

## **WELSH NETBALL – 2010 ANNUAL REPORT**

It certainly doesn't feel like twelve months since I took my first tentative steps in netball after 22 years spent working in cricket, but it's been an enjoyable year and I want to start by thanking everyone involved for making the transition a relatively untroubled one. I've relied on a lot of people as I've tried to get accustomed to a new sport and its challenges; not least the hundreds of volunteers who make netball happen on a weekly basis. As I know the Board of Directors and staff will want to echo, we would be hopelessly lost without our volunteers. I hope we've said it often enough in our dealings with you over the last year but a huge 'thank you' to you all.

In May 2009 the picture that was being painted for me as I started was not an especially pretty one. The Association had lost over £37,000 in the financial year ended 31<sup>st</sup> August 2008 and given that formal competition was done and dusted for the 2008-9 season as well there was little opportunity to make any inroads. In the event we managed to restrict the loss to a shade under £9,000. This year it has become very clear that we have to do a lot better in terms of generating income if we are to grow the sport in the way we would all like. More financial comment comes later.

Performances had not been good either. Following a disappointing fourth place at the 2008 Netball Europe event in Scotland the Sports Council for Wales (now 'Sport Wales') set up an independent review panel and started drilling down into performance matters, the panel eventually widening its scope and asking a lot of questions about the way netball was being run in Wales. Notwithstanding the fact that standards of play are such that a second place target can no longer be regarded as "a gimme", just as that report was made available to Welsh Netball the team again finished fourth in the 2009 Netball Europe competition. No internationals have been played outside Netball Europe for some years now and as qualification for the Commonwealth Games in Delhi was based exclusively on world rankings, Wales were always destined to miss out.

The whole review process was a lengthy and, I know, exhaustive period for all of those involved, particularly Sue Holvey, Stephanie Hazlehurst and the Board members. It was a particularly stressful time for them and knowing that there was effectively a freeze on staff replacements as individuals left put a serious burden on a handful of people – executive and non-executive – to keep

everything going. It cannot have been easy having to be subjected to such rigorous scrutiny.

There are two other people who deserve the thanks of the membership. The first is Lyanne Fairclough, who deals with all of your queries and processes and collates all of the affiliation and course information she receives, as well as helping Kate Donnelly organize the various events. The second is Louise Carter, our Office Manager, who holds the office together while the rest of us are causing chaos or out on the road. Her efforts in organizing the Netball Europe Open event and making the arrangements for the age group events and the Celtic Dragons fixtures are very much appreciated. The two of them had a very difficult time during the review period with staff leaving, some not replaced for large periods of time.

Before the final report was made by the review panel Welsh Netball had submitted three proposed 'outcomes': improvement in world ranking from (the then) 13<sup>th</sup>; introducing a new staffing structure; and heightening the profile of the sport. All three challenges remain (indeed the ranking is now 19<sup>th</sup>). The second was superseded with my own appointment and we've subsequently addressed staffing, on which more detail comes later in this report. To these target outcomes I would also add the need to generate income, to develop greater financial stability, to improve communication so that everyone understands the organization's aims and objectives, and both to enthuse and to develop at grass roots. That's an awfully challenging agenda and we will need to be patient.

But it isn't all bad news. I am delighted to know that there are so many high quality people involved in the sport across the whole spectrum, from Directors to Development Officers, elite players to elite coaches, determined staff to dedicated volunteers. It became clear to me during the course of the year that there are many, many people who want to see the sport progress and who want to help. The will is certainly there.

At the time of writing we are putting finishing touches to some of our priorities and targets for the strategic plan 2010-14 but the following represents some highlights of the past twelve months and some areas we are particularly concentrating on.

## **PERFORMANCE**

From the time Iain Root formally left the organization, at the end of March 2009, through to the arrival of Melissa Hyndman as our High Performance Coach in mid-February this year, we have been without a formal performance lead. That placed an enormous burden on the elite players, for whom Melissa is the latest in a long line of 'head coaches' over a very short period of time. It is evident that they have been enthused by her arrival and the knowledge that not only do we now have our first paid full time coach but also that we have someone who intends to be around for sufficient time to make a significant difference.

That period was also difficult for the coaches. Mel Tuckwell stood in and helped at Netball Europe in April 2009 and again in taking the Under-21s to the World Youth Championships in the Cook Islands last August. Beyond that she helped with the appointment of the Tier coaching and management teams (along with Sheila Cooksley). Mel's willingness to step in and help was gratefully appreciated.

Laura Williams (Under-19s) and Emma Williams (Under-17s), along with Bev Powell (Tier 4) had what can probably only be described as a tough winter. The number of times I kept reassuring them that 'Melissa will be here soon' probably bordered on three figures, but they kept their heads down and, as you will see elsewhere in this report, Laura and Emma delivered second places in their Netball Europe events, in Emma's case the team being a smidgeon away from winning the whole thing.

We should also be grateful to Sara Hale, who stepped into the void and held things together at senior level. For the first half of the season she coached the Celtic Dragons and oversaw the early Wales senior squad sessions. That can't have been easy for her and the team will also have missed her ability and experience on court. Alongside her was the ever dependable Team Manager, Wendy Pressdee, and she has been a great help to Melissa as she has settled in these past few months.

In the 2010 Netball Europe Open event Wales picked up the silver medal, the win over Scotland on the second day being Wales's first international victory in fully three years. Next month the squad travels to Glasgow for the 2011 World Championship qualifiers. That will be a vitally important weekend for us. We want to be participating at world level and having missed out on

Commonwealth Games qualification we wish Melissa and the girls luck in that.

### NETBALL EUROPE OPEN CHAMPIONSHIPS RESULTS 2010

	England	NNI	Scotland	Wales	Points	Final position
England		64 <b>5</b> 39	60 <b>5</b> 30	54 <b>5</b> 48	<b>15</b>	<b>1st</b>
NNI	39 <b>1</b> 64		43 <b>2</b> 44	45 <b>1</b> 52	<b>4</b>	<b>4th</b>
Scotland	30 <b>0</b> 60	44 <b>5</b> 43		33 <b>1</b> 48	<b>6</b>	<b>3rd</b>
Wales	48 <b>1</b> 54	52 <b>5</b> 45	48 <b>5</b> 33		<b>11</b>	<b>2nd</b>

19<sup>th</sup> is too low for Wales to be ranked. One reason we are so low is that we are not playing sufficient matches. A team cannot expect to improve its ranking by remaining out of competition for anything other than three home international matches every year. For that reason we have accepted an invitation to participate in the Six Nations event in Singapore in December this year. All things being equal we hope it will prove to be an acclimatization exercise in advance of the World Championships the following year but in any event it is the sort of experience we need to be providing for our elite players. There is a chunky cost, of course, but we have to manage that. We cannot use cost as an excuse for not playing more international matches.

The Celtic Dragons finished sixth in the Co-Operative Netball Superleague in 2010, their best finishing position since joining the league. There were, it is true, a few results which went our way towards the end of the season, having entered the final couple of weeks knowing we could finish anywhere from sixth through to ninth and last, but the girls beat the Glasgow Wildcats home and away, Loughborough Lightning at home, and drew with Leeds

Carnegie and there were also tight matches away at Loughborough and at home against Team Northumbria. Climbing to fifth will require far more consistent performance across the season as a whole but there were some significant steps forward taken this season and we should be encouraged by that.

The Junior Dragons finished eighth of ten teams, though this year their matches were used much more as developmental, with the Under-19s and Under-17s taking it in turns to try different combinations ahead of their respective Netball Europe events. The concept remains a very important element of our performance pathway. At 'Junior' level we are grateful to all of the Team Managers and Coaches – Lavinia Baker, Sue Trounce, Alice Watts, Laura Williams, Emma Williams, Bev Powell, Karen Baker, Sarah Llewellyn and Catherine Roberts – for their commitment throughout the season.

At senior level we have been working hard to try to make the process of being selected for and playing for Wales something more of an 'event' for the individual players chosen. To that end we (through the hard work of Wendy White who undertook all the research) introduced unique numbers, with the first seven players to represent Wales back in 1949 being numbered 1 to 7 and each subsequent new cap being numbered in sequence. When Stephanie Murphy, Emma Thomas and Sophie Morgan took the court during the recent Netball Europe event they became, in turn, numbers 187, 188 and 189. Chelsea Lewis, in the squad that weekend but not selected, is working hard to fend challengers off for number 190! We arranged for Helen Weston, with 111 Wales's most capped player in history, to present the girls with their numbered dresses prior to the first match. The whole concept has gone down well and it will add fresh impetus to the girls aspiring to represent their country.

Melissa will be addressing members at the AGM so she will outline some of our plans in terms of performance pathway, talent identification, competition structure and where we believe we should be both as far as world ranking and Superleague status are concerned. There are some good characters in the squads at elite level and the players really want to succeed. With the right direction, guidance and hard work under Melissa I am confident that they will.

## **DOMESTIC**

We have spent a great deal of the last year in travelling across Wales meeting people, listening to the work that they do, the priorities they want to see from Welsh Netball and the concerns that they have. It's been a very interesting and extremely worthwhile experience, though part of the collateral damage has been my car, which has taken something of a battering!

Clearly there are some major challenges. Although we have seven Development Officers covering nine of the 22 local authorities, we have some workforce gaps in several areas. We are confident that we can address some of these in certain local authorities through the provision of community coaches but we will still have one or two regions where we need to work much more closely with the volunteers on the ground to develop the sport. We also need to ensure that development officers and community coaches are working to specific targets.

Currently we have partnership agreements with Caerphilly, Carmarthenshire, Flintshire, Merthyr, Pembrokeshire, Powys, Rhondda Cynon Taff, Swansea and Wrexham: all nine provide fantastic support. We are working closely with others on either community coach ideas or specific initiatives, such as with Cardiff on the development of the Cardiff Netball Forum, which brings together the various stakeholders in the area. One of my tasks in the coming calendar year is to meet with the local authorities where we have a limited presence or, worse, where we have no presence at all, and to try to get netball onto their agenda in some way.

Appointing development officers is often hailed as the easy answer, but it is not always the panacea. It is also arguably the most expensive route. That said, there are some Areas – North West is perhaps a good example – where we have considered different options, none of which has borne fruit, and where we may need to look at an NDO option.

Through the LAPA (Local Authority Partnership Agreements) scheme it is clear that each of the 22 authorities has very different priorities. We cannot just churn out programmes from 'head office' and expect them to be delivered locally according to a single national template. We need to be very mindful of regional differences, focuses and priorities and be as creative and flexible as possible to work with them to promote our sport as best we can. Yes, we are based in Cardiff and that is our focus for elite

squad training, but we are not a Cardiff organization and the sport needs to be developed Wales-wide.

Netball is not a wealthy sport and I am sure we all accept that we will never have the riches or income streams which some of the higher profile sports have at their disposal. But that means we cut our cloth in a different way. I believe we have to operate with a relatively lean 'HQ' operation in order that we are trying to re-route as much funding as possible to players, education, programmes and competitions. By way of illustration we are not running with a National Development Manager at present. That is partly because I was intending to spend a lot of my time out and about anyway – and we now have quarterly meetings of the Development Officers, for example – but also a deliberate ploy designed to ensure the funding we receive doesn't get swallowed up in head office salaries.

Netball remains a key Dragon Sport and we must work hard to ensure that remains the case. Our challenge is arguably not at primary school level but the early secondary school years, where there has proved to be something of a drop off. Local authority targets permitting, we want our NDOs to be focusing on junior club development specifically, and retention generally.

Competition structure is going to be another area of major focus for us. We understand that there are all sorts of views out there on which competitions work, which don't, what you like, what you don't like. We are trying to balance the importance of good healthy competition with the development of elite players, coaches and umpires, and the strategic plan will seek to address that.

There is clearly a strong culture of support for domestic competition, be it inter-Area, age group, club based or schools focused. We have to deal with the fact that England Netball has its own approach to Superleague and NTL fixtures. Although these are vital vehicles for us in terms of the development of our players Wales is very much a guest at someone else's table here and we therefore have to support the league in the way it allocates its fixtures. That can cause problems (this year we were given an NTL match on the same weekend as the Netball Europe Under-19 and Under-17 weekend, for example) and because we have Dragons matches, Wales training, Netball Europe events and the like, we inevitably come up against the occasional

challenge and potential clash with domestic events. Kate and Louise are working towards the re-introduction of an annual calendar meeting – in June – at which all such issues can be given a proper airing, problems are worked through, solutions are sought and we communicate a final programme widely. If we can possibly avoid clashes, we shall.

## **MEMBERSHIP**

Membership remains excellent value, though it is clear from the conversations I have had with many members that there is something of a stigma attached to the subject. It is more than just 'insurance'. I've looked at other sports and what they offer and we're not wildly different. However I acknowledge that we're not selling it particularly well. Welsh Netball needs to encourage as many people as possible to join as members and I'd like to think they are going to be doing so not because they have to, or in order just to enter a particular competition, but, in time, because they want to. It is also worth the small matter of £80,000+ per annum. To that end we'll be producing a questionnaire for members to let us have your views. It wouldn't be right to be giving membership away but if there are ways of improving it then we should aim to do so.

I was hugely impressed with the level of activity in the eight Area Associations and the commitment of the people involved. As with the 22 local authorities, all eight are very different and face totally different challenges. Some have workforce and volunteer issues, others have problems accessing facilities, while there is also an issue in trying to standardize some of the selection standards and tighten up talent identification. One of the strategic plan objectives is that by the end of the four year cycle we will have a system of devolving certain projects to the Area Associations and providing them with a budget each year based on pre-agreed programmes and targets. That was something which came up in the consultative meetings. It would not only give each Area greater autonomy but would also hit the agenda of local delivery. Whereas in performance terms we can try to standardize, that isn't as straightforward with development.

## **SAFEGUARDING & CHILD PROTECTION**

Welsh Netball is committed to creating and maintaining a safe and positive environment for all young people and vulnerable adults to play and enjoy netball. It accepts the responsibility to

safeguard the welfare of young people involved in our sport and protect them from poor practice, abuse and bullying.

Alongside this we are committed to being fair, open and equitable in all our actions and this year we are undergoing the Equality Standards Foundation Level. Part of the process for this is that we undertake an audit of members and we will be emailing through a questionnaire during the course of the summer which we hope you will complete and return to us.

Club welfare officers are an important part of our club structures and training opportunities have been offered to help any volunteer taking on this important role. Criminal Records Bureau checks continue to be available free of charge to volunteers working in sport in Wales. The new ISA Vetting and Barring system recently came into force and there are legal requirements on us to ensure that we deliver.

The Netball Development Officers are all now accredited verifiers for the CRB checking process so contact them for any immediate CRB-related queries. We will also undertake to support all volunteers in areas where there is no workforce presence. It is a vitally important area for us and one where we have significant work to do.

## **EDUCATION**

### **UK Coaching Framework**

Welsh Netball is still working alongside England and Scotland looking in detail at the participation of and opportunities for coaches from grassroots through to elite levels. Kate Donnelly represents Welsh Netball as our Coaching Lead Officer, attending quarterly meetings with the 'Onside' group to discuss good practice and raise issues for support in connection with the UK Coaching Framework.

### **Coach Education**

Kate's first task after joining us back in July was to launch Welsh Netball's Coaching Conference. 50 coaches from around Wales attended what was a very popular event.

One project that was in the pipeline last year was the development of new short coaching courses linked to our Gilbert sponsorship and Sportsmatch Cymru. Two of these seven CPD courses were launched at the Coaching Conference and gained

positive feedback. The seven are: Ball Handling; General Attacking Skills; Space Awareness Reading/Timing; General Defending Skills; Defending in the Goal Circle; Attacking in the Goal Circle; and Centre Court Specialist. More tutors are being trained this summer to deliver the new short courses and this will offer new and exciting opportunities for Coach Education to be delivered in two-hour slots locally throughout Wales. The Netball Development Officers will be delivering these from September along with other tutors around Wales.

So far 18 'Starting Out' courses have been held since last July, with 249 participants enjoying their first taste of coach education. More courses are planned over the next few months. UKCC course delivery has continued with five Level 1 and two Level 2 courses being held over the past year, with 94 attendees in total. Another Level 1 course will be delivered in June 2010.

### **Workforce development**

Four new Community Coaches have recently been employed in Cardiff/Vale of Glamorgan, Carmarthenshire and Pembrokeshire. This is still a very important part of our coaching plan. For 2010/11 we will see eight Community Coaches working with clubs in Wrexham, Flintshire, Bridgend, Conwy, the Vale of Glamorgan, Anglesey, Cardiff, Blaenau Gwent, Llanelli, Pembrokeshire and Ceredigion. We hope more will follow. We are also working with the Urdd on a number of other community ideas.

Welsh Netball has signed up to a new initiative driven by Sport Wales known as 'Behind Every Star' which is being launched next month. Following a review of performance and excellence in sport in Wales, which identified the need to develop more and better coaches and volunteers, additional Welsh Assembly Government investment in coaching is going to be made available and this should generate interest as it will be a huge media driven project. Coaches and volunteers are critical to our work. In partnership we think we can deliver a successful campaign, raising the awareness of coaching and volunteering as well as helping to recruit new people into the sport.

### **Umpire Education and Honours**

Since July 2009 there have been 24 'Q' award courses delivered, with five Level 1 and two Level 2 umpire courses. Overall, 31 umpiring courses have been held, with 405 participants.

Umpires from Wales have been invited to officiate at various events, namely:

- Lyn Ryland and Ffion John for the European U17 Championship in Belfast in March 2010. Unfortunately Ffion John was unable to take up the appointment.
- Alison Smith, Maria Webber, Carl Daniels and Matthew Cole for the European U19 Championship in Loughborough in March 2010. Unfortunately Alison and Maria were unable to take up the appointment.
- Alison Smith and Maria Webber were also selected by England Netball into the Cooperative Netball Superleague umpire pool.
- Laura Harry and Debbie Stott have been invited to the second Netball Europe Development Festival in Malta in June 2010 which offers umpires, coaches and players training and mentoring opportunities.
- Carl Daniels, Catherine Lewis, Di Morgan, Ffion John, Matthew Cole and Tracy David were invited by Welsh Netball to officiate at our NTL matches this season.

“A” Umpiring Theory test candidates who passed this year (November 2009) were Jill Morgan and Matthew Cole.

In her role as IFNA UAP Cadet, Jan Aikhionbare was a member of the Umpire Appointment Panel for the Netball Europe Open Championships held in Cardiff last month.

During the competitive season the umpires have provided tremendous support and have shared knowledge. That many of the events were such a success was in no small measure due to the quality and willingness of the umpire, mentor and volunteer workforce.

### **Competition and Events**

Kate's appointment was designed to cover events as well as education, so she had responsibility for delivery, travelling to various venues across Wales to run nine successful competitions between January and May, working alongside the Welsh Netball workforce and a variety of dedicated volunteers. It will have been quite a learning curve. Accessibility, range of amenities and quality of facilities are all important determining factors in terms of where we stage our events. We'd love to travel to new centres but inevitably we remain reliant on certain existing venues

as the number and quality of suitable facilities are an ongoing challenge across all levels of the sport.

Grateful thanks are extended to Wendy Pressdee, Judith Menai-Purnell and Wendy White who have acted as Event Referees during the year, and to the Area volunteers who have hosted the various Championships on our behalf. Along with Kate Donnelly, the tournament referees will be modernising the National Championship Handbook in line with the competitive structure for 2010/11.

### **Tournament Results 2010**

<b>Open &amp; U21 Inter Area Championships – 23/24 January - Deeside</b>	
<i>Open Division One Winners</i>	Cardiff & District
<i>Open Division One Runners Up</i>	Afan Nedd Tawe
<i>Open Division Two Winners</i>	Afan Nedd Tawe
<i>Open Division Two Runners Up</i>	Cardiff & District
<i>U21 Winners</i>	Glamorgan Valleys
<i>U21 Runners Up</i>	Cardiff & District
<b>U14/U16/U18 Inter Area Championships – 27/28 February - Cwmbran</b>	
<i>U14 Winners</i>	North East Wales
<i>U14 Runners Up</i>	Afan Nedd Tawe
<i>U16 Winners</i>	North East Wales
<i>U16 Runners Up</i>	Afan Nedd Tawe
<i>U18 Winners</i>	North East Wales
<i>U18 Runners Up</i>	Glamorgan Valleys
<b>Ann Smart &amp; Presidents Cup – 20 March - Carmarthen</b>	
<i>Ann Smart Winners</i>	South East Wales-Lliswerry High School
<i>Ann Smart Runners up</i>	Glamorgan Valleys–Ysgol Gyfun Llanhari
<i>Presidents Cup Winners</i>	North East Wales–Ysgol Maes Garmon
<i>Presidents Cup Runners Up</i>	Eryri – Eirias High School
<b>U14/U17 National Clubs – 17/18 April - Deeside</b>	
<i>U14 Winners</i>	Deeside Dolphins
<i>U14 Runners Up</i>	Penybont Dragons
<i>U17 Winners</i>	Mumbles Treforus
<i>U17 Runners Up</i>	Cowbridge Dragons
<b>Super &amp; National Clubs – 8/9 May - Cardiff</b>	
<i>National Clubs Winners</i>	Dinas
<i>National Clubs Runners Up</i>	Maesteg
<i>Super Clubs Winners</i>	Dinas
<i>Super Clubs Runners Up</i>	Cowbridge

## FINANCIAL & COMMERCIAL

I have already alluded to the financial position and the summary accounts appear at the end of this report (they are also available in full at the AGM). Our income has dipped below £500,000 and we need to push that figure back up again. Sport Wales continue to provide magnificent support but with a smaller staff team our funding from them has reduced commensurately and in difficult economic times it is naïve for any sport in Wales to assume that it can march into a formal Panel meeting and automatically expect to be allocated more money. The reality is that we should plan for, *at the very best*, standstill funding.

Sport Wales currently provides 51.3% of our total income (membership, incidentally, is just over 17%). We will be aiming to reduce our dependency on them in percentage terms, though that requires us to generate more income through other activities. I will be honest and say that our focus has been on other things this past year (reinvigoration, consultation, recruitment and new staff settling-in, moving premises, strategic planning) but income generation must be a priority for 2010/11.

I have found it difficult working within a sport with a much lower profile than the one I have been used to and growing any sport – netball being no different – often means choosing between two vehicles: performance or commercial. Do we invest in the former and hope to reap the rewards commercially as and when our sport becomes more successful on court? Or do we invest in the development of marketing, PR, commercial plans, salespeople, and then expect that income (assuming it arrives!) to be reinvested? I'm not sure here we have much of a choice. We have to improve our ranking and Melissa's appointment means we have someone to concentrate on performance improvement. But we are not in a position anyway to risk too much speculative spending and we don't have the means to recruit additional staff or consultants in order to drive income. We have to use all of our collective contacts to try to pull new commercial partners into netball as the vehicle for developing our sport across as wide a platform as we are able.

At the same time we need to be sensible and prudent in the spending we do incur. This year income is, again, down. We are managing to keep a lid on expenditure though that remains a challenge and, in any event, it cannot be a sustainable position going forward. For that reason we jumped at the opportunity to move premises into the (recently newly named) Sport Wales

National Centre. We are joined in the building by other NGBs including hockey, gymnastics, squash, judo and badminton, which is an advantage in itself, but it also saves us close to £20,000 per annum. I am challenging the staff to think much more commercially and we need to do so as a sport. Our decision-making must be undertaken with profit and loss and cashflow in mind. And over time we need to become more self-sufficient.

## **PARTNERSHIPS**

We would like to thank the following organizations and individuals for their support of Welsh Netball over the past year:

- Sport Wales
- Gilbert
- UWIC
- Arriva Trains Wales
- DePhoto
- Urdd
- Local Authorities
- Inspire Sport
- Netball Europe
- IFNA
- Ty Hafan

Two of the more interesting partnership arrangements this year have involved Arriva Trains and Ty Hafan.

Arriva were helping us last year but this year the arrangement really came into its own. The Under-19 and Under-17 squads contained a healthy number of players from North Wales and the fact that they did not have to rely on lifts to training sessions in South Wales and back was an enormous weight off their shoulders. We are really grateful to Geraint Morgan and his team at Arriva for their fantastic support.

The Ty Hafan partnership was a great example of how we can help promote the sport through a charity. Frank Ady and his commercial team at Ty Hafan have been very supportive throughout the year and they have worked on a number of promotional events with the Celtic Dragons players, including their midnight walk in Cardiff and the Dragons' end of season function. They also gained good publicity by having their name on the Junior Dragons players' NTL dresses. Next year we'll be

aiming to do more with them as we need to have a more focused and centrally organized fundraising effort.

I've already mentioned Sport Wales and their contribution. I want also to single out Ann Bevan, our Liaison Officer. She was a mine of information for me, and subsequently for Kate, while we were getting our feet under the table and she has provided valuable advice throughout the year. I have no doubt we shall disagree at some point but the relationship between Welsh Netball and Sport Wales is, from what I have seen and experienced over the last year, a strong one.

## **GOVERNANCE**

One of the Board's priorities over the next few months will be the reestablishment of the committee structure, which has taken something of a back seat in the last couple of years, largely as a result of the staff turnover and the independent review. We obviously want to have an effective and vibrant operational structure and we intend to spend some time soon in sorting that out. I hope that it will involve a strong cross-representation from the Area Associations.

I mentioned at the beginning of this report that 2008/9 had been a particularly difficult year for the Board of directors. The Board has met on ten occasions since last May and, as ever, the Directors have been fully committed to developing and improving all elements of the sport in Wales. I want to thank them all personally for their hard work on your behalf.

I think it is right that we pay tribute here – and, I hope, again at the AGM – to Stephanie Hazlehurst, who has done such an effective job as Chairman in recent years but who decided not to seek re-election. She's certainly helped me through my first year and the sport will miss her contribution and experience when she retires from netball administration later this month.

We did not receive any nominations for the position of Chairman, which is disappointing. We will have to work our way through any problems which that brings, be they constitutional in terms of seeking any changes to the Articles, or simply operational, but you can be assured that there is a high quality of individual around the Board table and I am very confident that it will be able to meet any challenges thrown at us.

# ACCOUNTS

## PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2009

	2009 £	2008 £
<b>TURNOVER</b>	<b>455,640</b>	515,193
Cost of Sales	<u>(462,430)</u>	<u>(553,767)</u>
<b>GROSS LOSS</b>	<b>(6,790)</b>	(38,574)
Administrative Expenses	<u>(3,800)</u>	<u>(3,800)</u>
<b>OPERATING LOSS</b>	<b>(10,590)</b>	(42,374)
Interest receivable and similar income	<u>1,982</u>	<u>5,378</u>
<b>LOSS ON ORDINARY ACTIVITIES BEFORE TAXATION</b>	<b>(8,608)</b>	(36,996)
Tax on loss on ordinary activities	<u>(306)</u>	<u>(670)</u>
<b>LOSS FOR THE FINANCIAL YEAR AFTER TAXATION</b>	<b><u>(8,914)</u></b>	<b><u>(37,666)</u></b>

## BALANCE SHEET – 31 AUGUST 2009

	2009 £	2008 £
<b>FIXED ASSETS</b>		
Intangible Assets	-	-
Tangible Assets	<u>1,848</u>	<u>3,885</u>
	<b>1,848</b>	<b>3,885</b>
<b>CURRENT ASSETS</b>		
Stocks	1,000	1,000
Debtors	9,960	20,779
Cash at Bank	<u>108,280</u>	<u>123,674</u>
	<b>119,240</b>	<b>145,453</b>
<b>CREDITORS</b>		
Amounts falling due within one year	<u>(66,480)</u>	<u>(85,816)</u>
<b>NET CURRENT ASSETS</b>	<b>52,760</b>	<b>59,637</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b><u>54,608</u></b>	<b><u>63,522</u></b>
<b>RESERVES</b>		
Profit and loss account	<u>54,608</u>	<u>63,522</u>
	<b><u>54,608</u></b>	<b><u>63,522</u></b>

## **COMMUNICATIONS**

One of the main issues which arose from the consultative meetings was that of communication. Whilst it is true that even in the most effective of organisations there are still issues relating to communication I hope members feel that this is one area in which we have worked hard to improve. Certainly when the strategic plan has been approved and we know what the likely level of funding will be we will make sure that some sort of 'short form version' is made available for members to see so that you understand and can share our objectives.

The new website should have gone live by the time of the AGM. I know there could well be a few factual inaccuracies and you may find information we have yet to include or update, but I trust you find it an improvement. It is certainly more user friendly and we hope to develop it further in the coming months. I haven't followed up on the monthly e-newsletters which we started at the end of 2009, for which my apologies, but there were other priorities. We hope to roll out more of these in due course.

My blogs – sometimes rambling, I know – are one way of making people aware of what is going on, and I am always open to anyone wanting to email me on any topic ([mikefatkin@welshnetball.com](mailto:mikefatkin@welshnetball.com)). I may not have the answer but I can generally find someone who will! This is your sport and we are here to help you develop it.

**Mike Fatkin**  
**Chief Executive**  
**May 2010**

### Netball Europe U19 Championship Results 2010

	England	Malta	NNI	Scotland	Wales	Points	Final position
England		5 88-11	5 81-12	5 71-19	5 60-17	20	1 <sup>st</sup>
Malta	0 11-88		1 28-45	0 25-63	0 20-70	1	5 <sup>th</sup>
NNI	0 12-81	5 45-28		2 43-47	0 29-69	7	4 <sup>th</sup>
Scotland	0 19-71	5 63-25	5 47- 43		1 28-54	11	3 <sup>rd</sup>
Wales	0 17-60	5 70-20	5 69-29	5 54-28		15	2 <sup>nd</sup>

### U19 Long Squad 2009/2010

Selected for NE U19 Champs 2010		Remainder of Long Squad
Hannah Aldcroft	Bethan Barker	<i>Katie Blair</i>
Cathy Bastian	Sadie Bishop	<i>Nicola Evans</i>
Chloe Cole	Nicol Halliwell	<i>Rachel Evans</i>
Nia Jones	Sophie Morgan	<i>Lauren Haywood</i>
Stephanie Murphy	Olivia Rees	<i>Beth Hopkins</i>
Catherine Roberts	Emma Thomas	<i>Elinor Hughes</i>
		<i>Beth Millar</i>
		<i>Grace Stone</i>
		<i>Bethan Thomas</i>
		<i>Sophie Williams</i>

<b>Head Coach</b>	Laura Williams
<b>Assistant Coach</b>	Karen Baker
<b>Team Manager</b>	Sue Trounce
<b>Physiotherapist</b>	Katy Gilvear

### Netball Europe U17 Championship Results 2010

	England	NNI	Scotland	Wales	Points	Final position
England		<b>5</b> 63 - 20	<b>5</b> 64-15	<b>5</b> 39 -37	<b>15</b>	<b>1st</b>
NNI	<b>0</b> 20 -64		<b>5</b> 38 -19	<b>0</b> 17 -58	<b>5</b>	<b>3rd</b>
Scotland	<b>0</b> 15 - 64	<b>0</b> 19 - 38		<b>0</b> 25 - 54	<b>0</b>	<b>4th</b>
Wales	<b>2</b> 37 - 39	<b>5</b> 58 -17	<b>5</b> 54 - 25		<b>12</b>	<b>2nd</b>

### U17 Long Squad 2009/2010

Selected for NE U17 Champs 2010		Remainder of Long Squad
Catrin Bowen	Bethan Dyke	<i>Rhian Bethell</i>
Natalie Griffiths	Sioned Hiscocks (Capt)	<i>Jessie Hathaway</i>
Lily Holman	Lois Hough	<i>Zoe Landon</i>
Lateisha Kidner (V Capt)	Chelsea Lewis	
Carly Lewis	Leanne Thomas	
Elen Zachary	Sophie Williams	

<b>Head Coach</b>	Emma Williams
<b>Assistant Coach</b>	Sarah Llewellyn
<b>Team Manager</b>	Alice Watts
<b>Physiotherapist</b>	Sarah Jones

## Wales Long Squad 2009/2010

Selected for NE Open Champs 2010		Remainder of Long Squad
Jo Davies	Suzie Drane (Capt)	<i>Sian Carrington</i>
Sara Hale	Nichola James	<i>Carlie Ennis</i>
Cara Lea Moseley	Emma Thomas	<i>Lucy Main</i>
Amanda Trounce (V Capt)	Stephanie Williams	<i>Kelly Morgan</i>
Rebecca James	Chelsea Lewis	<i>Rebecca Neate</i>
Sophie Morgan	Stephanie Murphy	<i>Sammy-Jo Williams</i>
		<i>Hannah Williams</i>

<b>Head Coach</b>	Melissa Hyndman
<b>Assistant Coach</b>	Laura Williams
<b>Team Manager</b>	Wendy Pressdee
<b>Physiotherapist</b>	David Saunders

## Celtic Dragons 2009/10

Sian Carrington	Suzy Drane	Carlie Ennis
Sara Hale	Nichola James	Lucy Main
Kelly Morgan	Cara Lea Moseley	Kyra Neal
Rebecca Neate	Catherine Roberts	Emma Thomas
Hannah Williams	Stephanie Williams	Sammy-Jo Williams
Kayleigh Garbett-Roberts	Nicola Stevenson	Aimee Phillips
	Michaela Ifill	

## Junior Dragons 2009/10

Chelsea Lewis	Sioned Hiscocks	Elen Zachary
Sophie Morgan	Rachel Evans	Carly Lewis
Bethan Dyke	Nicol Halliwell	Sadie Bishop
Nia Jones	Lateisha Kidner	Natalie Griffiths
Lois Hough	Beth Millar	Bethan Barker
Olivia Rees	Cathy Bastian	Catrin Bowen
Lily Holman	Leanne Thomas	Emma Thomas
Beth Hopkins	Chloe Cole	Hannah Phillips
	Febe Cooper	