

INF Congress Meeting

Draft Minutes

July 2019

Venue: ACC Liverpool, England

Date: 10th & 11th July 2019

1 OPENING & WELCOME

An introductory video was then played followed by a brief welcome to the Members, INF Board and honoured guests from the Vice President of INF, Sue Taylor AM.

2 ROLL CALL

2.1 NUMBER OF MEMBERS PRESENT:

	Africa	Americas	Asia	Europe	Oceania	Total
Full Members	8	13	5	11	4	41
Associate Members	2	0	0	0	0	2

2.2 MEMBERS PRESENT

Members (A-Associate)	Delegates (O - Observers)	Designation
Antigua & Barbuda	Elijah Fontenelle	Director
Antigua & Barbuda	Shirley George-Benjamin	Secretary
Antigua & Barbuda	Janet Lettman (o)	Observer
Argentina	Mabel Laura Susana Roca	President
Argentina	Graciela Noemi Dondi	Treasurer
Australia	Paolina Hunt	Chair
Australia	Marne Fechner	CEO
Australia	Wendy Archer (o)	Director
Barbados	Nisha Craigwell	President
Barbados	Alicia Jemmott (o)	Secretary
Botswana	Malebo Raditladi	President
Botswana	Seipei Gaelesiwe	Vice President
Botswana	Onica Letshweny O-Ramocho (o)	Treasurer

Canada	Mary Webb	Vice President
Cayman Islands	Lucille Seymour	President
Cook Islands	Mii Maui	President
Cook Islands	Andrea Rongokea	Vice President
Core D'Ivoire (A)	Mosis Clemence	President
Dominica	Amanda Newton	Member Representative
England	Joanna Adams	CEO
England	Colin Povey	Chair
Fiji	Wainikiti Bogidrau	President
Fiji	RubyAnn Sorovaki	Vice President
Fiji	Myrtle Smith (O)	Treasurer
Gibraltar	Moira Gomez	President
Gibraltar	Suzette Galligan	Committee Member
Grenada	Glynis Roberts	President
Grenada	Oberon Pitterson Nattie	General Secretary
Grenada	Natasha Douglas (o)	Technical Director
Hong Kong	Sherryn Hancock	President
Hong Kong	Veronica Arnold	Vice President
Hong Kong	Emma Gregory (o)	Vice President
Isle of Man	Pip Cross	President
Isle of Man	Louise Skelly	Secretary
Isle of Man	Alice Cross (o)	U19 Squad
Israel	Judy Aknin	President
Jamaica	Paula Daley Morris	President
Jamaica	Tricia Robinson	Vice President
Jamaica	Jennifer Headlam	Vice President
Kenya	Immaculate Wambui Kabutha	President
Kenya	Millicent Busolo	Secretary
Kenya	Arne Jepkoech Bett (o)	Treasurer
Malawi	Khungekile Matiya	President
Malawi	Carol Bapu	Secretary General
Malta	Analise Magri	Vice President
Malta	Joyce Vella Dean	Committee Member
Namibia	Turky Ndashiva	Treasurer
New Zealand	Jennie Wyllie	Chief Executive
New Zealand	Allison Ferguson	Chair
New Zealand	Kate Agnew (o)	Head of Events
Nigeria (A)	Hellen Manufor (0)	Secretary
Northern Ireland	Geoff Wilson	Chair
Northern Ireland	Karen Rollo	Executive Manager
Northern Ireland	Lisa Rickett (o)	Club & Communities Officer
Pakistan	Mudassar Razak Arain	President

Republic of Ireland	Joan Young	Coaching Development Director
Republic of Ireland	Pam Hoyle	Manager
Samoa	Peseta Noumea Simi	President
Scotland	Claire Nelson	CEO
Scotland	Catriona Semple	Performance Director
Scotland	Caroline Mansley (o)	Chair
South Africa	Cecilia Molokwane	President
South Africa	Blanche de la Guerre	Chief Executive
South Africa	Christine Du Preez (o)	Vice President
Sri Lanka	Jayanthi V Somasekaram de Silva	Member Representative
Sri Lanka	Dammika Muthigala	Member Representative
St Lucia	Rufina Paul	President
St Lucia	Gertrude Brewster	Member Representative
St Maarten	Javon Edwards	President
St Maarten	Marva Bernard OD	Secretary
St Maarten	Violet Corbin (o)	Technical Director
St Vincent and the Grenadines	Doris McIntosh	President
St Vincent and the Grenadines	Natasha Sandy-Stapleton	Vice President
St Vincent and the Grenadines	Neteko Quammie (o)	Treasurer
Switzerland	Emma Connolly	President
Switzerland	Louise Goddard	Vice President
Thailand	Li Li Chng	Head of Development
Trinidad & Tobago	Martha Archer	Board Member
Trinidad & Tobago	Coreen David	Secretary
Trinidad & Tobago	Kenneth Butcher	Technical and Dev Committee
Uganda	Anek Susan N. Ongom	President
Uganda	Kisomose Annet Nabayego	Secretary
Uganda	Ogwell Bernard Patrick (o)	National Sport Council
UAE	Tanya Bertoldi	Secretary
UAE	Lynne McMurray	Treasurer
USA	Patrick Heron	President
USA	Keithan Superville	Vice President
USA	Karl Murray (o)	Grant Writer
Wales	Catherine Lewis	Chair
Wales	Sarah Jones	CEO
Wales	Rachel Bayley (o)	Head of Performance
Zambia	Bessie Malilwe Chelemu	Ministry of Youth Sport
Zimbabwe	Letitia Chipandu	President
Zimbabwe	Barbra Rice	Secretary General

Zimbabwe	Petronilla Goyne (o)	Treasurer
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2.3

PROXY VOTES WERE DESIGNATED AS FOLLOWS (6 FULL MEMBERS)

Country	Proxy vote given to
Bermuda	Nisha Craigwell, Barbados
Chinese Taipei	Sherryn Hancock, Hong Kong
Malaysia	Sherryn Hancock, Hong Kong
Singapore	Sherryn Hancock, Hong Kong
Papua New Guinea	RubyAnn Sorovaki, Fiji
Tonga	RubyAnn Sorovaki, Fiji

Grenada left the meeting prior to the elections and placed its proxy with St Lucia.

2.4

THE FOLLOWING PERSONS JOINED CONGRESS AS PRESENTERS OR OBSERVERS

Name	
Liz Nicholl CBE	Presidential Candidate
Lyn Carpenter	Netball Europe
Nathi Mthethwa	Minister for Sports Education and Culture. RSA
Mokoditloa Eliakim Moemi	Sport and Recreation Director General. RSA
Rowland Jack	iTrust Sport
Julie Harrington	CEO British Cycling
Sharni Layton	Former Australian Diamond
Caroline Barker	TV and Radio Presenter
Leanne O'Leary	INF Governance Committee
Grace Bryant	INF Medical Committee
Danielle Lewis-Collins	NWC2019 Welfare Officer

2.5

BOARD, MEMBERS, PANEL, CHAIRS AND INF SECRETARIAT STAFF IN ATTENDANCE

Board Members	Name
Vice President	Sue Taylor AM
Finance Director	Ann Tod
Further Director	Shirley Hooper
Africa Director	Tebogo Lebotse Sebege PCH
Americas Director	Dr Patricia Butcher
Asia Director	Gaby Hochbaum
Oceania Director	Tina Browne

INF Secretariat	Name
Chief Executive Officer (CEO)	Clare Briegal
Finance and Governance Manager	Angela Sanderson
International Umpiring Manager (IUM)	Christina Davidson
Digital Communications Officer	Grace Watson
African Regional Development Manager (RDM)	Joan Smit
Administration Manager	Maggie Ross
Sport Administration Intern	Rebecca Nicholson
Sport Administration Intern	Zoe Matthews
Communications Consultant	Nikki Richardson

- 2.6** A quorum was present on both days that Congress was held. On 10th July 2019 the votes in the room were 41 and with the 6 proxies the total votes possible was 47. There were no items for voting on 11th July.

2.7 APOLOGIES WERE RECEIVED FROM

Hon Molly Rhone OJ CD (President)

Janet Wrighton, MBE (Board Director)

Members (A-Associate, S-Suspended)

Ghana (S)

Maldives (S)

Burundi (A)

Cameroon (A)

Central African Republic (A)

Guinea (A)

Liberia (A)

Seychelles (A)

Anguilla (A)

Bahrain (A)

Brunei (A)

Japan (A)

Korea (A)

Nepal (A)

Philippines (A)

Timor Leste (A)

Denmark (A)

Sweden (A)

Norfolk Island (A)

Solomon Islands (A)

3 HONOURING THE DEPARTED

Congress honoured the departed with a moment's silence. The honoured departed are noted in Appendix 1.

4 ELECTION OF SCRUTINEERS

4.1 Delegates involved in or representing Members involved in any items requiring a vote were not eligible to be scrutineers.

4.2 The following individuals were proposed by the INF Board:

- Wendy Archer
- Alicia Jemmott
- Emma Gregory

4.3 A motion to approve the scrutineers was proposed by Australia, seconded by South Africa and unanimously approved.

5 APPROVAL OF MINUTES OF CONGRESS HELD GABORONE 6th & 7th JULY 2017

A motion to approve the minutes from Congress 2017, held in Gaborone was proposed by Australia, seconded by New Zealand and unanimously approved.

6 MATTERS ARISING (WHICH ARE NOT COVERED ELSEWHERE ON THE AGENDA)

None

7 PRESIDENT'S ADDRESS

The INF Vice President, on behalf of the Board of the International Netball Federation, extended a warm welcome to all valued Members joining them at Congress, and particularly to those who were attending for the first time.

The Vice President formally introduced the Board.

The President's address is shown in full in Appendix 2.

8 BOARD REPORT

The CEO presented the Board report which explained the progress against the key performance indicators identified in the INF Strategic Plan Netball 2020, the Vision, Mission and Values set out by the INF Board for the sport.

8.1 The CEO directed members towards the Annual Report for 2018 and the Annual Report and Accounts for 2017 for more detail on progress made in those two years.

Members were informed of the work being undertaken by INF in 2019. The CEO highlighted that the strategic planning for beyond 2020 was ongoing and would be developed further by the Board during the remainder of 2019.

9.0 FINANCIAL REPORTS AND REPORTS FROM FINANCE DIRECTOR

9.1 Members were given a short presentation highlighting the major features of the INF financial statements for 2017 and 2018

The Finance Director explained the reliance on income from INF Events especially Netball World Cup over the 4-year cycle. It was noted that the cyclical nature of INF finances had resulted in deficits of £323k and £345k in 2017 and 2018 respectively.

It was noted that Income from subscription fees was the most important source of income for INF in both 2017 and 2018.

Members were given a breakdown of INF expenditure for 2017 and 2018 which outlined the split of expenditure across INFs three strategic pillars.

9.2 The Finance Director informed members that the INF Board had approved the financial statements for 2017 and 2018 and requested that INF Congress receive and note the Financial Statements and Annual Report for 2017 and 2018.

9.3 Members were informed that during 2018, the Audit and Risk Committee had assessed audit quality and recommended that Beever and Struthers continue as INF auditor. The INF Board had accepted the recommendation and had appointed Beever and Struthers as auditor for 2019.

10 NETBALL WORLD YOUTH CUP 2021

Wainikiti Bogidrau of Netball Fiji addressed Congress, thanking the INF board for the opportunity to present.

Members were given an update of improvements being made to current facilities and the confirmed Organising Committee structure and were informed that the tournament would take place 10th to 19th June 2021.

The USA raised concerns that the proposed date may clash with the academic calendar in some countries. Fiji accepted that this may be an issue however felt that this may be an issue for other regions were the date to move. Fiji explained that the advantage of holding the event in June is that student accommodation would be available at this time and this would reduce the costs for participating teams.

Canada questioned whether the facilities in Fiji would be air conditioned and it was explained that as June is wintertime in Fiji it is probable that full air-conditioning would not be required.

11 NETBALL WORLD CUP 2023

Mokoditloa Eliakim Moemi, Sport and Recreation Director General. RSA introduced a short video presenting the outline plans for the Netball World Cup in Cape Town South Africa in 2023 and invited Members to attend NWC2023 and the 2023 INF Congress that will run alongside the event.

Cook Island questioned whether any arrangements are being made in respect of visas from travel to NWC2023. Mr Moemi stated that the new government in South Africa was looking at ways to ease travel to South Africa for the event and that it had already agreed that visas would not be required for Congress delegates.

Antigua and Barbuda questioned whether vaccinations would be required and was informed that South Africa subscribes to WHO rules in respect of vaccinations.

Nathi Mthethwa Minister for Sports Education and Culture. RSA, echoed the invitation to Cape Town in 2023 and gave his full commitment to supporting the event.

12 LAUNCH OF NWYC2025 AND NWC2027 BIDDING PROCESS

The CEO opened the call for 'Expressions of Interest' to Host the Netball World Youth Cup 2025 and Netball World Cup 2027.

Members were reminded that to bid you must be a Full Member of INF.

The INF has decided to provide Members and their partners with a longer window to prepare for the delivery of the NWC. This will provide more planning time and greater

certainty for INF and host countries. It may also provide opportunities for Members to gain the support of their funders (governments and host cities) ahead of them making commitments to other sports.

INF will therefore be running the bidding process for the NWYC2025 and NWC2027 at the same time.

Key Deadlines

- Expressions of Interest (EOI) must be submitted in writing by 31st December 2019.
- The Bid Application Documents will be circulated by 15th November 2019.
- Full Bids must be received by INF by 31st March 2020.
- A full Bid Evaluation will be carried out from 1st April – 31st September 2020
- Hosts announced by year end 2020

Members were encouraged to contact the CEO for further information and guidance.

Congress adjourned for lunch at 12:45pm and reconvened at 14:00pm.

13 INF GOVERNANCE AND ARTICLES OF ASSOCIATION

Roland Jack from iTrust Sport gave a presentation entitled “Governing with integrity for the future of Netball” The presentation looked at why governance matters for sport e.g. History of scandals – public concern and stated that loss of trust in all areas of society means that Improvements in governance give an organisation such as INF the best chance of achieving its objectives.

Mr Jack outlined the INFs performance in respect of governance as follows:

- Benchmarking INF – 2017 findings: Solid and consistent standards, recommendations: update electoral rules, Increase transparency of information.
- Benchmarking INF – 2018-19 findings: Ranking – 2nd out of 54, Key findings – consistent, high level of transparency, recommendations – Establish an Athletes’ Committee

Congress was then given an insight into the current trends in sports governance these being;

- Increasing transparency
- Term limits for Directors and Committee Members
- Focus on safeguarding
- Demonstrating benefits of an IF compared with private event organisers
- The importance of Independent committee members / directors
- Attention on organisational culture

The presentation concluded with members being asked to see improvements in governance as an opportunity and Members were reminded that with these improvements, netball can be world class and we can make the most of our limited resources.

ARTICLES OF ASSOCIATION

Members were informed that in order to make improvements to INF Governance several changes to the Articles of Association were being proposed by the Board. These changes fell into the following three categories Membership, Congress and the

Board review and changes to make the articles gender neutral. The agreed changes are shown in full at Appendix 3.

Membership

Articles 3.1 and 3.1.1. Members requested clarification as to why this change was needed and it was explained that although countries had in the past, been allowed to have more than one Associate member of INF (e.g. UAE) this was no longer appropriate and should be amended to ensure only one members per country. The proposal was approved.

Article 3.2.2 Congress was informed that the current Articles of Association have no specific provision regarding membership requirements for Associate Members and that the proposed amendment to 3.2.2 would resolve this. The membership requested that the word 'claim' in 3.2.2 (c) be amended to read 'hold'. The revised proposal was approved.

Article 3.5.2. Congress was informed that the current Articles of Association have no specific provision regarding readmission for suspended Members and that the addition of 3.5.2 would resolve this. The proposal was approved.

Article 3.5.4. Congress was informed that the current Articles of Association have no specific provision to reflect the change made on 2019 regarding the fee structure for Associate Members and that the proposed addition of to 3.5.4 (c) would resolve this. The proposal was approved.

Congress

Article 5.1.2. It was explained that one of the findings highlighted in governance reviews of INF undertaken in 2017 and 2019 was that the INF Board would benefit from the addition of one or more Independent Directors. The INF board had looked closely at this and felt that a proposal should be put before Congress that would see two of the current Director roles move from being elected roles to appointed roles through a Nominations Committee. The Board proposed that these roles should be that of Vice President and Further Director. Congress felt very strongly that the Vice President should be elected by the Membership and an amendment was proposed by Fiji to make the Finance Director role an Independent Director rather than the Vice President role. Feeling was split as to whether the Finance Director and Further Director posts should be appointed, and the amendment was voted on and not carried. Following further discussion and sharing of experiences Netball Australia proposed an amendment that only the Further Director post should be appointed. The amendment was voted on and carried and the article as amended was approved.

Board

Article 6.1.1 Would change as a consequence of changes to 5.1.2. The article as amended was approved.

Article 6.1.4 The Board proposed removing the maximum timeframe for questions to election nominees to give discretion to the chair (so that they can ensure fairness and equity). The proposal was approved.

Article 6.1.5 Would change as a consequence of changes to 5.1.2. The article as amended was approved.

Article 6.1.7. Would change as a consequence of changes to 5.1.2. The appointment of an Independent Director would be managed by a Nominations Committee. Congress was informed that the Nominations Committee would include a representative of the membership and a specialist in Governance/Board appointments. The article as amended was approved.

Article 6.1.10. The independent review of INF governance recommended that the provision for exceptional circumstances be removed in respect of Board term limits as it provided the potential for the Board to not comply fully with the intention of the article. Congress was informed that the amendment to 6.1.10 would resolve this. The proposal was approved.

Article 6.1.11 Congress was informed that article 6.1.11 is now obsolete and therefore no longer required. The proposal was approved.

Definitions

Consequential changes to definitions would be required in light of the changes to the Articles of Associations that had been approved.

General

The Articles of Association would be amended throughout to ensure gender neutrality.

Congress agreed that given the time overrun item 14, 15 & 16 would be deferred to the first items of business on Day 2.

17 ELECTION OF OFFICERS

17.1 Finance Director

There was one candidate for the position of Finance Director:

- **Ann Tod** - Nominated by New Zealand Seconded by Australia

The Vice President invited Ann Tod to address Congress.

A motion to re-elect the Finance Director without the need for a vote was proposed by Australia and seconded by Wales. The motion was approved.

Ann Tod was re-elected as Finance Director unopposed, for 4 years until the end of NWC2023.

President

17.2

There were two candidates for the position of President:

- **Dr Patricia Butcher** - Nominated by Trinidad & Tobago and Seconded by Grenada
- **Liz Nicholl CBE** - Nominated by England Netball and Seconded by Netball New Zealand

Each candidate was invited to address Congress.

Liz Nicholl was elected President by secret ballot and she would take up her position on the INF Board at the end of the NWYC2019, as per the Articles of Association, for a 4-year term until the end of NWC2023.

Liz Nicholl thanked Congress for being voted as President.

A motion was requested to destroy the voting slips. Barbados moved the motion, and Fiji seconded the motion.

The meeting adjourned at 17:30pm.

Congress reconvened at 8.30am on 11th July.

14 OTHER BUSINESS FROM MEMBERS FOR WHICH DUE NOTICE WAS GIVEN

1. Cayman - Review the INF Regulations Player Eligibility Clause
2. Cayman - Review the INF Rules of Netball Footwork Offence
3. Cayman - Create policies for International Test Matches
4. Cayman - Increase the number of countries playing at the Netball World Cup
5. New Zealand - Transgender Policy/Guidelines for Community Netball
6. Pakistan - Netball World Cup International Trophy Tour
7. Pakistan - Officially Recognise Men Netball & World Cup
8. Pakistan - Coaching & Umpiring Courses

- 14.1 Items 1, 5 and 7 would be addressed by the Board and Member views sought. **Board**
- 14.2 Item 2 would be considered by the Rules Advisory Panel as part of the rules review taking place in October 2019. **RAP**
- 14.3 Items 3 and 4 could be considered in the Congress workshops where Members would be given the opportunity to share their views on INF events. **Members**
- 14.4 Item 6 was addressed by the Chair and whilst it was acknowledged that a trophy tour could be something that INF might like to do it was felt that due to current resource restrictions it would be unlikely in the foreseeable future.
- 14.4 Item 8 was addressed by the CEO and Congress was informed that good progress had been made toward developing a standard course for coaching and officiating via ACOF however further resources were required in order to roll this out to all regions.

15 ANY OTHER BUSINESS (AT DISCRETION OF THE CHAIR IF NO NOTICE)

Congress noted the appointment of the following INF Regional Directors:

Americas: Marva Bernard OD

Asia: Gaby Hochbaum

Europe: Lyn Carpenter

Oceania: Wainikiti Bogidrau

16 APPLICATIONS FOR MEMBERSHIP

Cote D'Ivoire was accepted as a Full Member of INF.

Tokelau was accepted as an Associate Member of INF

18 GOVERNANCE IN ACTION

Caroline Barker, Sports journalist introduced this session which comprised of 2 panel discussion followed by an interview with Sharni Layton ex Australian Diamond.

In the first panel session that looked at player and participant welfare and wellbeing, Julie Harrington, British Cycling and Malebo Raditladi shared their experiences highlighting the role of governance in tackling bullying behaviours and discrimination and the SafeSport programme that was in place at NWYC 2017.

The second panel session looked at injury prevention in Netball. Kate Agnew, Netball New Zealand gave Congress an insight into the Netball Smart Programme currently in use in New Zealand and Alanna Ancliff, Netball Australia gave an overview of The Knee Programme (prevention of knee injury in netball) currently in place in Australia.

In her interview Sharni Layton gave Congress a personal perspective on the pressures faced by elite athletes and netballers in particular she emphasised the need for good psychological support around athletes and the need for breaks during the season and between domestic and international seasons to ensure that athletes have the space to manage their mental health.

19 NETBALL 2020 AND INF WORKSHOP PROGRAMME

Clare Briegal, Christina Davidson and Angela Sanderson invited the Congress delegates to attend the Workshop Programme which was themed around the Netball2020 strategies:

MEMBERS

Governing with Integrity

- Good governance for INF Regions and Members
- Safeguarding in Sport – Learning from others
- Anti-doping – Members responsibilities
- Regional Federation Workshop

Thrilling World Class Events

- International Event calendar and portfolio
- Net2019 legacy programme
- International umpiring processes
- International Test Match Procedures for Test Matches and Regional Events
- Rules – Shine the light

Empowering Through Netball

- Marketing planning and communications
- Live streaming and broadcast

20 PRESENTATION OF INF SERVICE AWARDS

20.1 The Further Director read the citation for the award for Tina Browne, Cook Islands. The Award for Tina Browne was then presented.

20.2 The Finance Director read the citation for the award for Janet Wrighton MBE, England. The award was accepted by Lindsay Sartori, President, England Netball on behalf of Janet.

20.3 The Vice President read the citation for the award for Cheryl Dawson, New Zealand. The award was accepted by Allison Ferguson, President, Netball New Zealand on behalf of Cheryl.

The awards for Janet and Cheryl would be presented in person, at a future date.

The citations may be found in Appendix 4

21 PROPOSED DATE AND LOCATION OF CONGRESS 2019

Suva, Fiji will host the next Congress in June 2021.

22 CLOSING REMARKS

The Vice President closed Congress, thanked everyone for attending and wished good luck to all the teams participating in the Netball World Cup 2019.

Date:

Signature: