

Name of Full Member Netball Association **Australia** hereby nominates **Kate Palmer AM**.

The Nomination form must be accompanied by:

1. Nominee's Curriculum Vitae including:
 - a. a brief statement of nominee's qualifications / experience;
 - b. their netball experience and involvement; and
 - c. other sporting, commercial, management or professional experience or relevant qualifications.
2. Statement on behalf of nominee of how they can assist international netball.
3. Statement signed by the nominee confirming their willingness to stand and confirming that they have no pecuniary interest in the game of Netball (or, if they do have such an interest, setting out in full the nature and extent of such interest).

These items will be included in the papers distributed for Congress.

Prior to the election, the Nominee has the opportunity of addressing Congress, such address being no longer than 5 minutes, followed by the opportunity to for Members to ask questions.

This nomination is seconded by Kenya Netball Federation



09/05/2025

Signed President

Date

Elizabeth (Liz) Ellis AO

Netball Australia Chair



Signed Secretary

09/05/2025

Date

Stacey West

Netball Australia CEO

Forward this nomination to: WN CEO, Suite 6.02 Tomorrow, MediaCityUK, Salford, Greater Manchester, M50 2AB.

Email: info@worldnetball.sport

NOMINATION MUST BE RECEIVED BY 17:00 GMT Friday 9th May 2025

Name of Full Member Netball Association **Australia** hereby nominates **Kate Palmer AM**.

The Nomination form must be accompanied by:

1. Nominee's Curriculum Vitae including:
 - a. a brief statement of nominee's qualifications / experience;
 - b. their netball experience and involvement; and
 - c. other sporting, commercial, management or professional experience or relevant qualifications.
2. Statement on behalf of nominee of how they can assist international netball.
3. Statement signed by the nominee confirming their willingness to stand and confirming that they have no pecuniary interest in the game of Netball (or, if they do have such an interest, setting out in full the nature and extent of such interest).

These items will be included in the papers distributed for Congress.

Prior to the election, the Nominee has the opportunity of addressing Congress, such address being no longer than 5 minutes, followed by the opportunity to for Members to ask questions.

This nomination is seconded by- **KENYA NETBALL FEDERATION**
(Name of Full Member Netball Association)

Signed on behalf of the Member by -



Print Name – **IMMACULATE WAMBUI KABUTHA**

KENYA NETBALL FEDERATION
P. O. Box 48837 - 00100
NAIROBI, KENYA
DATE: **8/5/2025**

Position - **PRESIDENT**



Signed President

8TH MAY, 2025

Date

IMMACULATE WAMBUI KABUTHA

Print Name

KENYA NETBALL FEDERATION
P. O. Box 48837 - 00100
NAIROBI, KENYA
DATE: 8/5/2025



Signed Secretary

8TH MAY, 2025

Date

MILLICENT BUSOLO

Print Name

Forward this nomination to: WN CEO, Suite 6.02 Tomorrow, Media CityUK, Salford,
Greater Manchester, M50 2AB.

Email: info@worldnetball.sport

NOMINATION MUST BE RECEIVED BY 17:00 GMT Friday 9th May 2025

Resume – Kate Palmer AM

Mobile: 0419 599 856

Email: katempalmer@outlook.com

PROFESSIONAL SUMMARY

Highly experienced Non-Executive Director and Chief Executive with an outstanding record of creating and implementing strategic visions that have shaped the success of international, national and state organisations. A transformational leader and pioneer in sports leadership who has: elevated the integrity of the industry; put woman's sport on the map; created world-class organisations; been influential in bringing Australian high-performance teams to the world stage; improved inclusivity, accessibility and equality; as well as influenced national government agenda in improving participation in sport and physical activity across the country. Offer unique strengths in creating authentic partnerships, managing complex and often competing relationships, shaping cultural frameworks that drive organisational and community change, diversifying revenue streams and inspiring others to deliver on strategic outcomes. An exceptional change agent with a passion for improving community outcomes in health, wellbeing and activity, will thrive in roles where she can shape meaningful and positive change.

Key Competencies:

Leadership: A transformational leader, dynamic and inspiring, offering extensive governance and Board experience. Creates clear strategic vision, articulates pathways for change, and has proven ability to influence and motivate others to unite and deliver key results. A flexible and pragmatic leader who offers a perfect balance of both people and action focus, as well as high standards of integrity.

Strategic Acumen: Offers exceptional strategic acumen having transformed state, national and international organisations. A unique ability to quickly identify how to connect with and grow the target market and/or membership base, build efficiencies and integrity, with a willingness to test new ideas and innovate. Has a strong focus on purpose and ability to deliver on the organisation vision, as well as being decisive and able to act with speed and conviction.

Change Management: Mastery in change management principles and the ability to identify, manage, influence and support individuals through the process. Adept at managing complex and often competing relationships across business, community and government interests to achieve aligned goals.

Financial Acumen: Strong financial acumen having been responsible for budgets of up to \$300million. Ability to forecast and make business decisions through a financial lens having streamlined organisations to deliver savings, as well as increase revenue threefold.

People Management: An authentic leader with an ability to connect quickly with people through a transparent and honest approach. Deep experience in issues management in a range of complex settings and environment, as well as a proven ability to align teams around goals and drive successful performance.

Network: Outstanding networking skills with high-level local and global connections across the sporting, government and commercial sectors. Excellent relationship building, negotiation and influencing skills that have delivered multi-million dollar sponsorship deals, enterprise bargaining arrangements, an elevated position for women in sport, as well as created deeply embedded relationships across sporting associations delivering immense value to organisations.

NETBALL EXPERIENCE AND INVOLVEMENT

WORLD NETBALL NOMINATION COMMITTEE – Member (2021 – current)

The responsibility of the Committee is to assist the Board with the appointment of Board, Committee Members and other roles in line with the WN Articles of Association, Board Governance Policy and the relevant Terms of Reference.

Note: To avoid a conflict of interest, I will take leave from this Committee if my nomination is accepted.

WORLD NETBALL - Director (2011-2015)

Australia won the right to host the 2015 Netball World Cup. Serving on the World Netball Board provided an opportunity for me to identify other ways in which benefits from NWC2015 could be maximised for World Netball and member Federations.

The honour of serving and contributing to the future of netball globally had a profound impact on me. It provided an opportunity to meet and share ideas with like-minded people from around the world and to make decisions with an understanding and respect for the differences and more often common experiences of netball organisations and participants globally.

ASIAN NETBALL REGION – Delegate

As an Asian Regional Director, I had the unique opportunity to learn more about the opportunities and challenges facing younger nations to grow netball and contributed and added value where possible. The key reflection is that it is important to acknowledge the rich netball history in all Federations and respect their importance to the future of the sport.

NETBALL AUSTRALIA – Chief Executive 2007-2017

Netball Australia is the National Sporting Organisation responsible for the governance, development and promotion of netball throughout Australia. Over 1.2 million participants enjoy the game nationally and Australia has been dominant on the international stage since 1963. Netball in Australia has more than 350,000 registered members based in eight member organisations. The sport provides pathways for athletes, coaches, umpires and administrators that nON by a range of development programs and services.

Key Responsibilities:

Reporting to the Chair of the Board, the role was responsible for: modernising the organisation; uniting and bringing the sport together nationally; professionalising the sport; increasing the national and international profile, as well as increasing revenue through partnerships and sponsorships. This included oversight of four direct reports, forty-nine employees and a budget of \$20million.

NETBALL VICTORIA - Chief Executive 2000-2006

Netball Victoria is a non-for-profit organisation responsible for the management and development of netball across Victoria. With over 120,000 members, the organisation's core function is to identify and meet the needs of netball players, coaches, umpires, administrators, associations and clubs and in doing so enhance participation experiences and encourage participation in the sport.

Key Responsibilities:

Reporting to the Chair of the Board, the role was responsible for continuous business improvement, modernising and strengthening the position of the organisation, as well as growing revenues. This included oversight of five direct reports, twenty-six employees, thousands of volunteers and a budget of \$5.5million.

NETBALL EXPERIENCES - BROADLY

Prior to becoming Chief Executive of Netball Victoria, I was the Administration Manager from 1995 to 1998 and the Junior Development Manager from 1994 to 1995.

A lifelong involvement in netball as an Athlete at many levels (community, regional and State) as an Umpire to the Australian 'B' grade standard (not current), a Team Manager at the Victorian State underage and open level, a Coach at the community level, a netball commentator for TV and radio and a volunteer committee member at the local level.

OTHER BOARD and COMMITTEE APPOINTMENTS

Director – Richmond Football Club (Feb 2021 – current)

The Richmond Football Club's (RFC) Purpose is "Connecting to Thrive and Win". The RFC competes in the Australian Football League (AFL). With over 100,000 members, the Club prides itself on continuing to build a "strong and bold" future. The Club was formed in 1885 and has won 13 Premierships in the history of the VFL/AFL competition, including recent successes in 2017, 2019 and 2020. Punt Road Oval has been the home of the Richmond Football Club since the Club's inception in 1885 and recently the Board approved plans for a major redevelopment to deliver a state-of-the-art training facility and elite training ground for its AFL, AFLW and VFL teams. The Centre will remain the home to both the Administration and Football departments of the Club, as well as the [Korin Gamadji Institute](#) and [Bachar Houli Foundation](#).

Director – Canteen Australia (Sept 2020-2023)

Canteen Australia provides tailored support for young people aged 12-25 who are impacted by cancer. All support services are underpinned by Canteen's research and evaluation team who conduct world-class psychosocial research with the goal of transforming the lives of young people affected by cancer.

I was actively involved in a capital raising campaign, to deliver two cancer hubs (Sydney and Melbourne), in collaboration with Camp Quality and Red Kite that will streamline the way that 74,000 children, young people and their parents impacted by cancer receive the support they need.

Chair – Victorian Institute of Sport (VIS) (2010-2016)

This appointment coincided with a disruptive time in the VIS history. The VIS they were being relocated to a redeveloped site at Albert Park. The organisation was reluctant to move from their home of ten years. As Chair, the role was to focus the organisation on the move and how we could achieve the same or improved infrastructure, equipment, conditions of lease. This was achieved and shifted the emphasis to embracing the new home. In addition, the focus was on leading, via the Board, a new strategic framework (to integrate Australia's Winning Edge strategy) and exploring how to create financial sustainability in a resource tight environment.

Trustee – Melbourne Cricket Ground Trust (2004-2015)

Appointed initially by Justin Madden (and reappointed twice).

Trustee during the \$400m MCG redevelopment in preparation for the Commonwealth Games (2006). Represented the Trust on a range of sub-committees including:

- a. **Great Southern Stand Steering Committee** a \$55m project to refurbish facilities.
- b. **Water Recycling Project** - \$24million project to build Victoria's largest underground water recycling facility. The water plant treats sewerage from the local network to Class A recycled water standards. More than 189 million litres of recycled water are produced each year reducing the MCC use of potable water by 50%. An important initiative to meet the MCC/Trust environmental sustainability objectives.
- c. **Australian Sports Museum** – A \$25million dollar project to revamp the National Sports Museum in 2007/8. The redevelopment was critical to modernise the ground infrastructure and ensure that the people of Victoria and Australia had access to the most significant Australian collection of sporting heritage. It was also important to increase entertainment experience for the growing number of international visitors to the MCG.

Member - Australian Sports Anti-Doping Authority (ASADA) Advisory Group (2010 – 2014)

Appointed by the Commonwealth Government

The ASADA Advisory Group was established in May 2011 to act as an advisory forum for ASADA's CEO on anti-doping matters. They also provided advice more broadly on matters relating to engagement with sporting bodies and providing one-on-one advice to the CEO in specific areas relating to the individual member's area of expertise. The group comprised experts in sport, health, law and law enforcement. The 'blackest day in Australian sport' occurred during this tenure and although the Advisory Group was not actively involved, and had no delegated powers relating to the matter, we were exposed to insights into actions/responses of government, NSO and athletes during an unprecedented crisis.

Other Board/Committee Appointments:

- Richmond Football Club Redevelopment Committee (2022 – current)
- Chair - Richmond Football Club Nominations Committee (2023-current)
- Richmond Football Club Finance, Audit & Investment Committee (2024-current)
- Male Champions of Change (Sport) Special Adviser (2016-2024)
- Richmond Football Club Governance & Remuneration Committee (2020-2023)
- Canteen Australia Audit & Risk Committee (2021 – 2023)
- Canteen Australia Nomination Committee (2021 – 2023)
- Co-Chair Minerva Network Victorian Chapter (2020-2024)
- Australian Women in Sport Advisory Group (2019-2020)
- Member - Sport Integrity Australia Steering Committee to deliver the National Sports Tribunal and Sport Integrity Australia (2019)
- Richmond Football Club Governance Committee (2014-2017)
- Director – Commonwealth Games Australia (2011)
- Director – TTNL Ltd (ANZ Championship 2008-2016)
- Ambassador – ConnectGV: See the possibility, not the disability (2017-2018)

QUALIFICATIONS

-
- Australian Institute of Directors – Company Director Course (Completing)
 - Masters degree in Sport Management – Deakin University (2000-2003)
 - Bachelor of Applied Science Honours – RMIT University (1990-1993)
-

PROFESSIONAL ORGANISATIONS

-
- Graduate – Vincent Fairfax Fellowship – (2023)
 - Graduate – Cranlana Executive Colloquium – Ethical Leadership (2019)
 - Chief Executive Women – 2017-current
 - Graduate – act3 – Personal Strategic Planning (2016)
 - Graduate – Williamson Community Leadership Program (2005)
-

AWARDS & RECOGNITION

-
- Australian Honours – a Member of the Order of Australia (AM) for services to sport (2019)
 - Australian Financial Review – 5th most culturally powerful (2016)
 - Australian Institute of Sport – Sport Leader Award 2015
 - Deakin University - 2003 Advancing Sport Management Award

- Sport & Recreation Victoria Organisation Management Award for the development and implementation of a new governance structure (based on the Carver Policy model)
- RMIT Department Award in recognition of outstanding achievement – 1992
- ACHPER – Outstanding Graduate in Studies – 1993

ADDITIONAL PROFESSIONAL EXPERIENCE

AUSTRALIAN SPORTS COMMISSION – Chief Executive 2017-2020

The Australian Sports Commission (ASC) is the Australian Government Agency responsible for supporting and investing in sport and physical activity at all levels. The ASC is governed by a Board of Commissioners appointed by the Minister for Sport and unites two entities: Sport Australia (SA) – responsible for increasing participation, physical activity and industry growth across the broader sports sector; and the Australian Institute of Sport (AIS) – leading Australia's high-performance sports sector. The ASC vision is for Australia to be the worlds' most active sporting nation, known for its integrity, sporting success and world-leading sports industry.

Key Responsibilities:

Reporting to the Chair of the Board, and responsible to the Office for Sport (Secretary - Department of Health) and the Commonwealth Minister for Sport, the role was responsible for delivering on government Policy to strengthen the sport industry in Australia, increase participation rates, achieve sporting excellence in high performance, and ensure the integrity of the sector. This included oversight of 420 people, with four direct reports, a 65-hectare AIS site with 38 buildings and venues, restaurants/cafes, gym, childcare and swim centre (5-star venue) and a budget of \$300million.



Netball HQ, 191 Johnston Street
Fitzroy, VIC 3065
PO Box 13285
Law Courts VIC 8010
T: (+61) 3 8621 8600
F: (+61) 3 8621 8625
info@netball.com.au

9 May 2025

World Netball CEO
Suite 6.02 Tomorrow. MediaCityUK Salford
Greater Manchester M50 2AB

Statement on behalf of Full Member Netball Association **Australia**
Nominee: Kate Palmer AM

Kate Palmer would be an incredibly valuable addition to the World Netball Board, given her history as CEO of Netball Australia, during which time the successful 2015 Netball World Cup was delivered in Sydney, and of the Australian Sports Commission, Australia's peak agency for sport. Despite no longer working in netball, Kate has demonstrated her commitment to the sport by serving on the World Netball Nominations Committee. This commitment is supplemented by extensive commercial expertise and a deep understanding of governance and government. As World Netball enters a critical phase of growing and capitalising on commercial opportunities, Kate is uniquely placed to assess and assist this process. So I have great pleasure in recommending Kate for this position.

Sincerely

Liz Ellis AO
Chair | Netball Australia

9 May 2025

World Netball CEO
Suite 6.02 Tomorrow. MediaCityUK Salford
Greater Manchester M50 2AB

Statement on behalf of Nominee: Kate Palmer AM

I, Kate Palmer, confirm my willingness to stand and confirm that I have no pecuniary interest in the game of Netball.

I confirm that I meet the criteria and competencies as outlined in the position description of the Vice President and Independent Director. Evidence of this is outlined in my attached CV.

I would be honoured to serve World Netball and the international netball community on the World Netball Board. The opportunity to contribute to the future of netball, to strengthen netball across the world and to ensure that all Federations can contribute to its success is compelling.

I am passionate about netball and believe unquestionably that the sport can be a powerful vehicle for change.

Signed

A handwritten signature in black ink, appearing to read 'Kate Palmer', written in a cursive style.

Kate Palmer