PARTICIPATION
Registered players:

14,742
NETSETGO!
26,491
JUNIORS
12,728
SENIORS

1417% increase in the number of online self-registrations

INVESTING IN COACHES & OFFICIALS

867
‘Foundation’ coaches accredited

186
‘C’ badge umpires
2
accredited National Bench Officials

ELITE

03
ANZ Championships for Firebirds in 9 years

55% growth in free-to-air viewership of ANZ Championship matches

60% growth in ‘Facebook likes’ for Firebirds, over 2015

Competitions spanned 1,490 on-court hours (89,400 minutes) of netball across our 2,935 matches.

110 teams participated 2016
Samsung Primary Schools Cup

3,075
players participated in 2016 Vicki Wilson Cup

NQ DELIVERED
Queensland State Netball League, SEQ Challenge, Suzuki State Age, Suzuki Challenge Carnival, Suzuki Country Carnival, Vicki Wilson Cup and Samsung Primary Schools Cup, between January and October 2016

CORPORATE

$8.04m Revenue in calendar 2016

$314k Surplus in calendar 2016

8% growth in merchandise revenue

10,300 record Queensland netball crowd, 2016 ANZ Championship Grand Final

110 teams participated 2016
Samsung Primary Schools Cup

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The last 18 months represent a period of unprecedented change in our sport. More broadly, over this period, there has been a remarkable increase in the profile of women’s sport in Australia.

By December 2015, the change process initiated in February - later titled the Capability Improvement Project - had already delivered many important milestones. Firstly, we launched a comprehensive member engagement strategy spearheaded by a collaborative working group structure. The Project Steering Group, four [Standing] Working Groups and the Competitions Review Project Group were appointed after a publicly advertised Expression of Interest process. Members from across Queensland, from clubs, Associations and Regional Branches were appointed to all groups. We thank everyone who has been involved, who has contributed their time and input into these groups.

Secondly, in addition to fostering unprecedented levels of member engagement, we delivered the inaugural 2015 Leaders Conference, completed an Independent Review of Netball Queensland Competitions and following a comprehensive consultation and drafting process, Members voted in a newly constituted Board in Queensland’s new Constitution, which changed Netball Queensland to a Company Limited by Guarantee. By the close of 2015, after all the discussions and consultation, we had achieved something very important and not well captured in the usual annual report ‘facts and figures’. We had come together. We had shared courageous conversations. We had debated the options and the issues. Ultimately, we had united around a collective decision which would, and has, taken our sport forward. This collaboration is something we are grateful to the wonderful people in our netball community who have contributed.

Under the new Board of Directors elected in October 2015, the second stage of the Capability Improvement Project rolled out in 2016. This included the second Leaders Conference in March 2016, the implementation stage of the Competitions Review with the formation of a Competitions Implementation Project Group, a shift in governance focus from constitution to a review of the service delivery model and the first outcomes of the whole-of-sport commercialisation review around merchandise.

Importantly our commitment to collaboration and consultation remained strong in 2016. Netball Queensland continued to support the five committees within the Capability Improvement Project, and we also convened, through an open EOI process, the Coach Development Working Group. We hosted a Coaching and Umpiring Conference “Change It” in September and an Umpiring Forum in October. Throughout September and October we conducted a state-wide consultation process to inform the 2017-2019 Strategic Plan. Groups and forums such as these provide opportunities for better information sharing and for members to shape decision-making.

From a staffing perspective, Netball Queensland restructured in September 2015. The leadership team comprised of our CEO and GM Corporate Services (Ian Brown) were joined by Leigh Gibbs (GM Community and Sport Development), Richard Moloney (GM High Performance) and Andrew Blucher (GM Commercial and Sponsorship) as we formed a new Leadership Team. The skills, experience and knowledge within the team is tremendous. Catherine and the Board extend our appreciation to the Executive Team for their work in 2016, including their great job in steering the ship while Catherine was away on maternity leave.

Indeed, it was fortunate the new Executive Team had formed by late 2015 because the massive workload demands that Netball Australia’s National Netball League (NNL) project placed an incredible strain on our organisation throughout 2016. From Board level down, the substantial impact has been felt. However, we are committed in our role as part of a member federation and we must work collaboratively with our interstate and national colleagues for the benefit of netball. As a result of the collaboration between the Member Organisations and Netball Australia, we now have the new Suncorp Super Netball. We are delighted that seven players from our own QSNL have been selected to play in SSN teams and a further seven more are training partners.

As a result of the NNL project, 2016 was the ninth and final season of the ANZ Championship League. And didn’t we go out in style. The 2016 Queensland Firebirds made history – 21 consecutive wins, the only team to ever win back to back Championships titles, and the only team to ever win three ANZ Grand Finals. Roselee Jenke, not only clocked up 100 ANZC games as coach, she took out 2015 Coach of the Year. It was also fantastic to see our homegrown talents, Beryl and Hulita debut in the purple dress in 2016. Congratulations to Roselee, the Firebirds staff and players on a stellar year that will be etched in Netball history forever. You have inspired us all with your skill, determination and pure grit.

We also congratulate all our athletes, coaches and team support staff who have been involved in our high-performance programs in 2016. We are in the process of laying the foundations so that every Queenslander who dreams of playing on the elite team will have the opportunities for better information sharing and for members to shape decision-making.

We also cannot deliver Netball without our sponsors and partners. In 2016 we welcomed The Coffee Club, Samsung, the University of Queensland and FCU into the Netball family. Together with existing partners Coca Cola Amatil, Suzuki and Game Clothing, we thank you all so much for your support of Netball. Throughout 2016 we have implemented new commercial strategies which are having a significant impact such as increased commercial revenue, increased profile with Facebook growing by 66% and Instagram by 35%, all Firebirds games selling out, and double-digit growth in broadcast audiences. We have worked very hard to put Netball Queensland on a strong and stable financial position.

One area which has showcased the rise of Netball’s profile and performance is the Queensland Sports Awards. We collected three awards at both the 2015 and 2016 Awards Nights which is a standout achievement. Netball won 2015 Junior Team of the Year (17U State Team), 2015 Coach of the Year (Roselee Jenke), 2016 Volunteer of the Year (Liz White), Administrator of the Year (Catherine Clark) and we went back to back winning Queensland Event of the Year (ANZ Championship Grand Final). Our whole community can be proud of this recognition.

We are also immensely proud and thankful to all the Netball Queensland staff who have worked so hard, not only to deliver our programs and services, but also to bring about the business improvement changes that have been achieved to date. Thanks also to the Board Directors of Netball Queensland for your contribution and leadership throughout a particularly challenging year. The shifts in our operating environment and the NNL project required many additional Board meetings to navigate our path through difficult and complex issues. Never has it been so important for Netball Queensland to have strong, professional governance and leadership safeguard our sport. 2016 gave us cause to reflect on the life of a truly incredible woman, Deirdre Hyland AM. Deirdre was President of Queensland Netball Association from1974-1980 and President of the All Australia Netball Association from1978 to 1988. A member of the Australian Sport Hall of Fame, Deirdre Hyland was made a Member of the Order of Australia (AM) for her service to netball and inducted into the Netball Australia Hall of Fame in 2008. We lost Deirdre in May 2016 but she will forever be a giant of our sport.

Catherine Clark
Chief Executive Officer

Jane Seawright
President
The Community and Sport Development team welcomed former Silver Ferns’ netballer and coach Leigh Gibbs as General Manager in early December 2015. Leigh set about laying the foundations for her team throughout 2016 with some fine-tuning of the alignments of people in her team: their roles, reporting lines, and the priority service areas which impact on the broad netball community across Queensland.

In December 2015, Netball Queensland farewelled long serving team member Margaret Monaghan. After more than 10 years developing coaches across the state, Margaret’s retirement lets her spend more time in her garden.

The many gains for the netball community achieved this year by the team are reflected in encouraging growth and engagement across the state. Our focus is to continue to grow relationships and the satisfaction of members with the service they receive and to build on these numbers.

COMMUNITY AND ENGAGEMENT

Membership showed positive signs of growth. Total registered members for the 2016 calendar year reached 37,340, an increase of 2,989 registered members or 5.5% over 2015. Juniors had the highest membership with 26,491; a further 12,728 Seniors (18+) were registered; and there were 3,379 Non-Playing Members.

Regional Netball Officers (RNOs) continued to improve the engagement with member Associations and the wider netball community. This “boots on the ground” resource has made a significant step forward in how Netball Queensland interacts and works with most of our Member Associations and clubs, providing support for all facets of their operations.

Online self-registration through MyNetball for 2016 has been a resounding success. Following a significant campaign and training program undertaken by the RNOs, 34% of total registrations (some 19,383 players) used this self-registration approach.

Netball benefited again from significant investment through several funding bodies, most notably the Queensland State Government and multiple Local Government Authorities. The funding – in the order of $5 million to Associations state-wide – will deliver long term benefits through improved facilities and infrastructure, plus participation programs and equipment to build the next generation of netballers.

PARTICIPATION

The Participation team continued to focus on growing NetSetGO in 2016. This resulted in a 2.6% increase: over 14,000 children have started their netball journey.

The Australian Sports Commission’s (ASC) Sporting Schools program gives primary school children the opportunity to experience netball for the first time. As in other areas of our business, the growth of this program challenged Netball Queensland to develop effective strategies of transitioning these children into local clubs. The Samsung Primary School Cup and the Vicki Wilson Cup, both highly regarded and long standing events on the school calendar, gave teams from across Queensland the opportunity to come together for exciting competition and camaraderie. Matthew Flinders Anglican College achieved the double, producing the winning team in both competitions. An added highlight was having Vicki Wilson OAM on hand to watch the final and present her trophy to the winning team.

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INVESTING IN COACHES & OFFICIALS
867 'Foundation' coaches accredited

DEVELOPMENT

Coaching continues to be the cornerstone to sustaining participation. Accessible, relevant and quality coach development is a constant aspiration and is a vital component for netball's growth. A coaching strategy with input from the Coach Development Working Group (Leigh Gibbs - chair; Richard McInnes; Roselle Jenke; Ryan Fett; Lee Wilson; Amy Fatiafola; Maggie Sugars; Karen Topp; and Sue Warrington) provides direction for this.

Netball Australia's launch of the online Foundation course in early 2016 signalled a more accessible approach to formal coach development for members. Over 1,000 coaches in Queensland embraced personal improvement by gaining Foundation and Development qualifications in 2016. Ongoing improvements in delivery of formal accreditation courses included the much-anticipated revamp of the Development course; other informal workshops are exciting features for the future. In addition, in early 2017 a new coach developers course will replace the previous presenters course.

At the other end of the coaching pathway, Netball Queensland has a number of previous presenters course. The ANZ Championship provided the catalyst for bringing together Queensland coaches and umpires at home games for the ‘Get in the Know’ workshops. Over 100 people attended, enjoying pre- and postgame discussions with Roselle Jenke and Jenny Brazel as well as sharing their own thoughts and observations while watching the games.

In late September, the Coaching and Umpiring Conference “Change it” was a great success with 100 attending to hear from world class coaching and umpiring presenters. Firebirds triple premiership winning coach Roselle Jenke and ANZ Championship grand final umpire Jono Bredin from New Zealand joined other luminaries at the conference to discuss the game’s latest developments in high performance, game development, coaching and umpiring. Coaching industry expert Wayne Goldsmith and Steve Ryne from University of Queensland’s Faculty of Health and Behavioural Sciences made thought-provoking presentations to receptive audiences.

Great work by Associations contributed to 186 umpires achieving their C badge this year. Ongoing work to improve the numbers of Netball Queensland umpires achieving B, A and ultimately the coveted AA badge is a focus for the future. An Umpiring Forum held in October reinforced a clear direction and need to grow the capability of umpires state-wide. Netball Australia’s new national umpire framework and competencies will provide the basis for ongoing umpire development in 2017. Umpire coaching is a vital component of achieving progression in the system as well as improving the overall standard of umpiring across the state. These coaches are important components for umpires’ development and accordingly Netball Queensland appointed umpire coaches for all events and competitions during 2016. On the national stage, Janelle Derrington, Annette Smith and Di Cocker were appointed to national umpire coaching positions.

This year Jess Lakeman and Nicole Pratt represented Netball Queensland at the 17U and 19U National Championships hosted by Western Australia. Jess Lakeman was rewarded for her performances throughout the year and was joined by newcomer to Queensland, Laura Hayes in the Netball Australia Umpire C squad.

Through the great work of the State Events Committee and in particular, Madonna McKenna, Bench Officials continue to be an important component of Netball Queensland’s competition calendar. In April, Ruth Havrlant from NSW delivered Bench Officials workshops using both ANZC and ANL games as the conduit for the development. Later in the season, the exciting ANZ Championship Final Series provided three Netball Queensland Bench Officials – Ian Groves, Meg Butters and Liz Shaw - a great opportunity in the white-hot arena of high performance netball. No better test of this was the double overtime final.

In October, in conjunction with the Vicki Wilson Cup, 23 bench officials from across Queensland took part in a workshop facilitated by Victorians John Castles and Shane Chung. Over two days, the participants were kept busy in both theory and practical sessions. The workshop was the continuation of Netball Queensland plan to have a healthy number of qualified Bench Officials for all levels of competition. With two teams in the Suncorp Super Netball, the Australian Netball League and an exciting new Samsung Queensland State Netball League format, 2017 promises to be a busy time for bench officials in our state. In addition, ongoing development to ensure there are enough nationally accredited bench officials in Queensland to fill positions for the Commonwealth Games in 2018 and get ‘the best seat in the house’ will be a key focus.
The saying that ‘Excellence is a journey, not a destination’ rings true and encompasses all the stages from talent identification through Carnivals, underage selections, training, personal development and opportunity. While “winning” will always be considered important and every team that takes the court is doing their best to win that game, our focus changed slightly to identify and develop the qualities that will produce successful international players: the mission of the department is to “find, develop and polish Diamonds.”

Queensland Firebirds

Defending a championship title in national sporting competitions is widely seen as one of the greatest challenges in elite sport; your Queensland Firebirds embraced this challenge with vigour. The 2016 squad was determined to create history. The team saw change, with the departures of Bec Bulley, Amy Wild and Verity Simmons; Chelsea Lemke was recruited from Adelaide, local products Hulita Hauskimina and Mahalia Cassidy were offered their first full-time playing contracts.

2016 Firebirds Squad List:

Laura Geitz, Clare McMeniman, Laura Clemesha, Hulita Hauskimina, Gabi Simpson, Kim Ravaillion, Caitlyn Nevins, Mahalia Cassidy, Beryl Friday, Grettel Tippett, Romelda Aiken, Chelsea Lemke.

The team took a little while to hit full stride, but victories were forthcoming. The Firebirds established a new record of 21 consecutive wins in the ANZ Championships.

Tara Hinchliffe was called in as a replacement player for the round 11 trip to Invercargill when Laura Geitz was rested due a nigling knee injury. The trip to the southern tip of the shaky island is always a challenge and so it was again in 2016, where the Steel dominated the match. This game however became a critical moment for the Firebirds and sparked their end of season momentum. The Firebirds won 11 of 14 games through the year, when the Southern Steel upset the NSW Swifts at home in the last round, the Firebirds secured the minor premiership and a home Conference Final against the Swifts.

While the team always comes first, a number of individual milestones were achieved in 2016:

- Rose Jencke coached her 100th ANZ game in round 11
- Romelda Aiken played her 125th ANZ game in round 10
- Laura Geitz played her 125th ANZ game in the Conference Final
- Laura Geitz played her 150th Professional Game (CBT & ANZ) round 10
- Clare McMeniman played her 125th Professional Game (CBT & ANZ) round 1
- Clare McMeniman finished her career with 99 ANZ caps following the Grand final
- Kim Ravaillion played her 50th ANZ game in round 2
- Gabi Simpson played her 50th ANZ game in round 4
- Hulita Hauskimina debuted in round 1
- Beryl Friday debuted in round 2
- Chelsea Lemke debuted in round 6

The Firebirds moved through the Finals series with a strong win over the NSW Swifts in the Conference Final and then a dominant performance over the Southern Steel in the crossover semi final. These wins set up a repeat of the 2015 ANZ Championship final against the Swifts at the Brisbane Entertainment Centre. Many thought the tense and excitement of the 2015 final could not be surpassed, yet in 2016, the Grand Final was settled only after double over time 2-point advantage… a new level in match day drama. The game ebbed and flowed as all Netball matches do, with the Firebirds having several opportunities to build sizeable leads, but each time the Swifts fought back. Eventually a fatigue hit Gabi Simpson grabbed a critical turnover, leading to Romelda Aiken shooting the goal which secured the necessary two-point lead: your Firebirds became the only back-to-back Champions in nine years of the ANZ Championships.

Fittingly, Gabi Simpson, was named Grand Final MVP; Kim Ravaillon was named Finals MVP, after dominant performances in the first two finals.

The match was the talking point across all forms of media for the following week, building on the foundations of the 2015 season.

At the completion of the ANZ Championships, the Queensland Firebirds signed off as the most successful team in the competition with three championships (2011, 2015 and 2016) and as the only team to win back to back titles. Significant credit for this success, along with Grand Final appearances in 2013 and 2014, rests squarely with Roselee Jencke (Head Coach), Nannette Rigoni (Manager), Laura Geitz, Clare McMeniman, Romelda Aiken, Brynley Abad (Strength and Conditioning coach), Kerry Leech (Nutritionist) and Allira Rodgers (Psychologist) who between them established and drove the on-court success and the off-court behaviours and cultures.

The completion of the 2016 ANZ Championships saw several significant changes both internally and externally for the Firebirds:

- A new, all Australian 8 team competition - Suncorp Super Netball League - to be broadcast live on free to air television, heralds a new era in Netball and women’s sport.
- Clare McMeniman’s retirement after an outstanding career with the Firebirds and the Australian Diamonds. Clare’s last game for both teams was significant victories, a fitting testament to the contribution Clare has made to Netball.
- Laura Geitz’s departure for the birth of her first child. Laura’s impact on the Firebirds, both on and off-court, has been remarkable. The outstanding culture of the team is testimony to Laura’s leadership qualities: she leaves a huge legacy in and around the team.
- Hulita Hauskimina will also enter the world of motherhood in 2017, we hope to see Hulita back in purple soon.
- Brynley Abad, the long serving and highly successful strength and conditioning coach, made the Firebirds physically the best team in the competition. He has now taken a full-time role with the Brisbane Lions AFL team. Bryn’s contribution, with the sports medicine team, ensured the lowest injury rates and maximum availability of players – a key factor in our on-court success over several years.

Callum Koch replaces Bryn as full-time Physical Performance Manager; Callum has already led his first pre-season camp.

2017 Suncorp Super Netball

During 2016, Richard McInnes (General Manager High Performance, appointed in October 2015) was a key contributor to the behind-the-scenes development of documentation for the Suncorp Super Netball League. Along with the CEOs of other team owners, Richard poured over many detailed and technical documents, shaping their content. That work has set a solid foundation for the operation of the new SSN and will live on for many years as the elite level of our sport increases its reach and recognition.

With the new League starting in February 2017, the off-season was very short: player contracts are in place and pre-season work started in November 2016. Fortunately the Firebirds, with their longstanding successes, a powerful coaching and support staff and a strong team culture, retained more players than all other existing clubs: six of their 2016 list remain, with Aiken, Tippett, Nevins, Cassidy, Simpson and Clemesha forming a solid core combination for the 2017 season. Kim Ravaillon’s departure ensured that Mahalia Cassidy could be retained - a great relief to all. Kate Shimmin was attracted to the Firebirds coaching team and culture, joining from the Adelaide Thunderbirds. The retention of new contracts were offered to home grown talent in Kim Jenner, Abigail Latu-Meafou and Jemma MiMi, a great sign for Netball Queensland’s development pathway. The Queensland Firebirds line up for 2017 season is:

- Romelda Aiken, Grettel Tippett, Abigail Latu-Meafou, Caitlyn Nevins, Mahalia Cassidy, Gabi Simpson, Jemma MiMi, Kate Shimmin, Laura Clemesha, Kim Jenner

Four training partners were also identified and offered scholarships for 2017. These players are part of the short- to medium-term succession plan for the team; they gain invaluable experience through their time in the Firebirds environment. Those players for 2017 are: Tara Hinchliffe, Alexia Baker, Tippah Dwan, Kristen Oxenford

Our entire high performance pathway is designed to lay the foundations for players to grow towards successively higher levels of representation throughout their netball career.

The business of Netball

High Performance

The saying that ‘Excellence is a journey, not a destination’ rings true and encompasses all the stages from talent identification through Carnivals, underage selections, training, personal development and opportunity. While “winning” will always be considered important and every team that takes the court is doing their best to win that game, our focus changed slightly to identify and develop the qualities that will produce successful international players: the mission of the department is to “find, develop and polish Diamonds.”
Queensland Fusion

Netball Australia trialled a new concept in 2016, aligning the Australian Netball League with ANZ Championship rounds, the benefit is to allow ANZ-level players to drop back into the ANL competition if logistics and court time permitted. While this is a good concept, it comes with some drawbacks.

Jenny Brazel was appointed head coach of the Queensland Fusion team, supported by Kylie Byrne and Tracey Jeanes-Fraser as assistants. The continuity between the Firebirds and Fusion environment was important, given the change in competition structure mentioned earlier.

The Fusion team had a mixed season, like most teams in the competition, often winning one game per weekend, with the second game containing a range of different players from the first depending on who was the home or away team. They entered the final round with a chance of making the top four but unfortunately missed out on the finals.

Tara Hinchliffe, an 18-year old in her first year of ANL was awarded Player of the Year, narrowly ahead of 19-year old Abigail Latu-Mealou.

The Queensland Fusion squad for 2017 was selected following a 5-week training program which saw 24 players invited from across the QSNL clubs. Members of the Elite Development program were joined by an additional group of State League players to trial for places in the final squad of 14. The following players gained selection in the squad for the Australian Netball League in 2017.

- Alexia Baker (Firebirds Training Partner) (19U)
- Tara Hinchliffe (Firebirds Training Partner) (19U)
- Kristen Oxenford (Firebirds Training Partner)
- Vanessa Augustini
- Lucy Benjamin
- Tippah Dwan (Firebirds Training Partner) (19U)
- Ma Henderson
- Maddie Hinchliffe (19U)
- Kylie Holland (19U)
- Leah Middleton
- Steph O’Brien (nee Noble)
- Bella Sorby (19U)
- Shaeene Grant (19U)
- Saraphine Mouf (17U)

The performance team behind the Fusion squad in 2017 will be

- Head Coach – Tracey Jeanes-Fraser
- Assistant Coach – Christine Voge
- Assistant Coach – Garry Pashen
- Manager – Liz Shaw

High Performance

Netball Queensland’s High Performance Department underwent a strategic shift in 2016, following the appointment of Richard McInnes as General Manager, with a focus on refining the pathway programs to ensure sustainable success of elite netball in Queensland. Again, we are pursuing changes in approach in order to lay the foundation for more success in the future.

While “winning” will always be considered important and every team that takes the court is doing their best to win that game, our focus changed slightly to identify and develop the qualities that will produce successful International players: the mission of the department is to “find, develop and polish Diamonds”. In simple terms to find, develop and refine players and coaches with the qualities to represent Australia.

The retirement of Laura Geitz and Clare McMeniman, removes two Queenslander from the National structure, however the following players have been selected for the forthcoming QUAD series tour of South Africa and England.

Gabi Simpson, Gretel Tippett, Carlyne Nevins; and Kate Shimmin has been included as a training partner for her first trip with the National team.

Roselle Jencke was also appointed Assistant Coach of the Australian Diamonds through to the Netball World Cup in 2019. This is fitting recognition for Roselle’s performance in charge of the Firebirds: Roselle will continue to coach the Firebirds during this time but when away with Diamonds commitments, Jenny Brazel will lead the program with support from Clare McMeniman.

Queensland Players in Australian Teams (%)

*defined as having spent 3 or more years in NQ programs

Queensland Players with Professional Contracts (%)

*defined as having spent 3 or more years in NQ programs

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<tr>
<th>2015</th>
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<tr>
<td>Constellation Cup</td>
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<td>Quad Series</td>
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- % Qld Players
- Expon. (% Qld Players with Contracts)
TALENT IDENTIFICATION NETWORK

2016 saw Stage One of a Talent Scouting Network being developed, with expressions of interest sought from qualified coaches across Queensland. By year end, over 35 coaches had nominated to be a talent scout in their local area. Stage Two begins in 2017 with an online system which enables scouting reports and video footage to be uploaded, and development programs being run to support the Talent Scouts around the State. From March 2017, Talent Scouts will provide “eyes” across Queensland State League, Premier League and Queensland Secondary Schoolgirls competitions. Scouts will identify players and provide simple reports on each, to be incorporated into the various selection processes. A key initial focus is to select the 17U Emerging Players squad for the September Camp.

UNDERAGE PROGRAMS

Netball Queensland sent three teams to the National Netball Championships in 2016, with varied results.

The 21U team travelled to Launceston and finished 3rd by defeating Western Australia 54-49, after trailing by 9 goals mid-way through the second quarter. NSW were overall winners, defeating Victoria in a tight final. Cara Koenen and Jemma MiMi were nationally identified; Jemma also earned selection in the 21U training squad for the Youth World Cup to be held in Botswana in 2017.

Both 19U and 17U teams travelled to Perth for their combined titles. The 19U team was ravaged by injury: the squad which arrived in Perth was missing nine regular members. Tara Hinchcliffe and Abigail Latu-Meafou were nationally identified. Kim Jenner was the standout player in this side, making a significant contribution in defence.

The 17U team put on a very strong showing, defeating all teams except South Australia, the eventual winners. The team finished third, after losing to South Australia in the semi-final. Seven players from the 17U team were Nationally identified boding well for the future.

NATIONAL TALENT IDENTIFIED OR NATIONAL SQUAD MEMBERS

Following the respective National Championships, the following players were Nationally Talent Identified. Overall this representation is reasonable but not at the levels yet that we would like.

21U
- Cara Koenen
- Jemma MiMi

19U
- Tara Hinchcliffe
- Abigail Latu-Meafou

17U
- Jada Gafa
- Tippah Dwan
- Macy Gardner
- Sarahphinna Woulf
- Brianna Gregory
- Bridy Condren
- Shenae Grant

EMERGING PLAYERS CAMP IN SEPTEMBER

Following an extensive talent identification process around Queensland during the netball season, which took in the U15 and Open Secondary schoolgirls championships, the State Age Event, QISN, QSNL and the various Regional Academy programs, over 100 girls were invited from around Queensland to attend a 4-day training camp at Logan. Across the camp the girls progressed from basic skill and technique work, into unit work, full court training and finally into a series of games. This format allowed the selection panels to assess players’ capacity to learn and also provided an opportunity for regionally based players to assimilate themselves with other squad members before placing them in game situations. At the completion of the camp,
two training squads of 24 were selected to begin the 12-week preparation for the 2017 National Championships.

19U Training Squad
- Alexia Baker (Firebirds Training Partner)
- Annabella Sorby (QLD Fusion)
- Binnian Hunt (Firebirds Training Partner)
- Bridie Condren (EDP Squad)
- Bridget Franettovich
- Danielle Taylor
- Emma Peacock
- Isabella Macdonald
- Jada Gafa (EDP Squad)
- Jessica Donnelly
- Jessie O’Rourke
- Jordan Ngarimu
- Kate Lister
- Kimberly Jenner (Firebirds Squad)
- Lillian Gray
- Maddison Hinchcliffe (QLD Fusion)
- Rosie Baker
- Rosie Gale
- Kylee Holland (QLD Fusion)
- Samantha Ryan
- Shanael Tolley
- Shenee Grant (QLD Fusion)
- Tara Hinchliffe (Firebirds Training Partner)
- Tippah Dwan (Firebirds Training Partner)

17U Training Squad
- Belinda Boyce
- Brianna Gregory (EDP Squad)
- Charlie Bell
- Christina Mclure
- Elise Goodshen
- Hannah Le Sage
- Heidi Osborne
- Jesse Wardlaw
- Josephine Bingham
- Lauren Bella
- Leesa MiMi
- Lia Woolnough
- Lisa Dreyer
- Macy Gardner (QLD Fusion Training Partner & EDP Squad)
- Mia Stower
- Nancy Als
- Nandia Els
- Nicole Guenther
- Olivia Mc Dermid
- Rihanna Bevege
- Sarah Earl
- Sarahpheinna Woulf (QLD Fusion)
- Vivienne Fitzpatrick
- Willow Gale

The following staff have been appointed to the respective State Programs in 2017

19U
- Head Coach – Megan Lynch
- Assistant Coach – Karrianne Farrelly
- Manager – Merrin McCulloch

17U
- Head Coach – Simone Nalatu
- Assistant Coach – Lauren Forbes
- Manager – Erin Hodgkin

REGIONAL ACADEMY PROGRAM

The 2016 Regional Academy Program ran this year thanks to outstanding work from Belinda Weder and the team of coaches and managers around the State who give up their time to ensure that young girls around Queensland can receive some additional coaching.

Netball Queensland hosted a coaching clinic for all Regional Academy players, which saw over 200 girls spend three days at Moreton Bay College, working with some of Netball Queensland’s leading coaches and support staff. Special thanks to Moreton Bay College and also to the State Netball Centre who assisted when the weather intervened to ensure the girls had a great weekend.

The Regional Academy program will be re-configured in 2017, with an increased focus on providing better services back into the Netball Community, via a series of single workshops which will have a multi-faceted approach, including:

1. Coach and Umpire Development workshops
2. Talent Identification of young players and emerging coaches in the local area
3. Talent Development and coaching opportunity for already identified players

We are developing a process which invests time and money in a more-strategic way with emerging players, to lay the foundation for talent identification and helping players to develop their skills to their best level.

TARGETED COACH PROGRAM

Simone Nalatu, Tracey Jeanes-Fraser, Christine Voge, Kylee Byrne and Jenny Brazel were all nominated and subsequently selected to be part of the Netball Australia Targeted Coach program, attending a range of camps and courses designed to provide exposure to the National level coaches and players. Due to work commitments, Tracey was unable to attend the program in 2016.

Jenny Brazel completed her High Performance Coach Accreditation in 2016, while Tigers Head Coach Amanda Scheaffe is currently completing hers. Tracey Jeanes-Fraser and Christine Voge were nominated by NQ and accepted by Netball Australia to commence their High Performance Accreditation course in late 2016, attending their first workshop in November.
THE BUSINESS OF NETBALL

COMPETITIONS AND EVENTS

In 2015 and 2016, many hours have been spent by The Competitions Review Implementation Group, which looked at the purpose of and the rationale for each of our state events. As a result of those deliberations, a number of changes were made or are planned, with the aim of strengthening the quality of competition or the viability of each one.

Strong competitions such as these will lay the foundations by ensuring that talented players are identified and that social competitions can forge lifelong friendships.

Similarly, many hours were spent by staff and the active State Events Committee to organise and oversee these competitions which form a part of the fabric of netball in Queensland.

SAMSUNG QUEENSLAND STATE NETBALL LEAGUE

The 2016 Samsung Queensland State Netball League (QSNL) was the most tightly contested in recent years, demonstrating the growing strength of Netball Queensland’s elite development pathway. Seven 2016 QSNL players have been signed to clubs for the inaugural Suncorp Super Netball season and seven have been selected as training partners.

There was strong competition across the state during the regular season and the finals. In the Division 1 preliminary final, the Carina Leagues Club Tigers booked a spot in the decider with a goal in the last 30 seconds, while the Brisbane West Lions and Capricorn Claws decided their Division 2 preliminary final in double extra time.

Brisbane North Cougars won the Division 1 and Division 2 grand finals.

CITY VS COUNTRY

The 2016 Samsung QSNL City v Country competition pitted the best players from Division 2 – City against Division 2 – Country in a three-match series. It was the first edition of what will become an annual event on the Netball Queensland competitions calendar.

While City won the series 3-0, both sides greatly benefitted from the exposure and development opportunities the competition provided. The matches received strong local media coverage in the Townsville and Sunshine Coast markets.

Ally McLeod from City was awarded player of the series.

STATE EVENTS

Netball Queensland executed one of its most successful series of state events during 2016. The Suzuki State Age Championship was held at South Coast Netball Association and saw 175 teams travel to take part, including an invitational team from Fiji. Members of the Queensland Firebirds attended for all three days to meet participants and sign autographs, while a revamped chill-out zone delivered live bands, artisan food vendors and a host of sponsor activations from the likes of Samsung and Suzuki.

In the final year before the revamped competition starts in 2017, the Country Carnival at Tweed Heads Netball Association attracted 138 teams from across the state, while Challenge Carnival at Townsville Netball Association attracted 115 teams.
THE BUSINESS OF NETBALL

COMMERCIAL AND SPONSORSHIP

A key part of Netball Queensland’s operations is to ensure a solid commercial and financial base; one important plank in this platform is the relationships we develop with sponsors and commercial partners. These sponsorships lay the foundations of a strong and viable Firebirds team and flow into various statewide competitions that we run.

The same principle applies for our member-associations across the state, at your local level.

The launch of the 2016 ANZ Championships season included the announcement of two new major corporate partners.

1. Samsung came on board as Netball Queensland’s Official Technology Partner and naming rights sponsor of the Queensland State Netball League and Primary Schools Cup. As part of their leverage activity, Samsung launched their inspirational “Rethink Role Models” campaign featuring five netball ambassadors, including Firebirds Laura Geitz and Kim Ravaillion.

2. The University of Queensland signed a three-year agreement as the Official University and Tertiary Education Partner of the Queensland Firebirds and Netball Queensland.

This followed the announcement in December 2015 that The Coffee Club had signed as the Principal Partner of Netball Queensland and naming rights partner of the Queensland Firebirds. Five Firebirds players featured in a Coffee Club TV campaign in the early part of the 2016 ANZ Championship season, a first for netball in Queensland.

These new corporate partnerships with major brands are testament to the increasing profile of the Firebirds and the appeal of netball, with its enormous, highly engaged fan and participant base.

Netball Queensland acknowledges the ongoing support of Coca-Cola (via their Mr Franklin brand), a Major Partner of Netball Queensland.

We extend our sincere thanks to Suzuki Queensland, our automotive partner for the last three years.

We also acknowledge the contribution of Game Clothing, Netball Queensland’s longtime apparel, merchandise and concessionaire partner.

The increasing profile and unparalleled success of the Firebirds during 2016 drove exceptional growth in key metrics, most notably:

- All Firebirds home matches and the three Finals games hosted in Brisbane sold-out, culminating with the biggest ever attendance at a netball match in Queensland (10,300 at the ANZ Championship Grand Final).
- Average ANZ Championship TV audiences on Pay TV grew by 68% in 2016 compared to 2015; Free-to-Air TV viewership grew by 55%. Significantly, audiences for the Queensland Firebirds have risen faster than any other major non-netball sports property in Australia during the last three years.
- Firebirds merchandise sales increased to over $330,000 in 2016. Sales at the Grand Final totalled a record $65,000.
- Firebirds’ Facebook grew by over 60% year on year; Instagram increased by 55%
- Saturation media coverage for netball and the Firebirds was achieved in the lead-up to and post the Grand Final win.

QUEENSLAND FIREBIRDS AWARDS AND GALA DINNER

The 2016 Queensland Firebirds Awards and Gala Dinner “Purple Reign” was held on Friday 5 August at Moda Events, Portside Wharf. This black tie event attracted 271 attendees, who enjoyed the entire entertainment package which included special performances by X-Factor’s Cyrus and Ellen Reed from “The Voice”.

We continued to develop the event, through the addition of sponsor-partners, enhanced styling and entertainment and streamlined registration process based on a new digital app to manage the event and the highly successful silent auction.

- **Player of the Year** – Romelda Aiken
- **Spirit Award** – Caitlyn Nevins
- **Player’s Player of the Year** – Clare McMeniman
- **Member’s Player of the Year** – Gabi Simpson
- **Debutante Awards** – Beryl Friday, Chelsea Lamke, Hulita Haukinima

Various major community and fan engagement activities were organised to capitalise on the success of the team after their back-to-back win, including a ticker-tape parade and appearance in the city and a team appearance at Garden City Shopping Centre. Several Firebirds players toured the Championship trophy to netball associations in Brisbane, Maroochydore, Caloundra, Townsville and Cairns.

Suncoor Super Netball, which launches in February 2017, will herald an exciting new era for netball in this country.

The new all Australian eight team 17-week competition will feature three new teams - the Collingwood Magpies in Melbourne, the Greater Western Sydney Giants in Sydney and the Sunshine Coast Lightning, based on Queensland’s Sunshine Coast.

Two matches will be televised live in prime time on Nine GEM every Saturday night as part of a ground-breaking new five (5) year Free-to-Air broadcast agreement with Nine Network.

This will provide an unparalleled level of exposure and profile for the world’s premier netball competition and a huge boost to the game, already the number one female participation sport in Australia.

The new League will change netball’s marketing and commercial landscape, creating opportunities for Netball Queensland to build its fan base and drive greater income from sponsors, matches, membership, corporate hospitality and licensed merchandise. We are planning and already implementing our new strategies to fully capitalise on this opportunity.

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NETBALL QUEENSLAND AWARDS DINNER

The 2016 Awards Dinner “Reach for the Stars” was held on Saturday 24 September at The Stamford Plaza Hotel on the Brisbane River. This black-tie event attracted 130 attendees from the Queensland netball community, with a special feature being a riverfront view of the 2016 Sunsuper Brisbane Riverfire spectacular.

The evening was co-hosted by Laura Geitz and Ben Davis from 4BC to recognise the Queensland netball community. Fifteen awards celebrated major individual achievements across the 2016 netball season.

**Volunteer of the Year** – Linda Bunch
**NEW Youth Volunteer of the Year** – Emma Clignett
**Coach of the Year** – Nadine Carlson
**Umpire of the Year** – Lee-Ann Quilter
**Association of the Year** – Cairns Netball Association
**Club of the Year** – Immanuel Lutheran Netball Club
**Under 17 State Team MVP** – Jada Gafa
**Under 19 State Team MVP** – Kimberley Jenner
**Under 21 State Team MVP** – Cara Kozen
**Queensland Fusion MVP** – Tara Hinchliffe
**Judy Sampson Memorial Trophy** – Matika Laycock
**Samsung QSNL Division 1 Player of the Year** – Laura Scherian
**NEW Samsung QSNL Division 2 City Player of the Year** – Eden Cassidy
**NEW Samsung QSNL Division 2 Country Player of the Year** – Rebecca Hall
**NEW City v Country Player of the Series** – Ally McLeod
THE BUSINESS OF NETBALL
CORPORATE SERVICES

FINANCIAL PERFORMANCE

The financial statements in this Annual Report period span 1 July 2015 to 31 December 2016 (18 months). This is a transitional period; there had been a move towards a 30 June year-end, so the prior Annual Report spanned just the six months from 1 January 2015 to 30 June 2015. For 2017 onwards, we revert to yearly periods concluding on 31 December annually.

The table below converts audited financial results back to the calendar year in which they were generated. This demonstrates the operating performance of Netball Queensland for the most recent three calendar years.

<table>
<thead>
<tr>
<th>FROM</th>
<th>TO</th>
<th>SURPLUS</th>
<th>CALENDAR YEAR</th>
<th>FINANCIAL STATEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/01/14</td>
<td>31/12/16</td>
<td>-4,004</td>
<td>-4,004</td>
<td>-4,004</td>
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<tr>
<td>1/01/15</td>
<td>30/06/15</td>
<td>377,663</td>
<td>377,190</td>
<td>377,663</td>
</tr>
<tr>
<td>1/07/15</td>
<td>31/12/15</td>
<td>-473</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1/01/16</td>
<td>31/12/16</td>
<td>313,977</td>
<td>313,977</td>
<td>313,504</td>
</tr>
</tbody>
</table>

Capitation fees from a growing number of registered players have strengthened our financial performance in recent years; too has our success in forging productive partnerships with sponsors and government. A key strategy for Netball Queensland is to secure our finances by developing a multi-faceted revenue base.

Netball Queensland Limited has a high-quality asset base: we hold high levels of cash (see Note 4), and debtors are current and collectible (see Note 5).

HUMAN RESOURCES

In 2016, Netball Queensland continued to work on and achieve improvements in organisational culture. This enabled us to reduce our staff turnover markedly. One contributing factor is to set an expectation, when potential staff are being interviewed during the employment process, that we are building a long-term team committed to realising an exciting vision for Netball in Queensland. Netball Queensland has proactively and transparently included desirable ‘personal values and attributes’ into the recruitment and performance management process as a mechanism for cultivating a positive and forward-looking work environment.

This approach is clearly starting to pay dividends: members are experiencing improved service and operational efficiency. Netball Queensland has been recognised within the broader sport community in late 2015 and late 2016. The awards in December 2015 saw several Qsport Awards: Coach of the Year – Roselee Jencke Queensland Junior Sport Team – 17 years and under state team Event of the year – 2015 ANZ Championship Grand Final

2016 saw further recognition of our activity: Administrator of the Year Catherine Clark Volunteer of the Year – Liz White Event of the year – 2016 ANZ Championship Grand Final

SPECIAL PROJECTS

Adam Abbott has spent much of 2016 working with key personnel from Stadiums Queensland to develop the specifications of the Home of Netball building at Queensland Sports and Athletics Centre. During 2016, Netball Queensland secured an additional $10 million funding from the Federal Government, to supplement the $30 million provided by the Queensland Government. Our aim is to build a facility without peer in Australian netball, to service netball from community to elite standards.

The current timetable is likely to see us move into our new Home in mid-2018. We acknowledge and are grateful to the contributions from both levels of government.

CAPABILITY IMPROVEMENT PROJECT

This project is driving some of the transformations currently underway at Netball Queensland, focussing on ‘4 Pillars’ of our business:

- Sport Innovation (members: Adam Abbott; Jenny Bazzel; Lyn Law; Meree Robbins; Sarah Cooper; Jake Shepherd; Thomas O’Riley; Marie Kavanagh)
- Leadership and Governance (members: Jane Seawright; Chris King; Cathy Warneke; Camille Kieck and Ryan Fett)
- Commercialisation (members: Mark McLeod; Andrew Blucher; Chanae Mulawa; Morgan Kunde; Chris Rawlinson and Jason Affold)
- Organisational Development (members: Ian Brown; Paula Toonen; Ailin Everson; Gayle Rust and Lee Wilson).

The Project has an over-arching Steering Group (members: Mal Bennett, Jane Seawright, Marg Cedar, Matt Batamns and Catherine Clark), whose task is to review recommendations from each Working Group, coordinate among Working Groups where synergies are possible and ensure strong overall Project governance.

The Steering Committee and Working Groups contain volunteer members as well as relevant personnel employed by Netball Queensland. We especially thank all the volunteers and members of the broad netball community who have contributed time and talent to any of these groups during 2016.

Tangible outcomes such as the annual Leaders’ Conference, the move from an ‘Incorporated’ Association to a ‘Company Limited by Guarantee’ with a new Constitution, and reform of state-wide competitions are evidence of the impact these groups have. A second, and equally important outcome, is to encourage two-way and transparent communication across netball.

TECHNOLOGY

Netball Queensland implements technology which meets the business’ needs. This requires a combination of desk-bound and mobile technologies which optimises our ability to reliably support staff and through them, our member-Associations, at a reasonable cost.

During 2016, Associations and players continued their use of the MyNetball system, provided through Netball Australia. In 2016, 34% of registrations were entered directly by players (2015: 2%). Wider use of self-registration is an essential tool for reducing the time spent by volunteers or some paid staff at Association or Club level.

EXECUTIVE SUPPORT

2016 has been an active and challenging year for your Board: President Jane and CEO Catherine each refer to some of those challenges, in their reports. We have had to conduct and support not only the regular Board meetings, plus ad hoc meetings, either face-to-face or via teleconference. Similarly, the Finance, Audit and Risk Management Committee and the Nominations Committee have required strong executive support for their roles.
The Annual General Meeting in October 2015 decided overwhelmingly to adopt a new Constitution and to change legal status to a company limited by guarantee. This change of legal status occurred on 27 April 2016.

Legacy Life Members
Netball Queensland recognises and celebrates the role played by all volunteers and staff in developing the sport of netball. We acknowledge the Legacy Life Members for their special contributions to our history.

- Maureen Atkins
- Susan Bamford
- June Bathwell AM
- Michele Buck*
- Dianne Cocker
- Janelle Derrington
- Bertha Elder*
- Morma Franklin
- Audrey Fullagar OAM*
- Florence Gallagher*
- Phyllis Grant*
- Dorris Hoppers*
- Deirdre Hyland AM*
- Jan Maggacus
- Mavis Martin OAM*
- Madonna McKenna
- Lana Mardon
- Joan Pentecost
- Carole Scott
- Anne Smith
- Helen Stevens
- Olive Stilz*
- Ivy Wallace*
- Jeanette Warwick BEM
- Elizabeth White
- Valda Williamson
- Doris T Wilson*
- Vicki Wilson OAM
- Shirley Winton OAM*
- Maisie Wrighton*

*Denotes deceased members
Your directors present this report on the company for the 18-month period ended 31 December 2016. The company commenced this reporting period named as Queensland Netball Association Inc. At the Annual General Meeting held 24 October 2015, a new Constitution was adopted and the company is now known as Netball Queensland Limited.

Directors
The names of each person who has been a director during the period and to the date of this report are:
- Brennan, Kevin (President, term ended at 24 October 2015 AGM)
- Seawright, Dorothy Jane (President, elected at 24 October 2015 AGM)
- Ahmat, Barbara (resigned 25 February 2016)
- Donlan, Leisa (resigned 21 December 2016)
- Fullagar, Ian (appointed 31 October 2016)
- Kavanagh, Marie (elected at 24 October 2015 AGM)
- King, Christopher (Finance Officer, elected at 24 October 2015 AGM)
- McLeod, Mark (Finance Officer, term ended 24 October 2015 AGM)
- Scott, Anthony (Finance Officer, term ended 24 October 2015 AGM)
- Smith, Annette (term ended 24 October 2015 AGM)
- Swane, Tammy (term ended at 24 Oct 2015 AGM)

Directors have been in office since the start of the period to the date of this report unless otherwise stated.

Principal Activities
The principal activity of the company during the financial year was providing leadership and growth of the sport of netball in Queensland, through encouraging participation and development from community to elite levels.

Long-term Objectives
The company’s long-term objectives, as embodied in the Strategic Plan 2014-2016, are to:
- Involve people in netball
- Develop the capacity of our people, both volunteers and staff
- Grow our brand by raising the profile of women in sport and netball
- Build our business.

Strategies
To achieve its stated objectives, the company has adopted the following strategies:
- Increase participation to 55,000 members by 2016
- Pursue a centralised state Home of Netball
- Provide quality customer service to members through open and transparent communication
- Offer development pathways for athletes, coaches, umpires and bench officials through training, competitions and national programs
- Engage and support a team of high-performing staff to deliver services
- Implement sound financial and risk management policies and processes.

Key Performance Measures
The company measures its own performance through the use of both quantitative and qualitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the company and whether the company’s short-term and long-term objectives are being achieved.

Meetings of Directors
During the reporting period, 13 directors’ meetings were held. Attendances by each director were as follows:

<table>
<thead>
<tr>
<th>Board</th>
<th>Eligible</th>
<th>Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brennan, Kevin (President, term ended 24 Oct 2015 AGM)</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Seawright, Dorothy Jane (President, elected 24 October 2015 AGM)</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>Ahmat, Barbara (resigned 25 February 2016)</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Donlan, Leisa (resigned 21 December 2016)</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>Fullagar, Ian (appointed 31 October 2016)</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Kavanagh, Marie (elected at 24 October 2015 AGM)</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>King, Christopher (Finance Officer, elected 24 October 2015 AGM)</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>McLeod, Mark (Finance Officer, term ended 24 October 2015 AGM)</td>
<td>13</td>
<td>11</td>
</tr>
<tr>
<td>Scott, Anthony (Finance Officer, term ended 24 October 2015 AGM)</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Smith, Annette (term ended 24 October 2015 AGM)</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td>Swane, Tammy (term ended 24 October 2015 AGM)</td>
<td>4</td>
<td>3</td>
</tr>
</tbody>
</table>

Finance, Audit and Risk Management Committee
Scott, Anthony (Finance Officer, term ended 24 October 2015 AGM) | 3 | 3 |
Brennan, Kevin (term ended 24 Oct 2015 AGM) | 3 | 3 |
King, Christopher (Finance Officer, elected 24 October 2015 AGM) | 10 | 10 |
Kavanagh, Marie | 7 | 7 |
Copplin, Steve (Independent member) | 1 | 0 |

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each voting member is required to contribute a maximum of $1 each towards meeting any outstanding obligations of the entity. At 31 December 2016, the total amount that members of the company are liable to contribute if the company is wound up is $95 (2015: $NA).

Auditor’s Independence Declaration
The lead auditor’s independence declaration for the year ended 31 December 2016 has been received and can be found on page 3 of the financial report.

This directors’ report is signed in accordance with a resolution of the Board of Directors.

Director: Director:

Dorothy Jane Seawright Christopher James King
Dated this 24th day of February 2017
## Statement of Profit or Loss and Other Comprehensive Income for the Period Ended 31 December 2016

<table>
<thead>
<tr>
<th>Note</th>
<th>18 months to Dec 2016</th>
<th>6 months to 30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$</td>
</tr>
<tr>
<td>Revenue</td>
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<tr>
<td>Other income</td>
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<td>113,888</td>
</tr>
<tr>
<td>Cost of goods sold</td>
<td>296,927</td>
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</tr>
<tr>
<td>Employee benefits expense</td>
<td>4,644,970</td>
<td>1,442,925</td>
</tr>
<tr>
<td>Depreciation and amortisation expense</td>
<td>148,290</td>
<td>50,168</td>
</tr>
<tr>
<td>Consultants and specialists</td>
<td>353,006</td>
<td>52,103</td>
</tr>
<tr>
<td>Corporate costs</td>
<td>852,431</td>
<td>390,352</td>
</tr>
<tr>
<td>Advertising, promotion and sponsor support</td>
<td>451,407</td>
<td>95,384</td>
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<tr>
<td>Event operations</td>
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<td>676,951</td>
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<tr>
<td>Bad debts</td>
<td>3,844</td>
<td>0</td>
</tr>
<tr>
<td>Bank, credit card and merchant fees (Interest: Nil)</td>
<td>18,138</td>
<td>9,149</td>
</tr>
<tr>
<td>IT and communication</td>
<td>169,183</td>
<td>103,742</td>
</tr>
<tr>
<td>Insurance</td>
<td>297,701</td>
<td>98,431</td>
</tr>
<tr>
<td>Motor vehicle running expense</td>
<td>18,710</td>
<td>7,106</td>
</tr>
<tr>
<td>Premises and equipment</td>
<td>207,014</td>
<td>125,321</td>
</tr>
<tr>
<td>Travel for teams and staff</td>
<td>700,533</td>
<td>144,564</td>
</tr>
<tr>
<td>Team operations</td>
<td>830,889</td>
<td>536,663</td>
</tr>
<tr>
<td><strong>Profit before income tax</strong></td>
<td>313,504</td>
<td>377,663</td>
</tr>
<tr>
<td>Income tax expense</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Profit for the period</strong></td>
<td>313,504</td>
<td>377,663</td>
</tr>
</tbody>
</table>

### Other comprehensive income

#### Items that will not be reclassified subsequently to profit or loss:

- Gains on revaluation of land and buildings, net of tax | 0 | 0 |

### Total comprehensive income

- **Total comprehensive income for the period** | 313,504 | 377,663 |
- **Profit attributable to members of the entity** | 313,504 | 377,663 |

The accompanying notes form part of these financial statements.
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2016

Note  | 2016  | 30 June 2015 |
-------|-------|-------------|
CURRENT ASSETS
Cash and cash equivalents | 4 | 1,936,274 | 3,204,606 |
Trade and other receivables | 5 | 285,138 | 384,518 |
Inventories | 6 | 36,812 | 33,593 |
Prepaid expenses and other current assets | 7 | 205,435 | 268,860 |
TOTAL CURRENT ASSETS | | 2,463,659 | 3,891,577 |
NON-CURRENT ASSETS
Property, plant and equipment | 8 | 1,809,202 | 1,870,167 |
Intangible assets | 9 | 23,425 | 0 |
TOTAL NON-CURRENT ASSETS | | 1,832,627 | 1,870,167 |
TOTAL ASSETS | | 4,296,286 | 5,761,744 |

LIABILITIES
CURRENT LIABILITIES
Trade and other payables | 10 | 348,551 | 703,583 |
Income received in advance | 11 | 36,208 | 1,526,613 |
Provisions | | 154,148 | 106,107 |
TOTAL CURRENT LIABILITIES | | 538,907 | 2,336,303 |
NON-CURRENT LIABILITIES
Borrowings | | 0 | 500 |
Provisions | 11 | 18,934 | 0 |
TOTAL NON-CURRENT LIABILITIES | | 18,934 | 500 |
TOTAL LIABILITIES | | 557,841 | 2,336,803 |
NET ASSETS | | 3,738,445 | 3,424,941 |

EQUITY
Retained earnings | | 2,709,610 | 2,396,106 |
Reserves | | 1,028,835 | 1,028,835 |
TOTAL EQUITY | | 3,738,445 | 3,424,941 |

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE PERIOD ENDED 31 DECEMBER 2016

Note  | Retained Earnings | Revaluation Surplus | Total |
-------|-------------------|---------------------|-------|
Balance at 1 January 2015 | 2,018,443 | 1,028,835 | 3,047,278 |
Comprehensive income
Profit for the 6 month period | 377,663 | 0 | 377,663 |
Total other comprehensive income | 0 | 0 | 0 |
Total comprehensive income attributable to members of the entity for the period | 377,663 | 0 | 377,663 |
Balance at 30 June 2015 | 2,396,106 | 1,028,835 | 3,424,941 |

Balance at 1 July 2015 | 2,396,106 | 1,028,835 | 3,424,941 |
Comprehensive income
Profit for the 18 month period | 313,504 | 0 | 313,504 |
Total other comprehensive income | 0 | 0 | 0 |
Total comprehensive income attributable to members of the entity for the period | 313,504 | 0 | 313,504 |
Balance at 31 December 2016 | 2,709,610 | 1,028,835 | 3,738,445 |

For a description of each reserve, refer to Note 19.

The accompanying notes form part of these financial statements.
The accompanying notes form part of these financial statements.
Plant and equipment
Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(e) for details of impairment).

Depreciation
The depreciable amount of all fixed assets, including buildings, but excluding freehold land, is depreciated on a straight line basis over the asset’s useful life to the entity commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

<table>
<thead>
<tr>
<th>Class of Fixed Asset</th>
<th>Depreciation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buildings</td>
<td>3.85%</td>
</tr>
<tr>
<td>Plant and equipment</td>
<td>10% – 40%</td>
</tr>
</tbody>
</table>

The assets’ residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

d. Financial Instruments

Initial recognition and measurement
Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (i.e. trade date is adopted).

Financial instruments are initially measured at fair value plus transaction costs except where the instrument is classified ‘at fair value through profit or loss’ in which case transaction costs are recognised immediately as expenses in profit or loss.

Classification and subsequent measurement
Financial instruments are subsequently measured at fair value (refer to Note 1(o)), or cost.

(i) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(ii) Financial liabilities

Non-derivative financial liabilities are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

Impairment
At the end of each reporting period, the company assesses whether there is objective evidence that a financial asset has been impaired. A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a “loss event”) having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

For financial assets carried at amortised cost, loss events may include: indications that the debtors or a group of debtors are experiencing significant financial difficulty, default or delinquency in interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in areas or economic conditions that correlate with defaults.

e. Impairment of Assets

At the end of each reporting period, the entity assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset’s fair value less costs of disposal and value in use, to the asset’s carrying amount. Any excess of the asset’s carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revised amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116: Property, Plant and Equipment). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

f. Employee Benefits

Short-term employee benefits

Provision is made for the company’s obligation for short-term employee benefits. Short-term employee benefits are recognised when the related service, including wages, salaries and holiday leave is performed.

Other long-term employee benefits

The company classifies employees’ long service leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service.

Other obligations are presented as current liabilities on the statement of financial position.

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).
Recievables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

i. Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

j. Intangibles

Software

Software is initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation and impairment losses. Software has an estimated useful life of between one and three years. It is assessed annually for impairment.

k. Provisions

Provisions are recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

l. Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

m. Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the company during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

n. Critical Accounting Estimates and Judgements

The directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

Key estimates

(i) Valuation of freehold land and buildings

The freehold land and buildings were independently valued at 1 March 2016 by Herron Todd White and at 1 April 2016 by Ray White Commercial. The valuations were based on capitalisation of market rent less cost of ownership, on a vacant possession basis. The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current demand for land and buildings in the area and recent rental and sales data for similar properties. The valuations reinforced the current carrying value for the building and as a result, no revaluation increment or write-down has been required.

(ii) Fair Value of Assets and Liabilities

The company measures some of its assets and liabilities at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

“Fair value” is the price the company would receive to sell an asset or would have to pay to transfer a liability in an orderly (i.e. unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

Netball Queensland Limited

ABN 58 429 487 881

NOTE 2: REVENUE AND OTHER INCOME

2015-2016 30 June 2015

<table>
<thead>
<tr>
<th></th>
<th>$</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capital fees</td>
<td>5,278,942</td>
<td>1,679,894</td>
</tr>
<tr>
<td>Events and matches</td>
<td>1,768,816</td>
<td>1,100,705</td>
</tr>
<tr>
<td>Merchandising</td>
<td>520,881</td>
<td>166,227</td>
</tr>
<tr>
<td>Grants</td>
<td>1,581,246</td>
<td>831,167</td>
</tr>
<tr>
<td>Sponsorship</td>
<td>1,219,221</td>
<td>326,290</td>
</tr>
<tr>
<td>Total revenue</td>
<td>10,369,106</td>
<td>4,104,283</td>
</tr>
</tbody>
</table>

NOTE 3: PROFIT FOR THE YEAR

2015-2016 30 June 2015

<table>
<thead>
<tr>
<th></th>
<th>$</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expenses:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee benefits expense:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Remuneration of all employees including Firebirds</td>
<td>3,948,459</td>
<td>1,239,118</td>
</tr>
<tr>
<td>Superannuation</td>
<td>349,020</td>
<td>111,829</td>
</tr>
<tr>
<td>Payroll tax</td>
<td>157,781</td>
<td>47,185</td>
</tr>
<tr>
<td>Other payroll-related costs</td>
<td>189,710</td>
<td>44,793</td>
</tr>
<tr>
<td>Total employee benefits expense</td>
<td>4,644,970</td>
<td>1,442,925</td>
</tr>
<tr>
<td>Corporate costs:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payments to Netball Australia for fees and services</td>
<td>706,337</td>
<td>328,367</td>
</tr>
<tr>
<td>Audit fees</td>
<td>18,420</td>
<td>13,721</td>
</tr>
<tr>
<td>Board and regional president honoraria to 25 Oct. 2015</td>
<td>2,653</td>
<td>(14,625)</td>
</tr>
<tr>
<td>Printing, postage and stationery</td>
<td>72,220</td>
<td>25,738</td>
</tr>
<tr>
<td>All other</td>
<td>52,801</td>
<td>37,151</td>
</tr>
<tr>
<td>Total corporate costs</td>
<td>852,431</td>
<td>390,352</td>
</tr>
</tbody>
</table>
## Event Operations

- Facility hire and portable floor: $983,745 - $484,118
- Umpires and officials for competitions: $190,898 - $34,774
- Presenters and developers: $94,268 - $16,411
- All other: $89,808 - $141,648

**Total event costs:** $1,358,719 - $676,951

## Significant Revenue and Expenses

b. **Net Gain/(Loss) on Disposal of Non-current Assets**

- **Proceeds on disposal:** $5,165 - $30,000
- **Disposals at cost:** ($2,564) - ($15,183)

**Net gain/(loss) on disposals as at 31 December 2016:** $2,601 - $14,817

## Notes

### Note 4: Cash and Cash Equivalents

**2015-2016 | 30 June 2015**

**CURRENT**

- Cash at bank: $1,875,474 - $3,144,805
- Restricted funds: $56,601 - $55,601
- Cash on hand: $5,199 - $4,200

**Total cash and cash equivalents:** $1,936,274 - $3,204,606

In June 2015, the former Bayside Netball Association closed; it transferred surplus funds to Netball Queensland, in accordance with its Constitution. The funds are restricted, pending identification of a development project relevant to the needs of the local area. The amount is reported within Note 4 as a restricted cash holding.

### Note 5: Trade and Other Receivables

<table>
<thead>
<tr>
<th>Note</th>
<th>2015-2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**CURRENT**

- **Trade receivables:** $217,441 - $384,518
- **Provision for impairment:** $5a - $0

**Other receivables:** $67,697 - $0

**Total current trade and other receivables:** $285,138 - $384,518

### Note 6: Inventories

**2015-2016 | 30 June 2015**

**CURRENT**

- **Apparel for resale:** $22,562 - $23,336
- **Publications for resale:** $14,250 - $10,257
- **Total inventory:** $36,812 - $33,593

### Note 7: Other Assets

<table>
<thead>
<tr>
<th>Note</th>
<th>2015-2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**CURRENT**

- **Prepayments:** $171,018 - $141,836
- **Deposits and other:** $34,417 - $127,024

**Total current other assets:** $205,435 - $268,860

### Note 8: Property, Plant and Equipment

**2015-2016 | 30 June 2016**

**Land and Buildings**

- **Freehold land at fair value:**
  - Independent valuation: $750,000 - $750,000
- **Total land:** $750,000 - $750,000
- **Buildings at fair value:**
  - Independent valuation: $950,000 - $950,000
- **Less accumulated depreciation:** ($109,688) - ($54,660)
- **Total buildings:** $840,312 - $895,340
- **Total land and buildings:** $1,590,312 - $1,645,340

**Footnotes:**

- a. **Provision for Impairment of Receivables**
  - **Movement in the provision for impairment of receivables** is as follows:
    - Provision for impairment as at 1 January 2015: $0
    - Charge for the year: $0
    - Written off: ($0)
    - Provision for impairment as at 30 June 2015: $0
    - Charge for the year: $3,844
    - Written off: ($3,844)
    - Provision for impairment as at 31 December 2016: $0

- b. Significant Revenue and Expenses
  - Net gain/(loss) on disposal of non-current assets:
    - Proceeds on disposal: $5,165 - $30,000
    - Disposals at cost: ($2,564) - ($15,183)
  - **Net gain/(loss) on disposals as at 31 December 2016:** $2,601 - $14,817
Plant and Equipment
Furniture and equipment:
At cost
675,211 729,967
Less accumulated depreciation
(456,321) (505,140)
Total plant and equipment
218,890 224,827
Total property, plant and equipment
1,809,202 1,870,167

Movements in Carrying Amounts
Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

<table>
<thead>
<tr>
<th>Land and Buildings</th>
<th>Furniture and Equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>1 July 2015 – 31 December 2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at the beginning of the period</td>
<td>1,645,340</td>
<td>224,827</td>
</tr>
<tr>
<td>Additions at cost</td>
<td>0</td>
<td>90,181</td>
</tr>
<tr>
<td>Disposals</td>
<td>0</td>
<td>(5,165)</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(55,028)</td>
<td>(90,953)</td>
</tr>
<tr>
<td>Carrying amount at the end of the period</td>
<td>1,590,312</td>
<td>218,890</td>
</tr>
</tbody>
</table>

Asset Revaluations
The freehold land and building were independently valued at 1 March 2016 by Herron Todd White and at 1 April 2016 by Ray White Commercial. The valuations were based on capitalisation of market rent less cost of ownership, on a vacant possession basis. The critical assumptions adopted in determining the valuation included the location of the land and buildings, the current demand for land and buildings in the area and recent rental and sales data for similar properties. The valuations reinforced the current carrying value for the building and as a result, no revaluation increment or write-down has been required.

At 31 December 2016, the directors reviewed the valuations on the freehold land and building. The directors have reviewed the key assumptions adopted by the valuers in 2016 and do not believe there has been a significant change in the assumptions at 31 December 2016. The directors therefore believe the carrying amount of the land correctly reflects the fair value at 31 December 2016.

NOTE 9: INTANGIBLE ASSETS

<table>
<thead>
<tr>
<th>2015-2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Computer software – at cost</td>
<td>23,734</td>
</tr>
<tr>
<td>Accumulated amortisation</td>
<td>(309)</td>
</tr>
<tr>
<td>Net carrying amount</td>
<td>23,425</td>
</tr>
</tbody>
</table>

NOTE 10: TRADE AND OTHER PAYABLES

<table>
<thead>
<tr>
<th>2015-2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>CURRENT</td>
<td></td>
</tr>
<tr>
<td>Trade payables</td>
<td>87,251</td>
</tr>
<tr>
<td>Other current payables</td>
<td>261,300</td>
</tr>
<tr>
<td>Total</td>
<td>348,551</td>
</tr>
</tbody>
</table>

a. Financial liabilities at amortised cost classified as trade and other payables

<table>
<thead>
<tr>
<th></th>
<th>2015-2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
<td></td>
</tr>
<tr>
<td>Trade and other payables:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>= total current</td>
<td>348,551</td>
<td>703,583</td>
</tr>
<tr>
<td>= total non-current</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>348,551</td>
<td>703,583</td>
</tr>
</tbody>
</table>

Less: other payables

| GST | 11,949 | 177,345 |
| Total financial liabilities | 360,500 | 526,238 |

NOTE 11: PROVISIONS

<table>
<thead>
<tr>
<th>2015-2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>CURRENT</td>
<td></td>
</tr>
<tr>
<td>Provision for employee benefits: annual leave</td>
<td>154,148</td>
</tr>
<tr>
<td>NON-CURRENT</td>
<td></td>
</tr>
<tr>
<td>Provision for employee benefits: long service leave</td>
<td>18,934</td>
</tr>
<tr>
<td>Total</td>
<td>173,082</td>
</tr>
</tbody>
</table>
Analysis of total provisions

<table>
<thead>
<tr>
<th></th>
<th>Employee Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening balance at 1 July 2015</td>
<td>106,107</td>
<td>106,107</td>
</tr>
<tr>
<td>Additional provisions raised during year</td>
<td>350,045</td>
<td>350,045</td>
</tr>
<tr>
<td>Amounts used</td>
<td>(283,070)</td>
<td>(283,070)</td>
</tr>
<tr>
<td>Balance at 31 December 2016</td>
<td>173,082</td>
<td>173,082</td>
</tr>
</tbody>
</table>

Provision for employee benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave. The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 1(i).

NOTE 12: CAPITAL AND LEASING COMMITMENTS

The company does not have any capital or leasing commitments as at balance date.

NOTE 13: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities that have been incurred by the company at balance date.

NOTE 14: EVENTS AFTER THE REPORTING PERIOD

The directors are not aware of any significant events since the end of the reporting period.

NOTE 15: KEY MANAGEMENT PERSONNEL COMPENSATION

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel (KMP).

For the 6-month period to 30 June 2015, four personnel were included as key management personnel (Chief executive officer plus the manager for community and sport development; high performance; and marketing).

The chief financial officer role was filled by temporary personnel for much of the period and hence not a ‘key management person’. That position was filled permanently from late May 2015).

During July and August 2015, a review of the organisational structure was undertaken by an external consultant. The consultant recommended a structure comprised of four divisional functions, each to be headed by a General Manager. This represented an upgrading of the structure and staffing; previously, each division was headed by a manager-level staff member. The recommendations were adopted by the Board and implemented between September and December 2015.

By December 2015, all four General Managers were in place. For the 18-month period ending in December 2016, five personnel met the definition of key management personnel (Chief executive officer plus four General Managers).

The totals of remuneration paid to Key Management Personnel of the company during the period are as follows:

<table>
<thead>
<tr>
<th></th>
<th>2015-2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$788,111</td>
<td>$191,581</td>
</tr>
</tbody>
</table>

NOTE 16: OTHER RELATED PARTY TRANSACTIONS

Other related parties include close family members of key management personnel and entities that are controlled or jointly controlled by those key management personnel individually or collectively with their close family members.

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

NOTE 17: FINANCIAL RISK MANAGEMENT

The company’s financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 139: Financial Instruments: Recognition and Measurement as detailed in the accounting policies to these financial statements, are as follows:

<table>
<thead>
<tr>
<th>Financial assets</th>
<th>Note 2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>4</td>
<td>1,936,274</td>
</tr>
<tr>
<td>Loans and receivables</td>
<td>5</td>
<td>285,138</td>
</tr>
<tr>
<td>Total financial assets</td>
<td></td>
<td>2,221,412</td>
</tr>
</tbody>
</table>

| Financial liabilities | | |
| Financial liabilities at amortised cost: | | |
| – trade and other payables | 10 | 360,500 | 526,238 |
| – borrowings | 0 | 500 | |
| Total financial liabilities | | 360,500 | 526,738 |

Refer to Note 18 for detailed disclosures regarding the fair value measurement of the company’s financial assets and financial liabilities.
NOTE 18: FAIR VALUE MEASUREMENTS

The company has the following assets, as set out in the table below, that are measured at fair value on a recurring basis after their initial recognition. The company does not subsequently measure any liabilities at fair value on a recurring basis and has no assets or liabilities that are measured at fair value on a non-recurring basis.

<table>
<thead>
<tr>
<th>Note</th>
<th>2015-2016</th>
<th>30 June 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Recurring fair value measurements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Freehold land (i)</td>
<td>8</td>
<td>750,000</td>
</tr>
<tr>
<td>Freehold buildings (ii)</td>
<td>8</td>
<td>950,000</td>
</tr>
</tbody>
</table>

(i) For freehold land and buildings, the fair values are based on a directors’ valuation taking into account an external independent valuation performed in the current year, which used comparable market data for similar properties.

NOTE 19: RESERVES

a. Revaluation Surplus

The revaluation surplus records the revaluations of non-current assets.

Audited financial statements end.

ADDITIONAL REPORTING TO MEMBERS, BEYOND THE STATUTORY FINANCIAL STATEMENTS

BANK RECONCILIATION

MONTH ENDING: Dec-2016

ACCOUNT: I-1510 Working Account

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance @ 31/12/2016</td>
<td>221,648.88</td>
</tr>
<tr>
<td>Total</td>
<td>221,648.88</td>
</tr>
<tr>
<td>Supported by:</td>
<td></td>
</tr>
<tr>
<td>Add outstanding payments</td>
<td>0.00</td>
</tr>
<tr>
<td>Less outstanding deposits</td>
<td>-38.66</td>
</tr>
<tr>
<td>Total</td>
<td>221,610.22</td>
</tr>
<tr>
<td>As per Bank Statement</td>
<td>221,610.22</td>
</tr>
<tr>
<td>Difference</td>
<td>0.00</td>
</tr>
</tbody>
</table>

DIRECTORS’ DECLARATION

In accordance with a resolution of the directors of Netball Queensland Limited, the directors of the company declare that:

1. The financial statements and notes, as set out on pages 4 to 20, are in accordance with the Corporations Act 2001 and:
   a. comply with Australian Accounting Standards – Reduced Disclosure Requirements; and
   b. give a true and fair view of the financial position of the company as at 31 December 2016 and of its performance for the year ended on that date.

2. In the directors’ opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Dorothy Jane Seawright (President and Chair)  Christopher James King
Dated this 24th day of February 2017
INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF NETBALL QUEENSLAND LIMITED

Opinion

We have audited the accompanying financial report of Netball Queensland Limited, which comprises the statement of financial position as at 31 December 2016 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the financial report of Netball Queensland Limited is in accordance with the Corporations Act 2001, including:

(i) giving a true and fair view of the company’s financial position as at 31 December 2016 and of its performance and cash flows for the year ended on that date; and

(ii) complying with Australian Accounting Standards and the Corporations Regulations 2001.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board’s APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor’s report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company’s annual report for the year ended 31 December 2016, but does not include the financial report and our auditor’s report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor’s Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

• Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

• Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company’s internal control.

• Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

• Conclude on the appropriateness of the directors’ use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Company to cease to continue as a going concern.

• Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.