

A black and white photograph of two netball players in a celebratory embrace. The player in the foreground is smiling broadly, looking towards the camera. She has light-colored hair tied back. The player behind her has dark hair in a ponytail. They are both wearing dark-colored netball jerseys. The background is a blurred crowd of spectators.

NETBALL QUEENSLAND **ANNUAL REPORT** 2024

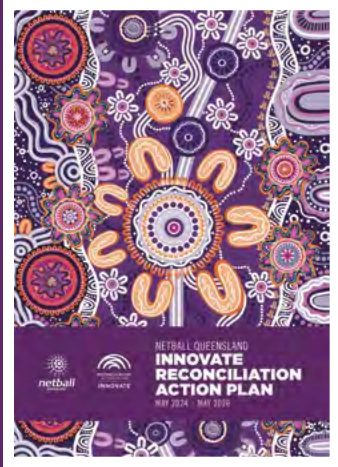
ACKNOWLEDGEMENT OF COUNTRY

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 legacies which remain linked to traditional lands and waters. First Nations peoples give strength, inspiration and courage to current and future generations of Queenslanders, both First Nations and non-First Nations peoples.



RECONCILIATION ACTION PLAN - INNOVATE



FIND OUR RAP ON THE NETBALL
QUEENSLAND WEBSITE

Netball Queensland is proud of the steps we have taken on our reconciliation journey so far. We are fully committed to ensuring all Aboriginal and Torres Strait Islander netball participants and volunteers are welcomed, supported and safe in our sport. Our organisation is pleased to be advancing our commitment to reconciliation through our second RAP.

Our Innovate RAP commits our organisation to strengthen our relationships with First Nations stakeholders, to continue to build culturally safe spaces for people to learn, respect and celebrate First Nations peoples and cultures, to combat systemic racism within our sport, to develop our capacity to be leaders of sustainable change and to honour the First Nations people who have paved the way. Importantly, this RAP holds us accountable to our commitment to transition diversity, equity and inclusion from a function to a practice. This is demonstrated in the breadth and depth of the membership of our RAP Working Group – where all departments in the business are represented and taking responsibility for delivering on the commitments in our RAP. This responsibility is also shared with representation from members of our First Nations Advisory Group and Netball Australia for which we extend our gratitude.

We take our responsibility for contributing to Reconciliation through netball seriously and we welcome support, feedback and scrutiny on our efforts from our stakeholders. We thank Reconciliation Australia for their guidance.



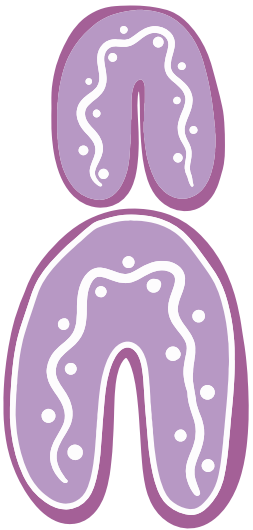
OUR ARTWORK

THE DREAMS OF OUR FUTURE

We reflect on the mountains, a story of the challenges we have faced and the obstacles we have overcome. From water comes growth and continuous progress, our tracks always moving forward, never backwards. Guided by our values we forge a path forward, standing strong on the shoulders of the giants who have come before us, the older generation guiding us, helping us to see the stars that are our dreams of the future. Surrounded by the connection and support of community, we focus on creating a culturally safe environment regardless of background and identity – for our people are at the heart of who we are.



Artist: Leah Cummins (Mayi-Kulan and Kalkadoon)



CULTURAL SAFETY SYMBOL

We stand strong on the shoulders of the giants that came before us. Learning from our past and creating a supportive and culturally safe space for future generations.





OUR PURPOSE OUR VISION OUR GAME 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 VALUES

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.

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.

COLLABORATIVE

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

INNOVATIVE

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

BEHAVIOURS ARE IMPORTANT TO CULTURAL IDENTITY

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CHAIR & CEO REPORT



Leanne Coddington
Chair



Kate Davies
Chief Executive Officer

In April the first athlete joined the Netball Queensland (NQ) Board, in Firebird and Australian Diamond Clare Ferguson who joined the Board as an Elected Director at the 2024 Annual General Meeting.

An integral part of three premierships with the Firebirds during an illustrious playing career, Ferguson has worked in coaching roles since her on-court retirement as well as establishing the Fuel2Fly programme with former teammate Laura Geitz and practicing as a speech pathologist.

NQ also welcomed experienced media industry professional Kylie Blucher to the Board in June when she was endorsed to fulfill the vacant Appointed Board Director position.

NQ's Chief Executive Officer, Kate Davies, completed her third year in the role and took the organisation through the second year of NQ's Strategic Plan 2023-2025, implementing the Big Moves of the plan ahead of 2025's Bold Moves.

Despite a challenging Suncorp Super Netball (SSN) campaign for the Queensland Firebirds, there was plenty to celebrate across the sport in 2024 including a 12 per cent growth in participation numbers as well as the SSN breaking records as the most attended female domestic league in Australian sporting history.

Following the historic NQ Board meeting in Townsville in 2023, a regional board

meeting was held in Toowoomba in 2024 with NQ Board members holding events with key stakeholders and members of the local and surrounding netball community, as well as meeting with NQ regional-based staff.

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

The Youth Advisory Group convened for the third year, advising NQ on matters including diversity and inclusion. The 2024 cohort met 11 times across the year with participants aged from 12-19 years old and regionally representing areas including Cairns, Emerald, Bundaberg, Hervey Bay, Toowoomba, Sunshine Coast, Gold Coast and Brisbane.

The 2024 Leaders Conference was a day of learning, sharing information and networking focused on building our members' capacity to continue to grow netball and support our participants, officials, coaches, umpires and volunteers right throughout the state. 44 Member Associations were represented, 10 more than 2023.

On the evening of Conference, we came together to celebrate the year that was at the NQ Awards giving recognition to the achievements right across our pathway as we acknowledged everything that is special about netball in Queensland.

Our Firebirds season featured 4 wins from 14 games, and some significant highlights for the Firebirds in 2024 starting with captain Kim Ravaillion's remarkable recovery from off-season spinal surgery to make her 150th national league appearance in the narrow opening-round loss to Adelaide in South Australia.

Other memorable moments from the season included an emotional win over the West Coast Fever at Nissan Arena in June as well as our first win over the NSW Swifts in Sydney since 2017 the week after. Four players - Isabelle Shearer, Jess Milne, Ali Miller and Maddi Ridley - also made their Firebirds debuts.

In July it was confirmed Kiri Wills would travel across the Tasman from New Zealand to be the new Firebirds Head Coach, leading a new-look

squad for the 2025 SSN campaign including Assistant Coach Paula Stuart and exciting international acquisitions in English international Imogen Allison and Ugandan goal shooter Mary Cholhok. We acknowledge and thank former Head Coach, Rebecca Bulley, for her contribution to the club and in particular her commitment to connecting past Firebirds with the current playing group in a formal mentoring program.

The positives of the 2024 season were celebrated at the Firebirds Awards on 1 August. Macy Gardner was the winner of her first Laura Geitz Medal as the season Most Valuable Player (MVP) while Hulita Veve's inspirational return to the Firebirds' full-time contracted list was rewarded with the Players' Player and Members' Player awards. The event also featured a special tribute to retiring captain Kim Ravaillion after the two-time premiership winner announced before our Round 14 match against the Melbourne Vixens that she was hanging up her purple dress following a remarkable career. The club also acknowledged and thanked departing players Donnell Wallam, Remi Kamo and Ali Miller for their contributions.

The awards also featured the announcement of the inaugural inductees into the Queensland Netball Hall of Fame. Inaugural Firebirds captain and Australian Diamonds great Vicki Wilson OAM was among the inductees, alongside triple premiership winner and former Firebirds and Australian captain Laura Geitz, legendary coach and former Australian Diamond Liz White OAM and umpiring great and Netball Queensland identity Janelle Derrington.

The Firebirds Futures competed in the inaugural Super Netball Reserves competition while Queensland's First Nations team - led by Firebird #17 and former Firebird Captain Sharon Finnan-White OAM - won Netball Australia's inaugural First Nations Tournament in September in dominant fashion, defeating South Australia in the final in Naarm (Melbourne) to complete an undefeated campaign.

Murrawarri woman Lily Cubby was named tournament MVP while Waanyi woman Jayden Molo also claimed the grand final MVP award with Cubby and Molo being joined by Queensland teammates Kiesha

Muckan (Kabi Kabi) and Maryke Babia (Mabuyag and Saibai Island) in the Team of the Tournament.

Several Queenslanders also competed for the Black Swans - Australia's First Nations netball team - in 2024 with Lily Cubby, Jayden and Tia Molo, Kiera Heffernan and Brook Lacey taking to the court for the new representative team at the Pacific Aus Netball Series at Nissan Arena in June and the Australian Netball Championships in August.

Queensland's next generation of netball talent shone on a national stage in April as our 17U and 19U teams put in impressive displays at the National Netball Championships in Victoria.

Featuring several members of 2023's title-winning 17 and Under team, the Queensland 19Us showed no fear making the step up to the next age grade as they claimed the silver medal, going down to an experienced NSW team in the final.

Meanwhile the 17Us claimed back-to-back wins in their final two matches of the tournament to secure a top-five finish having narrowly missed out on an upset against eventual champions South Australia in the pool matches.

The performances by both Queensland teams were rewarded with 11 players earning selection in the 2024 National Squads following the tournament including 19Us players Holly Comyns, Jada Delaney, Sasha Flegler, Gemma Hutchings, Jayden Molo and Kaylin van Greunen and 17Us representatives Tia Molo, Marley Burns, Simone Botha, Charlotte Jonsen and Ciarn McBride.

With the recognition having been reinstated into NQ's constitution at the 2023 AGM, the 2024 AGM saw the announcement of NQ's first Life Membership since 2015, with Emerald Netball Association president Nanette Hall's extraordinary service to the sport recognised. A founding member of the Emerald Netball Association (ENA) in 1978, Nanette's unwavering dedication to netball and her outstanding leadership have been instrumental in the growth and success of the ENA, which now boasts over 400 members.

We also acknowledge the passing of NQ Legacy Life Member Maureen Atkins, recognising her significant contribution to netball in Queensland.

Meanwhile, Nerida Bartlett's journey from officiating her daughter's matches at Wests to being a bench official for some of the biggest domestic and international fixtures was also recognized with the presentation of a posthumous Service to Sport Award at the 2024 Queensland Sport Awards in November.

NQ took a further significant step on our reconciliation journey with the launch of our Innovate Reconciliation Action Plan (RAP) in May, accompanied by a captivating original artwork from renowned First Nations artist Leah Cummins, a Mayi-Kulan and Kalkadoon woman.

We'd like to sincerely thank and acknowledge Aurizon, University of Queensland, Suncorp, HART Sport, Nissan, Origin, Woolworths, Valour, CMS Australia, Containers for Change, HCF, Lion Co, Coca Cola, Mizuno, B105, Confident Girls Foundation, Deadly Choices and LeGassick as well as official suppliers Court Craft and CPR Group for their incredible support, and welcome new partner Westfield.

Our home, Nissan Arena, hosted 18 major events this year, including seven Firebirds matches, four Brisbane Bullets fixtures, the Harlem Globetrotters, the Oceania Taekwondo Championships and multiple cheerleading competitions. Community court utilisation exceeded 80 percent for the year, contributing to a total attendance of 428,723. Since opening in 2019, the arena has welcomed over two million visitors.

As 2025 marks the third and final year of NQ's Strategic Plan (2023-2025), the organisation looks forward to implementing the Bold Moves that will shape its future. Gratitude is extended to the NQ Board, sub-committees, advisory groups, staff, Member Associations, clubs as well as thousands of players and volunteers at all levels for their efforts in serving members and the netball community. The commitment to supporting members in 2025 remains unwavering.





NQ AWARDS

CONGRATULATIONS TO OUR 2024
NETBALL QUEENSLAND AWARD WINNERS

Spirit of Netball

Jodie Garrity (Downey Park Netball Association)

Spirit of Netball (Youth)

Emily Edwards and Natalie Cope (Pine Rivers Netball Association)

Community Coach of the Year

Sarah William (Pine Rivers Netball Association)

Community Official of the Year

Seaton Robinson (Toowoomba Netball Association)

Performance Coach of the Year

Paula Stuart (TAE Aerospace Ipswich Jets)

Performance Official of the Year

Jamie Matthews-Maher

Teacher of the Year

Emma Barsi (Glenala State High School)

Inclusion in Netball

Western Districts Netball Association

Community Innovation

Sunshine Coast Netball Association

Woolworths NetSetGo Centre of the Year

Nanango and District Netball Association

Netball School of the Year

Canterbury College

Community Organisation of the Year (less than 500 people)

Nanango and District Netball Association

Community Organisation of the Year (more than 500 people)

Cairns Netball Association

Netball Respect Award

Sunshine Coast Netball Association

OUR MEMBERS

THANK YOU TO OUR MEMBERS FOR YOUR CONTRIBUTION
IN LEADING SPORT IN YOUR COMMUNITIES IN 2024

Netball Queensland Member Associations

Barcaldine 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
Hervy 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
Lightning Ridge Junior Rugby League Club
Moura Tennis Club
Mungindi Junior Rugby League Club
Queensland Independent Secondary Schools Netball
Queensland Netball Association Golden South Branch
Saints Dalby Netball Club
SCALA Indigenous Corporation
Tambo Netball
Tara Shire Social Netball Club
Texas Netball Association

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 OAM
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*

Netball Queensland Honorary Life Members

Nanette Hall

*Denotes deceased members

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

KEY INITIATIVES	BIG MOVES - 2024 COMPLETED
1. Diversify our consumer base	I. Explore taking a Queensland Firebirds Super Netball fixture into regional Queensland in SSN25 and/or SSN26 and beyond. II. Build a national fan base for the Queensland Firebirds. III. Undertake a feasibility study for a Ruby North competition. IV. Implement the Queensland Firebirds Futures Academy across the State. V. Explore and trial Firebirds Matchday hospitality offering to broaden target market - "Sipping Saturdays" 'Pre-match Lunch on the Plaza'.
2. Grow participation	I. Establish a School Ambassador network to support the delivery of netball programs. II. Automate tailored participation offers to existing participants to improve retention. III. Develop more regional and state carnivals which promote participation and engagement instead of performance. IV. In line with Netball Queensland's Infrastructure Strategy (2024 – 2034), engage with local and state government on increasing court capacity where it is needed most. V. Explore the development of digital solutions and/or gamification experiences that enhance the connections of grassroots participants with netball. VI. Undertake feasibility enquiry to provide shared services to other Member Organisations.
3. Expand revenue streams	I. Review commercial opportunities in existing netball products and events: traditional, indoor, camps, clinics and competitions. II. Evolve and maximise Netball Queensland's financial investments in accordance with its Investment Policy Statement III. Finalise commercialisation plan and roll out Little Netty's program. IV. Develop a whole of business plan to ensure Firebirds pillar meets financial break-even target by the end of 2025. V. Develop new consumer program for licensed products including Phoenix the mascot.
4. Grow the return from Nissan Arena	I. Implementation of Nissan Arena Infrastructure Plan. II. Consult with Stadiums Queensland with regards to the capital renewal and maintenance of Nissan Arena with reference to, and regular reporting against, the Asset Maintenance Program and NQ's Strategic Lifecycle Maintenance Plan. III. In partnership with Stadium's Queensland, evolve an Environment Social & Governance Plan for Nissan Arena. IV. Secure a major national or international tournament or event at Nissan Arena.
5. Maximise opportunities created by Brisbane 2032	I. Commence planning to capitalise on the Netball World Cup 2027 including pre-tournament event/matches involving the Queensland Firebirds.

ACHIEVEMENTS – 2024

Netball Queensland achieved remarkable milestones in 2024, reinforcing its dedication to growing participation, engagement, and infrastructure across the state.

The implementation of a targeted Digital Marketing Strategy marked a pivotal step in deepening connections with participants and fans, expanding our reach across Queensland and nationally. This strategy supported the growth of a loyal fan base for the Queensland Firebirds and enhanced engagement through innovative campaigns and content. Complementing these efforts, new hospitality offerings like the Birdies Bubbles Bar on Firebirds matchdays broadened our target markets.

To further support our high-performance athletes in the regions, the Queensland Firebirds Futures Academy extended opportunities to regional areas and established a landmark partnership with BHP Mitsubishi Alliance (BMA). We also finalised and announced a new Ruby North competition to commence in 2025, offering further opportunity for regional talent.

Meanwhile, new regional and state carnivals focused on fostering participation and engagement, promoting inclusivity across all levels of the game.

NQ also developed a 10-year Infrastructure Strategy with accompanying implementation plan which will commence in mid-2025 to support netball's growing popularity. We engaged government stakeholders to advocate for increased court capacity in high-demand areas, aligned with our state infrastructure plan and facility audit.

At Nissan Arena, plans for short- and medium-term upgrades were formulated (including plans for a major refurbishment of the venue cafe) which will greatly enhance the venue's appeal. The successful hosting of major international and national tournaments such as the Pacific Netball Series, Australian Men's & Mixed Netball Association championships and the Oceania Taekwondo Championships showcased Nissan Arena's world-class facilities and popularity with participants, spectators and event organisers.

Pleasingly, these strategy, planning and advocacy efforts culminated in NQ and our Member Associations being able to attract over \$80 million in election commitments for netball infrastructure projects during the 2024 state election.

Our focus on innovation included exploring digital solutions and gamification to strengthen grassroots connections, and the rollout of the Little Nettys program commercialisation plan highlighted our commitment to engaging the next generation of players. Additionally, NQ identified new commercial opportunities within existing events and products, including licensed merchandise programs featuring Phoenix, the Firebirds mascot.

NQ also collaborated with government bodies, the Organising Committee for the Olympic and Paralympic Games, and the Legacy Committee to ensure netball's infrastructure and policy interests are well-represented in plans for the 2032 Brisbane Olympics. These efforts underline our strategic approach to growing the sport and its community for years to come.



 **FIRST NATIONS**
TOURNAMENT CHAMPIONS

 **Launched 'INNOVATE'**
RECONCILIATION ACTION PLAN


#1 FOLLOWED TEAM
ON SOCIAL MEDIA IN SSN

12 
YOUTH ADVISORY BOARD MEMBERS (3RD COHORT)

 **58 ASSOCIATIONS**
REPRESENTED AT JUNIOR STATE AGE


ADDITION OF  **COUNTRY CARNIVAL**
TO COMPETITIONS CALENDAR

 **184**
LEADERS CONFERENCE REGISTRATIONS

2300+ 
CLINIC PARTICIPANTS ACROSS STATE

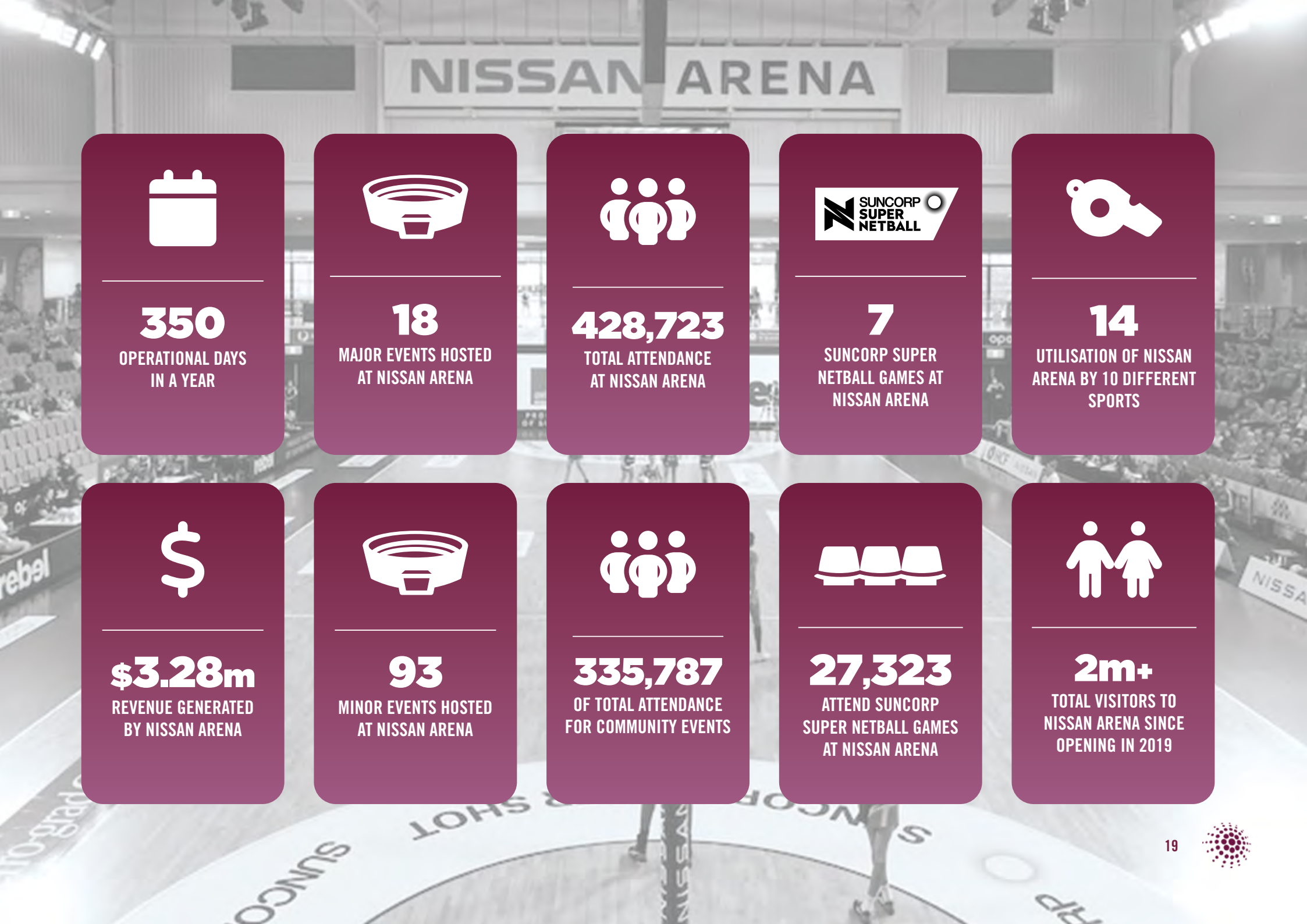
 **NQ INFRASTRUCTURE STRATEGY LAUNCHED**

 **\$1.4m**
TOTAL GOVERNMENT FUNDING

 **94%**
UTILISATION OF FIREBIRDS PLAYER APPEARANCE HOURS


 **2,858**
MALE REGISTERED PLAYERS

 **1,907**
TOTAL ACCREDITED UMPIRES




 **350**
OPERATIONAL DAYS IN A YEAR

 **18**
MAJOR EVENTS HOSTED AT NISSAN ARENA

 **428,723**
TOTAL ATTENDANCE AT NISSAN ARENA

 **7**
SUNCORP SUPER NETBALL GAMES AT NISSAN ARENA

 **14**
UTILISATION OF NISSAN ARENA BY 10 DIFFERENT SPORTS

 **\$3.28m**
REVENUE GENERATED BY NISSAN ARENA

 **93**
MINOR EVENTS HOSTED AT NISSAN ARENA

 **335,787**
OF TOTAL ATTENDANCE FOR COMMUNITY EVENTS

 **27,323**
ATTEND SUNCORP SUPER NETBALL GAMES AT NISSAN ARENA

 **2m+**
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	BIG MOVES - 2024 COMPLETED
1. Improve consumer journeys	I. Develop a suite of lead-indicators and pre-season milestones to optimise recruitment of new community participants. II. Develop an MOU with the Indoor Netball Federation of Queensland to facilitate transition of participants between both formats. III. Redevelop our Netball Queensland and Queensland Firebirds websites to provide a better customer experience for fans and participants. IV. Implement the High Performance Strategy which clearly articulate the pathways, programs, roles and responsibilities to achieve a culture of sustained high performance success for players and officials.
2. Increase our capacity and capability to welcome boys and men into netball	I. Develop a plan for growing participation by men and boys across new competitions and events. II. Develop a state-wide awareness campaign to address historical social barriers which have traditionally hindered participation of men and boys. III. Consult with non-netball playing men and boys to establish a product position for netball which will be appealing to men and boys. IV. Elevate M-League to run alongside Sapphire Series and integrate with Netball Queensland where appropriate. V. Develop MOU Year-2 with the Queensland Suns to continue ways of working together to grow participation by men and boys.
3. Be inclusive	I. Embed cultural competency training in coach and officials development programs. II. Create an Inclusive Action Strategy for Nissan Arena. III. Develop Excel pillar of the Diamond Spirit Program. IV. Implement the expansion of the Queensland Gems program. V. Embed practices and activities to support the inclusion of gender and sexually diverse communities in netball as per the Pride in Sport Index.
4. Take responsibility for the development of coaches and officials	I. Develop technology applications to simplify the accreditation process for umpires. II. Undertake a feasibility study to transition coach and umpire facilitators and assessors into the Netball Queensland workforce. III. Create an integration link from Netball Australia LMS to Netball Connect to support communications with coaches and officials through the Marketing Automation system.
5. Create fit for purpose and inclusive places to play	I. Commence implementing priorities outlined in the refreshed Netball Queensland's Infrastructure Strategy. II. Investigate the feasibility of innovative playing surfaces (i.e. LED court) and locations for promotional Firebirds matches. III. Explore opportunities to collaborate with other sports to co-locate or enhance shared facilities with a focus on accessibility and inclusivity.

ACHIEVEMENTS – 2024

Netball Queensland delivered significant progress under the Play pillar in 2024, driving innovation and inclusivity in participation, pathways, and infrastructure to create a sustainable future for the sport.

To optimise the recruitment of new participants, a suite of lead indicators and pre-season milestones was developed, ensuring a data-driven approach to growing community engagement. The implementation of the High Performance Strategy laid the foundation for sustained success by clearly defining pathways, programs, and responsibilities for players and officials. This strategy is already fostering a culture of excellence across all levels of the game.

A key focus in 2024 was addressing the historical barriers that hinder the participation of men and boys in netball. Building on insights from Social Impact Research, we launched a state-wide awareness campaign and developed plans for new competitions and events to engage this demographic. A strengthened partnership with the Queensland Suns, through the second year of our MOU, further enhanced efforts to grow participation by men and boys. The elevation of the M-League to run alongside the HART Sapphire Series and its integration with Netball Queensland competitions marked a significant milestone in showcasing men's netball on a larger stage.

NQ also prioritised cultural competency by embedding training into coach and official development programs, ensuring an inclusive environment for all participants. The Queensland GEMS program and the Excel pillar of the Diamond Spirit Program were expanded to provide greater access to pathways for aspiring players from diverse backgrounds.

Coach and umpire development remained a cornerstone of our efforts, with a 2025 education calendar established, and a talent recruitment program introduced in partnership with associations and clubs. A feasibility study to transition facilitators and assessors into the Netball Queensland workforce was also completed, ensuring future growth in coaching and officiating.

On the infrastructure front, NQ refreshed its Infrastructure Strategy (2018-2025) to assess the sustainability and inclusivity of netball facilities. Efforts commenced to implement these priorities, including exploring innovative playing surfaces like LED courts and identifying promotional match locations.

We also published our NQ Priorities Document with over \$80 million made in election commitments to seven associations and two clubs. The seven association facility projects were identified in the NQ Priorities Document and NQ's Infrastructure Strategy.





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

KEY INITIATIVES	BIG MOVES - 2024 COMPLETED
1. Invest in storytelling targeted at more diverse audiences	I. Explore options to reach a more diverse audience through channels and platforms (I.e., bite size content seeded into nontraditional avenues) and explore collaboration opportunities across codes, arts, music and entertainment.
2. Develop deeper connections between the Queensland Firebirds and grassroots netball	I. Develop a mechanism to recognise home clubs of Super Netball players. II. Netball Queensland High Performance team to develop and deliver specialist non-playing community webinars and workshops to Netball Queensland members. III. Develop and launch annual ‘Birdies to the Bush’ program (subject to funding). IV. Promote “watch parties” at select community events during the Queensland Firebirds season.
3. Advocate benefits of being part of the netball community	I. Amplify results of the Social Impact Research and positive attributes of netball participation on health and wellbeing.
4. Celebrate our stars and honor our heritage	I. Develop a framework and product suite to engage the former Queensland Firebirds Nest via delivery of coaching clinics, club development and engagement opportunities. II. Implement measures to ensure Nissan Arena presents as an inviting and engaging space for all visitors no matter their reason for being at the venue.
5. Provide leading sport experiences	I. Maximise technology advancements to enhance the fan experience at Nissan Arena. II. Explore gamification and interactive experiences for patrons at Nissan Arena for Netball Queensland and Queensland Firebirds events. III. Explore options to deliver a pre-season match in 2026 in an outdoor stadium OR landmark location.

ACHIEVEMENTS – 2024

In 2024, Netball Queensland focused on innovation, collaboration, and community engagement to broaden netball’s reach and create lasting connections with participants, fans, and stakeholders across the state.

To engage a more diverse audience, NQ explored non-traditional channels and platforms, delivering bite-sized content and partnering with industries such as arts, music, and entertainment. This approach expanded netball’s visibility and attracted new audiences to the sport. The Firebirds Player Ambassador Program was refreshed to strengthen ties between elite players and grassroots clubs, providing inspiring role models for the netball community.

Celebrating the journey of players to the top, NQ introduced a recognition program for the home clubs of Suncorp Super Netball athletes. Additionally, our Train Like a Firebird program offered opportunities for Firebirds players to run coaching clinics and inspire future generations in a direct connection between our game’s elite and grassroots.

Funding was also secured with several councils for 2025 state competitions including \$60,000 from Sunshine Coast Council for Junior State Age, \$30,000 from Ipswich City Council for Senior State Age and \$20,000 from Logan City Council for Primary Schools Cup.

Specialist webinars and workshops were delivered to educate and empower non-playing community members, providing clubs and associations with vital resources, with a particular focus on integrity, sideline behaviour and child safeguarding. At the same time, a robust government relations strategy highlighted netball’s benefits to all levels of government, ensuring alignment with policy priorities and amplifying the sport’s voice in key conversations.

In 2024 NQ commissioned a Social and Community Impact of Netball in Queensland Study which reported strong linkages between the netball environment and each of the three key aspects of social cohesion: social inclusion, social capital and social mobility. The study reported that 88 per cent of participants said netball enriches their lives, 90 per cent said that netball teaches them how to work in a team environment and 81 per cent said netball makes them a more confident person.

The report also found that netball participants volunteer more than the general population, have stronger social networks to rely on for support in times of need, and have greater trust in fellow community members and society as a whole, reflecting an unwavering spirit of community.

The study also found that netball in Queensland makes an annual health contribution of \$5.4 million, a lifetime health contribution of \$64.1 million and a total annual economic impact of over \$78 million. Delivering on our priorities will have a significant and positive impact on netball’s contribution to this state for years to come.

Nissan Arena remained at the forefront of fan experience enhancements in 2024. Leveraging technology, NQ explored gamification and interactive activities to engage attendees at Firebirds and NQ events, creating dynamic and memorable experiences for patrons.

Through these initiatives, Netball Queensland continued to inspire its community and forge deeper connections with fans, players, and stakeholders, while attracting new audiences to grow the sport’s presence across Queensland.

2024 AUSTRALIAN DIAMONDS

Ruby Bakewell-Doran
Donnell Wallam

2024 TONGAN NATIONAL TEAM

Hulita Veve (Captain)

2024 QUEENSLAND FIREBIRDS ROSTER & TRAINING PARTNERS (TP)

Kimberley Ravaillion (Captain)
Lara Dunkley (Vice Captain)
Ruby Bakewell-Doran
Tippah Dwan
Macy Gardner
Remi Kamo
Emily Moore
Hulita Veve
Isabelle Shearer
Donnell Wallam
(TP) Alison Miller (11th Player)
(TP) Rylee Burns
(TP) Sasha-May Flegler
(TP) Lillyana Rennie

2024 HIGH PERFORMANCE STAFF

General Manager of High Performance – Adrian Thompson
Head Coach – Rebecca Bulley/ Lauren Brown/ Katie Walker
Assistant Coach – Lauren Brown / Roselee Jencke
Head of Operations – Belinda Stickney
Head of Strength and Conditioning – Kelly Penfold
Head Physiotherapist – Talia Yarden
Performance Analyst – Justin Weise
Athlete Wellbeing and Engagement – Kirby Short
Firebirds Resource Manager – Lisa Duncan

2024 QUEENSLAND FIREBIRDS AWARDS WINNERS

Laura Geitz Medal (2024 MVP) sponsored by LeGassick – Macy Gardner
Players’ Player of the Year – Hulita Veve
Queensland Firebirds’ Spirit Award – Alison Miller
Queensland Firebirds’ Members Player of the Year – Hulita Veve
Milestone Recognition Awards – Kimberley Ravaillion (150 games)
Debuts: Isabelle Shearer (#110), Jess Milne (#111), Alison Miller (#112), Maddi Ridley (#113)

2024 QUEENSLAND FIREBIRDS SEASON

Round 1	Vs Thunderbirds	Away	LOST 62 - 63
Round 2	Vs Giants	Home	WON 65 - 62
Round 3	Vs Swifts	Home	LOST 73 - 77
Round 4	Vs Vixens	Away	LOST 55 - 68
Round 5	Vs Fever	Away	LOST 58 - 94
Round 6	Vs Mavericks	Home	LOST 62 - 69
Round 7	Vs Lightning	Away	LOST 65 - 76
Round 8	Vs Thunderbirds	Home	WON 52 - 42
Round 9	Vs Giants	Away	LOST 67 - 71
Round 10	Vs Mavericks	Away	LOST 61 - 73
Round 11	Vs Fever	Home	WON 78 - 70
Round 12	Vs Swifts	Away	WON 61 - 60
Round 13	Vs Lightning	Home	LOST 67 - 83
Round 14	Vs Vixens	Home	LOST 52 - 62

2024 QUEENSLAND FIRST NATIONS TEAM & TRAINING PARTNERS (TP)

Maryke Babia
Lily Cubby
Renee Cubby
Kiera Heffernan
Shakira Koskela
Brook Lacey
Georgia Lindsay
Ebony Martyn
Jayden Molo
Kiesha Muckan
Tarna Stewart
(TP) Savanna Beale
(TP) Alison Peacock

Coach – Sharon Finnan-White OAM
Cultural Liaison – Kylie McCartney
Operations and Team Manager – Charlize Classen

2024 QUEENSLAND FIRST NATIONS TEAM AWARD WINNERS

2024 QLD First Nations Team MVP – Lily Cubby
2024 First Nations Tournament, Grand Final MVP – Jayden Molo
2024 First Nations Tournament, Team of the Tournament – Maryke Babia, Lily Cubby, Jayden Molo, Kiesha Muckan

2024 FIRST NATIONS BLACK SWANS TEAM

Lily Cubby
Kiera Heffernan
Brook Lacey
Jayden Molo
Tia Molo

2024 QUEENSLAND SUNS OPEN MENS TEAM

Mark Nichols (Co-Captain)
Michael Solomon (Co-Captain)
Matt Branch
Lachlan Carter
Aaron Clayton
Nash Hosking
Leyton Johnstone
Bailey Jordan
Jack Jordan
Hussein Kimbowa
Billy Mayer
Jordan Webb

Coach – Tracey Jeanes-Fraser
Assistant Coach – David Eustace
Manager – Emily Fay

2024 QUEENSLAND SUNS M-LEAGUE AWARDS

2024 Queensland Suns M-League – Sparks
2024 Queensland Suns M-League MVP – Kyle Holcroft

2024 QUEENSLAND SUNS AWARD WINNERS

2024 Queensland Suns MVP – Jordon Webb
2024 Queensland Suns Rising Sun Award – Daniel Statton



2024 QUEENSLAND FIREBIRDS FUTURES SQUAD & TRAINING PARTNERS (TP)

Ashlee Barnett (Captain) – ACU Brisbane North Cougars
Rylee Burns (Vice Captain) – ACU Brisbane North Cougars
Maddi Ridley (Vice Captain) – Carina Leagues Club Tigers
Josie Bingham – Gold Coast Titans
Holly Comyns – Carina Leagues Club Tigers
Lily Cubby – TAE Aerospace Ipswich Jets
Sasha-May Flegler – Bond University Bull Sharks
Lily Gribble – TAE Aerospace Ipswich Jets
Jessica Laga’aia – Carina Leagues Club Tigers
Nalani Makunde – ACU Brisbane North Cougars
Alison Miller – Brisbane South Wildcats
Jessica Milne – Gold Coast Titans
Jayden Molo – Bond University Bull Sharks
Losa Niumata – ACU Brisbane North Cougars
Lillyanna Rennie – ACU Brisbane North Cougars
Elsa Sif Sandholt – TAE Aerospace Ipswich Jets
Chaise Vassallo – Brisbane South Wildcats
(TP) Ellie Brice – ACU Brisbane North Cougars
(TP) Gemma Hutchings – ACU Brisbane North Cougars
(TP) Kaylin van Greunen – Bond University Bull Sharks

Head Coach – Jess Whitfort
Assistant Coach – Katie Walker
Performance Coach – Rhett Cope
Manager – Lisa Duncan
Physiotherapist – Megan Hunter
Sports Psychologist – Jacinta Fisher
Performance Analyst – Josh Winterton

2024 QUEENSLAND FIREBIRDS FUTURES AWARD WINNERS

2024 Firebirds Futures MVP – Ashlee Barnett
2024 Firebirds Futures Players’ Player of the Year – Maddi Ridley

2024 FIREBIRDS FUTURES (21U) NATIONAL TALENT IDENTIFICATION & AIS YOUTH SQUAD

Elsa Sif Sandholt
Lillyanna Rennie

2024 QUEENSLAND 19U TEAM & TRAINING PARTNERS (TP)

Jayden Molo (Captain) – ACU Brisbane North Cougars
Ellie Brice (Vice Captain) – Sunshine Coast Thunder
Baylee Boyd – Sunshine Coast Thunder
Holly Comyns – Carina Leagues Club Tigers
Tia Crombie – Gold Coast Titans
Jada Delaney – Sunshine Coast Thunder
Talitah Faifai – Gold Coast Titans
Sasha-May Flegler – Northern Mendi Rays
Gemma Hutchings – ACU Brisbane North Cougars
Brook Lacey – Brisbane South Wildcats
Dakota Newson – Bond University Bull Sharks
Kirra Tappenden – Sunshine Coast Thunder
Kaylin van Greunen – Bond University Bull Sharks
(TP) Sophia Dobson – Carina Leagues Club Tigers
(TP) Yasmin Mayall – ACU Brisbane North Cougars
(TP) Kydan Tuapou – Brisbane South Wildcats

Head Coach – Rebecca Stower
Assistant Coach – Amanda Kelly
Manager – Leona Collins
Physiotherapist – Megan Hunter
Performance Analyst – Oliver Griffiths

2024 19U AWARD WINNERS

2024 19U MVP – Kaylin van Greunen
2024 19U Players’ Player of the Year – Holly Comyns
2024 19U Judy Sampson Memorial Trophy – Ellie Brice

2024 QUEENSLAND 17U TEAM & TRAINING PARTNERS (TP)

Rio Burns (Captain) – ACU Brisbane North Cougars
Sarah Joyce (Vice Captain) - Carina Leagues Club Tigers
Simone Botha – Darling Downs Panthers
Marley Burns – ACU Brisbane North Cougars
Leilani Fatialofa – TAE Aerospace Ipswich Jets
Ava Guthrie – Sunshine Coast Thunder
Sienna Jones – ACU Brisbane North Cougars
Charlotte Jonsen – Northern Mendi Rays
Ella Macartney – ACU Brisbane North Cougars
Ciarn McBride – Northern Mendi Rays
Tia Molo – ACU Brisbane North Cougars
Roxanne Rhind – Gold Coast Titans
(TP) Samaya Cook – Sunshine Coast Thunder
(TP) Liberty Grohn – Sunshine Coast Thunder

(TP) Amelia Nemcansky – ACU Brisbane North Cougars
(TP) Shaylah Pershouse – Northern Mendi Rays

Head Coach – Anna Young
Assistant Coach – Erin Byrnes
Apprentice Coach – Joel Wise
Manager – Liz Shaw
Physiotherapist – Jess Anwyl
Performance Analyst – Matilda Parry-Okeden

2024 17U AWARD WINNERS

2024 17U MVP – Tia Molo
2024 17U Players’ Player of the Year – Tia Molo

2024 17U NATIONAL TALENT IDENTIFICATION & YOUTH SQUAD

Marley Burns
Charlotte Jonsen
Ciarn McBride
Tia Molo

Note: Teams listed for 19U and 17U are as per the Athlete's 2023 State Titles registration

2024 HART SAPPHIRE & RUBY SERIES

HART Sapphire Series Champions - TAE Aerospace Ipswich Jets

HART Sapphire Series Grand Final MVP - Elsa Sif Sandholt (TAE Aerospace Ipswich Jets)

Katie Walker Medal (Season MVP) - Lily Gribble (TAE Aerospace Ipswich Jets)

LeGassick Hidden Gem Award - Josie Bingham (Gold Coast Titans)

HART Ruby Series Champions - Carina Leagues Club Tigers

HART Ruby Series Grand Final MVP – Amber Yeates (Carina Leagues Club Tigers)

HART Ruby Series MVP - Zoe Rebgetz (Sunshine Coast Thunder)

2024 QUEENSLAND STATE TITLES

16U Champions - ACU Brisbane North Cougars
18U Champions - ACU Brisbane North Cougars

2024 SENIOR STATE AGE (15-18 years)

Champion Association
Metropolitan Districts Netball Association

NQ Performance Award
Cornubia Park Netball Association

2024 JUNIOR STATE AGE (12-14 years)

Champion Association
Hinterland District Netball Association

NQ Performance Award
Highfields & Districts Netball Association

2024 VICKI WILSON CHAMPIONSHIP & BOYS OPEN

Cup Winners
St Peters Lutheran College

Shield Winners
King’s Christian College

Boys Winners
Smithfield State High School

2024 PRIMARY SCHOOLS CUP

Winners
Somerset College



2024 QUEENSLAND GEMS TEAM & TRAINING PARTNERS (TP)

Wilhemena Thaw (Co-Captain)
Emma Mangan (Co-Captain)
Jasmin Catterall
Mason Dare
Alice Dunkley
Zoe Gauld
Emily Kennedy
Charlee Kibble
Katelyn Mitchell
Lorelei Page
Olivia Page
Hanri Smith
(TP) Ellie Casswell
(TP) Jennifer Collins
(TP) Julia Joseph
(TP) Lisa Lenton
(TP) Reanna Wright

Head Coach - Merrin McCulloch
Assistant Coach - Tanya Matthews
Development Coach - Jack Matthews
Team Manager - Debbie Kennedy
Team Umpire - Sally Cox
Team Umpire - Zoe Schweitzer

2024 QUEENSLAND GEMS AWARD WINNERS

Queensland Gems MVP - Mason Dare
Queensland Gems Spirit Award - Wilhemena Thaw

2024 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 #
Nicola Stevens - Western Districts Netball Association #+

Appointed to 2024 Suncorp Super Netball Reserves
+ Appointed to 2024 National Netball Championship

2024 SAPPHIRE & RUBY UMPIRE PROGRAM

Abbey Bassingthwaite - Downey Park Netball Association
Charlotte Brown - Underwood Park Netball Association
Maddy Cahill - Jimboomba Netball Association
Miranda Callum - Western Districts Netball Association
Erin Corlis-Thompson - Downey Park Netball Association
Elisa Dennis - Highfields & Districts Netball Association
Dianne Fawcett - Western Districts Netball Association
Chantal Hawkins - Western Districts Netball Association
Miah Hickman - Darling Downs Netball Association
Kelsie Kearsley - Hinterland District Netball Association

Hayley Killer - Townsville City Netball Association
Claire Kleinschmidt - Underwood Park Netball Association
Jessica Lakeman - Downey Park Netball Association
Alice Maguire - Rockhampton Netball Association
James Matthews-Maher - Metropolitan Districts Netball Association
Jamie Matthews-Maher - Metropolitan Districts Netball Association
Holly McNee - Brisbane Netball Association
Gabby Parker - Sunshine Coast Netball Association
Jessica Quelch - Queensland Catholic Netball Association
Nicola Stevens - Western Districts Netball Association
Gabby Ticehurst - Ipswich Netball Association
Ella Warren - Sunshine Coast Netball Association
Kelly Wood - Western Districts Netball Association

2024 UMPIRE DEVELOPMENT SQUAD

Claire Edwards - Western Districts Netball Association
Sammy Golding - Pine Rivers Netball Association
Zoe Jaenke - Mackay Netball Association
Abigail James - Caboolture Netball Association
Adriene Kannengiesser - Mackay Netball Association
Eleni Karalouka - Queensland Suns
Ella Lawrence - Downey Park Netball Association
Mollie Nunn - Cornubia Park Netball Association
Shaylah Pahlke - Underwood Park Netball Association
Emily-Ann Tapper - Hinterland District Netball Association
Tara Thurbon - Metropolitan Districts Netball Association





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

KEY INITIATIVES	BIG MOVES - 2024 COMPLETED
1. Create a supportive and accountable workplace culture	I. Launch the Netball Queensland Leadership Program. II. Review and refresh Netball Queensland's health and well-being support for staff and athletes.
2. Use insights from data to make better decisions	I. Evolve the Data & Technology Plan to extract insights to improve our commercial performance. II. Measure effectiveness of development initiatives including coach accreditation and NetSetGo programs and use insights to encourage more uptake through clubs and associations. III. Develop an insights dashboard for Netball Queensland Members to help secure local sponsorship and support for clubs and associations.
3. Transition diversity, equity and inclusion from a function to a practice	I. Implement Netball Queensland's Innovate RAP. II. Develop a framework for the inclusion of netballers with a disability in community clubs and associations. III. Undertake an enterprise review of policies and procedures to reflect inclusion principles and consideration within standard Netball Queensland practice, including Nissan Arena.
4. Demonstrate and deliver value to our Members	I. Develop the member toolbox page on the Netball Queensland website to house key reference materials and promote development opportunities. II. Review Netball Queensland's internal governance standards and frameworks for best practice.
5. Support club and association sustainability	I. Optimise opportunities through Netball Queensland commercial partnerships for direct benefit for Netball Queensland Associations and Clubs.

ACHIEVEMENTS – 2024

Netball Queensland reinforced its position as a leader in the netball community in 2024, focusing on strategic planning, inclusion, and innovation to drive enduring success for the organisation and its members.

A key priority was refining a clear and shared vision for the Queensland Firebirds, ensuring long-term success on and off the court. The evolution of the Firebirds List Management Committee facilitated the development of a retention and recruitment strategy for 2025 and beyond, strengthening the team's foundation for future seasons. The development of a Firebirds Game Model is also driving principles through the pathway.

Additionally, the launch of the Netball Queensland Leadership Program empowered emerging leaders across the organisation to develop their leadership skills, deepen connection with colleagues and ultimately work together to deliver in service of our members.

Inclusion remained at the forefront of NQ's initiatives. A framework was developed to support the inclusion of netballers with a disability in community clubs and associations, while an enterprise review of policies, procedures, and job descriptions ensured greater value was placed on diverse experiences and representation. Elements of Netball Queensland's Innovate Reconciliation Action Plan (RAP) were implemented, further embedding cultural awareness and respect across all areas of the organisation.

NQ prioritised health and wellbeing by reviewing and refreshing support mechanisms for staff and athletes, ensuring a holistic approach to success. The organisation also advanced its Data & Technology Plan, extracting valuable insights to boost commercial performance and measure the effectiveness of development initiatives, such as coach accreditation and Woolworths NetSetGO programs. These insights were shared with Members through a newly developed dashboard, helping clubs and associations secure local sponsorships and support.

To enhance governance, NQ reviewed internal standards and frameworks, aligning them with best practices. The Member Toolbox remains a key tool on the NQ website, providing a centralised resource hub with key reference materials and development opportunities. Practical resources were also created to ensure compliance with Netball's National Integrity Framework, empowering Members to uphold the highest standards.

Through these initiatives, Netball Queensland demonstrated its commitment to inclusive leadership, innovation, and continuous improvement, ensuring a sustainable and successful future for netball across Queensland.





OUR PARTNERS

PARTNERS



OFFICIAL SUPPLIER

FUNDING PARTNERS



NETBALL QUEENSLAND LIMITED
ABN 58 429 487 881 ACN 612 079 179
Financial report for the year ended 31 December 2024

DIRECTORS' REPORT
Your Directors present this report on Netball Queensland Limited for the year ended 31 December 2024.

Directors
The names of each person who has been a Director during the period and to the date of this report are:
Blucher, Kylie (Appointed Director since 24 June 2024)
Carter, David (Appointed Director since 16 March 2020)
Cedar, Margaret (Elected Director since 11 April 2021 until 17 April 2024)
Coddington, Leanne (Appointed Director since 12 February 2023; Elected Chair since 25 March 2023)
Croonen, Dianne (Elected Director since 22 March 2020)
Ferguson, Clare (Elected Director since 17 April 2024)
Murphy, Mitchell (Appointed Director since 2 June 2021, resigned effective 2 June 2024)
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:
Blucher, Kylie – Managing Director of Nine Entertainment Co (Queensland and Northern New South Wales). Other directorships are held at Tourism and Events Queensland (Deputy Chair), Future Women and Regional Television Audience Measurement as a Board member, as well as serving on the Committee For Brisbane as an Advisory Council member.

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, Queensland Ballet and GEM Energy Australia Pty Ltd. 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 and Queensland Performing Arts Trust as a Board member, along with 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, Transicare. 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 and C Dec Qld.

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

DIRECTORS' REPORT
Ferguson, Clara – Former Queensland Firebirds and Australian Diamonds player, also served as an assistant coach for both teams. Qualifications include Bachelor of Science and a Masters of Speech Pathology from University of Queensland.

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 GroWQ (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 BDO. 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 Company employee 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)

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 Suncoast 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;
+ 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;

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

DIRECTORS' REPORT
+ 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 net loss from ordinary activities after interest income for the year amounted to \$510,108 (2023: profit \$2,750).
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 Sub-Committee meetings)	Eligible Attended	
	Eligible	Attended
Board of Directors Meetings – Netball Queensland		
Coddington, Leanne (Chair)	6	6
Blucher, Kylie	3	3
Carter, David	6	4
Cedar, Margaret	2	2
Croonen, Dianne	6	6
Ferguson, Clara	4	4
Murphy, Mitchell	3	3
Waugh, Simone	6	5
Wennerbom, Cara	6	6

Finance, Audit and Risk Management (FARM) Board Sub-Committee		
Wennerbom, Cara (Chair)	8	8
Carter, David	8	5
Coddington, Leanne	8	4
Croonen, Dianne	8	6
Hoffman, Marcia – independent (non-director)	1	1
Horwill, James – independent (non-director)	8	7
Olivier, Willem – independent (non-director)	4	3

NETBALL QUEENSLAND LIMITED
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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 2024, the total amount that members of the Company are liable to contribute if the Company is wound up is \$94.

Auditor's Independence Declaration
The lead auditor's independence declaration for the year ended 31 December 2024 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 25th day of March 2025


Cara Wennerbom
Director

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

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

HALL CHADWICK
CHARTERED ACCOUNTANTS & BUSINESS ADVISORS | QLD

Level 4
340 Queen Street
BRISBANE QLD 4001
BX13 BX3 388
BRISBANE QLD 4001
(07) 3512 7300 F
hall@hcadwickqld.com.au

As lead auditor for the audit of the financial report of Netball Queensland Ltd for the financial year ended 31 December 2024, 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.

Mark Taylor
M. S. Taylor

Mark Taylor
Director

HALL CHADWICK QLD
Chartered Accountants

Dated at Brisbane this 25th day of March 2025.

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 2024

	Note	2024 \$	2023 \$
Revenue:			
Sales revenue	2	16,427,927	16,130,292
Gain / (Loss) on sale of property, plant and equipment		(59)	(3,184)
Other income	2	108,808	47,715
Expenditure:			
Consultants and specialists	3	633,025	579,984
Corporate costs	3	427,786	409,757
Event and program operations	3	2,427,272	2,802,080
Fleet vehicle expenses		110,907	103,442
Insurance Premiums		489,212	489,256
Software and digital licenses		604,190	628,302
Marketing, advertising and sponsorship servicing		883,980	539,641
Netball Australia fees (inc. membership contribution & NetSetGO! fees)		518,315	573,759
Premises expenses		1,069,207	1,045,173
SSN Team Participation fee		60,000	100,000
Staffing and related on-costs	3	8,836,435	7,878,164
Team operations		298,318	431,268
Travel and Accommodation		696,358	901,982
Bad Debts Provisions & Write Offs	5a	1,446	77,559
Depreciation and amortisation expense	6, 9, 10	261,047	325,730
Interest expense		5,062	9,181
Profit / (Loss) for the year before interest revenue		(785,846)	(220,485)
Interest revenue		275,738	223,215
Profit / (Loss) for the year		(510,108)	2,750
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss:		0	0
Other comprehensive income for the period		(510,108)	2,750
Total comprehensive income for the period		(510,108)	2,750
Profit / (Loss) attributable to members of the entity		(510,108)	2,750
Total comprehensive income attributable to members of the entity		(510,108)	2,750

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	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	4,405,510	4,603,042
Trade and other receivables	5	388,446	572,975
Inventories	6	305	0
Prepaid expenses and other current assets	7	725,642	291,680
TOTAL CURRENT ASSETS		5,519,903	5,467,697
NON-CURRENT ASSETS			
Property, plant and equipment	8	911,478	822,235
Intangible assets	9	45,583	32,169
Right of Use Assets	10	0	140,529
TOTAL NON-CURRENT ASSETS		957,061	894,933
TOTAL ASSETS		6,476,964	6,462,630
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	1,419,259	1,343,551
Income received in advance	12	1,517,924	972,748
Lease liabilities	10	0	115,916
Employee Entitlement Provisions	13	292,815	276,001
TOTAL CURRENT LIABILITIES		3,229,998	2,708,216
NON-CURRENT LIABILITIES			
Lease liabilities	10	0	0
Employee Entitlement Provisions	13	21,499	18,839
TOTAL NON-CURRENT LIABILITIES		21,499	18,839
TOTAL LIABILITIES		3,251,497	2,727,055
NET ASSETS		3,225,467	3,735,575
EQUITY			
Retained earnings		3,225,467	3,735,575
TOTAL EQUITY		3,225,467	3,735,575

The accompanying notes form part of these financial statements.

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STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2024

	Retained Earnings
	\$
Balance at 1 January 2024	3,735,575
Comprehensive Income	
Profit/(Loss) for the year	(510,108)
Balance at 31 December 2024	3,225,467
	Retained Earnings
	\$
Balance at 1 January 2023	3,732,825
Comprehensive Income	
Profit/(Loss) for the year	2,750
Balance at 31 December 2023	3,735,575

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STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024	2023
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from members, sponsorships, grants and other events		19,163,593	17,413,154
Payments to suppliers and employees		(19,282,851)	(17,673,829)
Interest received		275,738	223,215
Finance costs paid		(5,082)	(9,181)
Net cash generated by/(used in) operating activities		141,618	(43,456)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payment for property, plant and equipment		(186,114)	(266,234)
Payment for intangible assets		(27,120)	(37,796)
Net cash used in investing activities		(223,234)	(304,030)
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of leases		(115,816)	(40,841)
Net cash generated by/(used in) financing activities		(115,816)	(40,841)
Net increase/(decrease) in cash held		(197,532)	(388,327)
Cash and cash equivalents at beginning of year		4,603,042	4,991,369
Cash and cash equivalents at end of the year	4	4,405,510	4,603,042

The accompanying notes form part of these financial statements.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

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

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 accrual 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 25 March 2025 by the Directors of the Company.

NOTE 1: SUMMARY OF MATERIAL ACCOUNTING POLICIES

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:

- 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.

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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

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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.



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f.	<p>Employee Benefits</p> <p>Short-term employee benefits</p> <p>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.</p> <p>Other long-term employee benefits</p> <p>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.</p> <p>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.</p>
g.	<p>Cash and Cash Equivalents</p> <p>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.</p>
h.	<p>Goods and Services Tax (GST)</p> <p>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).</p> <p>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.</p> <p>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.</p>
i.	<p>Income Tax</p> <p>No provision for income tax has been raised as the Company is exempt from income tax under Div. 50 of the <i>Income Tax Assessment Act 1997</i>.</p>
j.	<p>Intangibles</p> <p>Software</p> <p>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 five years. It is assessed annually for impairment.</p>
k.	<p>Provisions</p> <p>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.</p>
l.	<p>Comparative Figures</p> <p>When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.</p>



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m.	<p>Trade and Other Payables</p> <p>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.</p>
n.	<p>Leases</p> <p>The Company as lessee</p> <p>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.</p> <p>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.</p> <p>Lease payments included in the measurement of the lease liability are as follows:</p> <ul style="list-style-type: none">— 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 <p>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.</p> <p>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.</p>
	<p>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.</p>
	<p>The Company as lessor</p> <p>The Company leases parts of the building to external parties.</p> <p>Upon entering a contract as a lessor, the Company assesses if the lease is a finance or operating lease.</p> <p>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.</p>

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	<p>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.</p> <p>Rental income due under finance leases is recognised as receivables at the amount of the Company's net investment in the leases.</p> <p>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.</p>
o.	<p>Critical Accounting Estimates and Judgements</p> <p>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.</p> <p>Key estimates</p> <p>(i) <i>Recognition of revenue</i></p> <p>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.</p>

NETBALL QUEENSLAND LIMITED ABN 58 429 487 881 ACN 612 079 179		
NOTE 2: REVENUE	2024	2023
	\$	\$
Revenue		
Community Competitions, Events, Courses, Camps & Clinics	1,792,765	1,759,846
NQ Membership Fees	5,646,501	5,081,425
Firebirds Membership & Ticketing Revenue	1,129,647	875,312
Government Grants & Funding	1,378,463	1,355,000
Nissan Arena - Community Court Hire	1,013,200	880,783
Nissan Arena - Catering, Tenancy & Commissions	299,933	380,970
Nissan Arena - Event Hire Revenue	1,118,182	1,822,126
Sponsorship & Merchandising	3,259,154	3,018,780
Suncorp Super Netball (SSN) Team Grant	790,082	958,050
Total revenue	16,427,927	16,130,292
	2024	2023
	\$	\$
Other Income		
Reimbursement income	54,240	10,451
Sundry Income	54,566	37,264
Total Other Income	108,806	47,715
NOTE 3: EXPENSES	2024	2023
	\$	\$
Expenses		
Staffing and related on-costs		
Remuneration of all employees including Firebirds	7,493,141	6,674,366
Superannuation	796,870	691,429
Payroll tax	385,204	325,157
Professional Development of Staff	83,377	116,485
Other employment-related costs	77,843	70,727
Total Staffing and related on-costs expense	8,836,435	7,878,164
Consultants and specialists		
Legal fees	147,417	143,715
Audit and Accountancy fees	51,347	38,314
All other consultant and specialist fees	434,261	397,965
Total consultants and specialists expense	633,025	579,994
Event and program operations		
Facility hire	667,007	380,872
Officials, presenters and developers	234,560	221,382
Recoverable event costs from hirers (Nissan Arena)	409,470	778,046
All other event operation costs	1,116,235	1,221,780
Total Event operations expense	2,427,272	2,602,080



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NOTE 4: CASH AND CASH EQUIVALENTS

	2024	2023
	\$	\$
CURRENT		
Cash at bank	4,404,909	4,602,441
Restricted funds	601	601
Cash on hand	0	0
	<u>4,405,510</u>	<u>4,603,042</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

	2024	2023
	\$	\$
CURRENT		
Trade receivables	409,246	813,960
Provision for impairment	5a (20,800)	(241,005)
Total current trade and other receivables	<u>388,446</u>	<u>572,955</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 2023	241,005
Change for the period	1,446
Written off	(221,651)
Provision for impairment as at 31 December 2024	<u>20,800</u>

NOTE 6: INVENTORIES

	2024	2023
	\$	\$
CURRENT		
At cost:		
Publications for resale	305	0
Total inventory	<u>305</u>	<u>0</u>

NOTE 7: OTHER ASSETS

	2024	2023
	\$	\$
CURRENT		
Prepayments for following year	713,615	286,535
Deposits and other	12,027	5,145
Total Other Assets	<u>725,642</u>	<u>291,680</u>

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NOTE 8: PROPERTY, PLANT & EQUIPMENT

	2024	2023
	\$	\$
Plant and Equipment		
Furniture and equipment:		
At cost	2,591,180	2,270,785
Less accumulated depreciation	(1,679,702)	(1,448,550)
Total plant and equipment	<u>911,478</u>	<u>822,235</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:

	Plant and Equipment	Total
	\$	\$
Balance at the beginning of the period	822,235	822,235
Additions at cost	196,114	196,114
Disposals	(59)	(59)
Depreciation expense	(231,727)	(231,727)
Transfer from Rights of use assets	124,915	124,915
Carrying amount at the end of the year	<u>911,478</u>	<u>911,478</u>

NOTE 9: INTANGIBLE ASSETS

	2024	2023
	\$	\$
Software – at cost	326,737	299,616
Accumulated amortisation	(261,154)	(267,447)
Net carrying amount	<u>45,583</u>	<u>32,169</u>

Intangibles Movement

	2024	2023
	\$	\$
Balance at the beginning of the year	32,169	46,056
Disposals	0	0
Additions	27,120	37,796
Amortisation charge	(13,706)	(53,683)
Balance at the end of the year	<u>45,583</u>	<u>32,169</u>

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NOTE 10: LEASES

Company as a lessee

The Company is party to seven motor vehicle leases of which four have ended during the year.

Terms and conditions of leases

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

Right-of-use assets

	Motor Vehicle	Total
	\$	\$
Year ended 31 December 2024		
Balance at beginning of year	140,529	140,529
Additions to right-of-use assets	0	0
Depreciation charge	(15,614)	(15,614)
Transfer to Plant & Equipment	(124,915)	(124,915)
Balance at end of year	<u>0</u>	<u>0</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
	\$	\$	\$	\$	\$
2024					
Lease liabilities	0	0	0	0	0
2023					
Lease liabilities	120,978	0	0	120,978	115,916

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:

	2024	2023
	\$	\$
Depreciation	15,614	20,518
Interest expense on lease liabilities	5,062	9,161
Expenses relating to leases of low-value assets	10,395	11,777
	<u>31,071</u>	<u>41,776</u>

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NOTE 11: TRADE & OTHER PAYABLES

	2024	2023
	\$	\$
CURRENT		
Trade payables	684,860	687,001
Other current payables	734,399	656,550
	<u>1,419,259</u>	<u>1,343,551</u>

a. Financial liabilities at amortised cost classified as trade and other payables

Total Current trade and other payables:	1,419,259	1,343,551
Exclude: other payables		
GST	(180,921)	(131,098)
Financial liabilities as trade and other payables	<u>1,238,338</u>	<u>1,212,453</u>

NOTE 12: INCOME RECEIVED IN ADVANCE

	2024	2023
	\$	\$
CURRENT		
Income received in advance - Firebirds Memberships	422,338	327,793
Income received in advance - Registrations and Community Competitions	367,666	161,575
Income received in advance - Sponsorship	564,558	64,167
Income received in advance - Grants	143,340	399,213
Total Income received in advance	<u>1,517,924</u>	<u>972,748</u>

NOTE 13: PROVISIONS

	2024	2023
	\$	\$
CURRENT		
Provision for employee benefits: annual and long service leave	292,815	276,001

NON-CURRENT

Provision for employee benefits: long service leave	21,499	18,839
Total Provisions	<u>314,314</u>	<u>294,840</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.



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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).

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 2024, the total amount that members of the Company are liable to contribute if the Company is wound up is \$94 (2023: \$95).

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 2024, 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 \$1,223,719 (2023: \$967,610).

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 2024, no payments were made to related parties (2023: \$700).

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	2024 \$	2023 \$
Financial assets			
Cash and cash equivalents	4	4,405,510	4,803,042
Trade and receivables	5	388,446	572,975
Total financial assets		4,793,956	5,176,017

Financial liabilities

Financial liabilities at amortised cost:

Trade and other payables	11a	1,238,338	1,212,453
Total financial liabilities		1,238,338	1,212,453

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
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DIRECTORS' DECLARATION


The Directors of the Company declare that:

- The financial statements and notes, as set out on pages 6 to 22, are in accordance with the *Corporations Act 2001* and:
 - comply with Australian Accounting Standards – Simplified Disclosures; and
 - give a true and fair view of the financial position of the Company as at 31 December 2024 and of its performance for the year ended on that date.
- 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 25th day of March 2025


Cara Wennerbom
Director

HALL CHADWICK
CHARTERED 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 2024, 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:

- giving a true and fair view of the Company's financial position as at 31 December 2024 and of its financial performance for the year ended on that date; and
- 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 2024 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.

Limited liability by a licence approved
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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.

Hall Chadwick

M. Taylor

Mark Taylor
Director

HALL CHADWICK QLD
Chartered Accountants

Dated at Brisbane this 25th day of March, 2025.





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