



INTERNATIONAL  
**NETBALL**  
FEDERATION

### **Member update following the INF Board Meeting October 2019**

The INF Board met from 25<sup>th</sup> – 27<sup>th</sup> October in Singapore. This was the first Board meeting since the elections at INF Congress and in the Regional Federations. Our new President, Liz Nicholl, acknowledged the significant contribution of past President Hon Molly Rhone OJ CD who had reached her maximum term in July, as well as Janet Wrighton MBE, Tina Browne, Dr Pat Butcher and Tebogo Lebotse Sebego. We welcomed our new and existing Board members and agreed some collective ground rules to set out how we will work together constructively and respectfully while acting at all times in the best interests of Netball. Before the meeting started we acknowledged that athletes/players are at the heart of our sport and our decisions should be taken with that in mind. We drew up an empty Chair up to the table to remind us to consider ‘would it have been helpful to have the athlete’s perspective on this?’ as the meeting progressed we could clearly see the need to establish a way of enabling the athlete’s voice to be heard and this must be embedded in our future strategy.

### **Beyond Netball 2020**

This is the period in the 4-year cycle for INF when the Board reviews the progress made in relation to the current strategic plan and creates the plan for the next 4 year period. The first day of the Board meeting was devoted to the ‘Explore & Review’ stage of the strategic planning process as outlined here:



The Board received the results of the Member survey carried out by the market research company Populus. This research brought insight gleaned from Members. Board was able to consider these views when identifying the areas to be embedded into a new strategy and where focus and momentum is needed in the next strategic plan. The full report accompanies this Member update. Members can be assured that there will be further consultation through the strategic planning process. (The dates above are indicative.) The key findings from this research were summarised as follows by the company we commissioned :

Conclusions and Recommendations

- The success (albeit not unqualified) of Netball 2020 means that the INF has strong foundations to build on, especially a reputation for good governance and communications
- The aim now is growing the game. That comes in three areas:

|  |   |  |
|--|---|--|
| <p><b>Participation and Performance</b></p> <p>Including increasing 'grassroots' participation as well as national and regional membership</p> | <p><b>Product</b></p> <p>Including ensuring competitive games between more evenly matched teams and high profile events (e.g. the Olympics)</p> | <p><b>Profit</b></p> <p>Including aiming for a greater media profile and more and bigger broadcast and sponsorship deals</p> |
|--|---|--|

- The next step is deciding how to prioritise these three areas and communicating that plan with members.
- Within these, there are some areas of contention which the INF must be aware of and manage accordingly among members:
  - Inclusion in the Olympic Games
  - Men's netball
  - Disparities between current member countries

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23

Armed with this feedback from Members and a number of industry reports that provided information on the global sporting landscape, the Board identified the key programmes that it believes should form the pillars of the INF's strategic plan to 2024:



Priority projects are shown in red.

**Next Steps**

The Secretariat will now work with the Board to:

1. assign project leads and committees or working groups to define each of the projects
2. prioritise the programmes taking into account the current and future needs of the membership and the relative impact that the projects may have on delivering a step change in performance
3. establish the resources required to deliver the programmes to ensure viability
4. capture the narrative that will be used to communicate and consult on the proposed plan

5.

**Board Meeting Decisions:  
Committee & Working Groups**

The Board considered the composition of the existing Committees and Working Groups and decided the following membership. Further advice will be drawn from the membership and external experts as needed.

| Group                                      | Chair          | Members  | INF Staff                                       | Independent                             | Consultant<br>(as required)                                 |
|--|----------------|--|---|---|---|
| Audit & Risk Committee                     | Ann Tod        | Marva Bernard  | Clare Briegal, Angela Sanderson (In attendance) | Gordon Padley                           | Auditors  |
| Commercial Committee                       | Shirley Hooper | Lyn Carpenter  | Clare Briegal, Grace Watson                     |   | Richard Bunn Nominee from Lagardère and Sponsorship agency. |
| Governance Committee                       | Ann Tod        | Gaby Hochbaum<br>Octavia Gibson (ex-Chair of this committee) | Clare Briegal, Angela Sanderson                 | Leanne O'Leary (appointed by the Board) |   |
| Sustainability & Development Working Group | Sue Taylor     | Shirley Hooper   | Grace Watson                                    |   | Trish Van Leeuwen   |

A Nominations Committee will be established to assist in the appointment process for committee members and the Independent Board Director in accordance with the changes to the INF Articles of Association that were approved at the INF Congress. Terms of Reference for this committee will be developed for the committee and shared with Members in due course. This committee will be led by the President Liz Nicholl.

The Board is considering how best to capture the voice of the athlete in the work of the Federation and decided that Gaby Hochbaum and Lyn Carpenter would lead a working group to consider this.

**Interim Operational Plan & Budget**

The Board approved an interim operation plan and budget for 2020 for the Secretariat whilst the new strategic plan is developed. Net Effect funding for the Regions for 2020 was increased to £29,000 to provide additional support for those regions that do not have a Regional Development Manager.

**Sustainability & Development**

‘Creating Choices’ had been launched successfully to Members in July as a platform for philanthropic giving. The Board members could see the potential in the concept and have asked the Sustainability and Development working group to develop the thinking further and specifically to develop a full ‘case for giving’ and business plan.

**Sponsorship**

The Commercial Committee updated the Board on the appointment of a sponsorship agent to work with the INF and the organising committee of the NWC2023.

**Events**

The competition format and qualification process for the Commonwealth Youth Games (CYG) Trinidad & Tobago 2021 and the Commonwealth Games Birmingham 2022 were discussed. The CGF will be advised of the views of the Board and further information will be shared as soon as it is available.

The process for appointing Technical Delegates for these events will begin shortly and Members will be advised on how individuals may apply.

## Board Discussion and Review

The Board reviewed the following:

1. the financial position of the INF up to September 2019 and the financial forecast to 2027
2. the key risks that face the organisation and how they are mitigated by the operational plans
3. the interim report from the organising committee of the NWC2019, the reports from the INF Technical Delegate and Medical Committee Chair as well as feedback from surveys completed by the participating countries and officials
4. feedback from Delegates regarding the INF Congress and Congress Workshops

The Board agreed that the NWC2019 had been hugely successful and congratulated England Netball on delivering a world class event. Whilst ticketing had delivered exceptional income the Board agreed, and feedback confirmed, that the needs of the netball family had not been met. The Board will seek advice from the past presidents, board members and service award holders to ensure this is addressed for the future.

The items raised by Members at Congress were discussed and added to the workplan of the Board and Committees.

Governance Committee

1. Review the INF Regulations Player Eligibility Clause (Cayman/USA)

Commercial Committee

2. Increase the number of countries playing at the Netball World Cup (Cayman)
3. Create policies for International Test Matches (Cayman)

These points will also be considered in the development International Event Strategy referred to above.

Medical Committee

4. Transgender Policy/Guidelines for Community Netball (New Zealand)

Rules Advisory Panel

1. Review the INF Rules of Netball Footwork Offence (Cayman)

NWC2023 Organising Committee

2. Netball World Cup International Trophy Tour (Pakistan)

Board

3. Officially Recognise Men Netball & World Cup (Pakistan)
4. Coaching & Umpiring Courses (Pakistan)

A number of operational policies were approved:

1. Updated whistle-blower policy
2. Expenses policies for Volunteers and Staff

The Board received minutes/reports from:

1. Audit & Risk Committee
2. Governance Committee
3. Commercial Committee
4. Coaching Advisory Panel
5. Rules Advisory Panel
6. Chief Executive
7. International Umpiring Manager
8. Digital Marketing Manager
9. Regional Development Manager Africa
10. Technical Delegate for NWC2021

11. FISU Technical Delegate

The Board discussed the progress of Member netball associations around the world. Each of the regional directors gave a report. The Board received a report from Tebogo Lebotse Sebege on the significant progress made in the Continent during her 9 year term as Regional Director Africa.

**Next Board meetings**

The Board dates of the Board meetings for 2020 were agreed as:

*Friday 20<sup>th</sup> – Sunday 22<sup>nd</sup> March*

*Friday 17<sup>th</sup> – Sunday 19<sup>th</sup> July*

*Friday 30<sup>th</sup> Oct – Sunday 2<sup>nd</sup> November*

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## Appendix – Decisions of the INF 2019

| Date     | Format        | Decision  |
|----------|---------------|---|
| Jan 2019 | Board Meeting | Approval of the host of the Netball World Cup 2023.   |
| Jan 2019 | E-mail        | Approval of the Chair and members of the INF Medical Committee.   |
| Mar 2019 | Board Meeting | The 2018 financial statements of INF Ltd and INF Secretariat UK Ltd. were approved.   |
| Mar 2019 | Board Meeting | Investment proposal approved – INF reserves retained in an interest bearing savings account with Skipton International Ltd  |
| Mar 2019 | Board Meeting | Beever & Struthers Ltd. were appointed as auditors for 2019, subject to a change in audit partner.  |
| Mar 2019 | Board Meeting | The Board agreed that Ann Tod, Finance Director be appointed as a Director of INF Secretariat UK Ltd.   |
| Mar 2019 | Board Meeting | Updated Terms of Reference of the Governance Committee were approved.   |
| Mar 2019 | Board Meeting | All committee Terms of Reference should include an equality statement and a provision that limits the terms of members to 12 years (excluding staff).   |
| Mar 2019 | Board Meeting | The Jury of Appeal were appointed for NWC2019 and a number of sanctions to be applied to teams or participants failing to adhere to the event regulations were approved.  |
| Mar 2019 | Board meeting | The Board agreed funding for an International Umpiring project.   |
| Mar 2019 | Board meeting | The Board approved funding for a fundraising trial for 2019.  |
| Mar 2019 | Board Meeting | The Board agreed that due to the exceptional circumstances related to the timing of the Pacific Games and the VNWC2019, Netball Samoa's games at both events would be eligible for ranking points. This decision not to be taken as a precedent for other concurrent tournaments.   |
| Jul 2019 | Board Meeting | The Board decided that sanctions for breaching INF uniform regulations at the Netball World Cup could be applied in relation to each time a team takes to court. In order to ensure consistency of approach with previous events, should a team breach the regulation for the first time it would be sanctioned once in the tournament. |
| Jul 2019 | Board Meeting | Investment plan approved  |
| Jul 2019 | Board Meeting | Budget assumptions for 2020 approved including an increase to anti-doping testing.  |
| Jul 2019 | Board Meeting | The Board decided that the increase for Membership fees for 2020 should be 2.5%.  |
| Jul 2019 | Board Meeting | The Board decided that Janet Wrighton, Molly Rhone and Sue Taylor would be the initial trustees for the International Netball Foundation Charity.   |
| Jul 2019 | Board Meeting | The Board agreed to send a delegate (Regional Director – Americas) to the SportAccord Regional meeting in the USA in  |

|          |               |  |
|----------|---------------|--|
|          |               | December 2019.   |
| Jul 2019 | Board Meeting | The Board agreed that the NWYC2021 Qualifier - Europe could take place after the 31 <sup>st</sup> July deadline (in October 2020).   |
| Jul 2019 | Congress      | Changes to the Articles of Association approved: <ol style="list-style-type: none"> <li>1. Appointment of Independent Director from 2021</li> <li>2. Clarification on Associate Member status and reinstatement following suspension of membership due to late-payment of fees.</li> <li>3. Ensuring language of the articles is gender neutral</li> </ol> |
| Jul 2019 | Congress      | Election of President and Finance Director   |
| Jul 2019 | Board Meeting | The Board agreed that Liz Nicholl, President be appointed as a Director of INF Secretariat UK Ltd.   |
| Oct 2019 | Board Meeting | Board Committee and Working Group chairs and members.  |
| Oct 2019 | Board Meeting | Approved TOR for the A&RC.   |
| Oct 2019 | Board Meeting | Interim Operational Plan and Budget for 2020   |
| Oct 2019 | Board Meeting | Process for delivering Strategic Plan for 2020-2024  |
| Oct 2019 | Board Meeting | Process for the appointment of the Technical Delegates for the CYG T&T 2021 and CG B 2022  |
| Oct 2019 | Board Meeting | Approval of updated Whistle-Blower and expenses policies.  |
| Oct 2019 | Board Meeting | Future collaboration with the international university sports organisation (FISU) on a university team based international championship  |

The members of the INF Board present were:

|                  |                  |                    |          |
|------------------|------------------|--------------------|----------|
| Liz Nicholl, CBE | President        | Marva Bernard OD   | Americas |
| Sue Taylor AM    | Vice-President   | Gaby Hochbaum      | Asia     |
| Ann Tod          | Finance Director | Lyn Carpenter      | Europe   |
| Shirley Hooper   | Director         | Wainikiti Bogidrau | Oceania  |

The Africa AGM was held on 17<sup>th</sup> October and Cecelia Molokwane was elected Board director (Africa). Cecelia will be briefed fully on the meeting by the President and CEO and she will attend the next Board meeting.