


NETBALL QUEENSLAND **ANNUAL REPORT** 2023

ACKNOWLEDGEMENT OF COUNTRY





Netball Queensland acknowledges the Traditional Custodians of the land on which we live, work and play. We acknowledge their Elders, past, present and emerging. In particular, we pay our respects to the Turrbal and Yuggera peoples, who are the Traditional Custodians of the land which our home office, Nissan Arena, is situated.

We pay our respects to ancestors of this land, their spirits and legacy which remain linked to traditional lands and waters. Our First Nations peoples give strength, inspiration and courage to current and future generations of Queenslanders, both First Nations and non-First Nations.



RECONCILIATION ACTION PLAN

Netball Queensland's Reconciliation Action Plan was launched in April 2022.

As stated by Reconciliation Australia ... "at its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians."

Netball Queensland's Reconciliation Action Plan is an important step along our cultural journey.

Through our RAP, Netball Queensland has formalised our commitment to reconciliation by embedding a framework to turn our intentions into practical, meaningful actions and outcomes.

Our organisation will hold itself accountable to the commitments outlined in our RAP. We hope to be an inspirational example and support to others who may be contemplating a RAP as part of their cultural journey.

FIND OUR RAP ON THE [NETBALL QUEENSLAND WEBSITE](#).

THE FUTURE
REIGNITED. HEALING SMOKE, UNITING FLAMES

ARTIST **RACHAEL SARRA** (Goreng Goreng)





OUR PURPOSE OUR VISION OUR GAME



PURPOSE VISION PLAN

We enrich lives
through netball.

We aspire to be the most
played and supported sport
in Queensland.

We will get there with
initiatives that Grow, Play,
Inspire & Lead.



OUR V

BRAVE

To show valour in decisions and actions. The courage to take risks, to stand up for what we know needs to be done, and the resilience to convert failure into fuel.

AUTHENTIC

Genuine, not false, copies or counterfeit. A daily practice of living out one's true beliefs, our shared values, consistently in both words and deeds.

INCLUSIVE

To value and respect difference and diversity; to pursue equity and seek opportunities to optimise participation.



VALUES



TRUST

To be earned and given. To have confidence or belief in someone or something, to rely on each other, to always act in good faith and fidelity.

INNOVATIVE

The result of continual learning and daring creativity applied with perseverance to things that will deliver value to netball.

COLLABORATIVE

The decision to work in teams, to seek diverse perspectives and embrace constructive debate in the pursuit of being world-leading.

BEHAVIOURS ARE IMPORTANT TO CULTURAL IDENTITY



CONTENTS

12
16
20
22
28
30
32

CHAIR & CEO

REPORT

GROW

STRATEGIC PILLAR 1

PLAY

STRATEGIC PILLAR 2

INSPIRE

STRATEGIC PILLAR 3

LEAD

STRATEGIC PILLAR 4

OUR PARTNERS

FINANCIAL

REPORT





CHAIR & CEO REPORT



Leanne Coddington
Chair



Kate Davies
Chief Executive Officer

In February, Netball Queensland (NQ) welcomed Leanne Coddington, an accomplished chief executive and non-executive director, as a new Board Director. Following the Annual General Meeting in March, Dianne Croonen and Simone Waugh were re-elected, and Leanne assumed the role of Chair. Leanne's commitment to staff engagement, attendance at key events, and strong relationships with Member Organisation Chairs positions her as a valuable representative for NQ on the national platform.

NQ's Chief Executive Officer, Kate Davies, completed her second year in the role. Despite challenges in the sport throughout 2023, the foundation remains strong, and we are capable of uniting and working together to tackle those challenges – and showcase to our fans, members, sponsors and partners the incredible value and contribution our sport makes to communities right across the country, and especially right here in Queensland.

In May, a historic NQ Board meeting took place outside southeast Queensland, engaging with netball communities in North Queensland. NQ Board members met with NQ regional-based staff and held events with key stakeholders and members of the local and surrounding netball community to create connections in an environment conducive to sharing ideas and fostering growth.

NQ Board and staff also enjoyed community netball in attending the Townsville City Netball Association's Future Diamonds Carnival whilst there. Queensland Firebird and Australian Diamonds superstar Gretel Bueta attended all events, providing inspiration and excitement in particular for young athletes as they got a chance to meet one of world netball's best players.

The NQ Board looks forward to more regional board meetings in the future.

The Youth Advisory Group convened for the second year, advising NQ on matters like inclusive uniforms, respectful sideline behaviours, social media, and marketing trends.

The 2023 Leaders Conference was a weekend of learning, sharing information and networking focused on building our capacity to continue to grow netball and support our members and volunteers right throughout the state.

On the same weekend, we came together to celebrate the season that was at the NQ Awards, celebrating achievements and everything that is special about netball in Queensland. A new category was added to the Awards this year – the Netball Respect Award. This award recognises initiatives and ideas that help to foster a safe, fair and welcoming environment that ensures all netball participants fully enjoy their netball experience feeling protected and valued within their community. We congratulate Phoenix Netball Club from the Northern Gold Coast Netball Association as the inaugural winner.

In December, Netball Australia and the Australian Netball Players Association reached a Collective Player Agreement for contracted Suncorp Super Netball athletes, including the Queensland Firebirds, after a protracted negotiation period that left no netball fan or follower immune from the public nature of the discussions. The welfare of our Queensland Firebirds was paramount throughout the whole negotiation, and they are to be commended on their united position. The off-court high performance staff, led by Head Coach Bec Bulley, did an enormous amount of preparation in the off-season which set the team up for a great pre-season.

The Origin Australian Diamonds had a stellar 2023, winning 16 out of 19 international matches and being crowned Netball World Cup champions. Queensland Firebirds Donnell Wallam and Ruby Bakewell-Doran proudly stood alongside their fellow Origin Diamonds during the victory in Cape Town.

The Firebirds' performance, led by Head Coach Bec Bulley, gained momentum in the latter part of 2023, securing back-to-back First Nations' Round wins and Wallam's 71-point haul against the Melbourne Vixens broke the record for the most points by an individual in a single SSN fixture. The season's final two home games at Nissan Arena were sell-outs, reflecting the excitement surrounding the Firebirds' development.



Gabi Simpson, a beloved Firebirds icon, concluded her incredible 11-year stint, recognised at the Firebirds Gala for her 10 years' service to the club and celebrating her 150th match in Purple during the 2023 season.

NQ's national championship-winning 17 and Under team was named Queensland's Junior Sports Team of the Year at the QSport Awards.

The team's dominance led to several members being selected in the Australian 17 and Under squad, with Jada Delaney, Sasha-May Flegler and Gemma Hutchings all winning gold for their country at the 2023 Commonwealth Youth Games.

Past President and Legacy Life Member June Bothwell AM's impact on netball was also recognised at the QSport Awards with a Service of Sport Award. We also acknowledge the passing of NQ Legacy Life Member Helen Stevens and longstanding top bench official Nerida Bartlett, recognising their significant contributions to netball in Queensland.

The NQ History & Traditions Advisory Group, established in 2023, advised on cultural heritage matters, preserving information, and guiding NQ's history and tradition policies. An initiative of the group, the inaugural Fifth Quarter Event, was held in November in an important step towards the commitment in NQ's Strategic Plan 2023-25 to reconnecting with Former Firebirds, cultivating a past player network and preserving the game's history. Over 130 guests attended the event and heard from a panel of legends including Vicki Wilson OAM, Karen Clarke and Liz White OAM.

NQ's youth pathways expanded in 2023 with the formation of the Firebirds Futures and Queensland Firebirds Futures Academy (QFFA). These initiatives, including four regional branches of the QFFA in Cairns, Townsville, Mackay and Rockhampton, provides a clear pathway for aspiring athletes to reach Super Netball and the Australian national team.

Experienced high-performance sports practitioner Adrian Thompson was appointed General Manager of High Performance in July, one of several new faces in the NQ High Performance program including QFFA and Firebirds Futures Head Coach Jess Whitfort, Head of Strength and

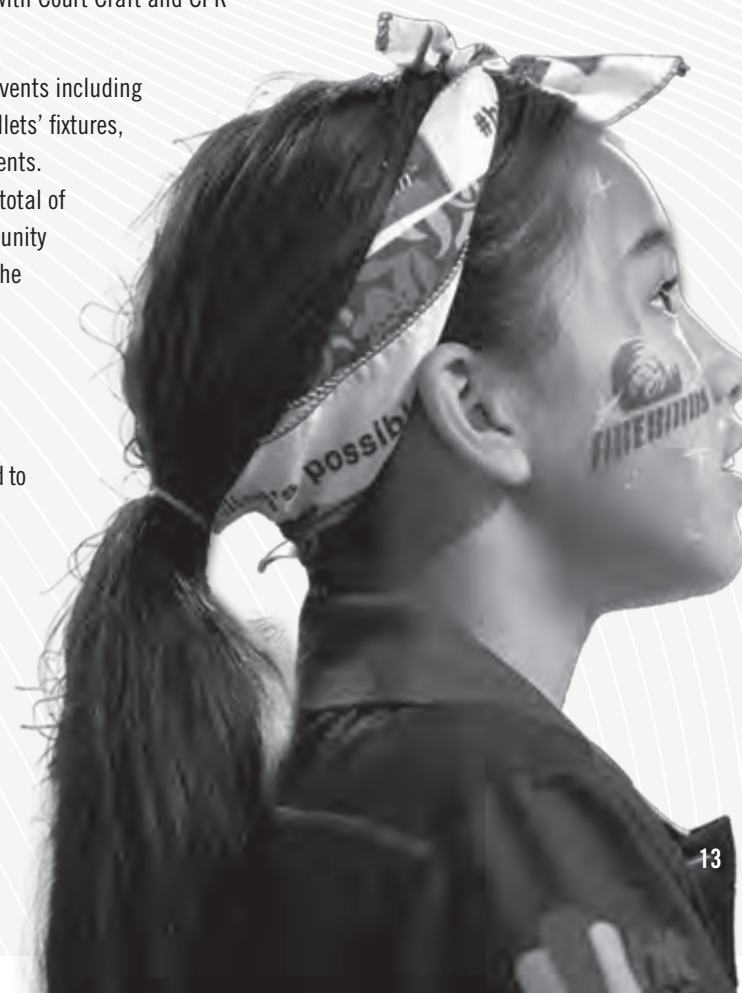
Conditioning Kelly Penfold, Head Physiotherapist Talia Yarden and Athlete and Wellbeing Manager Kirby Short.

In July, NQ achieved a significant milestone in reconciliation with the release of the Reflect Reconciliation Action Plan (RAP) Report during NAIDOC Week. The report acknowledged NQ's progress and will contribute to formulating NQ's 'Innovate' RAP process.

We'd like to sincerely thank and acknowledge Aurizon, University of Queensland, Suncorp, HART Sport, Nissan, Health and Wellbeing Queensland, AV Jennings, Origin, Woolworths, Demi International, Valour, RHP Physiotherapy, CMS Australasia, HCF, Lion Co, Coca Cola, Mizuno, Deadly Choices, Containers For Change, Event Cinemas, Betta and LeGassick for their incredible support, along with Court Craft and CPR Group who serve as official suppliers.

Our home, Nissan Arena, delivered 29 major events including seven Firebirds' matches and 17 Brisbane Bullets' fixtures, two crossfit games and three cheerleading events. Across the entire year, Nissan Arena hosted a total of 423,723 attendees at minor, major and community events, marking a 5.7 percent increase from the previous year. A big thank you to all our venue hirers, contractors and patrons who attended Nissan Arena in 2023.

As 2024 marks the second year of NQ's Strategic Plan (2023-2025), the organisation looks forward to implementing the Big Moves that will shape its future. Gratitude is extended to the NQ Board, sub-committees, advisory groups, staff, and volunteers for their efforts in serving members and the netball community. The commitment to supporting members in 2024 remains unwavering.



NO AWARDS

CONGRATULATIONS TO OUR 2023
NETBALL QUEENSLAND AWARD WINNERS

Spirit of Netball

Josh Coate and Sam Lemusu (Downey Park Netball Association)

Spirit of Netball (Youth)

Maya Thorne (Redlands Netball Association)

Senior Community Coach of the Year

John Eves (Townsville City Netball Association)

Junior Community Coach of the Year

Linda Munroe (Hinterland Districts Netball Association)

Community Official of the Year

Michael Clarke (Redlands Netball Association)

Performance Official of the Year

Nicola Stevens (Western Districts Netball Association)

Teacher of the Year

Alicia Green (King's Christian College)

Inclusion in Netball

Townsville City Netball Association

Community Innovation

Pine Rivers Netball Association

Woolworths NetSetGo Centre of the Year

Whitsunday Netball Association

Netball School of the Year

St James College

Community Organisation of the Year (less than 500 people)

Gympie and Districts Netball Association

Community Organisation of the Year (more than 500 people)

Townsville City Netball Association

Netball Respect Award

Phoenix Netball Club (Northern Gold Coast Netball Association)



OUR MEMBERS

THANK YOU TO OUR MEMBERS FOR YOUR CONTRIBUTION IN LEADING SPORT IN YOUR COMMUNITIES IN 2023

Netball Queensland Member Associations

Barcardine Netball Association
Beaudesert & District Netball Association
Beenleigh Netball Association
Biloela Netball Association
Blackwater Netball Association
Bowen Netball Association
Brisbane Netball Association
Bundaberg Netball Association
Burdekin Netball Association
Caboolture Netball Association
Cairns Netball Association
Caloundra District Netball Association
Capricorn Coast Netball Association
Charters Towers Netball Association
Chinchilla Netball Association
Clermont Netball Association
Coolum District Netball Association
Cornubia Park Netball Association
Curtis Coast Dolphins Netball Association
Dalby Netball Association
Douglas Netball Association
Downey Park Netball Association
Emerald Netball Association

Evelyn Netball Association
Fassifern Netball Association
Gayndah & District Netball Association
Gladstone Netball Association
Goodna Netball Association
Goondiwindi Netball Association
Gympie & Districts Netball Association
Herbert River Netball Association
Hervey Bay Netball Association
Highfields & Districts Netball Association
Hinterland District Netball Association
Hughenden Netball Association
Innisfail & District Netball Association
Ipswich Netball Association
Jimboomba Netball Association
Kingaroy Netball Association
Laidley & Districts Netball Association
Lockyer Valley Netball Association
Logan City Netball Association
Longreach Netball Association
MacGregor Netball Association
Mackay Netball Association
Maleny Netball Association
Maranoa Netball Association
Mareeba Netball Association
Maryborough Netball Association

Metropolitan Districts Netball Association
Middlemount Netball Association
Monto Netball Association
Moranbah Netball Association
Mount Isa Amateur Netball Association
Mundubbera Netball Association
Murwillumbah Netball Association
Nambour & Districts Netball Association
Nanango & District Netball Association
Noosa District Netball Association
Northern Gold Coast Netball Association
Pimpama United Netball Association
Pine Rivers Netball Association
Queensland Catholic Netball Association
Redcliffe Leagues Netball Association
Redlands Netball Association
Rockhampton Netball Association
Sarina & District Netball Association
South Coast Netball Association
Southport Carrara Netball Association
St. George Netball Association
Stanthorpe Netball Association
Sunshine Coast Netball Association
Sunshine State Men's and Mixed Netball Association (QLD Suns)
Tableland Netball Association
Toowoomba Netball Association

Townsville City Netball Association
Tully Netball Association
Tweed Netball Association
Underwood Park Netball Association
Warwick & District Netball Association
Western Districts Netball Association
Whitsunday Netball Association

Netball Queensland Community Members

Blackall Junior Netball Club
Brisbane Christian College
Cannon Hill District Netball Association
Canterbury Taipans
Capricorn Netball
Darling Downs Netball Association
Greater Brisbane Netball League
Mungindi Junior Rugby League Club
SCALA Indigenous Corporation
Tambo Netball
Tara Shire Social Netball Club

Netball Queensland Legacy Life Members

Maureen Atkins
Susan Bamford
June Bothwell AM*
Michele Buck*
Dianne Cocker
Janelle Derrington
Bertha Elder*
Morna Franklin
Audrey Fullagar OAM*
Florence Gallagher*
Phyllis Grant*
Doris Howes*
Deirdre Hyland AM*
Jan Maggacis
Mavis Martin OAM*
Madonna McKenna
Lana Midson
Joan Pentecost*
Carole Scott
Annette Smith
Helen Stevens *
Olive Stitz*
Ivy Wallace*
Jeanette Warwick BEM*
Elizabeth White OAM
Valda Williamson
Doris T Wilson*
Vicki Wilson OAM
Shirley Winton OAM*
Maisie Wrightson*

*Denotes deceased members



TO GROW



BE TARGETED AND TENACIOUS IN IDENTIFYING COMMERCIAL OPPORTUNITIES TO IMPROVE OUR ABILITY TO INVEST IN THE GAME

KEY INITIATIVES	FOUNDATION MOVES - 2023 COMPLETED
1. Diversify our consumer base	<ul style="list-style-type: none"> I. Deliver a digital marketing strategy to deepen and broaden engagement with participants and fans in populations across Queensland. II. Engage in targeted communications with a specific focus on First Nations and men and boys. III. Reimagine Queensland Firebirds Match Day corporate offerings.
2. Grow participation	<ul style="list-style-type: none"> I. Establish and utilise connections with schools to deliver netball experiences that convert to club registrations, including Schools of Excellence. II. Launch pre-school offerings to capture new participants early. III. Support associations and clubs to develop non-traditional and social netball offerings. IV. Create a mechanism to identify opportunities for growth across all participation areas (Associations, Clinics, Schools, Competitions).
3. Expand revenue streams	<ul style="list-style-type: none"> I. Develop a Commercial Partnership Strategy for Netball Queensland and the Firebirds to drive new asset creation and revenue results in sponsorship, merchandise, digital assets, membership, ticketing and community. II. Continue to identify underutilised assets across the business for commercialisation. III. Use customer journeys to drive value in commercial partnerships. IV. Identify opportunities for partnering with the Queensland Government including via Accelerate (2022-2025), Elevate 2042, 2024 State Election and 2025-2026 Queensland Government Budget Submission.
4. Grow the return from Nissan Arena	<ul style="list-style-type: none"> I. Implement the business development and marketing plan for Nissan Arena to secure competitions and events from both traditional (sporting) and emerging markets (i.e. music and entertainment). II. Identify and activate commercial assets within Nissan Arena. III. Facelift and refresh all venue catering outlets, including a major upgrade to Feathers café. IV. Develop a plan for Nissan Arena short and medium term-infrastructure upgrades. V. In partnership with Stadiums Queensland finalise a 15 to 25 year lifecycle and asset management plan for Nissan Arena. VI. In partnership with Stadium's Queensland, evolve an Environment Social & Governance Plan for Nissan Arena.
5. Maximise opportunities created by Brisbane 2032	<ul style="list-style-type: none"> I. Engage with government stakeholders and commercial partners to influence the development of the Queensland Sports and Athletics Centre precinct Master Plan. II. Engage with relevant government bodies, the Organising Committee for the Olympic and Paralympic Games and Legacy Committee to position netball's policy and infrastructure interests.

ACHIEVEMENTS – 2023

Netball Queensland celebrated a year of significant accomplishments in 2023, showcasing a commitment to expanding our reach and impact within the community.

The development of a robust Digital Marketing Strategy included monthly newsletters, boasting an impressive above-industry-standard opening rate of 32 percent, which became a cornerstone in connecting with the netball community and beyond. The strategic use of digital platforms helped elevate the organisation's visibility and engagement.

Our dedication to inclusion and diversity was highlighted by partnering with Health and Wellbeing Queensland in promoting the Diamond Spirit program. A compelling story featured on the NQ website highlighted the positive impact of the initiative, further establishing NQ as a leader in promoting both physical and mental health through sport.

NQ took proactive steps to diversify and expand participation. The re-establishment of the walking netball program, the successful pilot of the Little Nettys pre-school program in a community setting, and the recruitment of teams of netballers with disabilities for the Vicki Wilson Championship and Primary Schools Cup demonstrated a commitment to inclusivity and accessibility in the sport.

Celebrating the fourth birthday of Nissan Arena, NQ effectively demonstrated its value to stakeholders, future investors, and potential hirers through a comprehensive article and infographic slide. The installation of Electric Vehicle (EV) charging stations at the venue further emphasized a commitment to sustainability. The organization also established a working group for Nissan Arena Infrastructure Upgrades, finalising a comprehensive plan for short and medium-term improvements.

In 2023, Nissan Arena became a vibrant hub for sporting enthusiasts, hosting a total of 423,723 attendees across minor, major, and community events. This marked a notable 5.7 percent increase from the previous year, showcasing the venue's growing popularity and community engagement.

NQ is also strategically positioning itself to capitalise on the opportunities presented by the 2032 Brisbane Olympics. The organisation developed a Nissan Arena Olympic 2032 Discussion Paper for the NQ Board and QSN Board Sub-Committee, demonstrating foresight in aligning with major sporting events to amplify their impact.



KEY ACHIEVEMENTS



17U
NATIONAL CHAMPIONS



\$1.4m
TOTAL GOVERNMENT
FUNDING

4,022 
FIREBIRDS MEMBERSHIPS

12 

YOUTH ADVISORY BOARD
MEMBERS (2ND COHORT)



732 TEAMS
COMPETING IN VICKI WILSON
CUP PRELIMINARY ROUNDS



93 BOYS TEAMS
COMPETING IN THE VICKI WILSON CUP



180
LEADERS CONFERENCE
REGISTRATIONS

37

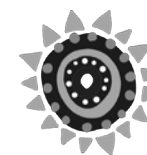
REGIONAL
COMMUNITY
CLINICS ACROSS

22

REGIONAL
COMMUNITY VISITS



2,167
MALE REGISTERED
PLAYERS



**COMPLETED
'REFLECT'**
RECONCILIATION ACTION PLAN



96%
UTILISATION OF
FIREBIRDS PLAYER
APPEARANCE HOURS



5,431
TOTAL ACCREDITED COACHES



1,670
TOTAL ACCREDITED UMPIRES



350

OPERATIONAL DAYS
IN A YEAR



29

MAJOR EVENTS HOSTED
AT NISSAN ARENA



423,723

TOTAL ATTENDANCE
AT NISSAN ARENA
(+5.7% on 2022)



7

SUNCORP SUPER
NETBALL GAMES AT
NISSAN ARENA



10

UTILISATION OF NISSAN
ARENA BY 10 DIFFERENT
SPORTS



\$3.08m

REVENUE GENERATED
BY NISSAN ARENA



115

MINOR EVENTS HOSTED
AT NISSAN ARENA



192,000

OF TOTAL ATTENDANCE
FOR COMMUNITY EVENTS



26,032

ATTEND SUNCORP
SUPER NETBALL GAMES
AT NISSAN ARENA
(+8% ON 2022)



1.57m+

TOTAL VISITORS TO
NISSAN ARENA SINCE
OPENING IN 2019





MAXIMISE OPPORTUNITIES FOR PEOPLE TO LOVE OUR GAME AT ANY LEVEL THEY PARTICIPATE IN

KEY INITIATIVES	FOUNDATION MOVES - 2023 COMPLETED
1. Improve consumer journeys	<ul style="list-style-type: none"> I. Better communicate how people can find netball experiences and register/express interest to play at their chosen level, with a priority on Entry Level Programs. II. Develop a High Performance Strategy which clearly articulates the pathways, programs, roles and responsibilities to achieve a culture of sustained high performance success for players and officials. III. Build explicit high performance connections between the Queensland Firebirds program and Netball Queensland's Emerging Athlete Program, and with guidance and support from Netball Australia. IV. Explore the feasibility of an Emerging Country Athlete Program. V. Explicitly identify and address instances where First Nations participants experience barriers to participation. VI. Facilitate opportunities for integration and crossover between netball participants and Queensland Firebirds members and fans. VII. Develop an effective and integrated relationship with the Queensland Academy of Sport to enhance the performance of Queensland's most promising netballers and coaches. VIII. Support Netball Australia in national Entry Level Program reform, the development of a national participation strategy and in the promotion of national marketing campaigns
2. Increase our capacity and capability to welcome boys and men into netball	<ul style="list-style-type: none"> I. Develop an MOU with the Queensland Suns to outline ways of working together to grow participation by men and boys. II. Develop a plan for growing participation by men and boys across existing competitions and events. III. Understand societal barriers amongst the existing netball community which have historically hindered participation of men and boys IV. Advocate via state and private school systems to establish netball as a sport option in school for boys. V. Utilise findings from Social Impact Research to inform the way sport is marketed to appeal to men and boys.
3. Be inclusive	<ul style="list-style-type: none"> I. Undertake Social Impact Research Project. II. Undertake sustainable expansion of the Diamond Spirit program. III. Increase representation of diversity at match days through showcase and activation opportunities for wheelchair netball, Gems and Queensland Suns. IV. Inclusive uniform options showcased by Queensland Firebirds. V. Refresh the Diamond Spirit Education program. VI. Explore the expansion of the Queensland Gems program.
4. Take responsibility for the development of coaches and officials	<ul style="list-style-type: none"> I. Work with associations and clubs to create a coach and umpire talent recruitment and development program that utilises Netball Queensland netball competitions and events for development experiences. II. Lead the delivery of quality, accessible and contemporary officials development and accreditation programs.
5. Create fit for purpose and inclusive places to play	<ul style="list-style-type: none"> I. Review and refresh Netball Queensland's Infrastructure Strategy (2018-2025), including an assessment of the quality, sustainability, and inclusivity of netball infrastructure across Queensland.

ACHIEVEMENTS – 2023

Breaking down barriers to participation across netball has been a major part of Netball Queensland's work in 2023.

The development of a memorandum of understanding with the Queensland Suns formalised a partnership designed to grow the participation of men and boys in our sport, while the Suns also took on their NSW counterparts at Nissan Arena before the Firebirds' final home match of the 2023 SSN season against the NSW Swifts.

Netball Queensland also developed a high-performance strategy that clearly articulates the pathways, programs, role and responsibilities to achieve a culture of success for both athletes and officials across the state.

The Queensland Firebirds Futures Academy announced its initial intake, including several regional athletes, in a system designed to align the pathways development with the Firebirds program.

We also explicitly identified and addressed instances where First Nations participants experience barriers to participation with our partnership with Deadly Choices leading to teams competing in the girls division at State Age and a boys team at the Vicki Wilson Championship finals.

The development of an effective and integrated relationship with the Queensland Academy of Sport in 2023, including regular access to QAS recovery facilities, is a major boost for the performance prospects of Queensland's most promising netballers and coaches.

The facilitation of 10 coach development webinars as well as 'In the Nest' workshops with Firebirds coaching staff including Head Coach Bec Bulley showed Netball Queensland's commitment to expanding the development options for coaches across the state.

We also worked with associations and clubs to create a coach and umpire talent recruitment and development program that utilises Netball Queensland competitions and events for development experiences.

InsideEdge was appointed as consultant for the review and refresh of Netball Queensland's Infrastructure Strategy, with an update and consultation on the strategy refresh undertaken at the 2023 Leaders Conference.



BE RELENTLESS IN TELLING OUR STORY AND SHOWCASING OUR GAME – THE ATHLETES, THE EXPERIENCES, THE OPPORTUNITIES, THE ACHIEVEMENTS, THE CONTRIBUTIONS

KEY INITIATIVES	FOUNDATION MOVES - 2023 COMPLETED
1. Invest in storytelling targeted at more diverse audiences	<ul style="list-style-type: none"> I. Curate content that highlights high-performance stats for Netball Queensland competitions and the Queensland Firebirds. II. Engage the wider sports market with Queensland Firebirds (athletes) and women's sport.
2. Develop deeper connections between the Queensland Firebirds and grassroots netball	<ul style="list-style-type: none"> I. Deliver a Digital Marketing Strategy to deepen and broaden engagement with participants and fans in populations across Queensland. II. Hold pre-seasons matches in regional areas combined with full Queensland Firebirds community tour. III. Increase engagement with the Queensland Firebirds at the grassroots level by helping broadcast partners access our fanbase and community audiences. IV. Increase utilisation of player appearances for greater connection to community.
3. Advocate benefits of being part of the netball community	<ul style="list-style-type: none"> I. Inclusive uniform options showcased by the Queensland Firebirds. II. Undertake Social Impact Research Project. III. Netball Queensland to drive awareness and key messages of the benefits of playing netball. IV. Implement a Netball Queensland (individual) Member Benefits Program. V. Continue implementing compelling government relations strategy to raise awareness and align the benefits of netball with all levels of government.
4. Celebrate our stars and honor our heritage	<ul style="list-style-type: none"> I. Deeper promotion of Queensland representative teams and competitions. II. Establish an annual event to connect the Former Queensland Firebirds Nest with the Queensland Firebirds and Super Netball. III. Activate a History and Traditions Committee to ensure our Queensland Firebirds club and state history and significant individual and team contributions and achievements are recognised and celebrated.
5. Provide leading sport experiences	<ul style="list-style-type: none"> I. Use customer journeys to build profiles and unlock consumer experiences (curate the Driveway to Driveway experience/curate the Rego to Results experience).

ACHIEVEMENTS – 2023

Sharing the stories and showcasing our game – the athletes, experiences, opportunities, achievements and contributions – is crucial to inspiring the netball community and beyond.

From our elite level through to grassroots, there are so many great tales to be told in our game.

Each of our 10 full-time Firebirds players were profiled in depth on the team's website leading into the 2023 Suncorp Super Netball season while external and traditional media were regularly used to engage the wider sports markets with these remarkable athletes and their stories.

We also worked relentlessly to grow and connect with the Firebirds fanbase across the state including the successful Suncorp Spirit Cup in Toowoomba and several Aurizon and Suncorp Regional Tours.

The Firebirds took the lead ahead of the Suncorp Team Girls Cup with a successful media blitz around the inclusive uniforms from apparel provider Valour the team would be wearing throughout that tournament, providing an important visual representation of the options available to athletes at all levels.

The first Inspire Series video and story was published on 31 October, showcasing Netball Queensland's high performance pathway for officials with future videos planned profiling athletes, administrators and coaches.

Throughout 2023 the achievements of our pathways athletes were constantly championed, including the national title winning 17 and Under team and our gold medal athletes who represented Australia at the Trnago 2023 Commonwealth Youth Games.

Elsewhere our Parliamentary Friends of Netball program was launched in February while \$95,000 was secured in funding and agreements with councils for State Age and Primary School Cup competitions, up from \$57,000 in 2022, proving the value of a compelling government relations strategy for the benefit of netball.

Our Firebirds were also involved in a community ambassador program while members were regularly provided with surprise experiences across the state to connect with their heroes.

Queensland's netball history has also been celebrated with the activation of a History and Traditions Advisory Group, while the inaugural 5th Quarter event connecting Former Firebirds with the current team and club was held in November.





2023 AUSTRALIAN DIAMONDS

Ruby Bakewell-Doran
Donnell Wallam

2023 AUSTRALIAN NETBALL AWARDS

Suncorp Super Netball Team of the Year – Donnell Wallam, Goal Shooter

2023 TONGAN NATIONAL TEAM

Hulita Veve (Captain)

2023 QUEENSLAND FIREBIRDS ROSTER & TRAINING PARTNERS (TP)

Kimberley Ravallion (Captain)
Lara Dunkley (Vice Captain)
Ruby Bakewell-Doran
Macy Gardner
Remi Kamo
Emily Moore
Gabi Simpson
Mia Stower
Ashlee Unie
Donnell Wallam
Gretel Bueta – Pregnancy Leave
(TP) Olivia Dijkstra
(TP) Leesa Mi Mi
(TP) Isabelle Shearer
(TP) Hulita Veve

2023 HIGH PERFORMANCE STAFF

Head Coach – Rebecca Bulley
Assistant Coach – Sara Francis-Bayman/Lauren Brown
Head of Operations – Belinda Stickney
Head of Performance – Georgia Black
Performance Analyst – Justin Weise
Athlete Wellbeing and Engagement – Sharyn Donaghy/Kirby Short
Firebirds Logistics Lead – Lisa Duncan

2023 QUEENSLAND FIREBIRDS AWARDS WINNERS

Laura Geitz Medal (2023 MVP) sponsored by LeGassick – Ruby Bakewell-Doran
Players' Player of the Year – Donnell Wallam
Queensland Firebirds' Spirit Award – Macy Gardner
Queensland Firebirds' Members Player of the Year – Ruby Bakewell-Doran
Milestone Recognition Awards – Gabi Simpson (150 games) and Lara Dunkley (50 games)

2023 QUEENSLAND FIREBIRDS SEASON

Round 1	Vs Thunderbirds	Home	LOST 44-59
Round 2	Vs Lightning	Home	LOST 55-65
Round 3	Vs Swifts	Away	LOST 71-74
Round 4	Vs Magpies	Away	LOST 61-69
Round 5	Vs Fever	Home	LOST 71-73
Round 6	Vs Giants	Home	WON 70-66
Round 7	Vs Vixens	Away	LOST 60-72
Round 8	Vs Magpies	Home	WON 73-67
Round 9	Vs Thunderbirds	Away	LOST 46-63
Round 10	Vs Fever	Away	LOST 63-97
Round 11	Vs Giants	Away	WON 68-50
Round 12	Vs Vixens	Home	WON 76-71
Round 13	Vs Swifts	Home	LOST 65-78
Round 14	Vs Lightning	Away	LOST 60-66



2023 QUEENSLAND FIREBIRDS FUTURES SQUAD & TRAINING PARTNERS (TP)

Leesa Mi Mi (Captain) – ACU Brisbane North Cougars
Abigail Meafou (Vice Captain) – TAE Aerospace Ipswich Jets
Ashley Barnett – ACU Brisbane North Cougars
Rylee Burns – ACU Brisbane North Cougars
Olivia Dijkstra – ACU Brisbane North Cougars
Lily Gribble – TAE Aerospace Ipswich Jets
Jessie Laga'aia – Carina Leagues Club Tigers
Annabelle Lawrie – Carina Leagues Club Tigers
Chloe Litherland – TAE Aerospace Ipswich Jets
Maddison Ridley – Carina Leagues Club Tigers
Isabelle Shearer – Carina Leagues Club Tigers
Elsa Sif Sandholt – TAE Aerospace Ipswich Jets
Lia Woolnough – ACU Brisbane North Cougars
(TP) Kourtnee Baird – Gold Coast Titans
(TP) Talia Evans – Brisbane South Wildcats
(TP) Talitah Faifai – Gold Coast Titans
(TP) Jess Milne – Gold Coast Titans

Head Coach – Jess Whitfort
Assistant Coach – Linda Peterson
Manager – Lisa Duncan
Performance S&C – Rhett Cope
Physiotherapist – Nikki Rathbone
Performance Analyst – Josh Winterton

2023 QUEENSLAND FIREBIRDS FUTURES AWARD WINNERS

2023 Firebirds Futures MVP – Abigail Meafou
2023 Firebirds Futures Players' Player of the Year – Rylee Burns

2023 FIREBIRDS FUTURES (21U) NATIONAL TALENT IDENTIFICATION & AIS YOUTH SQUAD

Elsa Sif Sandholt – AIS Camp Invitee

2023 QUEENSLAND 19U TEAM & TRAINING PARTNERS (TP)

Losa Niumata (Captain) – ACU Brisbane North Cougars
Elsa Sif Sandholt (Vice Captain) – TAE Aerospace Ipswich Jets
Kayla Anderson – Brisbane South Wildcats
Baylee Boyd – USC Thunder
Kiara Condon – TAE Aerospace Ipswich Jets
Sophia Dobson – Carina Leagues Club Tigers
Talitah Faifai – Gold Coast Titans
Yasmin Mayall – ACU Brisbane North Cougars
Jayden Molo – ACU Brisbane North Cougars
Dakota Newson – Gold Coast Titans
Lillyana Rennie – TAE Aerospace Ipswich Jets
Kaylin van Greunen – Darling Downs Panthers
(TP) Abby Boland – Gold Coast Titans
(TP) Tahlia Evans – Brisbane South Wildcats
(TP) Larika Malagaoma – ACU Brisbane North Cougars
(TP) Emmisyn Wynyard – ACU Brisbane North Cougars
Head Coach – Simone Nalatu
Assistant Coach – Joanne Morgan
Manager – Ashley Ngauamo
Physiotherapist – Sarah Kitcher
Performance Analyst – Rose Huang

2023 19U AWARD WINNERS

19U Players' Player of the Year – Kaylin van Greunen
19U 2023 MVP – Losa Niumata
19U Judy Sampson Memorial Trophy – Sophia Dobson

2023 19U NATIONAL TALENT IDENTIFICATION & YOUTH SQUAD

Baylee Boyd
Lillyana Rennie
Elsa Sif Sandholt
Kaylin van Greunen

2023 QUEENSLAND 17U TEAM & TRAINING PARTNERS (TP)

Ellie Brice (Captain) – USC Thunder
Gemma Hutchings (Vice Captain) – ACU Brisbane North Cougars
Holly Comyns – Carina Leagues Club Tigers
Tia Crombie – Carina Leagues Club Tigers
Jada Delaney – USC Thunder
Sasha-May Flegler – Northern Mendi Rays
Teyha Hyssett – Gold Coast Titans
Sarah Joyce – Carina Leagues Club Tigers
Tia Molo – ACU Brisbane North Cougars
Samaya Oakley – Northern Mendi Rays
Kirra Tappenden – USC Thunder
Kydan Tuapou – Brisbane South Wildcats
(TP) Joesi Gisinger – Bond University Bullsharks
(TP) Mahlia Henare – ACU Brisbane North Cougars
(TP) Charlotte Jonsen – Northern Mendi Rays
(TP) Elka Macaulay – Bond University Bullsharks
Head Coach – Rebecca Stower
Assistant Coach – Amanda Kelly
Manager – Liz Shaw
Physiotherapist – Nikki Rathbone
Performance Analyst – Josh Winterton

2023 17U AWARD WINNERS

17U Grand Final MVP – Jada Delaney
17U Players' Player of the Year – Kirra Tappenden
17U 2023 MVP – Gemma Hutchings

2023 17U NATIONAL TALENT IDENTIFICATION

Ellie Brice
Holly Comyns
Jada Delaney
Sasha-May Flegler
Gemma Hutchings
Tia Molo
Kirra Tappenden

2023 COMMONWEALTH YOUTH GAMES SQUAD

Jada Delaney
Sasha-May Flegler
Gemma Hutchings

Note: Teams listed for 19U and 17U are as per the Athlete's 2022 Nissan State Titles registration



2023 QUEENSLAND GEMS TEAM

Wilhemena Thaw (Captain)
Lisa Lenton (Vice Captain)
Jasmin Catterall
Jennifer Collins
Mason Dare
Zoe Gauld
Emma Mangan
Katelyn Mitchell
Olivia Page
Hanri Smith
Head Coach – Merrin McCulloch
Assistant Coach – Tanya Matthews
Development Coach – Jack Matthews
Team Manager – Debbie Kennedy
Team Umpire – Zoe Schweitzer

2023 HIGH PERFORMANCE UMPIRE PROGRAM

Dianne Fawcett – Western Districts Netball Association +
Claire Kleinschmidt – Underwood Park Netball Association #+*
Jessica Lakeman – Downey Park Netball Association
James Matthews-Maher – Metropolitan Districts Netball Association *

Appointed to 2023 Suncorp Super Netball

+ Appointed to 2023 National Netball Championship

* Appointed to 2023 Australian Netball Championship

2023 SAPPHIRE & RUBY UMPIRE PROGRAM

Abbey Bassingthwaite – Downey Park Netball Association
Miranda Callum – Western Districts Netball Association
Erin Corlis-Thompson – Downey Park Netball Association
Elisa Dennis – Highfields & Districts Netball Association
Lilyana Fawkes – Underwood Park Netball Association
Kimberley Forman – Metropolitan Districts Netball Association
Marc Henning – Metropolitan Districts Netball Association
Miah Hickman – Darling Downs Netball
Jamie Matthews-Maher – Metropolitan Districts Netball Association
Holly McNee – Brisbane Netball Association
Lucy Miller – Western Districts Netball Association
Ashleigh O'Hare – Southport Carrara Netball Association
Nicola Stevens – Western Districts Netball Association
Gabby Ticehurst – Ipswich Netball Association
Stewart Ting – Cairns Netball Association
Rachel Thomas – Northern Gold Coast Netball Association
Cara Wennerbom – Metropolitan Districts Netball Association
Kelly Wood – Western Districts Netball Association

2023 DEVELOPING UMPIRE PROGRAM

Meggenn Birch – Queensland Catholic Netball Association
Charlotte Brown – Underwood Park Netball Association
Kaitlyn Debney – Townsville City Netball Association
Risha Dewan – Brisbane Netball Association
Claire Edwards – Western Districts Netball Association
Bethanie Green – Rockhampton Netball Association
Tamsyn Holmes – Toowoomba Netball Association
Zoe Jaenke – Mackay Netball Association
Chantal Keane – Western Districts Netball Association
Kodie Kuskopf – Mount Isa Amateur Netball Association
Abigail James – Caboolture Netball Association
Alice Maguire – Rockhampton Netball Association
Jade McLain – Gladstone Netball Association
Mollie Nunn – Cornubia Park Netball Association
Michael Olabode – Tweed Netball Association
Gabby Parker – Sunshine Coast Netball Association
Molly Pitcher-Webster – Sunshine Coast Netball Association
Jessica Quelch – Sunshine Coast Netball Association
Ashleigh Shea – Queensland Catholic Netball Association
Ashlee Smith
Emily-Ann Tapper – Hinterland District Netball Association
Elli Thomas – Northern Gold Coast Netball Association
Tara Thurbon – Metropolitan Districts Netball Association
Amy-Lee Trilford – Northern Gold Coast Netball Association
Sofia Varricchio – Downey Park Netball Association



2023 HART SAPPHIRE & RUBY SERIES

HART Sapphire Series Champions – ACU
Brisbane North Cougars

HART Sapphire Series Grand Final MVP – Elsa Sif
Sandholt, TAE Aerospace Ipswich Jets

Katie Walker Medal (Season MVP) – Jessica
Laga'aia, Carina Leagues Club Tigers

LeGassick Hidden Gem Award – Elsa Sif
Sandholt, TAE Aerospace Ipswich Jets

HART Ruby Series Champions – Carina Leagues
Club Tigers

HART Ruby Series Grand Final MVP – Holly
Comyns, Carina Leagues Club Tigers

HART Ruby Series MVP – Samantha Ryan, TAE
Aerospace Ipswich Jets

2023 NISSAN STATE TITLES

16U Champions – ACU Brisbane North Cougars
18U Champions – Carina Leagues Club Tigers

2023 SENIOR STATE AGE (15-17 years)

Champion Association
Queensland Catholic Netball Association

NQ Performance Award
Logan City Netball Association

2023 JUNIOR STATE AGE (12-14 years)

Champion Association
Hinterland District Netball Association

NQ Performance Award
Highfields & Districts Netball Association

2023 VICKI WILSON CHAMPIONSHIP & BOYS OPEN

Cup Winners
Canterbury College

Shield Winners
King's Christian College

Boys Winners
St James College

2023 PRIMARY SCHOOLS CUP

Winners
Marymount Catholic Primary School





DEVELOP ORGANISATIONAL CAPACITY AND CAPABILITY SO WE CAN BE AT OUR BEST, SUPPORT OUR MEMBERS AND ADVANCE THE SUSTAINABLE DEVELOPMENT OF NETBALL

KEY INITIATIVES	FOUNDATION MOVES - 2023 COMPLETED
1. Create a supportive and accountable workplace culture	<ul style="list-style-type: none"> I. Embed Netball Queensland's Values behaviours through a reward and recognition program. II. Implement the Performance Review and Career Development Framework supported by a learning and development budget. III. Refine the clear and shared plan for ensuring success for the Queensland Firebirds. IV. Evolve the Queensland Firebirds List Management Committee to develop a retention and recruitment plan for 2024 2025 and beyond.
2. Use insights from data to make better decisions	<ul style="list-style-type: none"> I. Implement the Data & Technology Plan. II. Develop a club and association dashboard to identify development needs, measure effectiveness of initiatives and visualise the health of the netball ecosystem by region. III. Ensure Netball Connect integrates with the Marketing Automation system.
3. Transition diversity, equity and inclusion from a function to a practice	<ul style="list-style-type: none"> I. Transition ongoing RAP commitments into Departments as business as usual. II. Ensure cultural practice is a key consideration in event, program and recruitment design. III. Explicitly define what allyship means at Netball Queensland and how every individual can practice it and contribute to building an inclusive and equitable environment. IV. Create an Education Hub on Sharepoint to house cultural, diversity and inclusion education materials for ongoing cultural and Diversity, Equity and Inclusion competency training. V. Develop Netball Queensland's Innovate RAP.
4. Demonstrate and deliver value to our Members	<ul style="list-style-type: none"> I. Articulate an industry-leading value proposition for Netball Queensland membership that is underpinned by service and support and benefits from our corporate partners. II. Create an associations and clubs Support Tool Box. III. Directly support the enablement of Netball Connect. IV. Deliver a full calendar of development opportunities to Netball Queensland members based on identified needs. V. Implement the Community Support Fund.
5. Support club and association sustainability	<ul style="list-style-type: none"> I. Support clubs and associations to develop paid workforce roles to relieve the burden on volunteers where appropriate and desired. II. Develop practical and effective resources to ensure Netball Queensland and our Members are aware of and can easily execute our obligations under Netball's National Integrity Framework. III. Provide support for clubs and associations to commence or continue their diversity, inclusion and cultural journey. IV. Participate in the review of the national insurance scheme for netball. V. Undertake a feasibility study for expansion of the Sapphire Series.

ACHIEVEMENTS – 2023

To establish a supportive and accountable workplace culture at Netball Queensland, several initiatives were implemented in 2023 including the development of a clear and shared plan for the enduring success of the Queensland Firebirds.

Head Coach Bec Bulley delivered to all staff an outline of the plan, including team values, behaviours and goals over the short, medium and long-term.

This plan was complimented by the evolution of the Firebirds' List Management Committee to develop a recruitment and retention plan for 2024 and beyond under the guidance of new General Manager of High Performance Adrian Thompson.

Netball Queensland also proudly launched a reward and recognition program including the monthly Ray of Sunshine Award to embed Netball Queensland's Values behaviours across the organisation.

Other key developments included the implementation of the Performance Review and Career Development Framework and increasing our priority on cyber security with a revamped Data and Technology Plan.

We demonstrated the value of being a Netball Queensland member with the announcement of CPR Group and WhiteCloud Foundation as preferred suppliers in governance and mental wellbeing respectively.

We continued our commitment to transition diversity and inclusion from a function to a practice through steps such as Pride In Sport training for staff, the establishment of a Diversity and Inclusion Staff Working Group, yarning circles became a regular practice for the Queensland Firebirds throughout their 2023 season and we commenced the development of NQ's Innovate RAP.

This support was extended to our clubs and associations with Pride In Sport LGBTQ training delivered to HART Sapphire and Ruby clubs and the promotion of the Allianz/Pride In Sport's free Coach for All course.

Finally we took steps to use insights from data to make better decisions as a business including creating a Member Toolbox for our clubs and associations, developing a full calendar of development opportunities for NQ members based on identified needs and completing a feasibility study for expansion of the HART Sapphire Series.





OUR PARTNERS



PARTNERS



FUNDING PARTNERS



NETBALL QUEENSLAND LIMITED

ABN 58 429 487 881 ACN 612 079 179

Financial report for the year ended 31 December 2023

DIRECTORS' REPORT

Your Directors present this report on Netball Queensland Limited for the year ended 31 December 2023.

Directors

The names of each person who has been a Director during the period and to the date of this report are:

Carter, David (Appointed Director since 16 March 2020)
 Cedar, Margaret (Elected Director since 11 April 2021)
 Coddington, Leanne (Appointed Director since 12 February 2023 and Elected Chair since 25 March 2023)
 Croonen, Dianne (Elected Director since 22 March 2020)
 Fullagar, Ian (Appointed Director since 31 October 2016; Elected Chair since 11 April 2021; ceased directorship effective 9 February 2023 due to maximum term of office reached)
 Murphy, Mitchell (Appointed Director since 2 June 2021)
 Waugh, Simone (Casual Vacancy from 29 July 2019 and Elected Director since 22 March 2020)
 Wennerbom, Cara (Elected Director since 28 April 2022)

Directors have been in office since the start of the period to the date of the report unless otherwise stated.

Information on Directors

Information on each person who is a director of Netball Queensland Limited at the reporting date are:

Carter, David – Managing Director & Group CEO at RACQ Ltd. Member of Netball Queensland's Finance, Audit and Risk Management Committee. Other directorships are also held at Australian Motoring Services Pty Ltd and its subsidiaries, Australian Automotive Association, RACQ Foundation Pty Ltd, Chargefox Pty Ltd, Honey Insurance Pty Ltd and Queensland Ballet. Qualifications include a B. Com, G. Dip Fin Planning, G. Dip Applied Finance and Investment, GAICD, FCPA, F Fin.

Cedar, Margaret – Sport and Recreation Officer at Townsville City Council. Other directorships are also held at Friendlies Chemist. Qualifications include a BBus, Sports and Event Management – James Cook University.

Coddington, Leanne – Chair of Netball Queensland's Nominations Committee as well as ex-officio Member of the Finance, Audit and Risk Management and Queensland State Netball Centre Committees, Member of Netball Australia's Nominations Committee as the Member Organisation representative. Other directorships are also held at Museum of Brisbane as a Board member and Helloworld Travel Limited as Non-executive Director. Qualifications include BBus, Hospitality Management – University of Queensland; GAICD; Fellow - Australia Institute of Management.

Croonen, Dianne – Client Services Program Lead, Transilcare. Member of Netball Queensland's Diversity and Inclusion Committee and Finance, Audit and Risk Management Committee. Qualifications include a Diploma in Finance and Mortgage Broking Management, Sales Agent Certificate in Real Estate, C Dec Qld.

Fullagar, Ian – Principal at Lex Sportiva. Member of Netball Queensland's Nominations, Finance, Audit and Risk Management, Remuneration and Queensland State Netball Centre Committees (ceased effective 9 February 2023 due to maximum term of office reached). Also a director at AUSTSWIM. Qualifications include a Bachelors of Arts & Law 1988, University of Tasmania; Master of Law 1996, University of Melbourne.

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

DIRECTORS' REPORT

Murphy, Mitchell – General Manager at Hunter's Hill Council. Member of Netball Queensland's Queensland State Netball Centre Committee. Other directorships are also held at GroVQ (June 2020 – present). Qualifications include an MBA at RMIT University.

Waugh, Simone – Managing Director at Publicis Worldwide (Australia). Member of Netball Queensland's Technology and Digital Committee. Qualifications include a BBus Comms; Sport Governance Q-Sport; GAICD.

Wennerbom, Cara – COO at BDD. Member of Netball Queensland's Nominations Committee and Chair of the Finance, Audit and Risk Management Committee. National A Badge Umpire. Qualifications include BBus (International Business), MBus (Professional Accounting), Fellow - CAANZ, GAICD.

Company Secretary

The following person held the position of Company Secretary during the period and to the date of this report:

Michael Anderson – Chief Operating Officer (appointed 8 November 2021)

Queensland State Netball Centre Limited

The Directors of Netball Queensland Limited decided to dissolve Queensland State Netball Centre Limited (QSNCL) at the Netball Queensland Board meeting on 17 March 2022. The voluntary deregistration of QSNCL was confirmed with the Australian Securities and Investments Commission (ASIC) as effective from 20 March 2023.

On 19 April 2022, the Netball Queensland Board decided to form a Queensland State Netball Centre Board Sub-Committee, reporting to the Netball Queensland Board, to oversee the operation of the Nissan Arena as a more practical governance structure than QSNCL. The attendance details of the meetings of the Queensland State Netball Centre Board Sub-Committee are contained within this Directors Report.

Principal Activities

The principal activities of the Company during the course of the financial year were to govern the sport of netball throughout Queensland and the operation and management of the Suncorp Super Netball (SSN) league club the Queensland Firebirds and the Queensland State Netball Centre (trading as Nissan Arena). There were no significant changes to the activities of the Company during the year.

Purpose and Vision

The Company's purpose, as embodied in the Strategic Plan 2023-2025 which was launched during 2022, is to enrich lives through netball, whilst the vision of the Company is to be the most played and supported sport in Queensland.

Strategic Plan

To achieve our purpose and vision, the Company has developed initiatives around the following strategic pillars (the detail of which is contained in the Strategic Plan):

- Grow
- Play
- Inspire
- Lead

Company performance is regularly measured against:

- Key Initiatives and Critical Numbers contained in the Company's Strategic Plan;
- Analysis of growth and churn levels of netball membership and participation;
- Feedback from member associations and key stakeholders;
- The financial results and on-court performance of the Queensland Firebirds;



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

DIRECTORS' REPORT

- Court utilisation and patronage levels at Nissan Arena for netball, major events, community events and non-netball activity;
- Targets set for commercial, sponsorship, membership, ticketing, merchandise and netball programs;
- Delivery of programs to enhance retention and recruitment of players and volunteers throughout regional and metropolitan Queensland;
- Financial forecasts and budgets approved by the Directors; and
- Performance and development of Queensland teams in elite competitions.

Operating financial review

The profit from operating activities before depreciation and amortisation expenses and financing income amounted to \$328,478 (2022: profit \$282,879). The profit from ordinary activities after depreciation, taxation and amortisation for the year amounted to \$2,750 (2022: loss \$47,049).

The Company's long-term objectives are to promote, foster and oversee the game of Netball from the junior to elite levels throughout Queensland and to generally take such action as may be considered beneficial to the best interests of the development of the game and the Company's long term financial sustainability.

The Company's short-term objectives are to increase participation numbers at all levels of the game throughout Queensland and maximise the performance of the Queensland Firebirds and Nissan Arena. We aim to provide a link into elite pathways of the sport, and to create and implement programs which will enhance the education of all participants (players, coaches, umpires, game officials) to ensure the sustainability and growth of the sport.

Directors Meetings and Attendance (inclusive of FARM and QSNCL Board Sub-Committee meetings)

	Eligible	Attended
Board of Directors Meetings – Netball Queensland		
Coddington, Leanne (Chair)	7	7
Carter, David	7	5
Cedar, Margaret	7	8
Croonen, Dianne	7	8
Murphy, Mitchell	7	8
Waugh, Simone	7	8
Wennerbom, Cara	7	8
Finance, Audit and Risk Management (FARM) Board Sub-Committee		
Wennerbom, Cara (Chair)	6	6
Carter, David	6	3
Coddington, Leanne	5	3
Croonen, Dianne	6	5
Hoffman, Marcia – independent (non-director)	6	6
Horwill, James – independent (non-director)	6	6
Queensland State Netball Centre Board (QSNCL) Sub-Committee		
Anderson, Michael (Chair) – Chief Operating Officer	7	7
Bickford, Katie – independent (non-director)	7	6
Clelens, Matt – independent (non-director)	3	2
Coddington, Leanne	6	5
Conaghan, Blair – independent (non-director)	7	6
Davies, Kate – Chief Executive Officer	7	5
Fullagar, Ian	1	1
Murphy, Mitchell	7	5

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

DIRECTORS' REPORT

The Company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the Company is wound up, the constitution states that each voting member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the Company. At 31 December 2023, the total amount that members of the Company are liable to contribute if the Company is wound up is \$95.

Auditor's Independence Declaration

The lead auditor's Independence declaration for the year ended 31 December 2023 has been received and can be found on page 5 of the financial report.

This Directors' report is signed in accordance with a resolution of the Board of Directors.


Leanne Coddington
Director & Chair

Dated this 5th day of March 2024


Cara Wennerbom
Director

AUDITOR'S INDEPENDENCE DECLARATION UNDER S 307C OF THE *CORPORATIONS ACT 2001*
TO THE DIRECTORS OF NETBALL QUEENSLAND LIMITED AND CONTROLLED ENTITY



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

HALL CHADWICK
CHARTERED ACCOUNTANTS & BUSINESS ADVISORS | QLD

(Level 4)
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BRISBANE QLD 4001
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07 3512 7500 F
hallchadwickqld.com.au

As lead auditor for the audit of the financial report of Netball Queensland Ltd for the financial year ended 31 December 2023, I declare to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Netball Queensland Ltd and the entities it controlled during the financial period.

Mark Taylor
Director

HALL CHADWICK QLD
Chartered Accountants

Dated at Brisbane this 5th day of March, 2024.

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 \$	2022 \$
Revenue	2	16,130,292	14,833,531
Gain / (Loss) on sale of property, plant and equipment		(3,184)	0
Other income	2	270,930	121,121
Consultants and specialists	3	(579,994)	(495,259)
Corporate costs		(409,757)	(314,389)
Event and program operations	3	(2,602,080)	(2,408,289)
Fleet vehicle expenses		(103,443)	(27,058)
Insurance Premiums		(489,256)	(287,385)
Software and digital licenses		(628,302)	(746,142)
Marketing, advertising and sponsorship servicing		(539,641)	(676,621)
Netball Australia fees (inc. membership contribution & NetSetGO! fees)		(573,759)	(457,020)
Premises expenses (Nissan Arena/Other)		(1,045,173)	(1,144,614)
		(100,000)	(80,000)
SSN Team Participation fee			
Staffing and related on-costs	3	(7,878,184)	(6,717,875)
Team operations		(431,268)	(566,441)
Travel and Accommodation		(601,982)	(745,201)
Bad Debts Provisions & Write Offs	5a	(77,559)	(15,477)
Profit / (loss) EBITDA before income tax, depreciation and amortisation		337,660	285,590
Finance costs		(9,181)	(2,711)
Depreciation and amortisation expense	8, 9, 10	(325,730)	(329,928)
Income tax expense		0	0
Profit / (loss) for the year		2,750	(47,049)
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss:			
Gains on revaluation of land and buildings, net of tax	8	0	0
Other comprehensive income for the period		0	0
Total comprehensive income for the period		2,750	(47,049)
Profit attributable to members of the entity		2,750	(47,049)
Total comprehensive income attributable to members of the entity		2,750	(47,049)

The accompanying notes form part of these financial statements.



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2023

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	4,603,042	4,991,368
Trade and other receivables	5	572,975	971,413
Inventories	6	0	2,486
Prepaid expenses and other current assets	7	291,680	125,662
TOTAL CURRENT ASSETS		5,467,697	6,090,910
NON-CURRENT ASSETS			
Property, plant and equipment	8	822,235	811,385
Intangible assets	9	32,169	48,056
Right of Use Assets	10	140,529	161,347
TOTAL NON-CURRENT ASSETS		994,933	1,020,768
TOTAL ASSETS		6,462,630	7,111,676
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	1,343,551	1,389,072
Income received in advance		972,748	1,589,232
Lease liabilities	10	115,916	40,841
Employee Entitlement Provisions	13	276,002	210,038
TOTAL CURRENT LIABILITIES		2,708,216	3,229,183
NON-CURRENT LIABILITIES			
Lease liabilities	10	0	115,916
Employee Entitlement Provisions	13	18,839	33,753
TOTAL NON-CURRENT LIABILITIES		18,839	149,669
TOTAL LIABILITIES		2,727,055	3,378,852
NET ASSETS		3,735,575	3,732,826
EQUITY			
Retained earnings		3,735,575	3,732,826
TOTAL EQUITY		3,735,575	3,732,826

The accompanying notes form part of these financial statements.

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2023

	Retained Earnings \$
Balance at 1 January 2023	3,732,826
Comprehensive Income	
Profit/(Loss) for the year	2,750
Balance at 31 December 2023	3,735,575
	Retained Earnings \$
Balance at 1 January 2022	3,779,875
Comprehensive Income	
Profit/(Loss) for the year	(47,049)
Balance at 31 December 2022	3,732,826



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from members, sponsorships, grants and other events		17,413,154	16,645,460
Payments to suppliers and employees		(17,673,829)	(15,975,788)
Interest received		223,215	71,792
Finance costs paid		(9,181)	(2,711)
Net cash generated by/(used in) operating activities		(43,456)	738,753
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from sale of property, plant and equipment		0	0
Payment for property, plant and equipment		(266,234)	(168,231)
Payment for intangible assets		(37,796)	0
Net cash used in investing activities		(304,030)	(168,231)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Repayment of leases		(40,841)	(9,794)
Net cash generated by/(used in) financing activities		(40,841)	(9,794)
Net increase/(decrease) in cash held		(388,327)	560,728
Cash and cash equivalents at beginning of year		4,991,389	4,430,641
Cash and cash equivalents at end of the year	4	4,603,042	4,991,369

The accompanying notes form part of these financial statements.

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

The financial report includes the financial statements and notes of Netball Queensland Limited (the Company). Netball Queensland Limited is a company limited by guarantee.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures and the Corporations Act 2001. The Company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The functional and presentation currency of the Company is Australian dollars.

The financial statements were authorised for issue on 5 March 2024 by the Directors of the Company.

a. Revenue

Revenue Recognition

Events & matches, venue hire, grants and sponsorship

When the Company receives these types of revenue, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Company captures:

- identifies each performance obligation relating to the revenue;
- recognises a contract liability for its obligations under the agreement; and
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Company:

- recognises the asset received in accordance with the recognition requirements of other applicable Accounting Standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Company recognises income in profit or loss when or as it satisfies its obligations under the contract.

Netball Queensland membership fee revenue from playing or non-playing members is recognised as income within the calendar year of the netball season that it relates to.

Merchandising revenue is recognised at the point of delivery as this corresponds to the performance obligation resulting in the transfer of significant risks and rewards of ownership of the goods and the cessation of all involvement in those goods.

Interest revenue is recognised using the effective interest method.

All revenue is stated net of the amount of goods and services tax.

b. Inventories

Inventories held for sale are measured at the lower of cost and net realisable value. Inventories held for distribution are measured at cost adjusted, when applicable, for any loss of service potential.

c. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and any impairment losses.



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses are recognised in the profit or loss. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(e) for details of impairment).

Depreciation

The depreciable amount of all fixed assets is depreciated on a straight-line basis over the asset's useful life to the Company commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Plant and equipment	10% – 40%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise.

d. Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the Company commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component.

Classification and subsequent measurement

Financial liabilities

Financial liabilities are subsequently measured at amortised cost of using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability, that is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

A financial liability cannot be reclassified.

Financial assets

Financial assets are subsequently measured at amortised cost using the effective interest method.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

A liability is derecognised when it is extinguished (i.e. when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

Derecognition of financial assets

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All the following criteria need to be satisfied for the derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the Company no longer controls the asset (i.e. it has no practical ability to make unilateral decisions to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

Impairment

The Company recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

The Company uses the following approaches to impairment, as applicable under AASB 9: *Financial Instruments*:

- the simplified approach.

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

In measuring the expected credit loss, a provision matrix for trade receivables is used taking into consideration various data to get to an expected credit loss (i.e. diversity of its customer base, appropriate groupings of its historical loss experience, etc).

Recognition of expected credit losses in financial statements

At each reporting date, the Company recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

e. Impairment of Assets

At the end of each reporting period, the Company assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

f. Employee Benefits

Short-term employee benefits

Provision is made for the Company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and holiday leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

Other long-term employee benefits

The Company classifies employees' long service leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service.

The Company's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the Company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

g. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

h. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

i. Income Tax

No provision for income tax has been raised as the Company is exempt from income tax under Div. 50 of the *Income Tax Assessment Act 1997*.

j. Intangibles

Software

Software is initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation and impairment losses. Software has an estimated useful life of between one and three years. It is assessed annually for impairment.

k. Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result, and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

l. Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

m. Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the Company during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability unless otherwise stated by the third party.

n. Leases

The Company as lessee

At inception of a contract, the Company assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Company where the Company is a lessee. However, all contracts that are classified as short-term leases (i.e. a lease with a remaining lease term of 12 months or less) and leases of low-value assets are recognised as an operating expense on a straight-line basis over the term of the lease. Variable lease payments which do not depend on an index or a rate are excluded from the initial measurement of the lease liability and asset.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Entity uses the incremental borrowing rate. Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Entity anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

Within the management agreement with Stadiums Queensland, there is a component for an asset maintenance program which has been determined to meet the definition of a lease. However, given the payments are variable and not dependent on an index or a rate, there is no requirement to recognise a lease liability and asset. Instead payments will be recognised as an operating expense in accordance with the conditions attached to the management agreement.

The Company as lessor

The Company leases parts of the building to external parties.

Upon entering a contract as a lessor, the Company assesses if the lease is a finance or operating lease.

The contract is classified as a finance lease when the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee. All other leases not within this definition are classified as operating leases.



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

Rental income received from operating leases is recognised on a straight-line basis over the term of the specific lease. Initial direct costs incurred in entering into an operating lease (for example legal costs, cost to setup) are included in the carrying amount of the leased asset and recognised as an expense on a straight-line basis over the lease term.

Rental income due under finance leases is recognised as receivables at the amount of the Company's net investment in the leases.

When a contract is determined to include lease and non-lease components, the Company applies AASB 15 to allocate the consideration under the contract to each component.

Critical Accounting Estimates and Judgements

The Directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company.

Key estimates

(i) **Recognition of revenue**

A significant amount of the Company's revenue relates to grants and sponsorship. Given the varied terms and conditions associated with individual agreement this creates complexity in assessing whether the revenue should be recognised in accordance with AASB15 or AASB1058. As a result, the Company is required to assess each agreement individually to ensure that the revenue recognised is accurate. Refer to Note 1(b) for further information.

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

NOTE 2: REVENUE

	2023	2022
	\$	\$
Revenue		
Community Competitions, Events, Courses, Camps & Clinics	1,759,846	1,534,243
NQ Membership Fees	5,081,425	4,537,164
Firebirds Membership & Ticketing Revenue	875,312	708,302
Government Grants & Funding	1,355,000	1,178,847
Nissan Arena - Community Court Hire	880,783	799,609
Nissan Arena - Catering, Tenancy & Commissions	380,970	346,128
Nissan Arena - Event Hire Revenue	1,822,126	1,783,842
Sponsorship & Merchandising	3,018,780	3,175,397
Suncorp Super Netball (SSN) Team Grant	956,050	760,000
Total revenue	16,130,292	14,833,531

	2023	2022
	\$	\$
Other Income		
Interest Received	223,215	71,792
Reimbursement income	10,451	25,786
Sundry Income	37,264	23,562
Total Other Income	270,930	121,121

NOTE 3: EXPENSES

	2023	2022
	\$	\$
Expenses		
<u>Staffing and related on-costs</u>		
Remuneration of all employees including Firebirds	5,674,366	5,640,562
Superannuation	891,429	555,456
Payroll tax	325,157	335,774
Professional Development of Staff	116,485	83,886
Other employment-related costs	70,728	121,198
Total Staffing and related on-costs expense	7,078,164	6,717,875

<u>Consultants and specialists</u>		
Legal fees	143,715	106,870
Audit fees	38,314	22,917
All other consultant and specialist fees	397,966	365,472
Total consultants and specialists expense	579,994	495,259

<u>Event and program operations</u>		
Facility hire	380,872	311,344
Officials, presenters and developers	221,382	192,760
Recoverable event costs from hirers (Nissan Arena)	778,046	829,115
All other event operation costs	1,221,780	1,075,071
Total Event operations expense	2,802,080	2,408,289



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

NOTE 4: CASH AND CASH EQUIVALENTS

	2023	2022
	\$	\$
CURRENT		
Cash at bank	4,602,441	4,990,768
Restricted funds	0	601
Cash on hand	0	0
	<u>4,603,042</u>	<u>4,991,369</u>

In June 2015, the former Bayside Netball Association closed; it transferred surplus funds to Netball Queensland, in accordance with its Constitution. The funds are restricted, pending identification of a development project relevant to the needs of the local area. The amount is reported within Note 4 as a restricted cash holding.

NOTE 5: TRADE AND OTHER RECEIVABLES

	2023	2022
	\$	\$
CURRENT		
Trade receivables	813,980	1,152,935
Provision for impairment	5a (241,005)	(181,522)
Total current trade and other receivables	<u>572,975</u>	<u>971,413</u>

5a. Provision for Impairment of Receivables

Movement in the provision for impairment of receivables is as follows:

Provision for impairment as at 31 December 2022	181,522
Charge for the period	77,559
Written off	(18,075)
Provision for impairment as at 31 December 2023	<u>241,005</u>

NOTE 6: INVENTORIES

	2023	2022
	\$	\$
CURRENT		
At cost:		
Publications for resale	0	2,466
Total inventory	<u>0</u>	<u>2,466</u>

NOTE 7: OTHER ASSETS

	2023	2022
	\$	\$
CURRENT		
Prepayments for following year	296,535	120,517
Deposits and other	5,145	5,145
Total Other Assets	<u>291,680</u>	<u>125,662</u>

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

NOTE 8: PROPERTY, PLANT & EQUIPMENT

	2023	2022
	\$	\$
Plant and Equipment		
Furniture and equipment:		
At cost	2,270,785	2,010,032
Less accumulated depreciation	(1,448,551)	(1,198,887)
Total plant and equipment	<u>822,235</u>	<u>811,365</u>

Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Furniture and Equipment	Total
	\$	\$
Balance at the beginning of the period	811,365	811,365
Additions at cost	260,753	260,753
Disposals	0	0
Depreciation expense	(249,883)	(249,883)
Transfer to Furniture and Equipment	0	0
Carrying amount at the end of the year	<u>822,235</u>	<u>822,235</u>

NOTE 9: INTANGIBLE ASSETS

	2023	2022
	\$	\$
Software – at cost	299,617	261,820
Accumulated amortisation	(267,447)	(213,764)
Net carrying amount:	<u>32,169</u>	<u>48,056</u>

	2023	2022
	\$	\$
Intangibles Movement		
Balance at the beginning of the year	48,056	94,398
Disposals	0	0
Additions	37,796	0
Amortisation charge	(53,683)	(46,342)
Balance at the end of the year	<u>32,169</u>	<u>48,056</u>



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

NOTE 10: LEASES

Company as a lessee

The Company is party to seven motor vehicle leases.

Terms and conditions of leases

Four motor vehicles are on a two-year lease term with fixed repayments and a balloon payment at the end of the lease, whilst three motor vehicles are on a twelve-month lease term with fixed repayments.

Right-of-use assets

	Motor Vehicle \$	Total \$
Year ended 31 December 2023		
Balance at beginning of year	161,347	161,347
Additions to right-of-use assets	0	0
Depreciation charge	(20,818)	(20,818)
Balance at end of year	<u>140,529</u>	<u>140,529</u>

Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year \$	1 - 5 years \$	> 5 years \$	Total undiscounted lease liabilities \$	Lease liabilities included in this Statement Of Financial Position \$
2023					
Lease liabilities	120,978	0	0	120,978	115,916
2022					
Lease liabilities	50,021	120,978	0	170,999	156,757

Extension options

There are no extension options for all of the motor vehicle leases. The Company assesses where it is reasonably certain that the balloon payment will be paid at the end of the lease term.

Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to lease liabilities and short-term leases or leases of low value assets are shown below:

	2023 \$	2022 \$
Depreciation	20,818	5,204
Interest expense on lease liabilities	9,181	2,711
Expenses relating to leases of low-value assets	11,777	5,634
	<u>41,776</u>	<u>13,549</u>

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

NOTE 11: TRADE & OTHER PAYABLES

	2023 \$	2022 \$
CURRENT		
Trade payables	687,091	742,460
Other current payables	656,550	646,592
	<u>1,343,551</u>	<u>1,389,072</u>

Financial liabilities at amortised cost classified as trade and other payables

Total Current trade and other payables:	1,343,551	1,389,072
Exclude: other payables		
GST	(131,098)	(99,799)
Financial liabilities as trade and other payables	<u>1,212,453</u>	<u>1,289,273</u>

NOTE 12: INCOME RECEIVED IN ADVANCE

	2023 \$	2022 \$
CURRENT		
Income received in advance - Firebirds Memberships	327,793	354,774
Income received in advance - Registrations and Community Competitions	181,575	115,885
Income received in advance - Sponsorship	64,167	492,273
Income received in advance - Grants	399,213	626,320
Total Income received in advance	<u>972,748</u>	<u>1,589,232</u>

NOTE 13: PROVISIONS

	2023 \$	2022 \$
CURRENT		
Provision for employee benefits: annual and long service leave	276,002	210,038
NON-CURRENT		
Provision for employee benefits: long service leave	18,839	33,753
Total Provisions	<u>294,840</u>	<u>243,791</u>

Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 1(f).



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

NOTE 14: CAPITAL, LEASING AND OTHER COMMITMENTS

As at report date, with the exception of the lease component disclosed in Note 1(n) and 10, the Company has not entered into any significant capital or leasing commitments.

NOTE 15: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

The Company is defending against a litigation claim. The Company's insurer has engaged legal representation, at the insurers cost, to defend the claim.

Apart from the above matter disclosed, the Directors are not aware of any other contingent liabilities matters. No contingent assets exist.

NOTE 16: EVENTS AFTER THE REPORTING PERIOD

The directors are not aware of any significant events since the end of the reporting period.

NOTE 17: MEMBERS' GUARANTEE

The entity is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the entity is wound up, the constitution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity. At 31 December 2023, the total amount that members of the Company are liable to contribute if the Company is wound up is \$95 (2022: \$96).

NOTE 18: KEY MANAGEMENT PERSONNEL COMPENSATION

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly, including any director (whether executive or otherwise) of the Company is considered key management personnel (KMP).

For the year ended 31 December 2023, six employment positions met the definition of key management personnel (the Chief Executive Officers plus five Executive positions). This is in addition to seven Directors of the Company during the year who are unpaid.

The totals of remuneration paid to Key Management Personnel of the Company during the period were \$967,610 (2022: \$1,014,465).

NOTE 19: OTHER RELATED PARTY TRANSACTIONS

Other related parties include close family members of key management personnel and entities that are controlled or jointly controlled by those key management personnel individually or collectively with their close family members.

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

During 2023, Director Cara Wennerborn was paid a total of \$700 for duties as a Hart Sapphire Series umpire and umpire coach. These duties are unrelated to her role as a Company director.

NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179

NOTE 20: FINANCIAL RISK MANAGEMENT

The company's financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 139: Financial Instruments: Recognition and Measurement as detailed in the accounting policies to these financial statements, are as follows:

	Note	2023 \$	2022 \$
Financial assets			
Cash and cash equivalents	4	4,603,042	4,991,369
Trade and receivables	5	572,975	971,413
Total financial assets		5,176,017	5,962,782
Financial liabilities			
Financial liabilities at amortised cost:			
Trade and other payables	12a	1,212,453	1,289,273
Total financial liabilities		1,212,453	1,289,273

NOTE 21: ENTITY DETAILS

The registered office and principal place of business of the Company is:

Netball Queensland Limited
590 Mains Road
Nathan QLD 4111



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 861 ACN 612 079 179

DIRECTORS' DECLARATION


The Directors of the Company declare that:

- 1. The financial statements and notes, as set out on pages 6 to 22, are in accordance with the *Corporations Act 2001* and:
 - a. comply with Australian Accounting Standards – Simplified Disclosures; and
 - b. give a true and fair view of the financial position of the Company as at 31 December 2023 and of its performance for the year ended on that date.
- 2. In the Directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with the resolution of the Board of Directors and is signed for and on behalf of the Directors.


Leanne Coddington
Director & Chair

Dated this 5th day of March 2024


Cara Wennerborn
Director

HALL CHADWICK
SECURITIES ACCOUNTANTS & BUSINESS ADVISORS | QLD

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Independent Auditor's Report to the members of Netball Queensland Limited

Opinion

We have audited the financial report of Netball Queensland Limited (the Company), which comprises the statement of financial position as at 31 December 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the Company's financial position as at 31 December 2023 and of its financial performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report.

We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's Directors' Report for the year ended 31 December 2023 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than one for resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Mark Taylor
Director

HALL CHADWICK QLD
Chartered Accountants

Dated at Brisbane this 5th day of March, 2024.





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