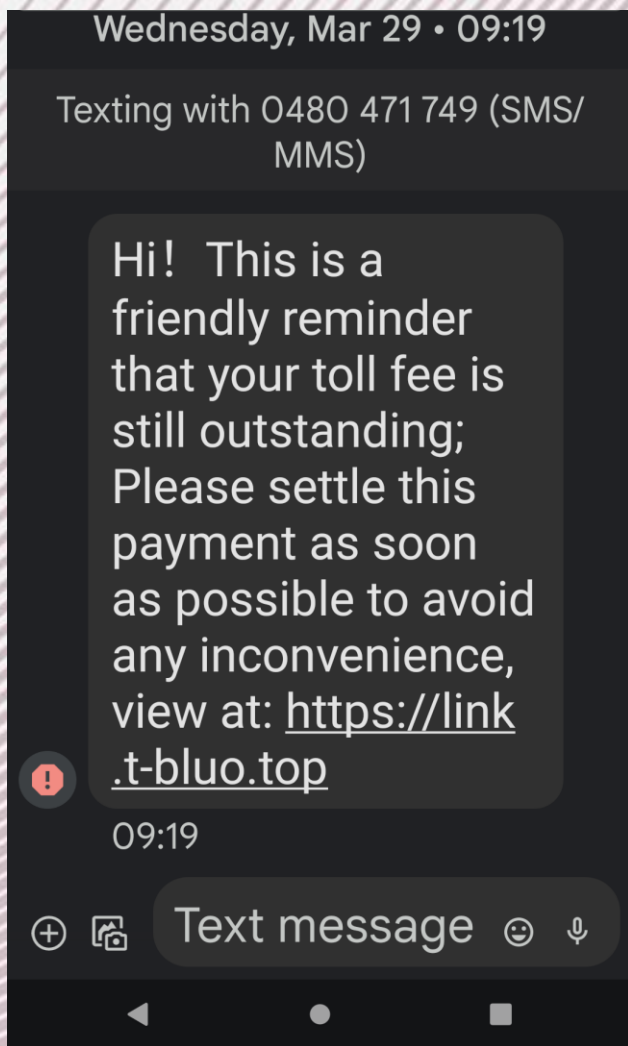
Someone just used your password to try to sign in to your account from a non-Google app. Google blocked them, but you should check what happened. Review your account activity to make sure no one else has access.

3

Check activity

You received this email to let you know about important changes to your Google Account and services.

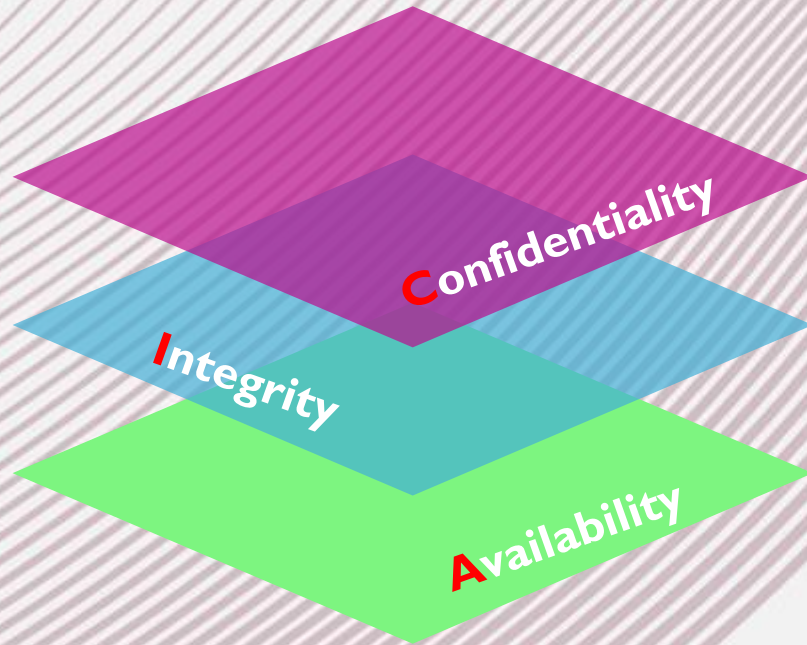
© 2021 Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA



1 Lookalike Contacts
Generic Contact Name is similar to Trusted Contact role.

2 Message
Message conveys sense of urgency and fear.

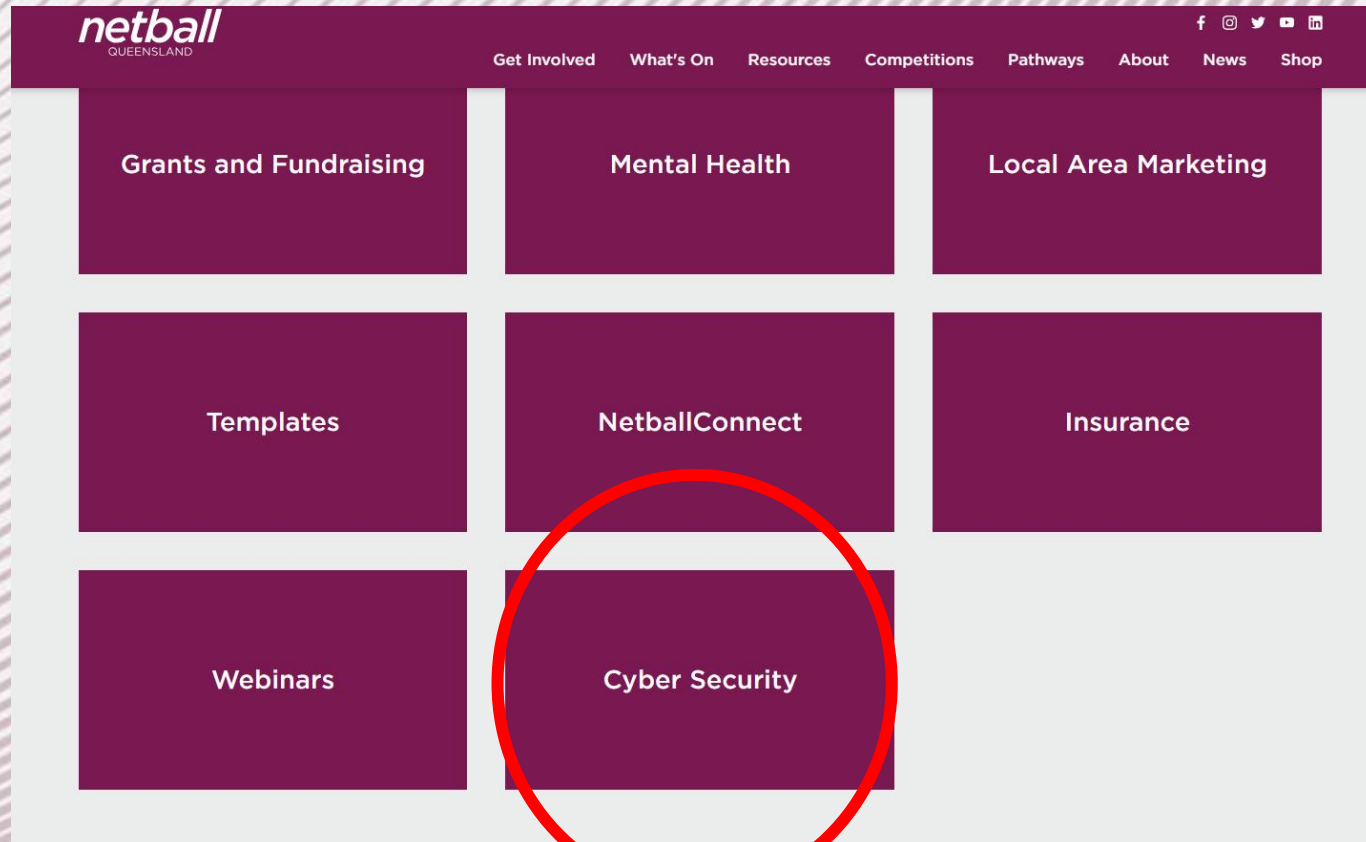
3 Lookalike URL
Scammers buy lookalike domains similar to, but different from, the real company site.



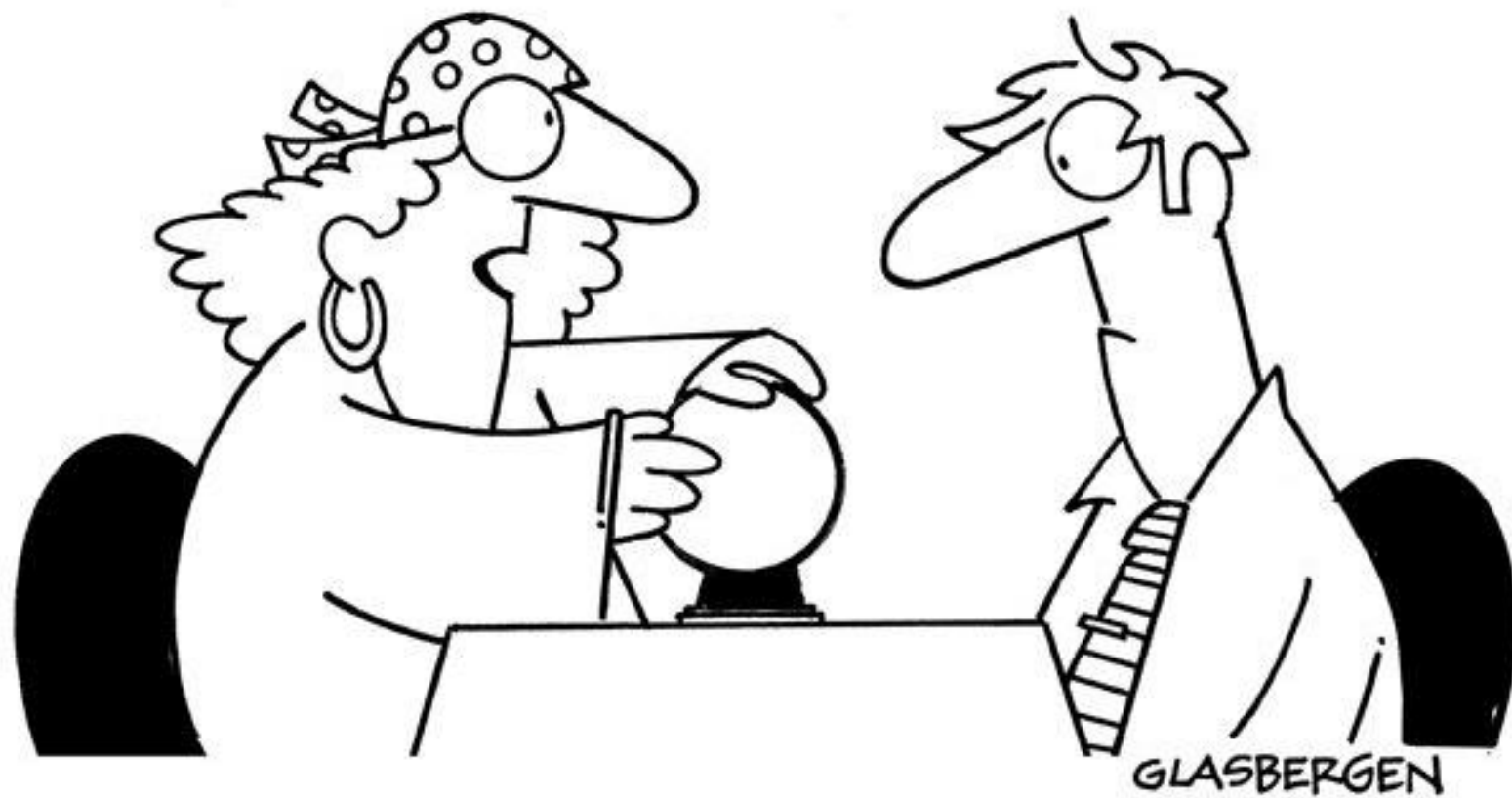
What can I do?

- ✓ Take your time to consider the request – be factual.
- ✓ If you are unsure if it is legit – Call and verify!
- ✓ Check the address
- ✓ **Enable Multi-Factor Authentication – and USE IT!**
- ✓ Look at the style of the message
- ✓ Ask questions
- ✓ **Secure passwords**
- ✓ Lock your Screen
- ✓ **Consider how we share information**
- ✓ **Don't download random files**
- ✓ Avoid Public Wi-Fi
- ✓ **Educate others**

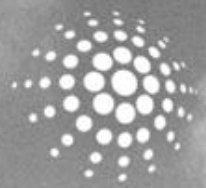
How can NQ support our associations and members?



1. Cyber Insurance
2. Cyber Security as part of member toolbox
3. Online resources from Sports Integrity Australia



“I can’t see your future, but I found your bank files, Social Security number and all of your company passwords.”



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DISABILITY PROGRAM CASE STUDY

AUTUMN PIERCE

**HEAD OF DIVERSITY & INCLUSION,
NETBALL QUEENSLAND**



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CONFERENCE

2024 Inclusion Priorities

NETBALL INCLUSION

Netball Queensland is passionate about enriching lives through netball. We celebrate diversity and commit to building safe, supportive, inclusive and fun environments for people of all genders, sexualities, ability levels, cultures, ethnicities, religions, ages and life stages. We firmly believe there is a place in our sport for everyone, exactly as you are, on or off the court.

[Read Netball Queensland's full Position on Diversity and Inclusion here.](#)



People with
Disabilities



First Nations



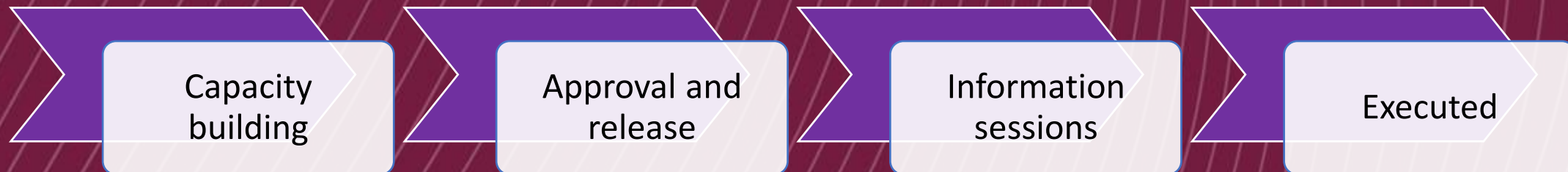
Pride in Sport



Wellbeing Officer
Role

Trans and gender diverse inclusion

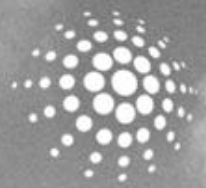
- 2022/2023 Member Surveys
- Policy for the Inclusion of Transgender & Gender Diverse People in Community Netball - Purpose and roll out



Disability inclusion

- 2022/2023 Member Surveys
- Disability Project Working Group
- QLD Gems
- Hit the Dot





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Pathways

Roselee Jencke – Head of Pathways

Emma George – Coach Development Lead

Claire Kleinschmidt – Officials Development Lead

Adrian Thompson – General Manager – High Performance

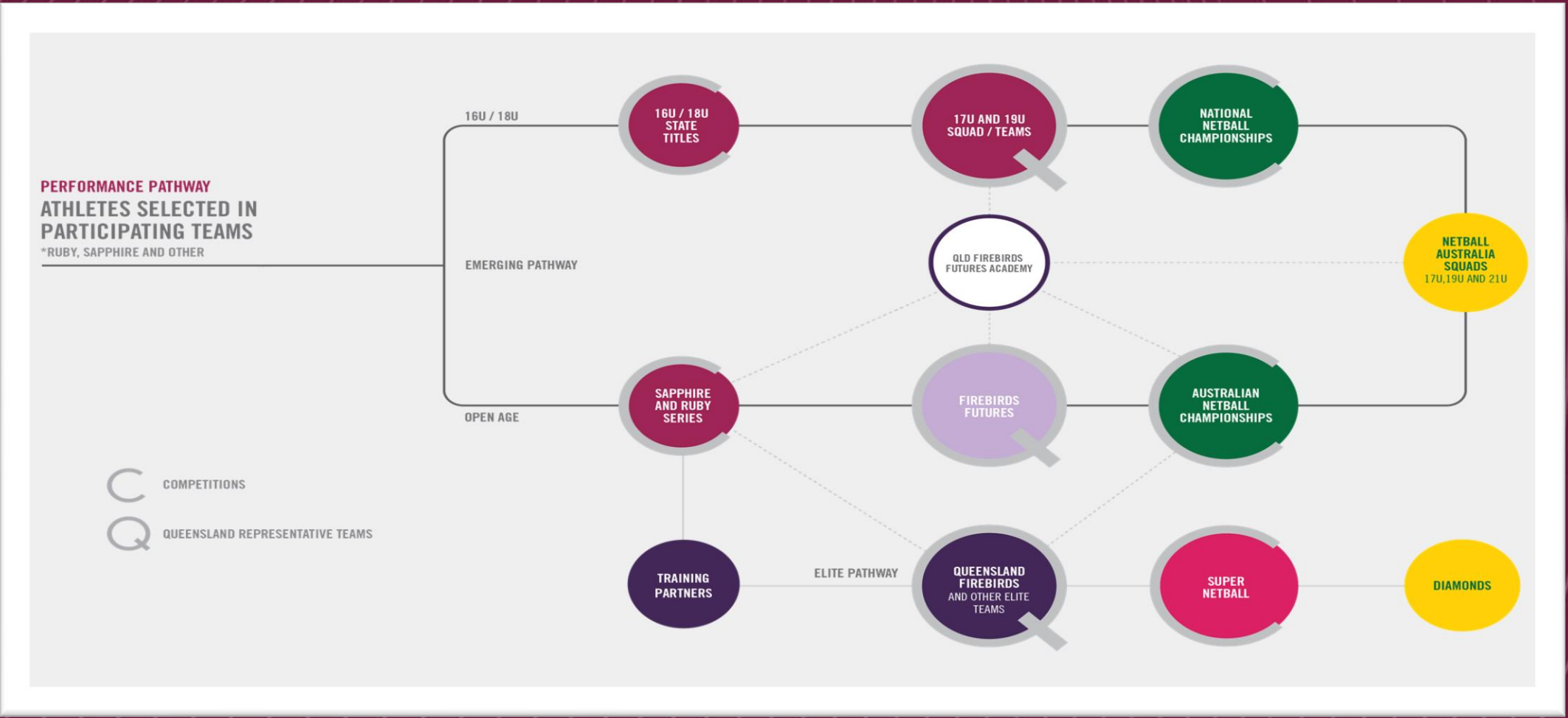


Athlete Pathways



LEADERS 2023
CONFERENCE

HP Performance Pathway

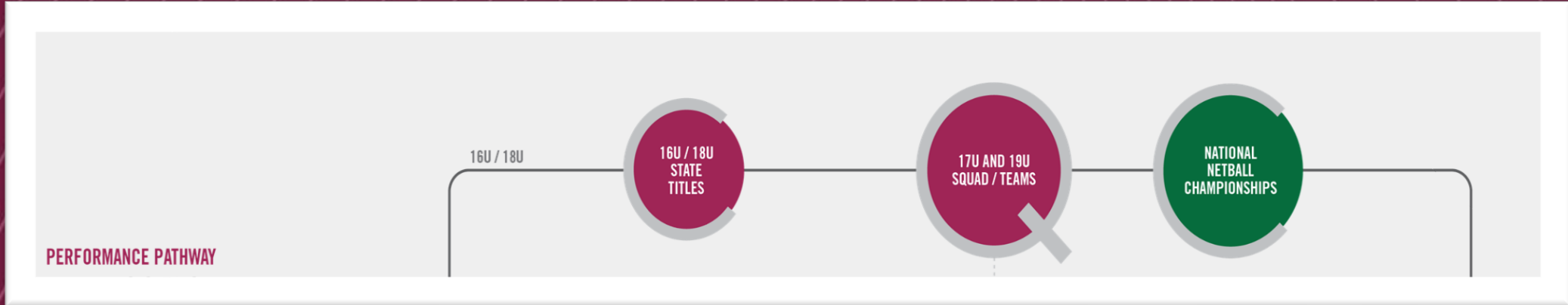


Emerging Pathway

State Titles

States Teams

National Netball Championships



Emerging and Elite Pathway

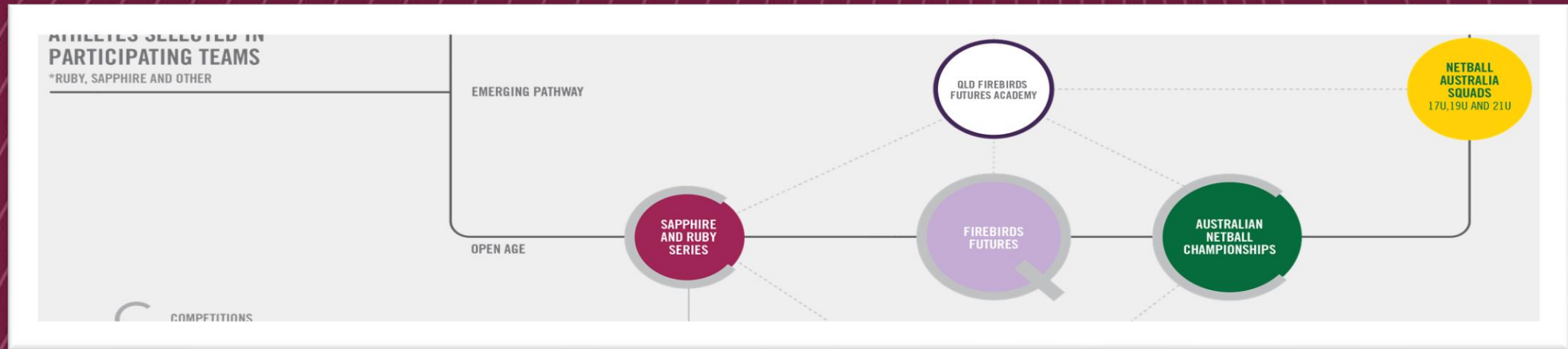
Categorization

Qld Firebirds Futures Academy
QFFA Regional

HSS

Firebirds Futures
ANC

Australian 21U
Categorization



Elite Pathway

FB Training Partner

Qld Firebirds
Other Super Netball Teams

Diamonds
International



Emerging Pathway Program Outcomes

- Combining of EAP and Firebirds Futures role (QFFA) and appointment of Head Coach Jess Whitfort
- Recruitment of full-time physical performance coach Rhett Cope
- Improved programming – more touch points with Campaign manager / mentoring
- More coach contact points – 2 per week, Sunday and Tuesday
- More strength and conditioning contact points – 2 per week, Sunday and Tuesday
- Better monitoring of athletes loading and wellbeing tracked on AMS
- Better communication with HSS coaches on athletes loads and wellbeing
- Better communication with HSS coaches on athlete availability
- Improved education touch points



Emerging Pathway Key Achievements

- 17U Qld State Team – Gold at Nationals Netball Championships
- 11 athletes categorised from National underage camp in July
- 3 athletes selected into the Australian Netball Fast 5 Team to compete in the 2023 Trinbago Commonwealth Youth Games and won Gold
- Selection of the first regional QFFA athletes
- Rockhampton Mackay Townsville Cairns will commence middle of October with the south QFFA
- 4 regional coaches selected to provide specialist coaching and education opportunities with Head Coach of QFFA Jess Whitfort



Emerging Pathway Program Key Takeaways

1. The entry point into the athlete pathway starts at Qld State Titles
2. The journey isn't a straight line and can be very different for each athlete
3. There are definite fundamental skills athletes need to possess and develop throughout their journey to be selected into a Super Netball Team or the Australian Diamonds
4. Recent changes to the NQ Pathway Programs have been positive



HP Pathway

Questions



Coaching Pathways



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Coach Pathways

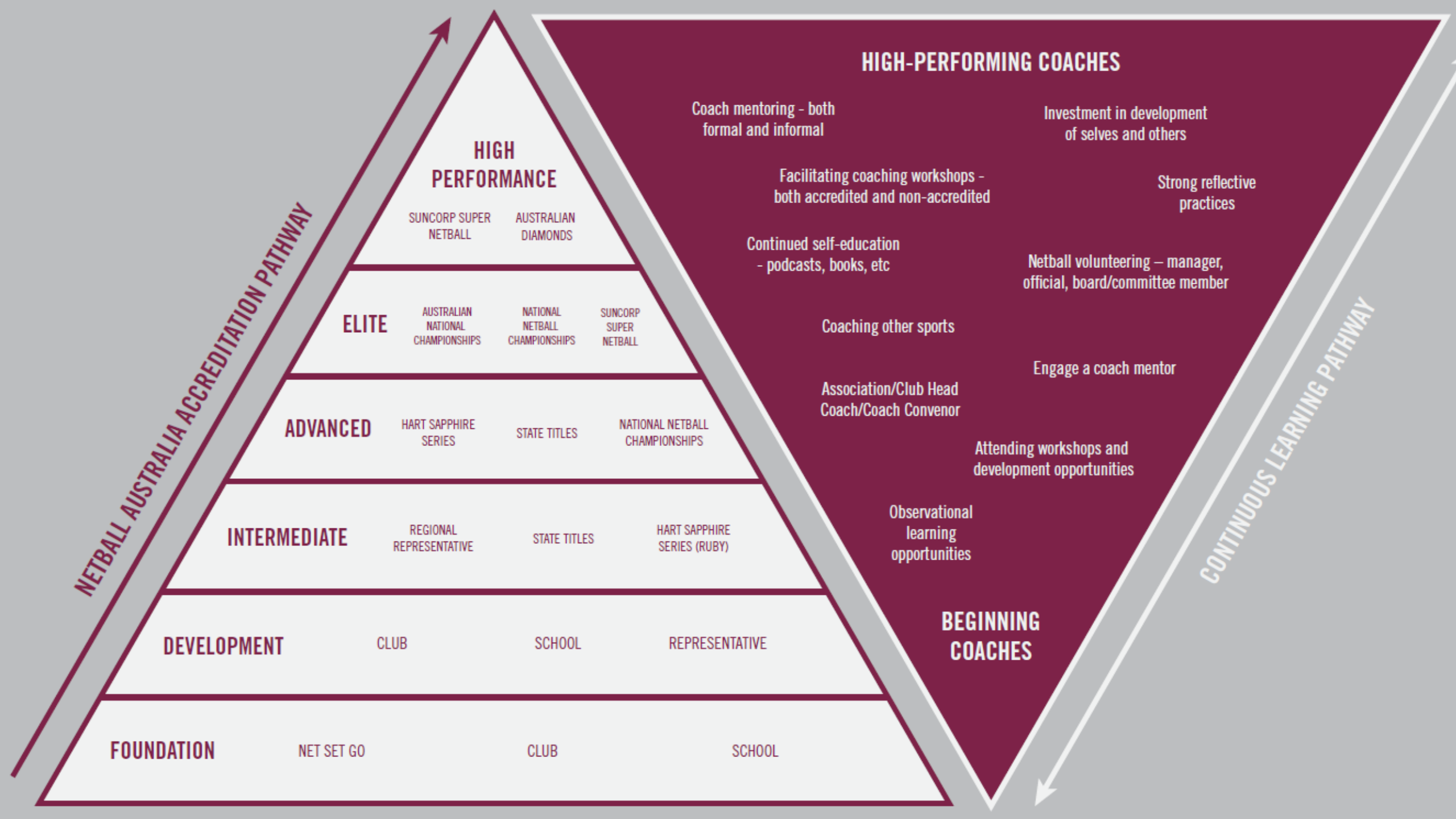
1. Overview
2. Pathway Graphic
3. High-Performing Coaches



Overview

- Accreditations
- Informal workshops and education
- Mentoring
- Development plans





High-Performing Coaches

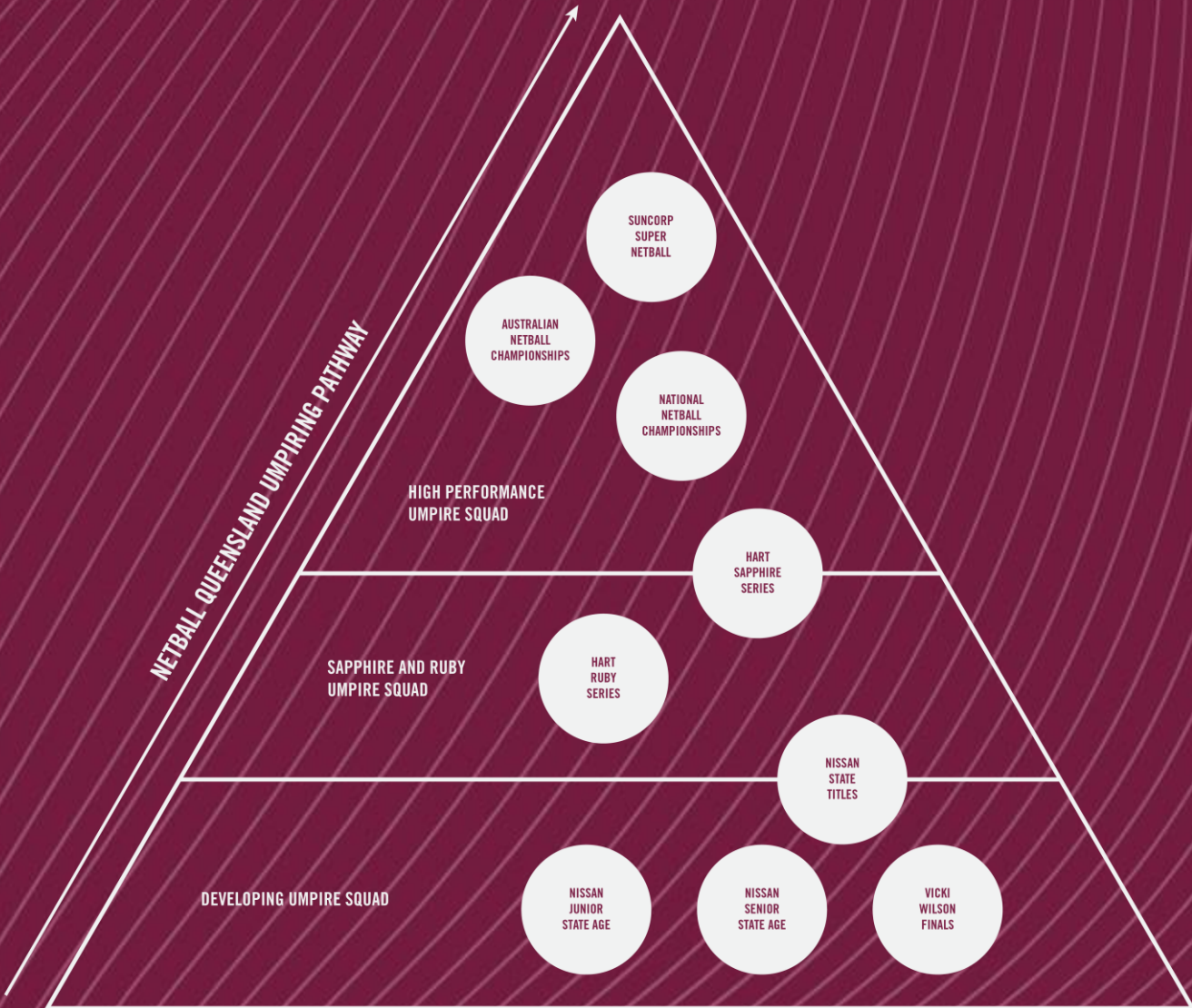
- Coaches can be high-performing at every level in athlete pathway
- Unrelated to accreditation level
- Three key factors:
 1. Commitment to continual learning
 2. Strong reflective practice
 3. Growth mindset

Umpiring Pathways

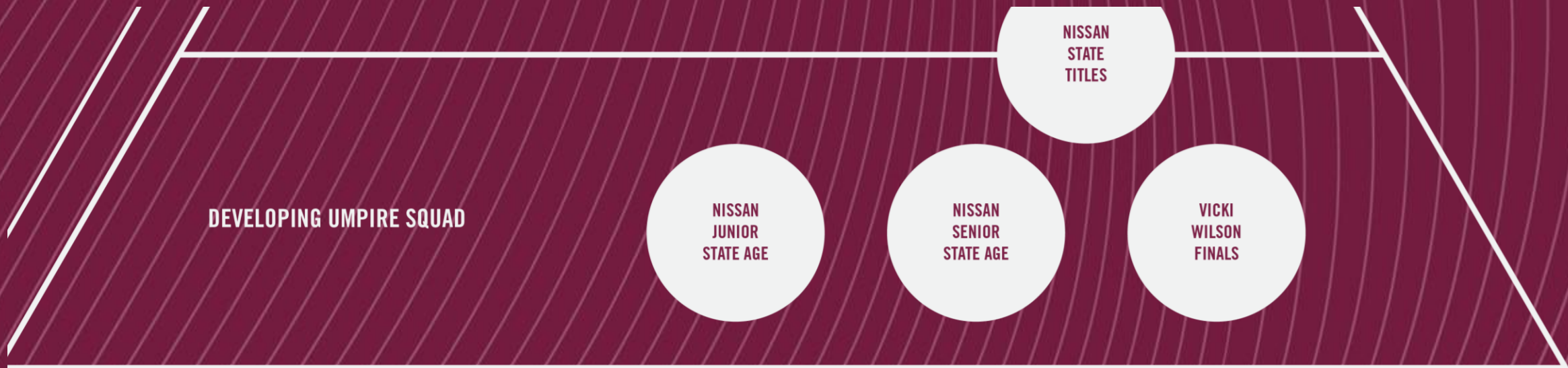


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Netball Queensland Umpire Pathway Overview



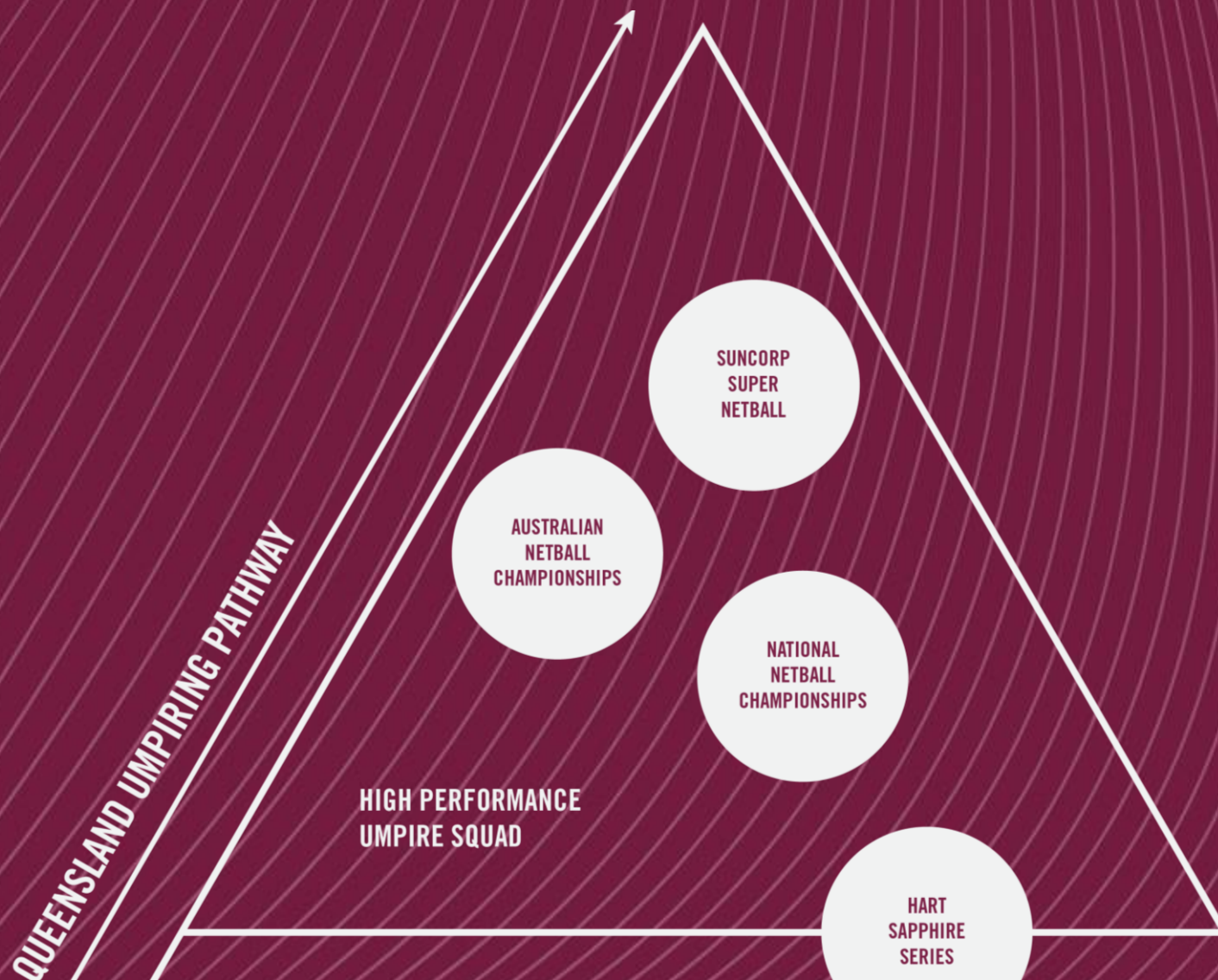
Netball Queensland Developing Umpire Squad in Focus



Netball Queensland Sapphire and Ruby Umpire Squad in Focus



Netball Queensland High Performance Umpire Squad in Focus



Netball Queensland Umpire Pathway Case Studies

Umpire 1: Holly McNee (Brisbane Netball Association)

- High performer in 2022 Greater Brisbane Netball League
- Selected to umpire at 2022 State Titles
- Appointed to 2023 Sapphire and Ruby Umpire Squad
- Officiated 12 Ruby Series Matches in 2023



Umpire 2: Kodie Kuskopf (Mount Isa Amateur Netball Association)

- High performer in 2022 Northern Netball League Competition
- Selected to umpire at 2022 State Titles
- Appointed to 2023 Developing Umpire Squad
- Officiated 1 Ruby Series Match in 2023

Umpire Pathway Program Outcomes in 2023

Developing Umpire Squad

- Initial selection of 25 umpires representing 18 associations from every region of our state
- Two umpires elevated to Sapphire/Ruby Squad during the season
- Five umpires given opportunities to officiate Sapphire/Ruby series



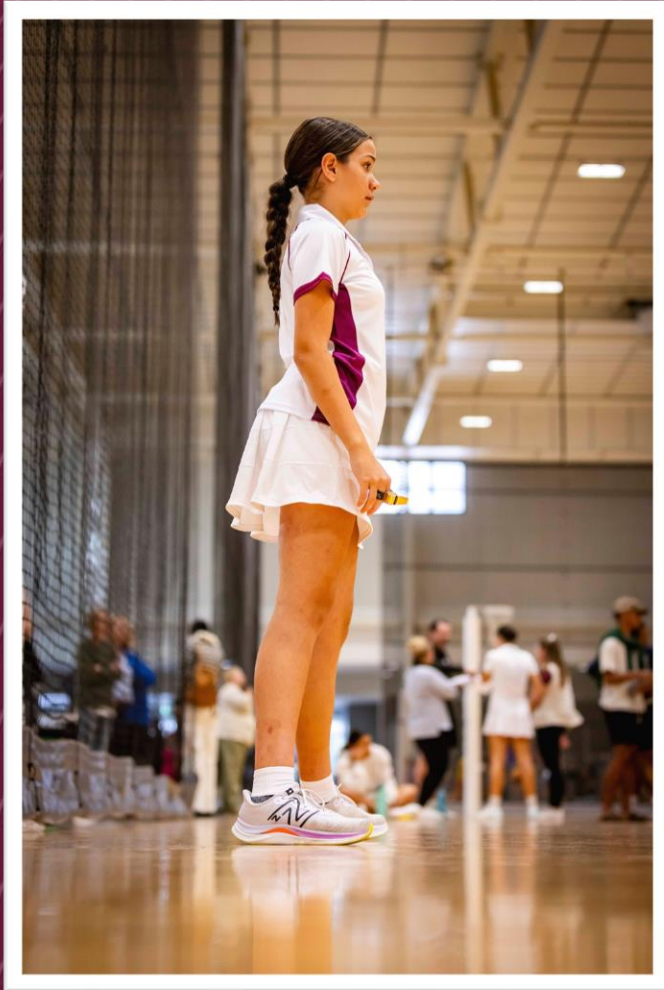
Sapphire and Ruby Umpire Squad

- Initial selection of 17 umpires representing 11 associations
- Five umpires made their debut on Ruby Series and two on Sapphire Series
- Two umpires reached their 50 games milestone
- One umpire awarded National A Badge and two umpires received A Badge endorsement

High Performance Umpire Squad

- Three umpires appointed to MO exchange opportunities in NSW and Vic
- Two umpires appointed to National Netball Championships and one appointed to U19 Grand Final
- Two umpires appointed to Australian Netball Championships
- One umpire selected in Netball Australia Talent and Development Squad
- One umpire appointed to officiate SSN as reserve umpire

Other Key Umpiring Achievements in 2023



Accreditation Growth:

- Increase in total accredited umpires from 1180 to 1623
- Increase in new C Badges awarded from 145 to 254
- Increase in new B Badges awarded from 36 to 44
- Maintenance of new A Badges awarded at 1 per season

Individual Achievements

- Maleya Raitava (Mount Isa Amateur Netball Association) awarded C Badge at 10 years old
- Ella Rogers and Maya Darling (Cairns Netball Association) awarded B Badge at 12 and 13 years old respectively

Umpire Pathway Key Takeaways

1. The entry points to Netball QLD's umpire pathway are Vicki Wilson Championships and State Titles
2. Umpires are appointed to these competitions based on performance in their respective regional premier leagues
3. Recent changes to our umpiring pathway have been successful (as indicated by key outcomes). We will continue to build on these programs in 2024 and beyond.



**QLD FIREBIRDS
FUTURES ACADEMY**

PURPOSE



The current Emerging Athlete Program (EAP) is primarily designed to support athletes who are categorised by Netball Australia into Australian Youth Squads. This is replicated across other States. Teams such as the Swifts and Giants brand these programs as 'Academies'.



Alignment will come through having the 'Firebirds way' driven down through pathway programs including 17u and 19u. This will lead to a consistent approach to the way these teams play and are coached. Over time, those systems will push further across the selection platforms used to arrive at the final squads.



Rebranding Netball Queensland's EAP to the 'Qld Firebirds Futures Academy' will allow alignment, increased brand recognition and better high-performance outcomes.



Brand recognition will increase through formal, and word of mouth means. The ability to brand the four regional ECAP centres will increase the spread of the brand and contribute to the strategic initiative of developing deeper connections between the Qld Firebirds and grassroots netball.

Vision: We aspire to have Queenslanders in the Firebirds, other Super Netball teams and to represent their country.

Key pillars have been identified that align the QFFA with the requirements of Netball Australia and the demands of becoming a professional player:

6 Pillars of Growth

1. PHYSICAL COMPETENCIES

2. TECHNICAL AND TACTICAL SKILL

3. PERFORMANCE BEHAVIOURS

4. WELLBEING STRENGTHS

5. PERSONAL EXCELLENCE

6. CULTURAL CAPACITY

OUR AMBITIONS ARE FUELLED BY OUR VALUES



To create a culture that inspires excellence and attracts new talent



To play finals netball every year

ACCOUNTABLE

BRAVE

RESPECTFUL

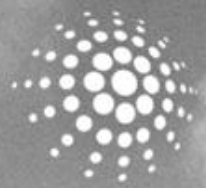
TEAM FIRST



To win a premiership



To embed First Nations cultures into our club



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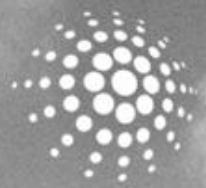


AFTERNOOON TEA

NEXT SESSION

3.15PM





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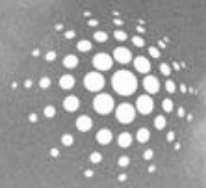
HART SAPPHIRE SERIES

FEASIBILITY & EXPANSION

KATE DAVIES
CHIEF EXECUTIVE OFFICER

GLENN DENNIS
GENERAL MANAGER - NETBALL

ROSELEE JENKE
HEAD OF ELITE NETBALL



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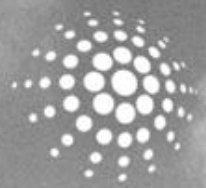


WRAP UP AND CLOSE

LEANNE CODDINGTON

CHAIR NETBALL QUEENSLAND



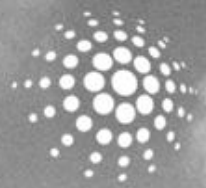


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ACKNOWLEDGEMENT OF COUNTRY & WELCOME



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MEMBER TOOLBOX

GLENN DENNIS

GENERAL MANAGER - NETBALL

SHAWN FITZGERALD

MEMBER SERVICES MANAGER



Member Toolbox

Presenters:

Glenn Dennis – General Manager, Netball

Shawn Fitzgerald – Member Services Manager

Sunday 8 October 2023

Hilton Brisbane



Acknowledgement of Traditional Owners

Where Have we Come From?

At launch (October Leaders Conference 2022), there were eight sections in the Toolbox.

At the time of this year's Leaders Conference, there are currently 19 sections.

Usage and Access

How many visits were there in Q4 2022?

160 in total, averaging less than 2 visits a day.

For 2023, over 5 unique visits a day on average.



Future of the Toolbox

Feedback – the value of it is how it is perceived by Netball Queensland's Member Associations.

As I mentioned in my presentation last year in launching the Toolbox, this initiative goes as far as the Members want it to.



Member Consultation

90% awareness amongst Member Associations – but only 45% have accessed it.

Three sections with the most value for Member Associations – Governance and Risk, Insurance and NetballConnect.



Final Thoughts

The awareness of the Member Toolbox is high amongst Member Associations, but there is work to do in transitioning awareness to usage.

If you haven't viewed the Toolbox yet, please take 5 – 10 minutes to see what it is and whether it can benefit your Member Association.

Any Questions?

The floor is open.



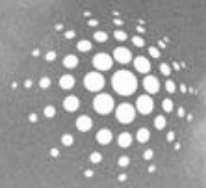
Feedback

The contact point for the Member Toolbox is me, that includes to receive feedback that is good, bad and neither good, nor bad.

Shawn Fitzgerald

Shawn.Fitzgerald@netballq.org.au

0499 436 877



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SAFEGUARDING & RESPECTFUL BEHAVIOURS

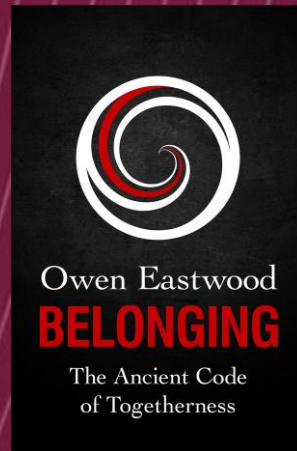
MICHAEL WRIGHT

GOVERNANCE, POLICY & INTEGRITY MANAGER



INTRODUCTION

— A little bit about what makes me tick



- 12 months in the role at NQ
- Passionate about sports governance
- Diverse sporting experience and involvement – player, coach, manager, volunteer, administrator, conducts investigator and Board member
- Still actively involved in competitive sport
- Bit of social netball experience, but netball is in the family
- “Culture eats strategy for breakfast”
- “Strong groups form when we focus on what we share rather than what divides us”
- “If it wasn’t hard, everyone would do it. It’s the hard which makes it great”
- “All you can take with you is that which you have given away”



OUTLINE



1. Why Child Safe Netball?
2. What do we need to know as leaders?
 - a) Child Safe Principles and Standards
 - b) Child Safe Culture & Leadership
 - c) Child Safe Practices
 - d) New Netball Australia Integrity Policies
3. How NQ can help and support Member Associations in 2024



CONTENT WARNING



If you need support:

- [Lifeline](#) is a 24/7 telephone counselling and referral service across a range of support areas. Phone 13 11 14
- [Blue Knot](#) supports adult survivors of childhood trauma and abuse, parents, partners, family and friends. Phone 1300 657 380
- [Kids Helpline](#) offers telephone and online counselling service for children and young people aged between 5 and 25 years. Phone 1800 551 800
- [WellMob](#) provides a safe online place made by and for Aboriginal and Torres Strait Islander peoples, bringing together wellbeing resources that are culturally relevant. Phone 08 9370 6336
- [MensLine Australia](#) is a 24/7 telephone and online counselling and referral service across a range of support needs. Phone 1300 789 978
- [White Cloud Foundation](#) is NQ's preferred mental health service provider. Phone 07 3155 3456



WHY NETBALL?



- Why do you love netball?
- Why are you involved with your Association or Club?



CONTEXT

News / National

Western Sydney gymnastics coach charged over alleged assault of young students



By 9News Staff | 1:57pm Sep 7, 2021

Sport England launches £15m safeguarding network for children

- News follows horrific stories of abuse in various sports
- Hollingsworth hails 'gamechanging' nationwide move



OPINION
Jelena Dokic's autobiography leaves those who watched abuse unfold with harsh truth

By Richard Hinds
Posted Mon 13 Nov 2017 at 6:03am, updated Mon 13 Nov 2017 at 8:03pm



DT Daily Telegraph
[‘Never seen a kid spoken to so poorly’: Mother hits out at ref abuse](#)



SPORT
Jamie Mitchell's dream was a baggy green cap, but a cricket tour from hell has left him searching for answers

By Russell Jackson
Posted Sun 2 Jan 2022 at 6:04am, updated Tue 4 Jan 2022 at 9:26am



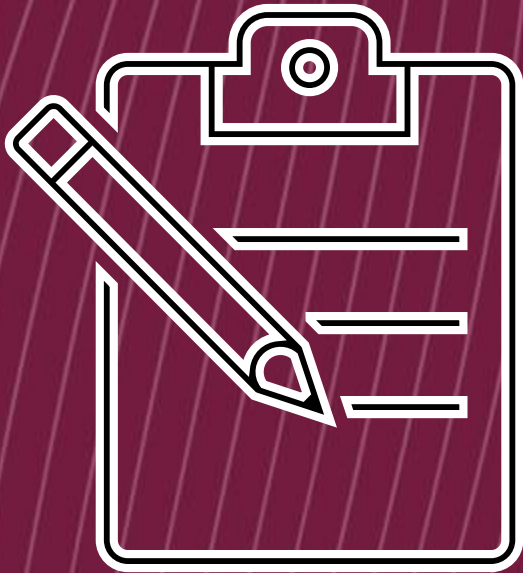
REASONS WHY SAFEGUARDING IS IMPORTANT

- We love netball. We want others to love it
- Kids – and adults – will only keep playing if they feel safe, welcome and included.
- Parents will support your Club/Association if they trust that their kids are safe – safeguarding kids is drawcard.
- People understand more these days as to what behaviour is acceptable or not acceptable – knowing that protects all of us too.
- We have to comply with legislation and principles/standards
- AND.....we do have concerning behaviour and conduct to address

SAFE & INCLUSIVE CULTURES AND SAFEGUARDING CHILDREN & YOUNG PEOPLE IS CRITICAL



WHAT ARE THE CHILD SAFE FUNDAMENTALS?



WHAT DO WE NEED TO KNOW?

- a) Child Safe Principles and Standards
- b) Child Safe Culture & Leadership
- c) Child Safe Practices
- d) New NA Integrity Policies



NATIONAL CHILD SAFE PRINCIPLES

1

Child safety and wellbeing is embedded in organisational leadership, governance and culture.

2

Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.

3

Families and communities are informed, and involved in promoting child safety and wellbeing.

4

Equity is upheld and diverse needs respected in policy and practice.

5

People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.

6

Processes to respond to complaints and concerns are child focused.

7

Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.

8

Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.

9

Implementation of the national child safe principles is regularly reviewed and improved.

10

Policies and procedures document how the organisation is safe for children and young people.



IN QUEENSLAND.....

Queenslanders to have say on keeping children safe

Published Thursday, 10 August, 2023 at 02:30 PM

Minister for Child Safety and Minister for Seniors and Disability Services

The Honourable Craig Crawford

Queensland is stepping up the fight against child sex predators with a swathe of proposed new measures to further protect children from abuse and better detect paedophiles in organisations working with children.

Thousands of organisations across the state from schools to churches and sports clubs are being asked for public input on a proposal to implement nationally-consistent Child Safe Standards and a Reportable Conduct Scheme in Queensland.

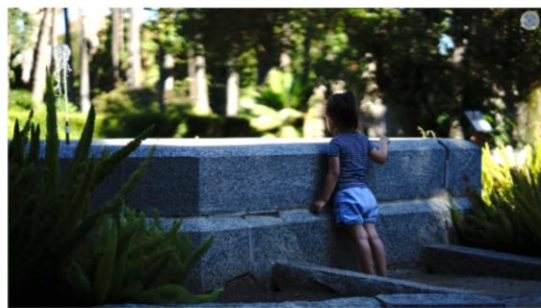
Child Safety Minister Craig Crawford today publicly released the 140-page "Growing Child Safe Organisations in Queensland" report and consultation paper for feedback on the impact of the proposed regulation.

- Proposal to implement nationally-consistent Child Safe Standards and a Reportable Conduct Scheme in QLD is currently being discussed by State Government.
- Key state legislation for NQ and our Member Associations is the *Working with Children (Risk Management and Screening) Act 2000*, which includes Blue Card requirements.

Queensland steps up efforts in the child protection space following allegations

BY FREYA LUCAS AUGUST 21, 2023

WORKFORCE POLICY



The Queensland Government has stepped up efforts to ensure all children are protected from child predators, bringing in "a swathe of proposed new measures" to further protect children from abuse, and to better detect paedophiles in organisations which work with children.



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CONFERENCE

CHILD SAFE CULTURE & LEADERSHIP

Respecting First Nations People, diverse cultures & vulnerable persons

Promote Standards of Behaviour

Role Modelling Behaviour

Concerns managed promptly, sensitively, with child-focused approach



Governance practices:

- Policies and Standards
- CS on the agenda
- Risk audits – physical and online
- Processes in place
- Education
- CSOs

Engaging with Kids & Families



CONTINUOUS IMPROVEMENT APPROACH



**SPORT INTEGRITY
AUSTRALIA**

- BUILD the capacity and capability of your organisation to keep children and members safe
- LEAD a cultural shift which prioritises the safety of children and members, by empowering people in your organisation
- ENHANCE organisational capability to respond to child abuse threats
- BOLSTER community confidence that your organisation is safe for children and members
- ENABLE your organisation and members to demonstrate their commitment to child safeguarding and member protection



LETS HEAR FROM THE FLOOR



How might you respond if a parent asked you:

“What does your Association/Club do to ensure the safety of children and young people?”



CHILD SAFE PRACTICES



- Sexual misconduct
- Professional boundaries
- Use of language and tone of voice
- Positive guidance (discipline)
- Supervision
- Use of electronic or online environments
- Photographs/video
- Physical contact
- Overnight stays and sleeping arrangements
- Changeroom arrangements
- Alcohol and drugs
- Parent/Guardian involvement
- Transporting children
- Drop off and pickup

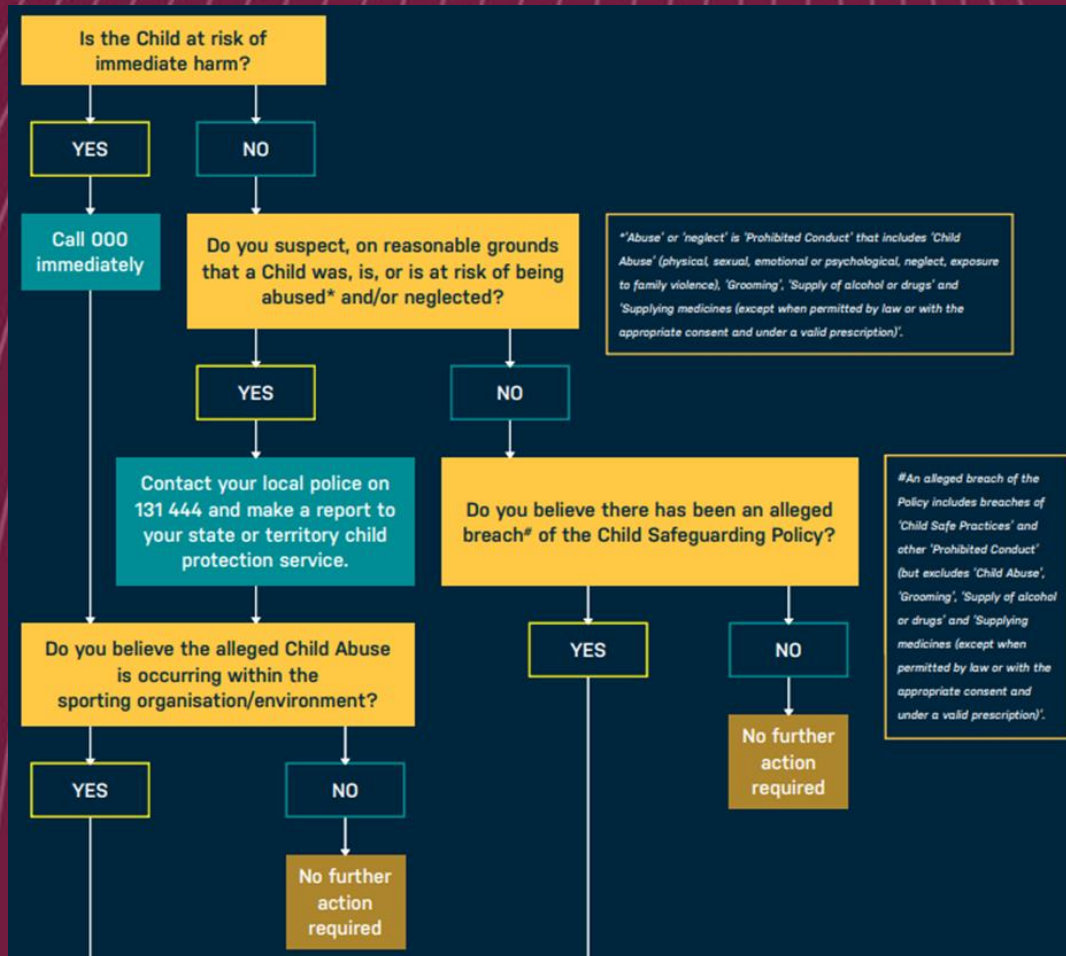
NEW NETBALL INTEGRITY POLICIES



- The new Netball Australia Integrity Framework is based on the Sport Integrity Australia framework (see left)
- NA Integrity Polices:
 - ❖ Netball Integrity Policy Framework, Conduct & Disciplinary Policy
 - ❖ Child Safeguarding Policy
 - ❖ Member Protection Policy
 - ❖ Competition Manipulation Policy for Community Netball
 - ❖ Sports Medicine Policy for Community Netball

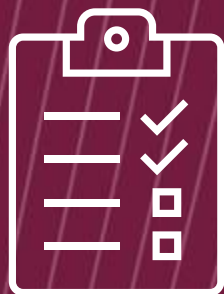
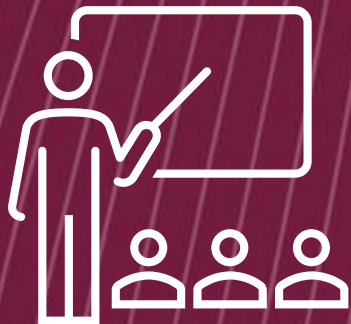


REPORTING SERIOUS CONCERNS



- Report to Netball Queensland, Netball Australia and police (000) if an immediate threat of significant harm or a life-threatening situation
- What to report:
 - ❖ Disclosures of actual harm;
 - ❖ Potential risk if significant harm, exploitation or abuse;
 - ❖ Signs or indicators of significant harm;
 - ❖ Serious breaches of policy;
 - ❖ Sexual abuse – report to the police

NQ SUPPORT



In 2023:

- Member Toolbox – Member Protection and Dispute Resolution sections
- Association Webinars from integrity expert Morgan Lander (Not On My Watch)
- Reinstated NQ's Conduct and Integrity Tribunal (available to Associations)
- Added Netball Respect Award to NQ Awards

In 2024:

- Release updated/amended NA policies (Jan), including support resources
- NQ Association Roadshows, with Morgan Lander (Feb-Mar)
- NQ Integrity Community of Practice to be created (virtual network to knowledge share)
- Increase number of Tribunal members



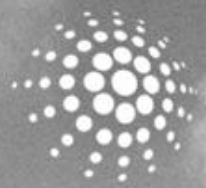
RECAP & QUESTIONS



MICHAEL WRIGHT
GOVERNANCE, POLICY & INTEGRITY MANAGER
Michael.wright@netballq.org.au

Please feel free to reach out for a meeting and chat about anything from today's presentation.





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ESTABLISHING A YOUTH ADVISORY GROUP

GEN HOOPER
YOUTH ADVISORY GROUP



LEADERS 2023
CONFERENCE



Establishing a Youth Advisory Group



**Madi
Mt Isa**

- 1. What is a Youth Advisory Group**
- 2. What we have contributed**
- 3. Benefits of a YAG**
- 4. Our top tips**
- 5. Recruitment 2024**



Bethanie
Rockhampton

Zoe
Brisbane

What is a Youth Advisory Group

- A forum for members to discuss views and ideas and provide feedback to NQ on the youth sentiment and experience of participating in netball.
- 12-24, online monthly 2hrs, ten members, Chairs, diversity of age & roles i.e. player, umpire, coach, volunteer, engagement segment, guest speakers, leadership learnings, individual roles and responsibilities i.e. sub-committees.



Majella
Townsville

Imogen
Bundaberg

What we have contributed:

- **Interact with NQ staff members
i.e. teacher resources, marketing,
participation conversations**
- **Contacting local MPs**
- **Seeking grants**



Majella
Townsville

Imogen
Bundaberg

What we have contributed:

- **Interact with NQ staff members
i.e. teacher resources, marketing,
participation conversations**
- **Contacting local MPs**
- **Seeking grants**



Charlotte
Brisbane

Katie
Biloela

Benefits for your association

- **Broader connections with more people**
- **Youth perspective**
- **Insight to your target audience**
- **Targeted recruitment i.e. school community**
- **Provides members an avenue to discuss their member experience**



Georgia
Gold Coast



Olivia
Mackay



Katisha
Brisbane

Tips

- 1. Include diverse backgrounds, ages & variety of roles and responsibilities**
- 2. Clearly outlined goals and structures**
- 3. Mentor**

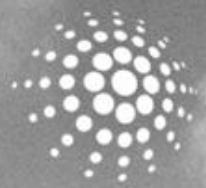


<https://qld.netball.com.au/youth-advisory-group>

Recruitment



Q & A



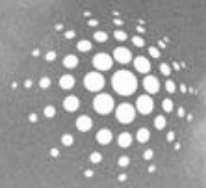
LEADERS CONFERENCE 2023

PROUDLY SUPPORTED BY



MORNING TEA

NEXT SESSION
11.00AM



LEADERS CONFERENCE 2023

PROUDLY SUPPORTED BY



FACILITIES & FUNDING

TEALE BLESSINGTON

HEAD OF INFRASTRUCTURE & GOVERNMENT RELATIONS



NQ Infrastructure Strategy

Agenda

1. Introductions
2. Background
3. NQ Infrastructure Strategy
4. Stakeholder Engagement
5. 2023 State-Wide Facility Audit
6. Funding Opportunities
7. Next Steps & Questions



Teale Blessington
Head of Government Relations &
Infrastructure, Netball Queensland



Jake McMinn
Senior Consultant, insideEDGE Sport
& Leisure Planning

2. Background

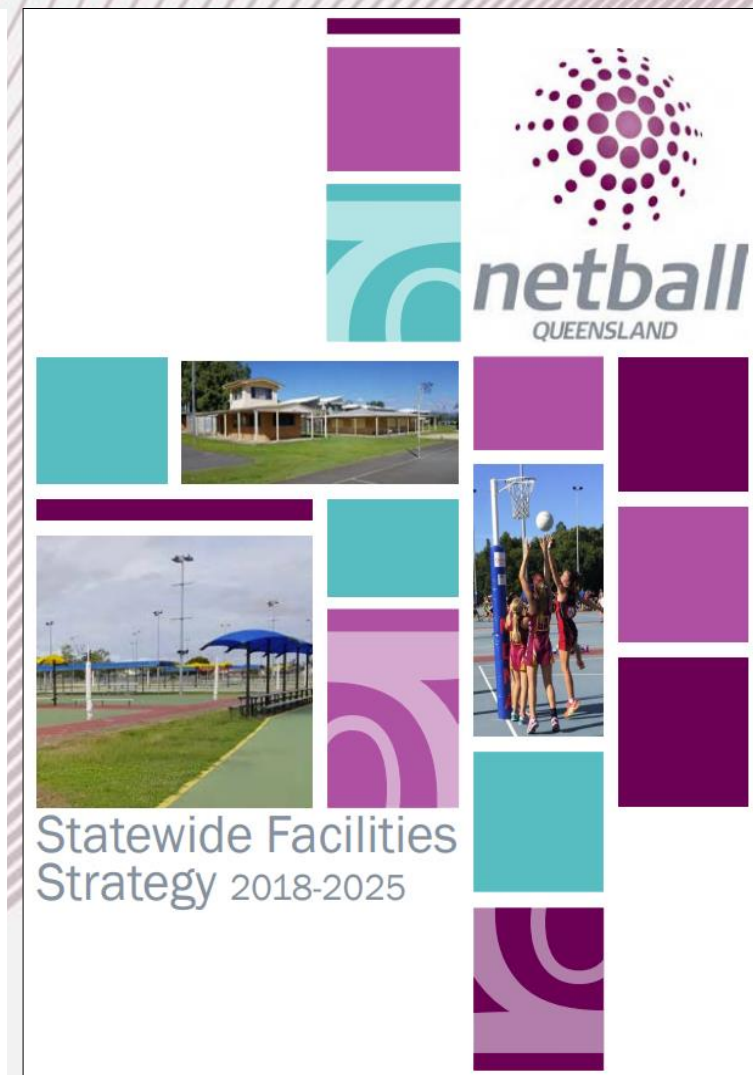
NQ Strategic Plan (2023 – 2025) ‘Foundation Moves’:

“Review and refresh NQ’s Infrastructure Strategy (2018–2025), including an assessment of the quality, sustainability and inclusivity of netball infrastructure across Queensland”.

The refresh to the NQIS will include:

- An update to the facility audit data previously captured.
- Stakeholder engagement opportunities.
- A review of netball participation trends.
- Current and forecasted population (and potential participation) growth.
- An Infrastructure Hierarchy & Provision Framework.

The NQIS is due to be launched by March 2024.



3. NQ Infrastructure Strategy

- Stage 1: Project Initiation (July 2023)
- Stage 2: Analysis & Scoping (August - November 2023)
- Stage 3: Netball Queensland Facilities Framework (November 2023)
- Stage 4: Draft Infrastructure Strategy (November - December 2023)
- Stage 5: Final Infrastructure Strategy (January - February 2023)

4. Stakeholder Engagement

No.	Engagement Method	Stakeholders	Staging
1	NQ Infrastructure Strategy webpage	All Stakeholders	All Stages
2	NQ Leaders Conference	Conference Attendees	Stage 2 (Analysis and Scoping)
3	Workshops / Interviews / Online Meetings	Associations, Venue Operators, Local Government, Queensland Government	Stage 2 (Analysis and Scoping) Stage 3 (NQ Facilities Framework)
4	Online Surveys	Associations, Venue Operators, Local Government	Stage 2 (Analysis and Scoping)
5	Facility Audit Implementation	Associations, Venue Operators, Local Government	Stage 2 (Analysis and Scoping)
6	Draft Strategy Review	Key Project Stakeholders	Stage 3 (NQ Facilities Framework) Stage 4 (Draft NQIS)

5. 2023 State-Wide Facility Audit

Jake McMinn ▾ Support ▾ Logout

Section menu Save & exit Submit

Netball courts

Rate overall court condition Excellent ▾

Goal posts Fitted directly into court base ▾

Court run off (minimum requirements are: goals/sidelines: 3.05m and between courts 3.65m) Meets minimum run off requirements ▾

Player / spectator facilities (choose all relevant answers)

- Separate bench areas for players
- Electronic scoring and timing system
- Separate scoring shelter
- Spectator seating (uncovered)
- Covered spectator shelters

Comments

Photos Take photo




Photo uploaded:
Netball courts 1




Photo uploaded:
Netball courts 1


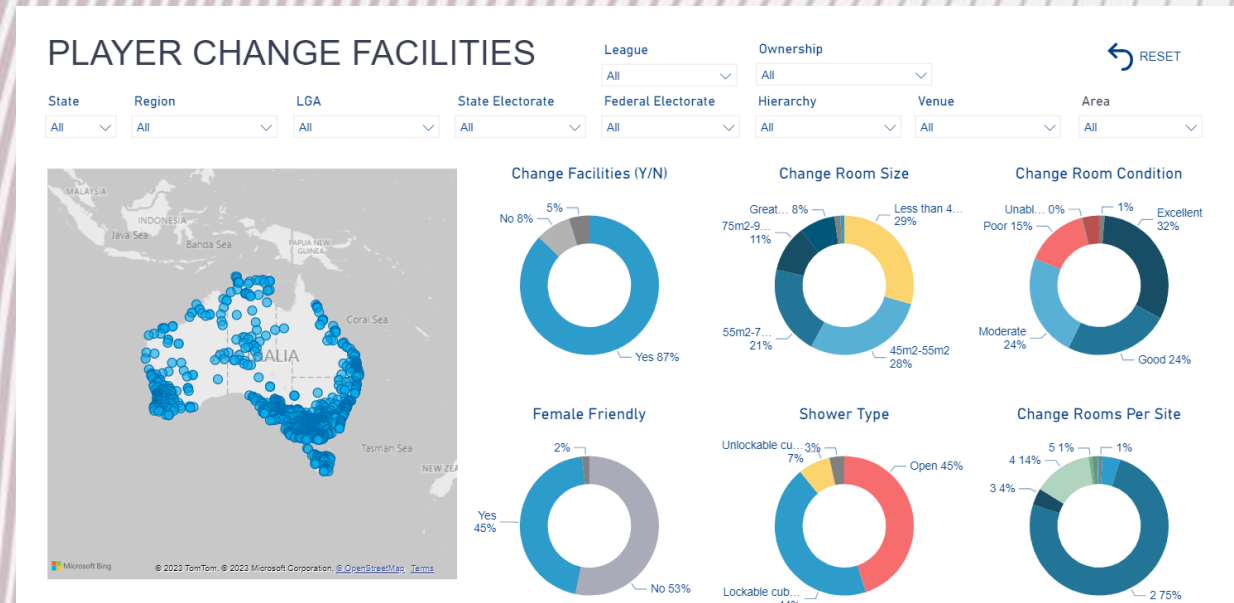


Photo uploaded:
Netball courts 1



STATE OF PLAY

League: All Ownership: All

State: All Region: All LGA: All State Electorate: All Federal Electorate: All Hierarchy: All Venue: All Area: All

Current Data by State

State	Sites	No. of Playing Fields	Playing Fields Lighting 100+	Playing Fields Lighting 100+ %	Sites with Player Change Rooms	Sites with Player Change Rooms %	Sites with Umpire Change Rooms	Sites with Umpire Change Rooms %	Female Football Played At Site	Female Friendly Change Rooms	Female Friendly Change Rooms %
VIC											
WA											
SA											
NSW											
QLD											
TAS											
NT											
ACT											
Total											

6. Funding Opportunities

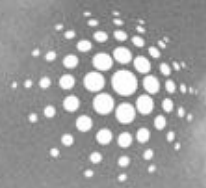
- [Minor Infrastructure & Inclusive Facilities Fund](#)
Closes Thursday 16 November
- [Queensland Resilience and Risk Reduction Fund](#)
Closes Wednesday 20 December
- 2024 Local Government Elections – Saturday 16 March
- 2024 State Elections – Saturday 26 October
- [Local Sporting Champions \(Rd 2\)](#) – Closes Tuesday 31 October
Round 3 (Nov 23 – Jan 24): Competitions held 1 Oct 2023 – 30 May 2024
Round 4 (Feb – April 24): Competitions held 1 Jan 2024 – 31 August 2024



7. Next Steps

- Get involved in the NQIS Refresh & State-Wide Facilities Audit.
 - Stakeholder consultation; online meetings or surveys
 - Facility audits
- Contact your RM / Teale. How can we help?
 - Identifying and planning facility projects and priorities
 - Facility resources (such as Netball Australia's National Facilities Policy)
 - Contractor / Supplier info
 - Engaging with and seeking support from local government.
 - Identifying and providing support with grants and funding opportunities.

Questions?



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HEART OF THE NATION

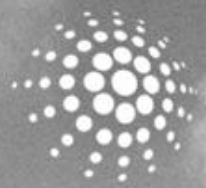
GREG PAGE

HEART OF THE NATION COMMUNITY HEART PROGRAM

TEALE BLESSINGTON

HEAD OF INFRASTRUCTURE & GOVERNMENT RELATIONS





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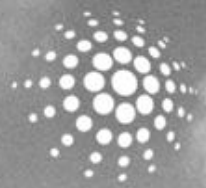


LUNCH

NEXT SESSION
12.30PM



LEADERS 2023
CONFERENCE



LEADERS CONFERENCE 2023

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WELLBEING OFFICER PILOT

DIANE HARNER

2022 WINNER – NQ INCLUSION/INNOVATION AWARD

AUTUMN PIERCE

HEAD OF DIVERSITY AND INCLUSION



Welcome back!



LEADERS CONFERENCE 2023



Neuroscientist & Counsellor



Player & Manager

TEAM 5 | 2023

Raiders
 LEFT TO RIGHT: Gemma Gregory, Megan Appleton, Renae O'Brien, Sharni Thomas, Ainsley Duncan (Coach), Bianca Carr, Wendy Riddle, Diane Harner (Manager), Kristie Van Fleet
 ABSENT: Trinity Creevey, Emma Greenall



Mum



Coach



Registrar & Wellbeing Officer

Community Innovation Award 2022

Development of Wellbeing Officer role at Raiders Allstars Netball Club



Wellbeing Officer – Why?

- 42.9% of Australians have experienced mental health conditions in their life (21.5% in the previous 12 months) (Australian Bureau of Statistics (2020-2022), National Study of Mental Health and Wellbeing)
- 38.8% of people aged 16–24 years had a 12-month mental disorder
- 50% of mental health problems are established by the age of 14

Queensland – Young People

- 49.4% stated that they felt they needed support with their mental health
- 51.2% cited their mental health as a barrier to achieving their goals
- 44.8% who needed support with their mental health did not seek it
- Top barriers to help-seeking were stigma & shame and not knowing where to get help



Maryborough Netball Association 1991



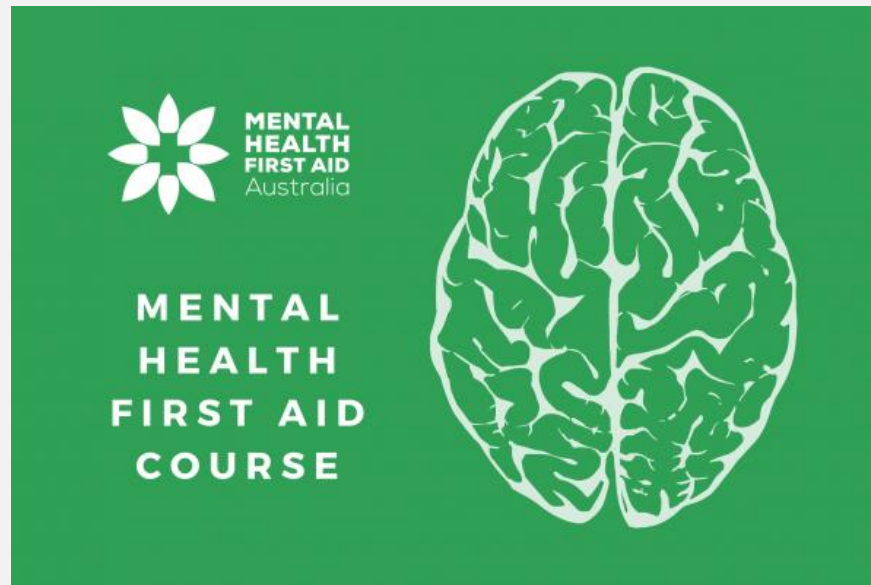
Wellbeing Officer – The Opportunity

- Total participation in Netball in QLD for 2022 was 127,000 including 85,032 registered members (Netball Queensland Annual Report, 2022)
- Provide access to information to enable development of mental health strategies to support resilience and wellbeing
- Normalise the mental health conversation to remove stigma and encourage help seeking
- Create the potential for early intervention by making support services visible
- Enhance participation of players from diverse populations by creating safe and inclusive spaces



Wellbeing Officer - What it IS

1. Mental Health First Aid : to provide initial support to an individual experiencing a mental health problem.
 - a. Notice the warning signs / Become aware of person experiencing a mental health problem
 - b. Engage confidentially with the person experiencing a mental health problem
 - c. Assess and Act : determine the urgency of the situation and respond



Wellbeing Officer - What it IS

2. Education and Awareness

- build mental health knowledge through sharing of content
- normalise mental health discussions
- share strategies for managing mental health and promoting physical and mental wellbeing

3. Create a Culture of Support, Inclusion and Safety

- Use inclusive language and promote diversity
- Have processes to welcome new people and offer them support
- Be flexible in catering to different people's needs
- Incorporate celebrations and social activities relevant to all members

HOW TO BUILD A POSITIVE TEAM CULTURE
@playbytherules

TIP 1  Discuss 'success' – What does it mean? How would it feel? What would it look like?	TIP 2  Set goals – Work with the team to identify individual and team goals that they want to pursue	TIP 3  Discuss values – Find out from your team the values that they believe are of utmost importance
TIP 4  Respect – Everyone is treated with respect	TIP 5  Responsibility – Players must accept their role and be responsible for their actions	TIP 6  Commitment – Players must be committed to the team, training and games
TIP 7  Continuous development – Building a positive team culture takes time. Are you committed to keep developing it?	TIP 8  Praise – Make sure that coaches are appropriately praising players. Athletes can also praise each other	TIP 9  Support – Coaches and athletes can support each other when things become hard in training or games



Wellbeing Officer - What it IS NOT

- X** - Is Not a therapeutic counselling service and does not offer ongoing clinical support
- X** - Is Not required to handle mental health issues beyond providing initial support and referral where appropriate
- X** - Is Not to be involved in the complaints or disciplinary process beyond offering support to those involved

Wellbeing Officer – The story so far

- Assisting players to manage stress and anxiety prior to and during trials / finals
- Helping players to manage disappointment about team selection
- Supporting coaches to manage interpersonal challenges between players
- Checking in on players who have been injured
- Providing support to members who are experiencing personal challenges e.g. grief, separation
- Educating coaches about the warning signs of mental health problems and how to manage
- Sharing of physical and mental wellbeing content through social platforms and website



Wellbeing Officer Role – next steps

- Consultation
- Resource provision
- Ongoing support

NETBALL INCLUSION

Netball Queensland is passionate about enriching lives through netball. We celebrate diversity and commit to building safe, supportive, inclusive and fun environments for people of all genders, sexualities, ability levels, cultures, ethnicities, religions, ages and life stages. We firmly believe there is a place in our sport for everyone, exactly as you are, on or off the court.

[Read Netball Queensland's full Position on Diversity and Inclusion here.](#)



People with
Disabilities



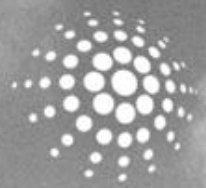
First Nations



Pride in Sport



Wellbeing Officer
Role



LEADERS CONFERENCE 2023

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FACILITIES FUNDING

JOHN LOUGHLIN

MANAGING DIRECTOR COURT CRAFT



LEADERS 2023
CONFERENCE



Court Craft Sporting Surfaces Presents:

Building Better Netball Facilities

In the last 12 months



**126 Netball
courts across
15 projects in
the last 12
months**

Cannon Hill



Multi Purpose Courts



Australia's Netball Facility Experts

Multi Award Winning

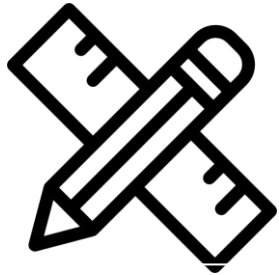
In the past 5 years, Court Craft has received 9 awards with our most recent being Ballina Netball Courts and Matraville Sports High School FIFA Field.



Court Craft is a specialist sports construction company that understands the needs of netball

What's needed for a Project

Court Craft is a specialty sports facility construction company. We find a solution for all outdoor netball centres and are a "one stop shop" in QLD, offering planning, construction, surfacing and maintenance.



Design



Facility Audits



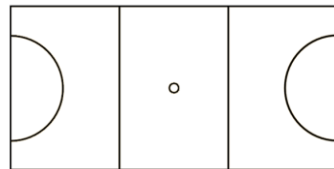
Construction



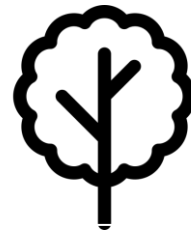
Sports Equipment



Lighting



Surfacing



Landscaping



Car Park



Ballina Netball Courts



Ballina Testimonial

“I wanted to take this opportunity to extend my thanks on Behalf of Ballina Netball Association.

After lengthy consultation with our local council and much needed funding from the state government we were very lucky to partner with the fabulous Court Craft Australia.

6 state of the art netball courts were built that are the envy of our region and also metro Sydney.

During the build you and your team at Court Craft were professional, collaborative, available, attentive and a joy to deal with. You truly are the specialists for all things sports facilities and we hope to work further with you in the future when our facilities expand.

Ballina Netball Association value the relationships that we have with you and your team and have had such a successful winter netball season where hundreds of members have had the pleasure of the surface you have created”.

Julie Davies

President Ballina
Netball Association

Costing and Design Service

- Supply a Project report and global costing free of charge.
- It may be necessary to undertake considerable professional evaluation and design work.
- Court Survey - at cost
- Geotechnical Engineering and Survey at cost
- Hydraulic engineering if required at cost
- Civil engineering design if required at Cost
- Structural Engineering design if required at Cost
- Landscape design at cost.





Malcolm Parkes

Queensland State Manager

Over 30 years experience

- Previously Managing Director of ICP Group– Plexipave & Synpave manufacturer
- Broad knowledge of sporting surfaces
- A friendly and approachable Queensland Local



Acrylic Surfacing

Presented by Malcolm Parkes –
Court Craft Queensland Manager

Acrylic Surfacing

What are Acrylics?

- Acrylic Hard Court
- Acrylic Liquid Rubber Court – Wet lay
- Cushioned Acrylic Courts - Mat lay
- Variations - Loose lay, PU Cushion Systems

Feature and Benefits

- Low Maintenance
- Good Grip - Wet or Damp conditions
- Can be installed on Concrete or Asphalt
- Good range of sports colours
- Generous Manufacturers Warranties
- Good weather and UV resistance



Acrylic Surfacing

What is in an Acrylic Surface?

- a carrier liquid - water,
- an aggregate,
- sand,
- a pigment for colour,
- a few more minor ingredients like surfactants, which make it stick and a binder to hold it all together.



Slip Resistance

Court acrylic surfaces are a high grip surface. Under testing, they achieve a classification of P5, which is the top classification under slip testing regimes.

Its not that the surfaces become less grippy, but water is a lubricant and aquaplaning can occur. Other factors that may impact on slip resistance is general pollution, type of shoes worn by players and general player fitness.



Rust Marks

An issue that arises on many courts is impurities in the rock in the asphalt or concrete.

This can lead to some pitting or stain marks including rust marks on the surface.

For this reason, Court Craft often uses stain-blocking layers in our coatings to reduce the visual impact.



Let's talk about pigments



Court Craft is a specialist sports construction company that understands the needs of netball

Innovation. Inspiration. Expansion

We strive to improve the quality and safety of play with new technologies that provide professional and amateur athletes with new ways to get into the game.

Current innovations include:

- **Cool Top Program**– reducing surface temperatures – solar reflectance
- **Ultra Performance** – new coating technology that offers exceptional UV protection, improved coverage, optimum abrasion resistance, and more.

INTRODUCING

REBOUND ACE
SPORTS

COOLTOP

Rebound Ace CoolTop is specially formulated with pigments that help reduce surface temperature through solar reflectance (when compared to standard court surfaces), assisting in overall player comfort. Tested in real-world environments. Temperature reductions will vary depending on location and site conditions.

Rebound Ace CoolTop

Traditional Court

ULTRA PERFORMANCE

After months of extensive testing and product development, we have reformulated our products for optimum performance. The new California Sports Surfaces Ultra Performance line offers:

- Better Coverage
- Exceptional Abrasion Resistance
- Better Flexibility
- Improved Permeability
- Better UV Resistance & Color Retention
- Better Appearance

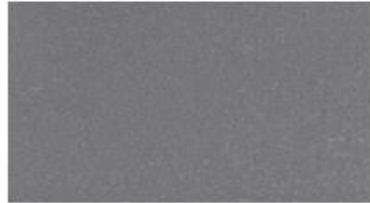
Colour Range.

- Sterling Silver
- Steel Grey
- Ice Blue
- Nordic Blue
- Mint Green
- Forest Green

New Additions

- Ruby Red
- Earth

COOLTOP[®]
AVAILABLE
COLORS



STIRLING SILVER



STEEL GREY



ICE BLUE



NORDIC BLUE



MINT GREEN



FOREST GREEN

Onscreen and printer color representations may vary from actual product colors. Diagrams not to scale.



Colour Blindness and Netball Courts

Some examples of colour blindness:

Green-Blind/Deuteranopia



Red-Blind/Protanopia



Blue-Blind/Tritanopia



Blue Cone Monochromancy



Monochromancy/Achromatopsia



Colour Blindness and Netball Courts



thankyou.™

John Loughlin

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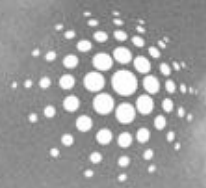
p. +61 418 257 253

Imogen O’Neill

Marketing and IT

Imogen@courtcraft.com.au

p. 1800 996 353



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ACCELERATE 22-25 UPDATE

ANDREW SLY

**DEPUTY DIRECTOR – GENERAL SPORT AND RECREATION
DEPARTMENT OF TOURISM, INNOVATION AND SPORT**



LEADERS CONFERENCE 2023

Sport and Recreation

Department of Tourism,
Innovation and Sport

NQ Leaders Conference – 8 October 2023



Activate! Queensland 2019–2029 - the Queensland Government's 10-year strategy, outlining the new collaborative direction for physical activity and movement in Queensland.

**Activate!
Queensland**
2019–2029

Enriching the Queensland way of life through physical activity

Our Active8
2019–2022
Activate! Queensland action plan

Activate! Queensland action plan 2
Accelerate
2022–2025

Our three year plan to get more Queenslanders active, more often.

Activate Queenslanders

Activate Environments

Activate Success

Activate Collaboration

Queensland Government

Accelerate at a glance





COMMITMENT 1

Collaborate with the active industry to get more Queenslanders moving

FairPlay Vouchers

- Helping children from low-income families to participate in sport or active recreation

Active Clubs

- Supporting volunteers and providing flexible and safe physical activity opportunities

Active Industry Base Fund

- Strengthening the capability of state level organisations





COMMITMENT 1

Collaborate with the active industry to get more Queenslanders moving

School Sport Program

- Increasing quality and participation school sport



Deadly Active Sport and Recreation Program First Nations Sport and Recreation Program

- empowering more First Nations Queenslanders to enjoy physical activity to improve their health and wellbeing.

ActiveKIT (Knowledge | Innovation | Technology)

- Queensland's active industry is leading the way in innovative solutions that get Queenslanders moving, more often





COMMITMENT 1

Collaborate with the active industry to get more Queenslanders moving

Active Women & Girls

BUDGET
\$15M

*Funding to support the sport and active recreation industry to ensure a quality inclusive opportunities for **women and girls**.*

Category 1

Funding amount

- \$7,500 per organisation

Organisation Eligibility

- Local or regional level Queensland not-for-profit or active recreation organisations or;
- An incorporated not-for-profit community organisation with an objective to deliver sport or active recreation
- A Sport or active recreation club incorporated within a Queensland university

Category 2

Funding amount

- \$25,000 per eligible organisation

Organisation Eligibility

- State Level Sport or Active Recreation Organisations as per AIPF Super Round
- Queensland Local Government Authorities

Funding Methodology

- Small Grant Program
- Guideline announcement coincides with AC4
- Eligible project categories align to AC4 **but focus on W&G**
- Rolling application and approval process
- One application approved per organisation
- Multi-location organisations (eg: Scouts, Guides, ParkRun, PCYC) are eligible for one application only under Category 2

SportX Pillars



BUILDING **EXPERTISE**
KNOWLEDGE SHARING



BUILDING **ENGAGEMENT**
RAISING AWARENESS



CREATING **JOBS**
SUPERCHARGING GROWTH



LEGACY **FOR ALL**
LEADING THE WAY

- SportXccelerating Growth Pilot
- SportX Connect Series
- SportX: FutureAnything Big Ideas Challenge





COMMITMENT 2

Enhance pathways for Queensland's athletes, coaches and officials

Emerging Athlete Pathways

- Supports young athletes, coaches and officials to progress on a development with financial assistance to attend state, national and international events.

Pathways Blueprint

- The Pathways Blueprint will provide an overarching framework to drive a coordinated and connected pathway system across the government, education and sport and recreation sectors to support developing talent and encourage lifelong participation. It will seek to address the missing middle between childhood participation and elite talent.





COMMITMENT 3

Operate precincts and venues that serve community and industry from grassroots to elite

SUCCESS LOOKS LIKE

- More effective utilisation of precincts and venues
- Precincts are more fit-for-purpose and better address emerging needs
- Increased participation through precincts and venues
- Active Industry Hubs support the industry and promote collaboration



Established a Fees and Charges working group with Queensland Treasury and the DPC to **resolve pricing challenges**.



Gained Governor in Council financial **approval for capital expenditure** for venue upgrades.



Procured supplier to **undertake evaluation** of the SR Venues 2019-2022 capital upgrade program (to be completed by the end of 2023).



Opened multi-purpose courts at the Sunshine Coast Recreation Precinct.



Activated the gym at Townsville Sports Precinct.



Procured industry consultation for the development of an integrated **Venues Marketing and Communications Plan**.



Active Industry Hub model approach adopted for implementation across Venues.



Gold Coast Performance Centre transition to DTIS progressing towards 30 September 2023 handover date.



Established **new social media channels** for Townsville and Toowoomba sites.

2022-23 Venue 'wins'

More than **500 000** people utilising or visiting our Venues.

Upwards of **411 000** hours of instructor-led activity achieving physical literacy outcomes.

Over **4000** events hosted in our Venues across the state.

45 major events hosted including Turf Games and Festival of Athletics.
Over **370 000** meals served to our clients.

92% catering satisfaction.

97% overall client satisfaction





COMMITMENT 4

Champion an industry leading network of infrastructure across Queensland

Delivery of Disaster Recovery



Sport and Recreation Disaster Recovery Program

- \$5,000 Clean up and repair



Sport and Recreation Recovery Grant

- 57 projects



Community Recreational Assets Recovery and Resilience Program

- Nearly 200 sites across 20 affected local government areas



COMMITMENT 4

Champion an industry leading network of infrastructure across Queensland

Minor Infrastructure and Inclusive Facilities Fund

The new \$45 million Minor Infrastructure and Inclusive Facilities Fund helps to make sure local sport and active recreation facilities are safe, accessible, inclusive and more efficient.

The program supports new and upgraded facilities to meet local community activity.

There are two categories for eligible projects:

- Inclusive and Accessible
- Safe, Quality and Efficient

Applications opened on 27 September and close on 16 November 2023





COMMITMENT 4

Champion an industry leading network of infrastructure across Queensland

Wangetti Trail

- project and technical support



Major Sport Infrastructure Audit

- Partnership with the Local Government Association of Queensland (LGAQ)
- Create an interactive mapping tool to support promotion of training facilities in the lead up to Brisbane 2032



COMMITMENT 5

Leverage events and opportunities

Partnerships and Sponsorships

- Work with Tourism, TEQ, Stadiums Queensland on major events attraction strategy
- Support for FIFA WWC including leveraging community outcomes
- \$2.4 million in sponsorship approved 2022-2023

Sport and Recreation Venues supported sponsored events

- International Festival of Indigenous Football (Gold Coast Recreation Precinct)
- Bindal Sharks Rugby League Carnival (Townsville Sports Precinct)
- Gold Coast Recreation and Sport Athletics Carnival (Runaway Bay)
- 35th Australian Sikh Games (Runaway Bay)





COMMITMENT 5

Leverage events and opportunities

Sponsorship



All Abilities Rugby League

To assist 5 to 15 year olds with all types of different abilities including autism, cerebral palsy, down syndrome, epilepsy, ADHD and intellectual impairments to experience the joys of playing rugby league alongside their peers.

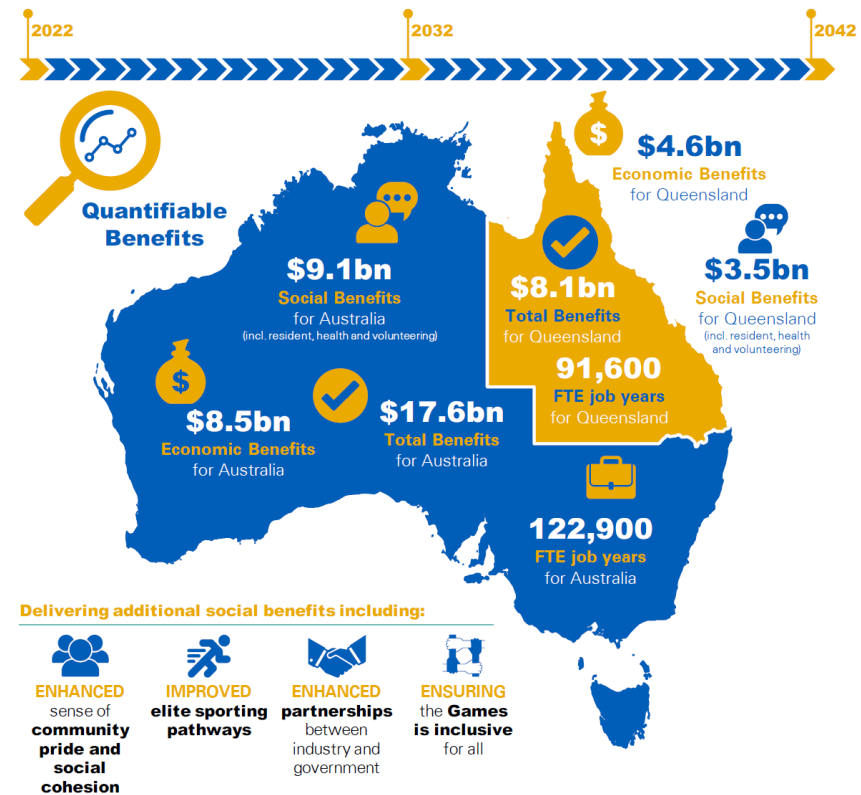


Through a series of come and try days and a 4 week program across Bundaberg and Gin Gin the team at Walk With Me 4 Autism have delivered a product that has made a VERY BIG difference in the lives of these kids.

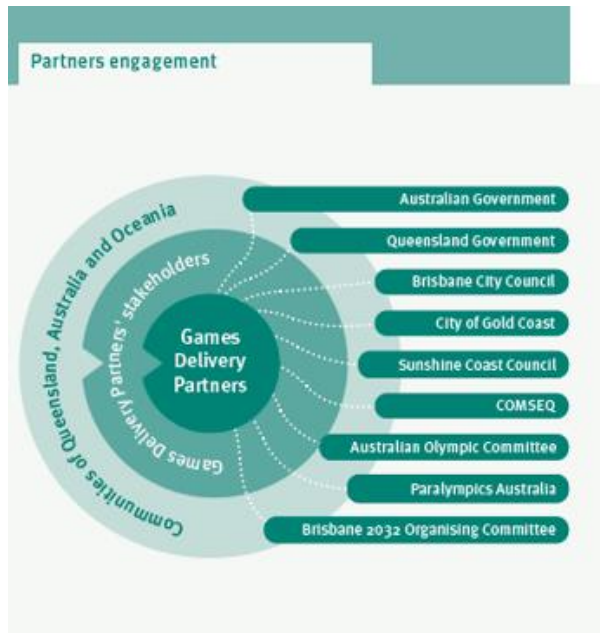
Brisbane 2032 Legacy

What is the Legacy Strategy?

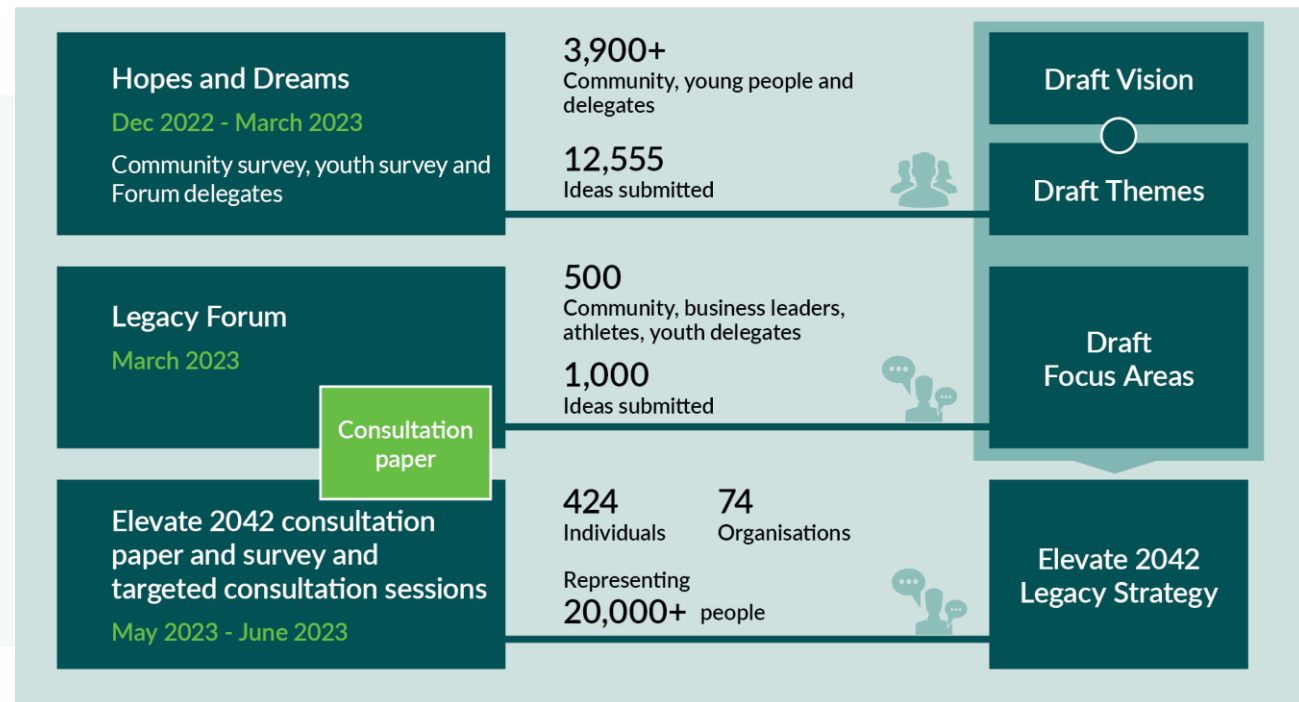
- The Brisbane 2032 Legacy Strategy will give life to the legacy aspirations outlined during the candidature to drive economic, social and environmental opportunities that ensure lasting benefits before, during and after the Games.
- Brisbane 2032 will deliver significant social, economic and environmental benefits over the next 20 years.



Brisbane 2032 Legacy – Consultation



Community Engagement



Brisbane 2032 Legacy – Elevate 2042 draft themes



SPORTS GOVERNANCE RESOURCES – STATE/NATIONAL LEVEL

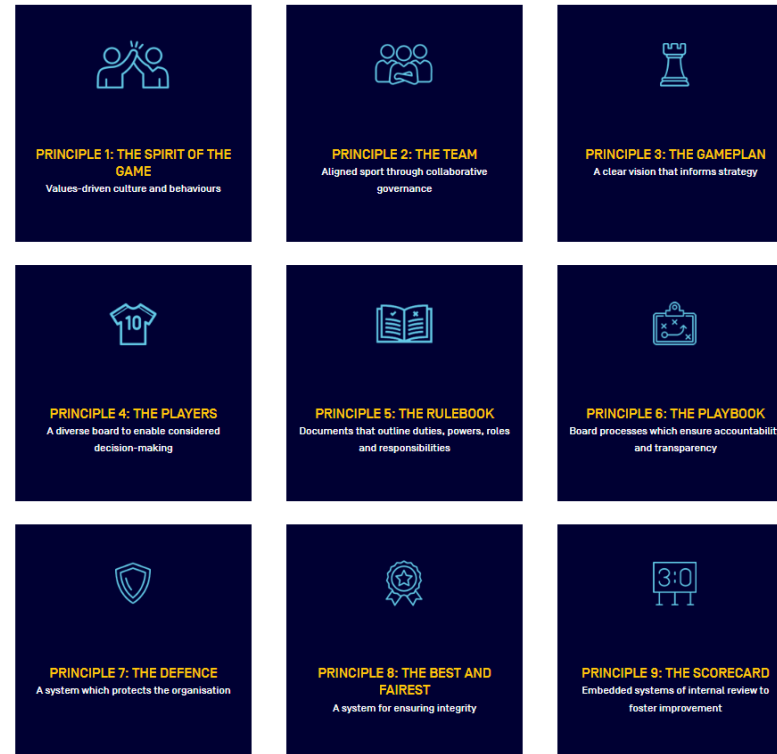
Sport Governance Standards

- measures by which National and State level sports organisations can evaluate the effectiveness and efficiency of their governance systems and processes
- co-designed with the Australian sport sector to achieve continuous governance improvement in all sporting organisations, with an increased focus on accountability and transparency.

<https://www.sportaus.gov.au/governance/standard>
S

National Governance Resource Library

<https://www.clearinghouseforsport.gov.au/networks/governance-resource-library-for-sporting-organisations>



SPORTS GOVERNANCE RESOURCES – CLUB/ASSOCIATION LEVEL

Game Plan

a free online platform that allows sports clubs of all sizes to get insights into their current capability in key areas of club administration, then supports ongoing club development with a suite of tools



gameplan.ausport.gov.au

Volunteer Resource Hub

- Setting up for success
- Attracting volunteers
- Supporting your volunteers
- Celebrating your volunteers

<https://www.ausport.gov.au/volunteering/volunteer-resource-hub>

Activate! Queensland Scorecard

JULY 2019 – JUNE 2023

Activate! Queensland 2019–2029 is the Queensland Government's 10-year strategy with a vision to enrich the Queensland way of life through increased physical activity.

The first action plan *Our Active8 2019–2022* outlined whole-of-government actions and Sport and Recreation investments under Activate! Queensland priority areas.

The second action plan, *Accelerate 2022–2025*, captured a shift in focus following COVID-19 and the announcement of the Brisbane 2032 Olympic and Paralympic Games and centres on key commitments for Sport and Recreation in the Department of Tourism, Innovation and Sport.

What does success look like?

- ✓ Queenslanders are participating more often and in a greater number of sport and active recreation opportunities.
- ✓ The Queensland sport and recreation industry has greater capacity and capability to address current and emerging needs.

Contributing towards Activate! Queensland targets:



of children are active for the recommended one hour per day



of adults undertake sufficient physical activity



of funded organisations achieve gender equity

Growth of participation

192,860 individuals participated in sport and recreation as a result of FairPlay vouchers and Emerging Athlete Pathways programs.

562,565 individuals participated within Sport and Recreation Venues and Precincts.

2,416 organisations funded to deliver sport and recreation opportunities for Queenslanders under infrastructure programs, ActiveKIT, First Nations, Deadly Active and School Sport programs.

1,105,915 participation opportunities provided through funded state-level organisations and their affiliates in 2022

133 diverse sport and recreation activities have been funded to boost participation within Infrastructure programs, First Nations, Deadly Active and Active Industry Fund. Most funded activities:



Lawn bowls



Cricket



Football



Rugby league



Tennis

Greater industry capacity and capability

1,079 education or training sessions delivered through Active Clubs.

27,624 volunteers/officials anticipated to benefit from Active Industry Fund.

3,708 projects purchased equipment or delivered resources within Active Clubs.

Sport and Recreation also contributes to improving industry capability through funding systems and processes.

10,339 opportunities provided to organisations to improve industry capability through Active Clubs and Active Industry Project Fund.

164 diverse sport and recreation activities have been funded to support capability within Active Clubs, Active Industry Fund and Active Industry Project Fund. Most funded activities:



Active recreation



Lawn bowls



Football



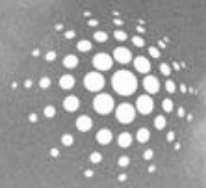
Rugby league



Netball

For more information visit –
[https://www.dtis.qld.gov.au/
sport](https://www.dtis.qld.gov.au/sport)





LEADERS CONFERENCE 2023

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WRAP UP AND CLOSE

KATE DAVIES

CEO NETBALL QUEENSLAND





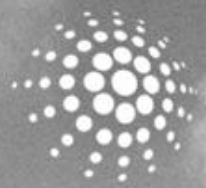
Fifth Quarter

IN SUPPORT OF



A BREAKFAST EVENT TO CELEBRATE OUR LEGENDS OF THE GAME

3RD NOV • 7:00AM – 9:00AM • VICTORIA PARK, TURRBAL & YUGGERA COUNTRY



LEADERS CONFERENCE 2023

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