



WORLD NETBALL

ANNUAL REPORT 2022

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AFFILIATIONS, SPONSORS & PARTNERS



INSTITUTIONAL PARTNER



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BOARD OF DIRECTORS

The Board met via video conference six times, and in person once during 2022



LIZ NICHOLL CBE
PRESIDENT
ELECTED 2019

OFFICERS



SHIRLEY HOOPER
VICE PRESIDENT
ELECTED 2021



ANN TOD MNZM
FINANCE DIRECTOR
ELECTED 2011



ROB MILLS
INDEPENDENT DIRECTOR
APPOINTED 2022

REGIONAL DIRECTORS



CECILIA MOLOKWANE,
DIRECTOR (AFRICA)
APPOINTED 2019



MARVA BERNARD OD,
DIRECTOR (AMERICAS)
APPOINTED 2019



GABY HOCHBAUM,
DIRECTOR (ASIA)
APPOINTED 2015



LYN CARPENTER,
DIRECTOR (EUROPE)
APPOINTED 2019



WAINIKITI BOGIDRAU,
DIRECTOR (OCEANIA)
APPOINTED 2019

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World Netball President, Liz Nicholl CBE, thanking
WN officiating volunteer Deborah Lynch

“Without our volunteer workforce, at every level of the sport, we would not be able to succeed, and I would like to take this opportunity to thank each one of the many volunteers in netball. It is you that makes our sport so special.”

LIZ NICHOLL CBE
WORLD NETBALL PRESIDENT



PRESIDENT'S MESSAGE

LIZ NICHOLL CBE



As we enter 2023, a World Cup year, I'd like to take time to reflect and celebrate the achievements of our Netball Family in 2022.

Following the rebrand to World Netball (WN) and

launch of our current strategic plan being held in June 2021, 2022 was the first full year working towards our three core strategies to GROW, to PLAY and to INSPIRE and we have advanced in all of these areas.

Every Member of our Netball Family should feel particularly proud of the collective progress made while also overcoming the ongoing challenges resulting from the Covid-19 pandemic.

We have continued to GROW, welcoming one new Full Member in Africa - Eswatini - and two new Associate Members in the Americas - the Dominican Republic and Venezuela. Our Global Development team has worked closely with the Regional Federations to develop and support their strategic growth plans, and we piloted a new member 'maturity model' to launch to all our Members at our Congress in 2023.

We have welcomed so many new volunteers to World Netball and continued our journey towards excellence in governance with the appointment of our first Independent Director, Rob Mills and our Nominations Committee has recruited a second Independent Director to join the Board in 2023 (subject to Member approval).

At the end of 2021 World Netball established a 'Voice of the Athlete Working Group' of 10 current athletes led by independent chair Rhona Toft former Commonwealth Games Athlete Commission Chair. The group has provided an invaluable perspective from our athlete stakeholders and created a proposal which will give athletes a voice at the highest-level of World Netball. I am thrilled that in 2022 our Board and Members supported the Working Group's proposals in full and notably the addition of an Athlete Director to our Board. The Nominations Committee has led the

recruitment process and an appointment will be made at Congress 2023 (subject to Member approval).

We have welcomed new committee and technical panel members with Janet Young joining the medical committee (recently renamed as the Medical Advisory Panel - MAP) and Dr Anita Navin appointed as chair of the Coaching Advisory Panel (CAP) – new CAP member appointments were announced early in January 2023.

Whilst in officiating we have awarded International Talent Identified (ITID) umpire status to seven more officials, International Umpire Awardee (IUA) status to four more officials and re-endorsed another eight IUAs.

Without our volunteer workforce, at every level of the sport, we would not be able to succeed, and I would like to take this opportunity to thank each one of the many volunteers in netball. It is you that makes our sport so special.

This year has seen the world begin to open up once again after Covid-19, with national leagues and international events returning across the world allowing us to drive game development and the worldwide delivery of a portfolio of thrilling world-class events under our PLAY strategy. In March 2022, following this strong return to play, we were able refresh our World Rankings with the first Annual Update since 2019 and ended the year with a record-breaking number of 53 countries securing a WN World Ranking.

The event highlight of the year was the Commonwealth Games Birmingham 2022 with 12 incredibly talented teams taking to the court across the 10 days. Over 140,000 tickets were sold for the netball competition. Across our core markets, 34.5 million tuned in around the world to watch on linear TV, whilst 5.1 million watched via digital streaming. Our congratulations of course go to Australia, who won the Gold Medal, Jamaica who won Silver in their first Commonwealth Games Final and New Zealand who beat England for the Bronze Medal. Thank you to the Commonwealth Games Federation and to the city of Birmingham for hosting such a very special event and to our participating Member countries, volunteers and everyone that made it such a success.

Netball Australia host Netball New Zealand in their first home international in 1088 days (October 2022).



"It was fantastic to see so many netballers back on the court, with 233 international matches taking place in the 10 months following the annual update of World Rankings to December 2022, which by far exceeded our previous record of 169 matches in a one-year rating period."

LIZ NICHOLL CBE
WORLD NETBALL PRESIDENT

Looking ahead it has also now been confirmed that the state of Victoria, Australia, will host the Commonwealth Games 2026 with netball included and the Commonwealth Games Federation has also confirmed that the Commonwealth Youth Games, in Trinidad and Tobago in August 2023, has FAST5 netball included on the sports programme for the first time.

Whilst it is exciting to look forward at the events we have locked into our future calendar, we must also celebrate all the international netball we saw in 2022.

In January Netball Fiji hosted their first national netball event in 400 days, whilst in October, Netball Australia played their first international on home soil in an extraordinary 1088 days. It was fantastic to see so many netballers back on the court, with 233 international matches taking place in the 10 months following the annual update of World Rankings in December 2022, which by far exceeded our previous record of 169 matches in a one-year ranking period.

International netball events took place in each of our five regions, including the five Regional Qualifiers for the Netball World Cup 2023 (NWC202), enabling us to reconnect with our Netball Family in person.

The five NWC2023 Qualifiers were all hugely successful, with 42 countries, over 500 athletes, more than 45 umpires and 200 coaches, managers and primary carers, as well as 1000's of volunteers taking part in the 'Road to Cape Town'.

All 16 teams were confirmed for NWC2023 in July 2023, and our thanks go to the hosts of the qualifiers, Netball Fiji, Netball South Africa, Netball Singapore, Netball Scotland and Netball Jamaica, as well as all five of our Regional Federations who made these qualifiers possible.

Keeping to our aim of delivering a portfolio of thrilling world-class events, this year we also welcomed back the FAST5 Netball World Series to our calendar. Hosted in Christchurch by Netball New Zealand, the event in November introduced invitational representative men's teams competing for the first time in any World Netball event – a moment in history for our sport. Australia took Gold in the Women's event with South Africa in the Silver Medal position and New Zealand beat Australia in the Final of the Men's FAST5.

The worldwide coverage of all of these international events will INSPIRE the next generation of netballers. The launch of NetballPass, the digital over-the-top platform (OTT), dedicated to our sport enabled our international family to watch many of these matches free of charge online. Over 31,300 people have registered with the platform since its launch.

We launched our very own podcast, 'Our Netball Family' with the aim to shine a light on the work of individuals within our Netball Family which can often go unnoticed; by telling these stories we hope to INSPIRE the next generation of players, administrators, officials, coaches, fans and volunteers.

The establishment of our World Netball Foundation is progressing well. World Netball will always be a Member of the Foundation to retain strategic oversight on appropriate matters. I am currently representing World Netball and acting as Chair. Three excellent independent directors have been appointed, all volunteers, and a separate company is now established. We await confirmation from the UK Charities Commission of their approval of the Foundation's status as a Registered Charity at which point these Directors will become the trustees. Those of you who will be in Cape Town will have an opportunity to meet them.

So as we reflect on 2022, we now embrace 2023 with excitement and optimism at what is to come as we eagerly anticipate our sixteenth Netball World Cup in Cape Town, South Africa from 28th July – 6th August and our first Commonwealth Youth Games from 8th – 10th August.

Finally, I extend a sincere thank you to all those in leadership roles at the many levels across all our member nations. You give your very special energy and 'life' to our sport.



LIZ NICHOLL CBE
WORLD NETBALL PRESIDENT



Netball Fiji's first national netball event in 400 days (January 2022).



Zambia Netball Hubsite set up as part of the Net2019 initiative.

CHIEF EXECUTIVE'S REPORT

CLARE BRIEGAL



It gives me great pleasure to report on the progress made in 2022 to deliver our strategic plan To Grow, To Play and To Inspire.

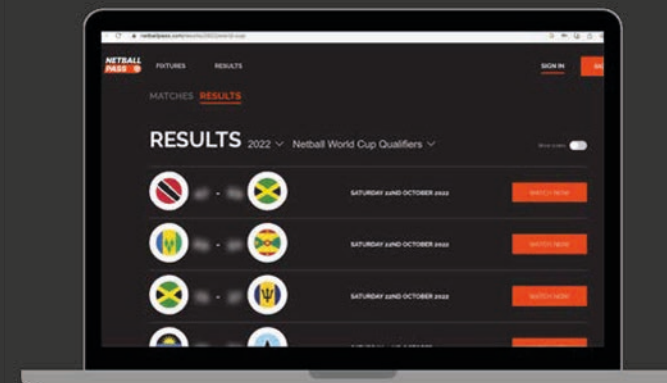
GROW

Increase global participation reach, revenue and capacity

World Netball's (WN) mission is to expand netball's worldwide reach and impact, building on our unique female-focused foundations and our core strategy, GROW, is a key driver in achieving this.

Commercial and Marketing

Integral to this area is the work of WN's Commercial Committee, who have developed a clear commercial vision: 'to develop VALUE GENERATING opportunities for World Netball in order to ACCELERATE the GROWTH of the reach and impact of netball'. This is underpinned a number of bold strategies which will enable us to achieve this vision including digital transformation and greater income generation through the exploitation of our commercial rights.



Following the appointment of CSM as our Global Sponsorship agency in 2021, we then worked with the organising committee to appoint an agency in South Africa to secure local partners for the NWC2023. The sponsorship programme, with two premium partners and a title partner plus further tiers including suppliers was agreed and rights packages determined. Sales of sponsorship rights continued through 2022 with Telkom and SPAR (longstanding supporters of netball in South Africa) announced as Premium Tier partners in December.



SPAR and Telkom announced as Premium Partners of the Netball World Cup 2023.

In 2022, we extended the reach and impact of the NWC2023 with live broadcast coverage of the Regional Qualifiers by Astro, MaiTV, Cook Islands Television, Tonga Broadcasting Commission, TV1 Samoa, SuperSport and Sportsmax. The sales of international media rights for the NWC2023 has been progressing



well, led by our agency SPORTFIVE. These are moving to contract and broadcast announcements will follow. The domestic broadcast rights were awarded to Pay TV channel SuperSport and the public broadcaster, the South Africa Broadcasting Corporation (SABC) with SuperSport appointed as the Host Broadcaster.

NetballPass, our digital over-the-top (OTT) platform, launched by our Digital Marketing team (Emily Whiteside and Sophie Reynolds) in partnership with Netball New Zealand, delivered global reach, live and on-demand, in territories where the rights had not been sold and ensured our international family kept up to date with all the action. NetballPass allows us to bring more netball, to more international fans, more often.

Our fanbase grew during our Qualifier events through a comprehensive social media strategy with 1,088,700 people reached on Twitter, 1,602,789 on Facebook and 922,821 on Instagram as the #RoadToCapeTown gathered momentum.

The Commonwealth Games Birmingham 2022 (CG B2022) demonstrated the popularity of netball with over 140,000 tickets sold for the 10 days of competition. Across 13 core markets, 34.5 million tuned in around the world to watch netball on linear TV, whilst 5.1 million watched via digital streaming. Meanwhile across secondary media we saw 46,312 social media posts, 973 social media videos and 8,611 online press articles.

Through extensive coverage of the events above, as well as more reporting of our Members' domestic leagues such as the Suncorp Super Netball League, ANZ Premiership and UK's Netball Super League with our 'International Player Watch' articles, WN has seen significant growth across its social media and digital channels with the 'followers' on Instagram increasing by 188%, Facebook 38%, Twitter 19%, Newsletter subscriptions increasing by 57% and annual website users increasing by 113%.

Sport Development

The Global Development Co-leads Ivan Harre and Kate Agnew began the year by assessing Net Effect, WN's small grant programme, administered by the Regional Federations. Tracking of outcomes will be enhanced through better reporting in 2023. They concluded that this programme remains an important part of World Netball's support to Member countries' development.

In addition, a maturity model has been developed and tested with two Member countries, Wales and Hong Kong, to provide all Members with a robust method to self-assess their development stage and signpost resources that will enable them to identify and achieve future development goals, be they in coaching, officiating, governance, or income generation.

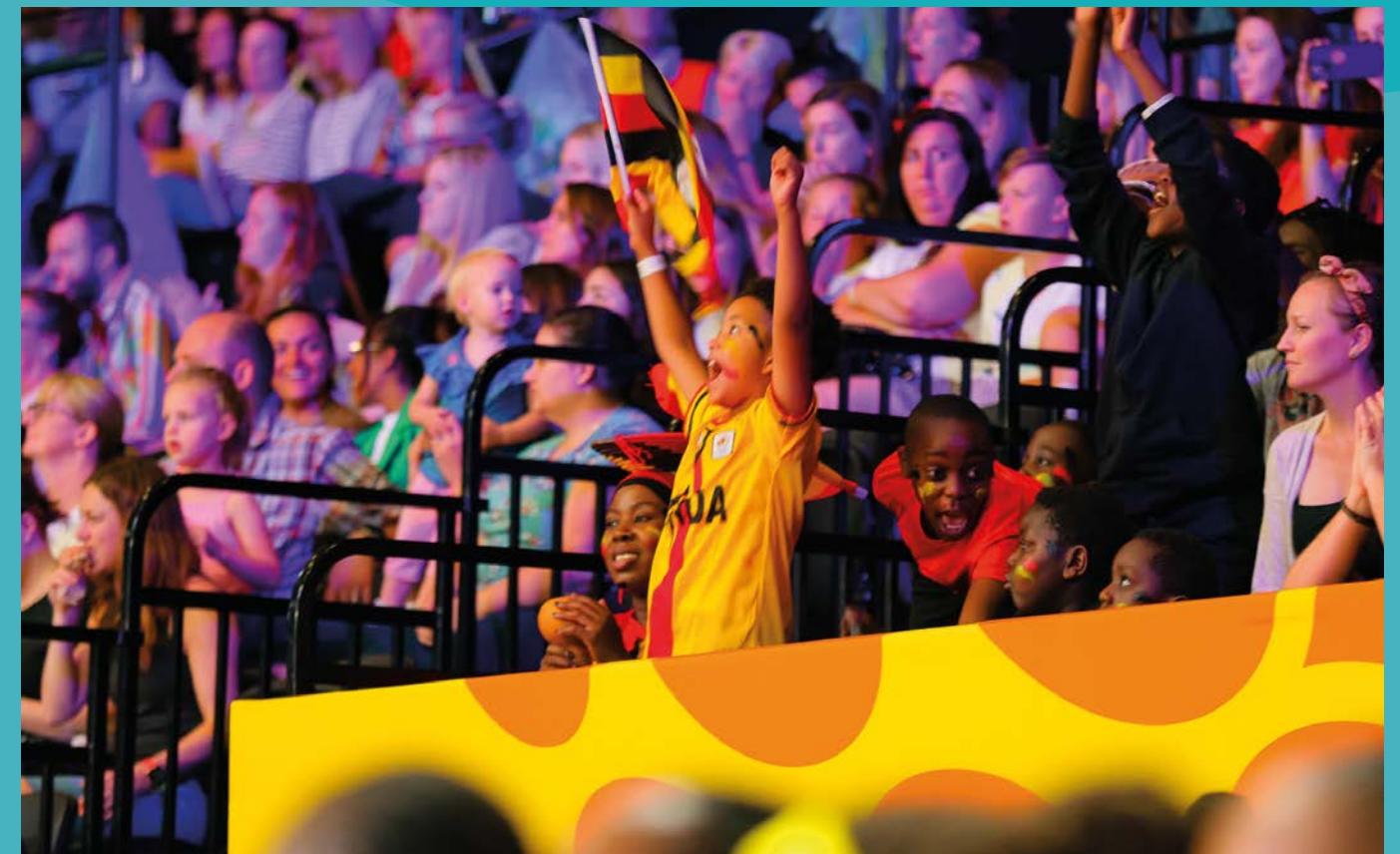
The Coaching Advisory Panel (CAP) has been working with the Digital Marketing team and will be bringing a refresh to the Coaching tools area on the WN website early in 2023 with other exciting programmes planned for later in the year.

Regional Strategy development has been supported by the development co-leads with the Americas, Oceania and Europe strategies completed and Asia and Africa underway.

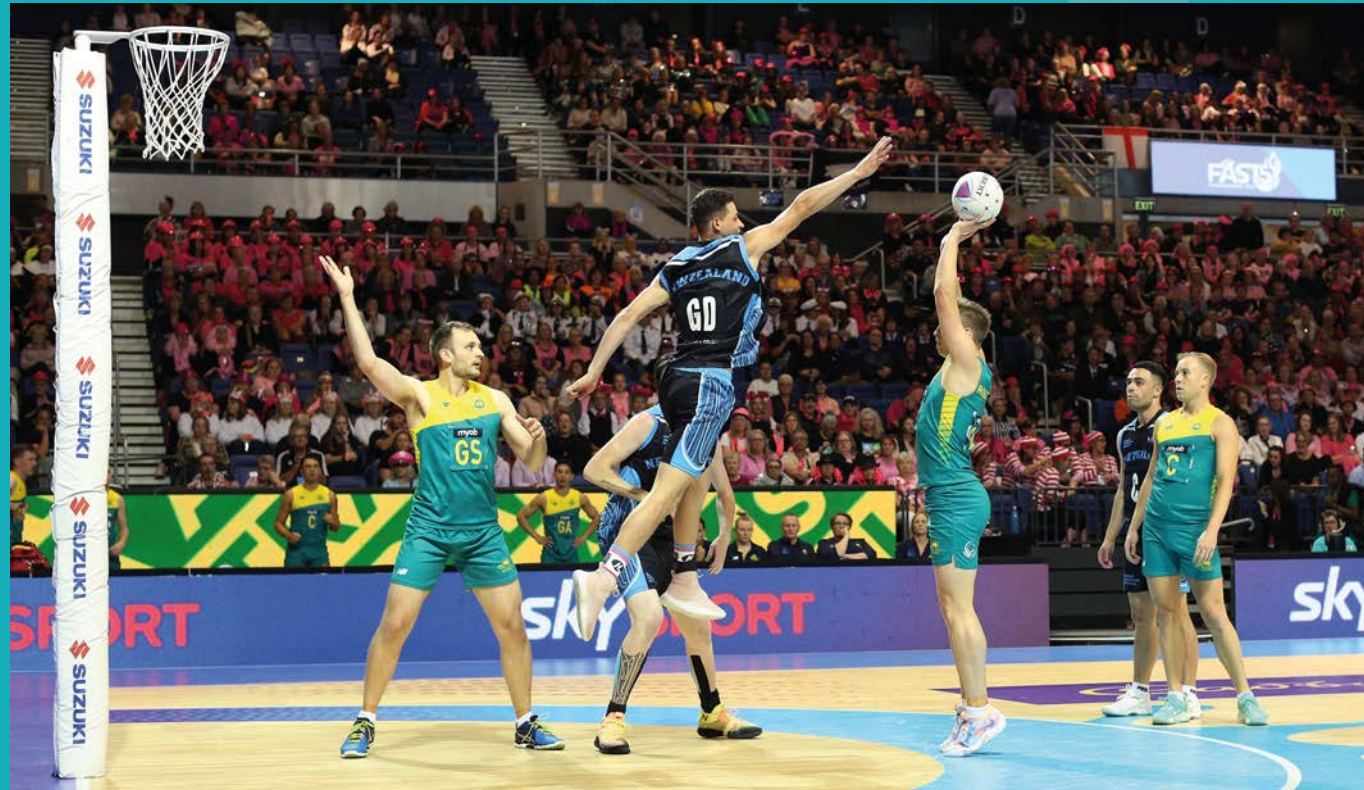
The legacy programme of the NWC2023 has begun in South Africa with a substantial regional programme including facilities upgrades delivered at 48 sites by the Western Cape Province.

Netball training programmes in coaching have been delivered by Netball South Africa in Botswana and Ghana. Technical training on game data capture was completed at the NWCQ2023 African qualifier, led by supplier Champion Data. Individuals from this will be appointed as Technical Officials at the NWC2023.

Planning for the NWC2027 legacy programme has started with hosts Netball Australia which will focus on the Asia region but have impact globally. WN is looking to establish a new 'Challenge' fund to support Members' significant and sustainable legacy programmes using part of this funding.



Australia vs New Zealand at FAST5 NWS 2022.



Male Participation

Using information derived from a Member survey, as well as a number of single and mixed gender focus groups facilitated by the Development Co-leads, WN Board has reviewed its position paper on the participation of men and boys in netball.

WN's vision as sport that is 'open to all', calls for a new approach to gender inclusion, specifically for our sport, building on our unique female-focused foundations.

Netball is a sport that was developed by women for women at a time when their opportunities to participate, compete and achieve through sport were very limited. With this relentless and bold attitude, netball has provided leadership and empowerment opportunities to women, and this continues today in both developed and developing netball nations. At its core, netball is a voice for women and girls in sport and seeks to be a voice for others that choose to authentically be part of netball.

Netball engenders a culture of nurturing, caring, collaboration, teamwork, fairness and fierce defence – this can be seen in the rules, the structures and philosophy of netball. Netball authentically acknowledges its roots and the resulting philosophy.

WN's Mission is to expand netball's global reach and impact, building on these foundations, and strives to have a structure that embraces anybody, regardless of sex, gender, ethnicity or religion that wants to be part of netball and embrace netball's philosophy. We will grow our sport, our way, for the benefit of all.



England vs New Zealand at the FAST5 NWS 2022.

WN strategy for inclusion is developing and we will be establishing a working group to assist in this work. Already we showcase and celebrate the success of men's, boys' and mixed netball played in our Member countries through our communication channels. Furthermore we have been monitoring the gender balance across our staff and volunteer workforce and identifying and removing barriers to inclusion, for example ensuring our written documents, rules and language used are gender neutral and that our recruitment is unbiased. We have committed to work with our Members and Regional Federations to develop pathways and elite competitions to support the performance development of males, where facilities, resource, investment and local conditions are ready and supportive of this.

Workforce Development

WN has continued to develop its governance and GROW capacity, with Rob Mills elected as the new Independent Board Director in January 2022. Rob brings strong strategic skills, commercial experience and global expertise to WN, which will help our momentum in developing and growing the game. Additionally, the WN Board announced new Committee and Technical Panel Members as well as establishing a Voice of the Athlete Working Group. Reports from these important volunteer-led teams follow in pages below.

In officiating, seven more officials have been awarded International Talent Identified (ITID) umpire status, four more officials have been awarded International Umpire Awardee (IUAs) and eight IUAs re-endorsed.

In December 2022, the WN Board also approved the appointments of Officiating Coordinators (OC) for Africa, Americas, Europe, and Oceania. These appointments will be key in helping to continue to Grow the number of officials.

The newly established Officiating Advisory Panel (OAP) has been developing its strategic plan, which was signed off by the Board.

Kate Agnew was appointed event consultant (part time) for WN in February following the departure of Lindsay Impett who had completed a very successful year supporting the early stages of the delivery of the NWC2023.

Membership

Finally, WN was delighted to welcome Eswatini as a new Full Member and Dominican Republic and Venezuela as new WN Associate Members. Our Members are very much key to driving forward the growth and development of the game and so it is vital our membership base continues to grow.

Key decisions made by the Federation in relation to Grow:

- WN Board approved the appointment of Coaching Advisory Panel Chairs and Panel Members
- WN Board approved the Officiating Coordinator Appointments for Africa, Americas, Europe and Oceania
- Continuation of the WN Net Effect small grant programme
- Appointment of Sponsorship Agency, approval of strategy and sales approach for NWC2023



Kate Agnew,
World Netball Events Consultant

GROW - INCREASE GLOBAL PARTICIPATION, REACH, REVENUE AND CAPACITY

KPI	CATEGORY/VALUE	STATUS DEC 2020	STATUS DEC 2021	STATUS DEC 2022	TARGET DEC 2023
NO. OF MEMBERS	FULL	53	55	57	60
	ASSOCIATE	22	21	22	19
	TOTAL	75	76	79	79
WORLD NETBALL WORKFORCE	BOARD	9	9 VP ELECTION & INDEPENDENT DIRECTOR APPOINTED	9 SUCCESSION PLANS IN PLACE AD & IFD RECRUITMENT IN PLACE	10 PRESIDENT ELECTION INDEPENDENT DIR FINANCE APPOINTED ATHLETE DIRECTOR APPOINTED REGIONAL DIRECTORS APPOINTED
	STAFF & CONTRACTORS (FTE)	6	8 APPOINTED EVENTS & DEVELOPMENT ROLES	7.8 NO STAFF TURNOVER IN YEAR	7.8 SUCCESSION PLANS IN PLACE
	BOARD COMMITTEES	19		21	22
	WORKING GROUPS	WORLD CLASS OFFICIATING	ESTABLISHED VOA WG	VOA CONTINUES & ESTABLISHED EVENTS WG	ESTABLISH EVENT QUALIFICATION WG CONCLUDE VOA WG
	OFFICIALS	50+	77	90	FURTHER GROWTH
	TECHNICAL PANELS	17	17 OAP RECRUITED	23 OAP ESTABLISHED RE-APPOINT CAP	23 RE-APPOINT MAP ATHLETE COMMISSION PLAN
	EVENT (TDS)	2	3	2	3 (NWC/NWC/CG)
WORKFORCE DIVERSITY	FEMALE/MALE	95% / 5%	81%/19%	80%/20%	INCREASING GENDER BALANCE
	ETHNICITY		RECRUITMENT MONITORING STARTED		MEASURE IN PLACE

FAST5 Netball World Series 2022 winners, Australia. (women) and New Zealand (men).



Birmingham 2022 Commonwealth Games World Netball Officials Camp.

**PLAY**

Drive Game development and world-wide delivery of a portfolio of thrilling world-class events

In 2022 the world began to open-up again following the pandemic, and international events returned across all five of our World Netball (WN) regions, allowing WN to continue to drive game development and the worldwide delivery of a portfolio of thrilling world-class events under our PLAY strategy.

The return of play meant that for the first time since 2019, on the 1st March 2022, WN was able to complete a WN World Rankings Annual Update, which refreshes the data removing older matches and ensuring the rankings reflect current form. Following this update, and as a result of the high participation in the qualification tournaments for the NWC2023, 53 countries secured a WN World Ranking.

The Board agreed that the next annual update would take place 12-months later on the 1st March 2023, and that before this date Board would decide when the minimum number of matches for a country to have a WN World Ranking would revert back the to pre-pandemic number of eight. A World Rankings Hub was launched on the website with extensive FAQ to support understanding the technical aspects of the ranking system.

The matches that took place in 2022 included those from the Birmingham 2022 Commonwealth Games (CG B2022), and all matches from the five Regional Qualifiers for the Netball World Cup 2023 (NWC2023).

CG B2022 provided the perfect opportunity to hold a training camp for our International Umpires and UAP which was run by the OAP in conjunction with the other technical panels. This successful format will be repeated for the NWC2023.

The additional pre-event planning for CG B2022 to deal with the risks associated with the ongoing Covid pandemic was significant and we evolved our event operational regulations and procedures considerably as a result. Our Technical Delegate, Ian Holloway, worked tirelessly with us and the host organising committee to ensure we had robust systems in place and that they were executed well. Player and participant welfare took centre-stage and learnings, such as increasing team lists to include three reserve players, will become a part of future WN events. Fortunately our risk planning and infection control procedures were effective and the incidences of Covid infections very low with no matches lost or teams defaulting.

Progress was made throughout 2022 in preparation for the NWC2023, with the 16 teams and their seedings confirmed and the tournament draw held in December placing them into four pools.

However, some operational areas were falling behind schedule due to the late appointment of key staff roles. With many important milestones due early in 2023, such as the delivery of the test event at the CTICC, Netball South Africa, World Netball and the LOC have agreed a recovery plan.

Jamaica at the Birmingham 2022 Commonwealth Games.



Progress was also seen in the preparations for the Netball World Youth Cup Gibraltar 2025 (NWYC2025), with the Board agreeing that the qualification process would stay the same as the Netball World Youth Cup 2017 process, with the host Gibraltar automatically qualifying, four teams qualifying based on the results of the previous event, and 15 teams qualifying through regional qualification events to be held in 2024.

As part of the Board's commitments made to Members at Congress 2021 it will review the qualification process for the Netball World Cup and in September 2022 the Board agreed to establish a World Netball Events Qualification Working Group. The Terms of reference for this WG have been approved and Board has asked the five Regional Federations to nominate a representative.

Following the successful return of the FAST5 Netball World Series (FAST5 NWS) in 2022 a further Working Group has been set up to review and build the event portfolio. This Working Group sees strong potential for FAST5 netball and other events in the international calendar.

Looking ahead these exciting events have already been confirmed for the international calendar:

- Commonwealth Youth Games Trinidad 2023, which will be held in Trinidad & Tobago in 2023 showcasing FAST5 netball.
- FAST5 Netball World Series 2023 (NWS)
- Netball World Youth Cup Gibraltar 2025 (NWYC2025)

- Commonwealth Games Victoria 2026 (CGV2026)
- Netball World Cup Sydney 2027 (NWC2027)

As part of the preparation for these events, in December 2022 the Board approved an open application process for the Technical Delegate role for NWYC2025, CWG2026 and NWC2027. The Board also approved Pamela Cumberbatch as the nominee to the Commonwealth Games Federation for Technical Delegate for Trinidad 2023.

In addition to these events already confirmed in the international events calendar, Board agreed that it will also continue to develop a compelling case for netball's inclusion in the Brisbane 2032 Olympics Games, on the basis that the work required would build momentum to WN's key strategic programmes including the development of FAST5 in addition to the 7's game over a 10-year roadmap, the development of high-performance men's netball and the geographic expansion of netball.

WN's Rules Advisory Panel (RAP) has begun a review of the International Rules of netball which has involved significant consultation with Members and the Federation's Technical Panels to ensure our game is fit for the future. During 2022 RAP completed a tweak to the Rules of FAST5 netball by adding a powerplay period to every quarter of the game – an innovation trialled in Australia in their Suncorp Super Netball domestic League - and bringing extra excitement and jeopardy to the game.

World Netball President Liz Nicholl CBE, thanking CG B2022 WN Technical Delegate, Ian Holloway.



Key decisions by the Federation in 2022 in relation to Play:

- Board agreed that the next annual World Rankings update will take place on 1st March 2023
- Board agreed that the NWYC2025 qualification process should remain the same as for NWYC2017
- Board agreed to create a Working Group for events including FAST5
- Board agreed to create a Working Group for NWC2027 and other event qualification
- Board agreed to continue developing a compelling case for netball's inclusion in Olympic Games Brisbane 2032
- Board approved an open application process for Technical Delegate role for NWYC2025, CG Victoria 2026 and NWC2027
- Board approved the nominee to the CGF for Technical Delegate for Commonwealth Youth Games 2023
- Board agreed a WN selection panel for CYG Trinidad 2023 comprising WN CEO, WN Event Consultant and WN Chair of CAP
- Board approved the process recommended by RAP for the review of the rules of International Netball

PLAY - DRIVING GAME DEVELOPMENT AND WORLDWIDE DELIVERY OF A PORTFOLIO OF THRILLING WORLD CLASS EVENTS

KPI	CATEGORY/VALUE	STATUS DEC 2020	STATUS DEC 2021	STATUS DEC 2022	TARGET DEC 2023
GLOBAL CALENDAR	STATUS	INTL. NETBALL RETURNING TO PLAY FOLLOWING COVID	WN CALENDAR FOR 2022 AND 2023 ISSUED	WN CALENDAR FOR 2022 AND 2023 ISSUED	ROLLING ANNUAL PROCESS IN PLACE
NETBALL WORLD YOUTH CUP	EVENT STATUS	POSTPONED TO DEC 2021 BUT AT RISK DUE TO COVID-19	CANCELLED DUE TO COVID-19	EARLY PLANNING OF NWYC 2025 LOC TO BE ESTABLISHED	ON TRACK FOR DELIVERY OF NWYC 2025
COMMONWEALTH GAMES	EVENT STATUS	ON TRACK	ON TRACK FIRST 6 QUALIFIERS ANNOUNCED	DELIVERED SUCCESSFULLY NETBALL IN PROG FOR V2026	ON TRACK FOR V2026 FAST5 NETBALL IN CYG TRINBAGO 2023
NETBALL WORLD CUP	EVENT STATUS	ON TRACK	ON TRACK HOST BROADCASTER APPOINTED	BEHIND SCHEDULE – CORRECTIVE ACTION REQUIRED	DELIVERED SUCCESSFULLY NWC2027 ON TRACK
EVENT PORTFOLIO	STATUS	CO-CREATE	WN EVENT CONSULTANT IN PLACE TO WORK WITH MEMBER NATIONS	EVENT PRINCIPLES CONFIRMED PROPOSAL IN DEVELOPMENT	WORKING GROUP PROPOSAL AGREED WITH BOARD
NEW WORLD EVENTS	STATUS		FAST5 NWS REINSTATED GIBRALTAR APPOINTED HOST FOR NWYC2025 AUSTRALIA APPOINTED HOST FOR NWC2027	WORKSHOP WITH MEMBERS AT CG B2022 CONCEPTS DEVELOPED BY COMMERCIAL COMMITTEE	CONCEPTS DEVELOPED INTO FULL PROPOSAL BID PROCESS FOR 2031 STARTED WITH EOI
FAST5 NWS	EVENT STATUS C/F PLAN		HOSTING AGREEMENT SIGNED FOR 22-24	DELIVERED SUCCESSFULLY IN NOV 2022	DELIVER IN NOV 2023 PLAN FOR 2024 AGREED



Zambia Netball Hubsite set up as part of the Net2019 initiative.

INSPIRE

Harness the power of netball to change lives

Significant progress was made in the establishment of a new charitable Foundation, with the World Netball (WN) Board approving the appointment of three independent trustees, as well as the appointment of a fourth trustee, WN President Liz Nicholl CBE, as the WN representative. This has enabled a separate company to be formed and strategy development is well underway.

The purpose of the Foundation will be to work globally to harness the power of netball to change lives by developing partnerships and supporting projects. In 2023 WN anticipates the UK Charities Commission's formal approval of the Foundation as a registered UK charity.

Key decisions made by the Federation in relation to Inspire:

- Board agreed that the WN Foundation would have four trustees including Liz Nicholl CBE as the WN representative on the Board
- Board agreed to the appointment of three remaining trustees through an open recruitment process led by the nominations committee
- Subsidiary company established including relevant Articles of Association and bank account opened
- Objects of the Foundation agreed and application filed to UK Charities Commission

INSPIRE - HARNESS THE POWER OF NETBALL TO CHANGE LIVES

KPI	CATEGORY/VALUE	STATUS DEC 2020	STATUS DEC 2021	STATUS DEC 2022	TARGET DEC 2023
WORLD NETBALL FOUNDATION GOVERNANCE	TRUSTEES		INTERVIEW	APPOINTED	REGULAR MEETINGS
	ARTICLES OF ASSOCIATION		DRAFTED FOR APPROVAL	FILED WITH COMPANIES HOUSE	
	CHARITABLE STATUS		OBJECTS IN DEVELOPMENT	APPROVED AND APPLICATION FILED FOR CHARITABLE STATUS	APPROVED
	STRATEGY			IN DEVELOPMENT	APPROVED & LAUNCH AT NWC

GOVERN

Remain a Leader in Best Practice

World Netball's (WN) strategic plan outlines the commitment to develop the already strong governance structure, to ensure compliance with all relevant legislations, maintain our position as a drug-free sport, and to bring the Voice of the Athlete to the heart of our sport.

WN has continued its journey to achieving this throughout 2022, taking many steps in the right direction in order to remain leaders in governance best practice.

A major leap forward in governance came with the appointment of WN's first Independent Director, Rob Mills. This movement towards excellence is set to continue as Members have now approved changes to the articles of association that allow the addition to the Board of an Independent Director of Finance and an Athlete Director.

The Board hosted two online webinars in which they provided Members with an explanation of the importance of these two roles in bringing fresh perspectives and further independence in decision making, as well as acquiring new skills and a current or recent athlete's perspective to the Board.

In addition to this the WN Board began to prepare for the first in person WN Congress since 2019. The Board agreed to invite a representative of each region as an observer, create a small group to assess applications for WN Service Awards for 2023, to trial a method to determine the priority for issues raised by the individual Members at Congress, and approved the theme and agenda for the Congress which will take place in Cape Town, ahead of the Netball World Cup 2023 (NWC2023).

The Board also decided that following the success of the first online WN Congress in 2021, that they will now also livestream Congress 2023 for those Members who are unable to attend. However, votes must be done in person or via a proxy.

The Board approved many different important guidelines and regulations throughout the year, including the Cardiac Screening Guidelines, Concussion Guidelines, Eligibility Regulations, and Dispute Regulations, with amendments to the Participation and Inclusion Policy also agreed.

A new WN Safeguarding Policy was approved and safeguarding guidelines for Members. Training will be given to Members on all the new policies at Congress.

WN is proud of netball's reputation as a clean sport, and it remains committed to supporting the clean athlete. There were no Anti-doping Rules Violations (ADRV) recorded in 2022.

During 2022, WN:

- Maintained compliance with the World Anti-Doping Code
- Built on commitment to increase the number of out of competition tests
- Piloted the new Education Plan at the NWC Regional Qualifiers

WN continued to develop its policies and processes on ethics, integrity and conduct in 2022. During the year two (2) disciplinary investigations were initiated and whilst both investigations led to no further action, recommendations were made to all concerned in respect of future actions.

Sadly during 2022 there were three (3) instances of Failure to Fulfil Fixtures, a breach of World Netball's General Regulations. In each instance the maximum sanction was applied for a first failure.

New Disciplinary and Dispute Policies were completed and approved in 2022 and a further Event Disciplinary Policy is in development to enable effective handling of any disciplinary matters that occur at International Events.

Key decisions by the Federation in 2022 in relation to Govern:

- Board agreed the WN Concussion Guidelines – medical guidelines for events.
- Board agreed the WN Eligibility Regulations (part of the General Regulations) for implementation 30th April.
- Board agreed the WN Disputes Regulations (for implementation April 30th subject to final review of comments received from Members by the Governance Committee).
- Board approved the dual membership policy.

- Board approved the constitutional guidance for Regions and the constitutional guidance for Members.
- Board agreed in principle to accept sponsorship from betting companies however certain checks must be put in place to ensure the sponsor has policies and procedures for responsible betting and is willing to provide training on the prevention of the manipulation of competition.
- Board approved updated Participation and Inclusion Policy as recommended by Medical Committee.
- Board agreed wording of article changes for independent finance and athlete director roles.
- Board agreed to invite each Region to send a representative to Congress as an observer.
- Board agreed that for Members unable to attend, Congress should be livestreamed (votes must be done in person or via a proxy).
- Board agreed that, in future, where an expert panel has been established then the terms of reference will be written such that it is that panel that should make decisions and appointments without reverting back for board approval.
- Board approved the publication of the updated position statement on men and boys.
- Board agreed that Congress should determine the priority on issues raised by individual Members at Congress.
- Board approved the theme and agenda for Congress 2023.

GOVERN - EVOLVE THE GOVERNANCE STRUCTURE TO ENSURE WE REMAIN A LEADER IN BEST PRACTICE

KPI	CATEGORY/VALUE	STATUS DEC 2020	STATUS DEC 2021	STATUS DEC 2022	TARGET DEC 2023
STRATEGIC PLAN	STATUS	DEVELOP/ LAUNCH PHASE	LAUNCHED AND DELIVERING KPIs	DELIVERING KPIs	DELIVERING KPIs
WORLD NETBALL CONGRESS	STATUS	PLANNING FOR 2021	DELIVERED JULY 2021 ON-LINE PLANNING SPECIAL MEETING FOR JAN 2022	DELIVERED SPECIAL MEETING PLANNING FOR 2023 IN PLACE	DELIVER JULY 2023 ELECTIONS FOR PRESIDENT ROLE (RE)APPOINT REGIONAL DIRECTORS
BOARD MEETINGS	FULL/INTERIM	3 FULL / 5 INTERIM IN 2020	4 FULL / 3 INTERIM IN 2021	4 FULL / 1 INTERIM	4 / AS REQUIRED 1 FACE-TO-FACE
COMMITTEES	MEETINGS	WORKPLAN FOR YEAR AGREED	4 MEETINGS	4 MEETINGS PER YEAR	4 MEETINGS PER YEAR
ATHLETES VOICE	MEETINGS	DEFINING	ESTABLISHED WG	REPORT TO WN BOARD AND PROPOSALS ACCEPTED BY BOARD & MEMBERS	AD APPOINTED APPROVE TOR FOR ATHLETE ADVISORY PANEL
INDEPENDENT DIRECTOR (COMMERCIAL & FINANCIAL)	APPOINTMENT STATUS	NOMINATIONS COMMITTEE TO LEAD	CANDIDATE SELECTED FOR RECOMMENDATION TO MEMBERS	ID (C) APPOINTED	ID (F) APPOINTED
FINANCIAL AUDIT	CLEAN (PREV YR) PLANNING MEETING HELD	CLEAN AUDIT (2019) 2020 AUDIT PLANNING MEETING HELD	CLEAN AUDIT (2020) 2021 AUDIT PLANNING MEETING HELD	CLEAN AUDIT (2021) 2022 AUDIT PLANNING MEETING HELD	CLEAN AUDIT (2022) 2023 AUDIT PLANNING MEETING HELD
CLEAN SPORT	ANTI-DOPING RULES VIOLATIONS IN INTL TESTING POOL	0 ADRV TDP (TEST DISTRIBUTION PLAN) IN ACTION	0 ADRV TDP (TEST DISTRIBUTION PLAN) IN ACTION	0 ADRV TDP (TEST DISTRIBUTION PLAN) IN ACTION	0 ADRV TDP (TEST DISTRIBUTION PLAN) IN ACTION COMPLIANCE QUESTIONNAIRE COMPLETED
COMPLIANT WITH RELEVANT LEGISLATION		NEW UK CO ESTABLISHED CLOSURE OF IOM CO. IN PROGRESS	IOM CO. CLOSED	COMPLIANT WITH ALL RELEVANT LEGISLATION	COMPLIANT WITH ALL RELEVANT LEGISLATION
POLICIES & REGULATIONS			SAFEGUARDING POLICY NEEDS UPDATING	SAFEGUARDING POLICY AND GUIDELINES APPROVED	UPDATED IN LINE WITH CHECKLIST

WN COMMITTEE, WORKING GROUP AND TECHNICAL PANEL REPORTS

Audit and Risk Committee

Members: Ann Tod MNZM (Chair), Marva Bernard OD, and Lindsay Sartori

In 2022 the Audit and Risk Committee met by video conference on five occasions and completed the following activities:

- Financial audit review
- Reviewed external audit provider and propose appointment
- Updated net effect claim form and monitoring report
- Reviewed updated Employee Handbook
- Reviewed Committee Terms of Reference
- Reviewed insurance policies
- Reviewed 2022 budget
- Reviewed cyber security arrangements
- Comprehensive review of risk register
- Reviewed compliance reporting
- Reviewed internal financial controls and risk management systems
- Reviewed budget assumptions for 2023
- Analysed audit requirements (statutory and internal)
- Devised workplan for the following year

Commercial Committee

Members: Shirley Hooper (Chair), Liz Nicholl CBE, Lyn Carpenter, Rob Mills, Clare Briegal, Kate Agnew and Emily Whiteside

In 2022 The Commercial Committee met by video conference on four occasions, and completed the following activities:

- Created Commercial Strategy and assessed priorities of current projects
- Liaised with each Regional Federation about livestreaming of Qualifiers
- Agreed and ran workshops with Member nations during CGB2022
- Agreed to monitor carbon zero credentials for business and events side
- Proposed a policy for sponsorship by betting companies for recommendation to Board
- Decided on projects to maximise the commercial income from WN events to enable the Federation to provide more services for Member Netball Associations
- Prepared a proposal on global calendar and potential competition formats
- Agreed principles WN should adopt to guide future event and product planning
- Discussed potential of generating income from historical world cup footage
- Sponsorship Strategy for WN and NWC2023
- Media Rights Strategy for WN events
- FAST5 Strategy development

Governance Committee

Members: Ann Tod MNZM (Chair), Gaby Hochbaum, Leanne O'Leary, Octavia Gibson, Clare Briegal, Angela Sanderson

In 2022 the Governance Committee met on four occasions, and completed the following activities:

- Prepared recommendations paper on sub-regional structures
- Reviewed governance benchmarking and updated score
- Updated workplan to include a review in line with recent Olympic sports governance review questionnaire and to review Articles of Association
- Updated Articles of Association
- Prepared briefing note for Regional Directors outlining proposed amendments to the Articles of Association
- Updated Anti-Doping rules and provided these to WADA
- Agreed regional model constitution for Members with global development co-leads
- Amended model constitution for Regions to include fundamental issues with purpose section and section on amendment to articles
- Amended Constitution Guidance for Members to reflect the WN strategic plan, term limits and sustainability
- Amended Terms of Reference
- Prepared draft Congress agenda
- Assessed Committee effectiveness for 2022 and agreed re-appointment of independent committee members
- Amended Board Governance Policy to correct inconsistencies
- Agreed wording on athlete director role description

- Involvement in designing induction process for new directors
- Amended Terms of Reference for all Committees and Panels
- Removed Conflict of Interest Policy from resources checklist as covered by WN Code of Ethics and Anti-Corruption Code
- Agreed to recommend to the Board 4-year term appointments for all Committees
- Agreed Workplan for 2023

Nominations Committee

Members: Liz Nicholl CBE, Lyn Carpenter, Catherine Lewis, Kate Palmer, Angela Sanderson

In 2022 the Nominations Committee met by video conference on four occasions, and completed the following activities:

- Reviewed processes to ensure Board effectiveness
- Recommend to the Board that 3 Trustees be appointed to the World Netball Foundation
- Created a detailed timeline for process of amending Board structure
- Re-examined Board skills audit and development documents to ensure it meets WN's requirements
- Discussed future committee membership requirements with outgoing Chair of Audit & Risk and Governance Committees due to term limits
- Amended Board skills audit document
- Amended director appraisal form to include feedback on Chair's performance
- Developed a separate Equality and Diversity form for volunteers
- Created a paper showing work done by this Committee over the past 12 months and the impact of these actions

- Arranged explanatory webinar/zoom calls about changes to Articles of Association
- Amended athlete director job description
- Reviewed how committee effectiveness is assessed in future
- Amended director appraisal documentation
- Worked with Commercial Committee over role description and recruitment for independent member of that Committee
- Created a paper showing process for recruitment of several positions listed

Medical Committee

Members: Dr Grace Bryant (Chair), Prof Christa Janse van Rensburg, Sharon Kearney, Dr Praitmanand Singh and Janet Young (from 10th November)

In 2022 the Medical Committee met by video conference on three occasions, and completed the following activities:

- Updated Cardiac Screening policy
- Met with company providing electronic injury and illness reporting and provided feedback to Committee Members
- Discussed potential topics to be covered during umpire camp pre CG B2022
- Added Injury Reporting to Umpire participation agreement
- Commented on Covid mitigations to CG B2022 Technical Delegate
- Discussed Covid Protocol communications for games and netball specific with CG B2022 Organising Committee
- Prepared a paper delegating decision authority to CG B2022 Technical Representative regarding Covid 19 controls

- Reviewed Participation and Inclusion Policy and then contacted Heads of Performance for Member countries for their feedback
- Amended draft Concussion policy to include philosophy of management of sport related concussion
- Prepared notes about time on court during CG B2022
- Created educational webinars for time on court for Regional Qualifiers
- Provided notes on player substitution regarding blood on court which was sent to WN Event Consultant and to WN International Officiating Manager for discussion with Umpires
- Discussed Participation and Inclusion Policy and reviewed paper before it was sent to lawyers for review
- Created webinar showing how to use injury & illness surveillance app
- Reviewed injury and illness data collection during FAST5 with WN Event Consultant
- Prepared a risk assessment and test distribution plan for anti-doping for sharing with Committee for comment and feedback
- Created a list based on WADA banned substances list for 2023 for WN website.
- Discussed with WN Event Consultant the medical facilities availability for athletes and officials at NWC2023
- Contacted CG B2022 officials to ask what medical education programme for NWC2023 they would find helpful
- Reviewed workplan for 2023
- Agreed to assist Leeds Beckett University with research

Coaching Advisory Panel

Jill McIntosh (Chair), Bridget Adams, Sue Hawkins, Burta de Kock, Julia Lawrence, Dr Anita Navin, Norma Plummer AM, Yvonne Willering ONZM

In 2022 CAP met by video conference once and completed the following activities:

- FAST5:
 - Discussed proposed Rules changes for 2022
 - Discussed power play periods
 - Discussed options in the event of a draw
- Noted the application and appointment process for CAP Membership Renewal
- Confirmed the update on the Foundation Coaching video
- Noted this panel would be involved in a meeting with RAP to discuss upcoming rules review

CAP Chair (Dr Anita Navin) was appointed September 2022

- CAP Chair attended rules review face-to-face meeting in December 2022
- Discussions ongoing after board approval to develop a WN endorsement scheme for regional workshops and coaching awards
- CAP has commenced discussions to support the portability of coaching awards and qualifications between countries and regions

CAP Members were reappointed January 2023

Rules Advisory Panel

Cheryl Danson (Chair), Jonathan Bredin, Michelle Phippard, Waimarama Taumaunu and Yvette Smith

In 2022 RAP met by video conference on three occasions and in person on one occasion and completed the following activities:

- Agreed timeline for rules review
- Met with Chairs of CAP and OAP
- Invited rules change proposals from Members
- Reviewed suggested rules changes with input from CAP and OAP
- Discussed each rule change request (264 submissions) marking each submission with 'accept', 'partly accept' or 'reject' along with rationale
- Identified rules trials required
- Submitted proposals for rules review to WN Board
- Agreed to run worldwide Zoom updates on agreed Rule changes so all Members are receiving consistent messages

Officiating Advisory Panel

Garratt Williamson (Chair), Gary Burgess, Lisa Douglas, Stacey Campton and Christina Barrow

In 2022 OAP met by video conference on six occasions, and completed the following activities:

- The inaugural meeting discussed:
 - Forming the team, clarity on roles & responsibilities and identifying guiding principles and philosophies
 - Alignment to the WN Strategy – How to connect and ensure that the work of the OAP aligns to World Netball's strategic priorities
 - Understanding where OAP has come from – the work of the WCOR WG before OAP and why the OAP has been put in place
 - Linking existing operational priorities to the full WN Strategy
- Agreed a strategic framework
- Presented the OAP strategic framework to the WN Board which is aligned with the three core strategies of WN, to Grow, Play and Inspire, and considers how officiating can contribute to each of these strategic priorities
- Work is well underway on six short-term projects, each being led by a member of the OAP. Each project includes a project team made up of key stakeholders across umpiring and the wider netball community

NETBALL WORLD CUP 2023 QUALIFIERS

The five Netball World Cup 2023 Regional Qualifiers took place in 2022, in Fiji, South Africa, Singapore, Scotland and Jamaica. The five events were a huge success reaching audiences all around the globe.

Broadcast / Live Streaming

They were extremely successful in terms of broadcast coverage with Astro, Digicel, MaiTV, Cook Islands Television, Tonga Broadcasting Commission, TV1 Samoa, SuperSport and Sportsmax all broadcasting within their Regions. In Europe, Netball Scotland used their own NetballScotland.TV OTT Platform to stream matches behind a paywall, whilst in Asia matches were streamed on the Singapore Netball Facebook page (excluding Malaysia + Brunei).

World Netball's OTT platform, NetballPass, was used where rights were not sold to ensure global coverage outside of the Region.

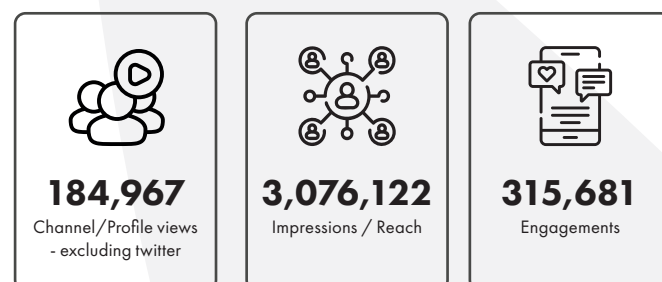
8,152,457
total viewership*
(NetballPass + Broadcast)

*not all data received from broadcasters

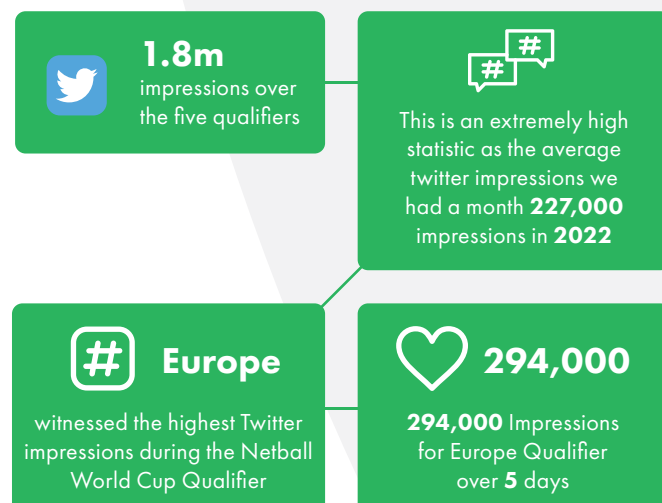


Socials

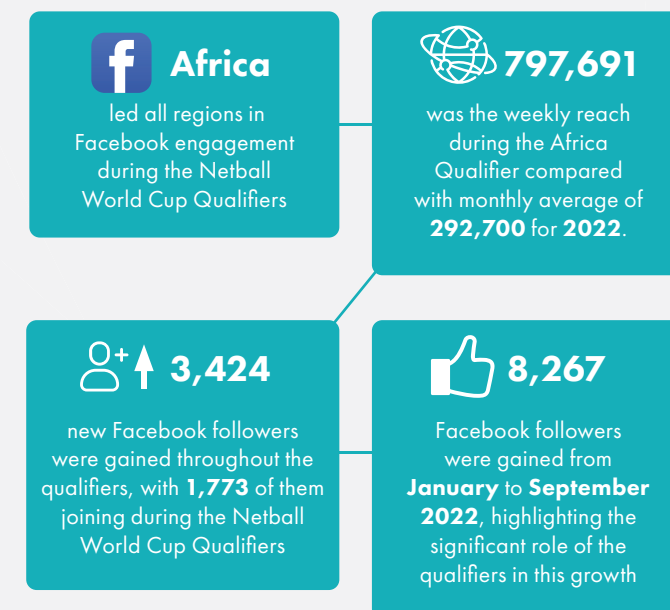
The World Netball social media channels also achieved impressive results:



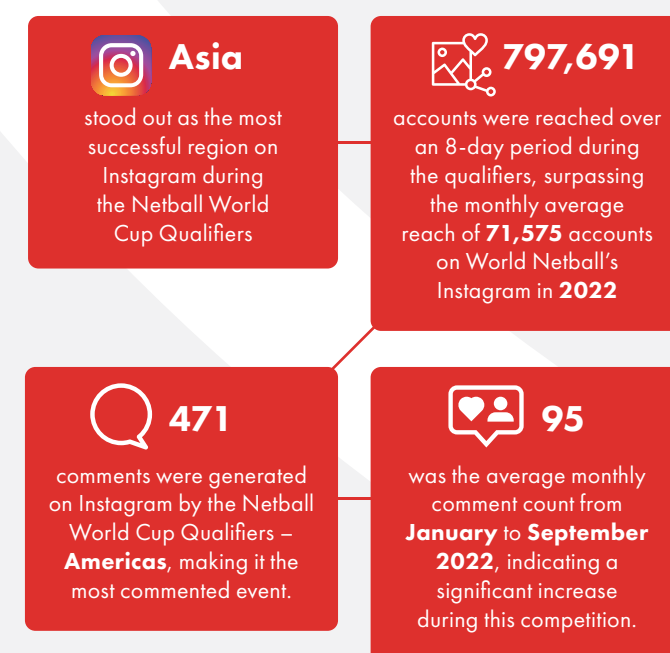
Twitter



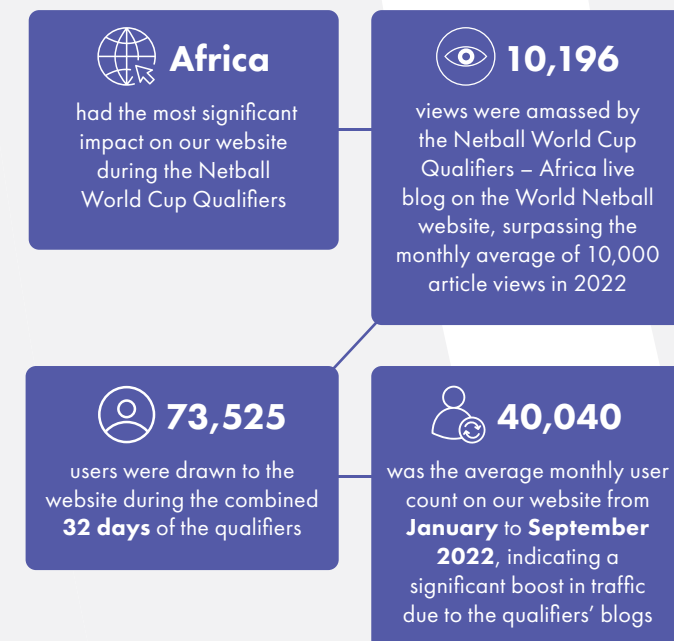
Facebook



Instagram



Website



Branding

Throughout the qualifiers we worked with each Regional Federation and host country to ensure that branding remained consistent across all five events. This included supplying them with a set of graphics we had designed and sending over a style guide which included the event name, logos and hashtags.



We also worked with Gilbert Netball to design event balls, which were the same design for each Region but personalised in their regional colours and with their event logo.

FINANCE DIRECTOR'S REPORT

ANN TOD MNZM



The Directors are pleased to report on the financial performance of the International Netball Federation Limited (the Federation) for the year ending 31st December 2022.

Financial Performance Review

The Federation recorded a deficit before tax of £713,194 in 2022. This deficit was in line with budget and what would reasonably be expected in the third year of the competition cycle.

INCOME

General

Income was £276,369 in 2022. This income was earned mainly from membership fees, grants, and royalties.

Financial Report

Member Numbers

Membership increased to 79 Members (56 full and 23 associate Members) in 2022. During the year the Federation welcomed one new Full Member and two new Associate Members.

Membership Subscriptions

Annual subscriptions from our Members was £118,876 in 2022. This amount reflects the return to fees at 100% following the 50% fee reduction in 2021 to assist members in the recovery from the impact of the Global Pandemic.

Competitions

There was no income from competitions recorded in 2022 (2021 £25,000 hosting fee for NWYC2025).

In 2021 there was a change of policy due to re-examination of the Hosting Agreement for NWC2023 and recognition that the full guaranteed amount had become due to the Federation when the agreement was signed. Previously the income recognised had reflected the contract payment schedule.

Royalties

Income received from royalty agreements was £55,000 in 2022 (£55,012 in 2021).

Grants

In 2022 the International Olympic Committee (IOC) provided a grant to the Federation totalling £27,279 (£23,528 in 2021) to support the Federation's anti-doping programme.



EXPENDITURE

GROW

Expenditure associated with GROW was £188,527 in 2022 (£170,151 in 2021). Net Effect grants to support Members' development initiatives amounting to £29,000 were made to Regional Federations once again in 2022. £87,388 (£44,943 in 2021) was spent on Regional Development Initiatives and £93,610 (£91,568 in 2021) was spent on digital marketing and communications.

PLAY

Expenditure in respect of Play was £106,666 in 2022 (£11,918 in 2021) of this £102,182 was spent on event management.

INSPIRE

Expenditure in respect of Inspire was £37,547 in 2022 (£7,545 in 2021). This expenditure was in respect of project management and set up costs for the World Netball Foundation.

GOVERN

Expenditure supporting the Federation's governance agenda was £656,657 in 2022 (£576,862 in 2021). This increase reflects the return to business-as-usual following in respect of International travel following the Global Pandemic.

GROUP CASH AND RESERVES

International Netball Federation Ltd held assets of £689,609 on 31st December 2022 (£1,327,333 in 2021). The reduction in assets is due to the in-year deficit and in line with budget and what would reasonably be expected in the third year of the competition cycle.

CONCLUSION

2022 saw netball begin to thrive once again following the global pandemic, with netball featuring in the Commonwealth Games and hosting successful netball World Cup qualifying events.

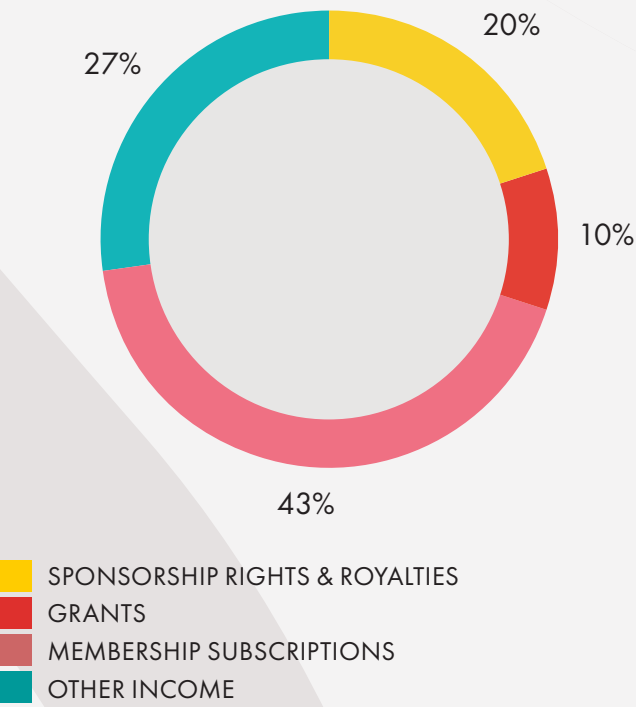
The Board and management will continue to work hard to identify new sources of income and ensure that all expenditure incurred represents best value for money and is spent in pursuit of the goals of the Federation and its Members.

ANN TOD MNZM
WORLD NETBALL FINANCE DIRECTOR

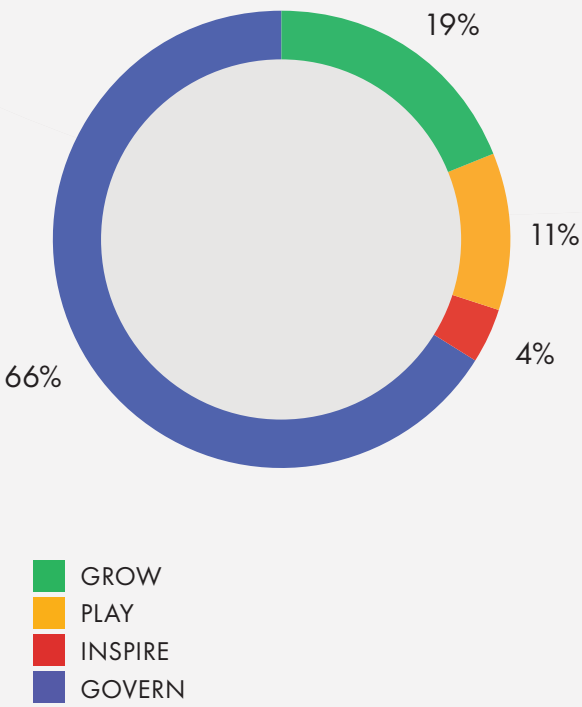
INCOME AND EXPENDITURE SUMMARY 2022		
INCOME	2022 £	2021 £
INCOME FROM COMPETITIONS	-	25,000
SPONSORSHIP RIGHTS & ROYALTIES	55,000	55,012
GRANTS	27,279	23,528
MEMBERSHIP SUBSCRIPTIONS	118,876	59,944
OTHER INCOME	75,214	11,107
INTEREST	-	1,998
TOTAL INCOME	276,369	176,589
EXPENDITURE		
GROW	188,527	170,151
PLAY	106,666	11,918
INSPIRE	37,547	7,545
GOVERN	656,823	576,862
TOTAL EXPENDITURE	989,563	766,476
SURPLUS/(DEFICIT) BEFORE TAX	- 713,194	- 589,887

STATEMENT OF FINANCIAL POSITION AS OF 31ST DECEMBER 2022		
FIXED ASSETS	£	£
PROPERTY, PLANT & EQUIPMENT	5,824	
INVESTMENT IN SUBSIDIARY	1	
CURRENT ASSETS		5,825
DEBTORS	405,574	
CASH AT BANK AND IN HAND	551,092	
		956,666
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	358,802	358,802
NET CURRENT ASSETS		597,864
NET ASSETS		603,689
RESERVES		
MEMBER FUNDS	1,327,333	
P&L ACCOUNT	723,644	
		603,689

SOURCES OF INCOME



EXPENDITURE BY STRATEGY



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