



NETBALL
SINGAPORE

ANNUAL REPORT

**FOR THE FINANCIAL YEAR ENDED
APRIL 2020 TO MARCH 2021**

NETBALL SINGAPORE



Table of Contents

| | |
|---|----|
| About Us | 2 |
| Overview of Netball Singapore | 3 |
| Welcome Message from the President..... | 4 |
| Leadership..... | 5 |
| Highlights of the Year (FY 2020/21) | 6 |
| Significant Milestones | 7 |
| Our Work: Programmes and Activities | 8 |
| High Performance | 8 |
| Technical Development | 10 |
| Events | 11 |
| Marketing | 12 |
| The Year Ahead | 13 |
| Charity's Future Plans..... | 13 |
| Charity's Commitments | 14 |
| IPC's Fund-Raising Plans | 14 |
| IPC's Expenditure Plans..... | 15 |
| Secretariat..... | 15 |
| Governance | 15 |
| Role of the Governing Board | 15 |
| Appointment and Term Limit of Board | 15 |
| Board Remuneration | 16 |
| Sub-Committees..... | 16 |
| Employee Remuneration | 17 |
| Reserves Policy | 17 |
| Conflict of Interest..... | 18 |
| Online Evaluation Checklist..... | 18 |
| Particulars Of Bank Account..... | 19 |
| Auditors..... | 19 |
| Appendices | 20 |
| APPENDIX A | 20 |
| APPENDIX B | 22 |
| APPENDIX C | 23 |

About Us

Purpose

- ❖ To uphold, as the Singapore national organisation for Netball, the laws of Netball as adopted by the International Netball Federation (INF) as may be varied from time to time;
- ❖ To promote and develop the game of Netball in the Republic of Singapore
- ❖ To arrange and organise tournaments locally and with other countries: and
- ❖ To act on any other matters' incidental to the above objects as may be determined by the Board from time to time.

Our Vision

To be a world class netball nation.

Our Mission

To encourage, promote, develop and regulate netball in Singapore.

Our Core Values

- ❖ Respect
- ❖ Teamwork
- ❖ Courtesy
- ❖ Honesty
- ❖ Open Communications
- ❖ Community-centric



Overview of Netball Singapore

Netball Singapore (NS) is a registered Charity and Institute of Public Character (IPC), governed by the Constitution. It is supported by Sport Singapore and duly approved by the Registry of Societies.

NS was registered as a society with the Registrar of Societies on 5th October 1963 and has been registered as a charity under the Charities Act (Chapter 37) since 4th October 2010. NS' IPC (Institution of a Public Character) status was renewed from 1st April 2021 to 31st March 2024.

NS is an Ordinary Member of the Singapore National Olympic Council and the International Netball Federation.

Unique Registration Number (UEN)

S63SS0051C

Registered Address

6 Stadium Boulevard, Singapore 397797

Auditor

S B Tan Audit PAC

Bankers

DBS Bank Ltd

CIMB Bank Berhad

Bank of China Limited

United Overseas Bank Limited

Welcome Message from the President

Netball Singapore is pleased to present this Annual Report to our members for the year 1st April 2020 to 31st March 2021.

2020 has been a very difficult year for all sports, not just in Singapore, but worldwide. Almost all sporting events had to be cancelled, and netball was severely affected as were all other sports.

The Netball Super League 2020 was prematurely ended at the end of March 2020, after the completion of the 2 round robins matches. The results at the end of the 2 round robin games were taken as the final result.

During the Circuit Breaker, our national team trained remotely, mainly focusing on their strength and conditioning work. Trainings were run via Zoom 3 times a week with our National Coach and Strength & Conditioning Coach running the sessions.

This then progressed to 5 players on court, with safety measures in place. The National, Singapore A, and 21&U squads started their on-court trainings.

Later in 2020, this was increased to 8 on court, and this allowed us to start the 3 vs 3 National League games in February. The matches for Divisions 1 and 2 were completed by end March 2021.

We cancelled the Nations Cup in 2020, and the Netball Super League scheduled to run in early 2021 has been postponed several times. A new feature of the 2021 edition was the inclusion of the national teams of Thailand and Brunei for the first time, but this too had to be cancelled.

Netball was accorded a recognised sport status by the Olympic Council of Asia and will be included in the Asian Indoor and Martial Arts Games for the first time in March 2022. This was postponed from May 2020.

M1, our sponsor since 2009, concluded their sponsorship with NS at the end of 2020. M1's support through the years allowed us to greatly expand our age group programmes from one national team per age group, to 4 zone teams for the 14&U and 17&U squads. They also became title sponsor of the M1 Corporate Netball Carnival and the M1 Nations Cup. Their support has been immeasurable over the years.

We were very pleased to welcome our new sponsor, Babilou Family Group, a large pre-school establishment. We have expanded our CSR activities greatly thanks to their support.

It has been a very difficult year for everyone, and we all hope that next year we will see our favourite sport back in action. I wish you all a healthy and safe year ahead. We look forward to your continued support to participating in and growing our sport in the years ahead.

Thank You.

Jessica Tan

President

Leadership

NS is governed by a Board, which is a governing body responsible for overseeing and managing the charity. Reporting to the Governing Board are sub-committees that look into specific areas such as Audit, Finance and Technical.

NS adopts a staggered election policy for the Board at each AGM, as reflected below. The last AGM was postponed until 24th September 2020, with the approval of ROS due to Covid 19.

| | Name | Position | Occupation | Date of Appointment | Past Appointments in NS (if any) |
|----|--------------------|--------------------|----------------------------|---------------------|--|
| 1 | Ms. Jessica Tan | President | Group Director, Commercial | June 2012 | Board Member June 2007 |
| 2 | Mr. Tan Zing Yuen | Vice President | Chief Financial Officer | July 2019 | Hon. Treasurer 2009 to 2013 2017 to 2018 Board Member 2013 to 2017 |
| 3 | Ms. Gaby Hochbaum | Honorary Secretary | Self-employed | June 2011 | |
| 4 | Ms. Jessie Hoe | Honorary Treasurer | Home Maker | July 2019 | Board Member 2012 to 2013 2017 to 2018 Hon. Treasurer 2013 to 2017 |
| 5 | Mr. Alan Lim | Member | Strategic Planner | June 2012 | |
| 6 | Ms. Lee Min Li | Member | Senior General Manager | June 2013 | |
| 7 | Ms. Clarissa Chan | Member | Home maker | June 2012 | |
| 8 | Ms. Jean Ng | Member | Executive Director Sports | June 2011 | |
| 9 | Ms. Lye Puat Fong | Member | Home maker | June 2012 | |
| 10 | Mr. Vincent Wong | Member | Senior Director | June 2013 | |
| 11 | Ms. Sharmaine Chan | Member | Lawyer | September 2020 | |

The Chief Executive Officer (CEO), Mr. Cyrus Medora, was appointed on 15th January 2005.

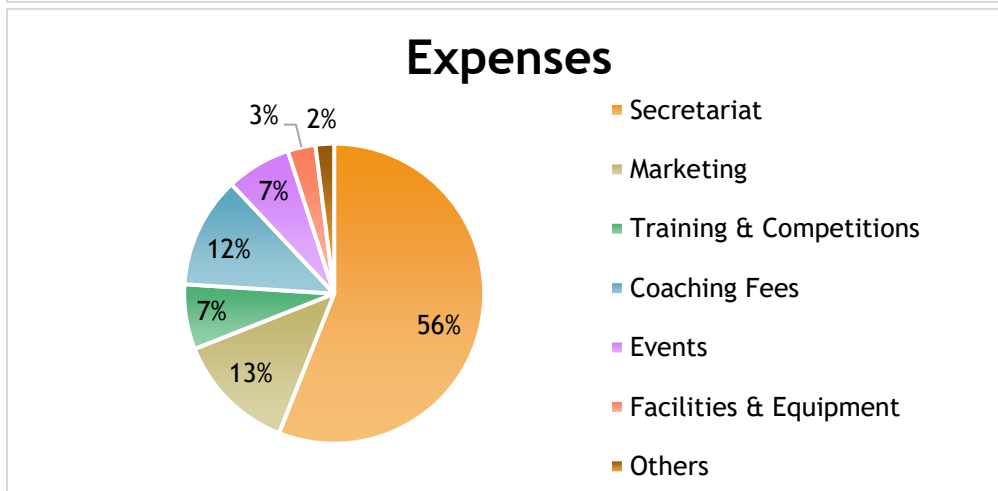
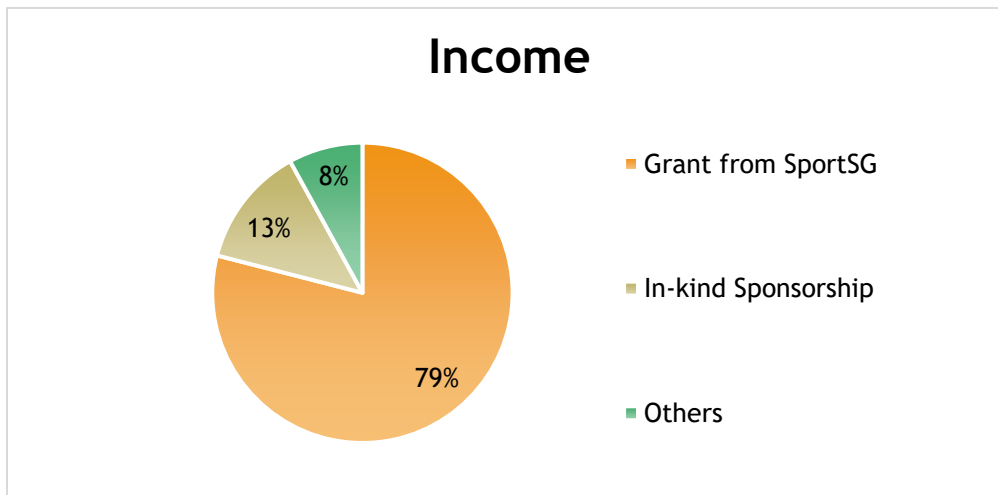
Highlights of the Year (FY 2020/21)

Summary Financial Performance

Total Income: \$1,384,168 Total Expenditure: \$1,329,122

Donations decreased by \$105,340 in the financial year, mainly due to the loss of Mission Foods as a major sponsor.

Expenses decreased by \$1,386,098 in the financial year is mainly due to the cancellation of Nations Cup, drop in office operations cost, cancellation of tours and events in view of the Covid-19 pandemic.



Major Financial Transactions

There were no major purchases in 2020/21.

Significant Milestones

2020/21 will be remembered as the year that almost all sporting activity had to cease due to the Covid19 pandemic. The only event held for the year was the National League 3 v 3 from mid-February 2021. We managed to complete the Division 1 and 2 matches by end-March 2021 but had to delay the completion of the Division 3 to 8 matches as we were again restricted to 5 on court, from the previous 8.

2020 was meant to see the start of the Singapore A squad, made up of players who have the potential to be national players in 1 to 3 years' time. The team would also take part in the Nations Cup, go on training tours, and play against visiting teams. This too has been delayed.

The Netball Singapore Elite Clubs Youth Development Programme continues to be successful. This programme was started with the primary intention of promoting the long-term growth of elite netball through youth programmes in the clubs. The 6 clubs received development grants and in return they had to field a minimum of two 21&U players in each Netball Super League match and/or the National League. The Netball Super League (NSL) teams named for 2021 saw 36 players who were 21&U (from 31 in 2020).

The Covid-19 situation resulted in the cancellation of all our age group programmes for 2020, the first time this has happened. The 14&U zone squads had one week of training in March before the rest of the programme was cancelled. The 17&U and 19&U programmes were cancelled. The inter school games for 2020 were cancelled. Contact team sports like netball were not included in the National School Games in 2021.

The 14&U age group zone squads for 2021 were formed and training commenced in March 2021. The 12-week programme had to be stopped in May 2021 due to the worsening Covid 19 situation. Similarly, the 17s and 19s programmes which started in April 2021 have been suspended.

Our new sponsor for 2020 was the Babilou Family Group, a French owned pre-school establishment with schools in 10 countries. We have been working on several CSR programmes for them, including running netball classes at the St. Andrew's Autism School. More such programmes are in the pipeline.

On the Marketing side, 2020/21 has been a very active year on social media and in the press.

Our Work: Programmes and Activities

HIGH PERFORMANCE

At the elite level, Netball Singapore maintains the following squads:

- National Opens
- Singapore A (New)
- National 21 & Under
- 19 & Under (Schools) and 19& Under (Tertiary)
- 17 & Under Zone Teams (North, South, East and West) leading to the National 17&U Team
- 14 & Under Zone Teams (North, South, East and West) leading to the National 14&U Team

The 19 & Under (Schools), 17 & Under and 14 & Under Zone and National squads are run in partnership with the Physical Sport and Outdoor Exercise Branch (PSOEB) of the MOE.

The Singapore A squad was introduced this year to bridge the gap between the Opens and 21&U squads.

a) National Opens Squad

A squad of 17 players was selected from NSL 2020, of which 8 players were 21&U.

Covid-19 continued to produce challenges with trainings, especially during the lockdown. However, through the use of technology bubble training via zoom became the norm with the squad training four times a week, undertaken from lounges, landings and courtyards. It was not easy especially with the newly squad named straight off the NSL and new members being introduced to a bubble session straight off the mark. Collectively the squad showed their spirit, continuously rising to the challenge. Online workouts included coaching, fitness, nutrition, and wellbeing sessions.

With the ease of restrictions excitement and eagerness rose starting with 5 to a court, then to 8 which enabled for some normality for the return to court training, along with strength and conditioning sessions.

Due to Covid-19 all tours and competitions were either cancelled or postponed, which included the March 2020 Asian Indoor and Martial Arts games where netball for the first time would be played.

Throughout the year with changes plentiful and the uncertainty of when international play would resume a firm focus was placed on strength and conditioning.

b) National A Squad

The role of the Singapore A Team is to provide a stronger feeder of potential players to the Opens Team by reducing the gap between the starting 7 Opens players and

- Opens national team players who do not get much court time.
- Opens squad players not in the final national team of 12 players.
- Opens players coming back from injury.
- Players in the 21&U and 19&U teams
- Players must be 23&U to qualify for the A Team – except if they are coming back from injury, or in special cases as decided by the national coach.
- Players will be selected for their potential to be Opens Team players between 1 and 3 years in the future.

The squad of 9 consisted of players selected from NSL, Opens' players returning from injury or granted leave of absence from NSL.

Joining the National Opens Squad in bubble training, the A squad followed suit in training 4 times a week, resuming to court training once restrictions eased.

An A team was to be selected to compete in the 2020 Nations Cup (cancelled due to Covid-19) which would enable a greater base of players the opportunity for exposure to international play.

c) **National 21&U Squad**

Building towards Asian Youth Championships and World Youth Netball Cup in Fiji trials were conducted under the restrictions of only 8 per court. A squad of 12 players from 31 trialists was selected through match play of 4v4, with the addition of the 8 National Opens eligible for the final selection of the 21&U team to be named later in the year.

The squad was also introduced to bubble training during lockdown, with two training sessions weekly.

All international events were cancelled or postponed for the year which the Asian Youth Championships in Korea in October and World Youth Netball Cup in Fiji in December 2021.

Appendix A lists all National Team members, National A Squad and National 21&U Squad.

d) **National Age Group Squads**

2020

Due to Covid-19 situation, all our age group programmes in 2020 were cancelled. The 14&U zone squad trials were held before going into circuit breaker in March. Still holding the same concept of the 4 zones, the 14&U zone squads were formed in February 2020. However, the zone squads were cancelled after two trainings.

2021

With the Covid-19 situation looking better in 2021, all our age group programmes were planned accordingly with measures in place. The 14&U zone squad trials were held March 2021 with the lowest record of registration due to worries on the Covid-19 situation. Still holding the same concept of the 4 zones, the 14&U zone squads were formed in March 2021. Since travel restrictions are still

in place, we have decided not to form the National 14&U team but instead to end the zone squad programme with a mini internal carnival. However, with the change in Covid-19 measure in May 2021 due to the increasing community cases, the 14&U zone squads were cancelled after eight trainings with about a month remaining in the planned programme. The rest of the age groups are on hold till further notice.

TECHNICAL DEVELOPMENT

a) Coach Development

The following courses and workshops were delivered during the year using a combination of online and court work.

- One Foundation Coaching courses with a total of 12 participants.
- One Level 1 Coaching Courses with a total of 6 participants.

Workshops

To assist coaches in continuing training during this pandemic period with various restrictions in place, two Co(vid)ach workshops were held. A total of 28 coaches attended the workshop.

To further assist coaches with their training plans during pandemic, Danica shared her knowledge by teaching coaches how can yoga be link to netball. A total of 20 Coaches attended the workshop.

b) Bench Officials Appointments

Due to Covid-19, no events were held so there is no bench officials' appointments or course held.

c) Overseas Visiting Teams

A squad from Darwin had arranged to tour but cancelled due to Covid-19.

d) Schools Programmes

ACTIVE School Programme and ACTIVE Carnivals

All Active Schools Programme and ACTIVE Carnivals were suspended until 2021 due to Covid-19.

St Andrew's Autism School

With the aid of our new sponsor Babilou Family Group, a 10-week netball-based program began March 2021. The program conducted with three classes, aged 7-8 years old has been designed to develop hand and eye coordination, as well as movement skills.

The program is to be extended into the adult sector May 2021.

EVENTS

We were only able to organise 1 local event in the year. All other events and international events in the year 2020 were cancelled.

a) National League 2021, 3-vs-3

- Division 1 and 2 games was held from February to March. The Division 3 to 8 games commenced in April 2021.
- Mannas was crowned champions in Division 1 and Sneakers Ace were champions in Division 2.

b) Net4All

The Net4All programme which started in 2006 continues to be popular with the young working adults. Participants pay a quarterly fee of \$120 or 1 month at \$50 to play/train for 2 hours weekly.

The programme attracted an average of about 40 participants in the intermediate program monthly and 30 participants for the beginner program for the 2020/21 work year.

c) Membership

As at 31st March 2021, the membership was as follows:

| Clubs | <u>2018</u> | <u>2019</u> | <u>2020</u> | <u>2021</u> |
|--------------------------------|--------------------|--------------------|--------------------|--------------------|
| Ordinary Members – Voting | 26 | 21 | 18 | 19 |
| Associate Members – Non-Voting | 42 | 44 | 53 | 43 |
| Total Clubs | 68 | 65 | 71 | 62 |

The numbers dropped in 2020/21 as we were only able to run 1 event in February 2021.

d) Umpires

Despite Covid-19 and many events being cancelled, the squad umpires have been training on their own via zoom. They also joined the National team on zoom and on court for trainings.

The umpires' trainers held Umpire Refresher Course online via zoom for the active Level 1 and Badge Umpires in preparation for 3v3 National League in April. The umpires are then being tested and looked at during the game nights at Kallang Netball Centre.

MARKETING

Netball Singapore's key sponsors for 2020/21 were M1 Limited, Deloitte, Asics, Thomson Medical, Pacific Sports (Molten), Fitness First, Panyasingha (FBT) and Babilou Family Group.

M1 ended their sponsorship in December 2020 after 12 years of excellent sponsorship, as their company circumstances had changed. As we could not run any events, nor age group programmes in 2020, we did not get the sponsorship from Deloitte, UOB Bank nor Lee Foundation. Deloitte has already confirmed sponsorship in 2021, and we expect UOB, and Lee Foundation will return once our events and age groups are running again.

Babilou Family Group was a new donor in December 2020. They are keen that we bring netball to disadvantaged and vulnerable children as they could benefit greatly from playing in a team sport. We started 2 classes for the St. Andrew's Autism school, for children aged 6 and 7 years, and 1 class for adults. More such CSR netball classes are upcoming.

Netball Singapore's aim is to ensure that all costs and products required for our events and programmes are covered by sponsorships and funding by Sport Singapore.

A total of S\$291,267 was raised through Netball Singapore's own income sources. This sum consisted of sponsorship in-kind, JSS and wage credit, income from local tournaments and events, fees from courses and membership.

In summary, the ratio of the funds raised by Netball Singapore S\$291,267 to the Sport Singapore grant FY 2020/21 of S\$1,092,901 was S\$0.27 to \$1 of the Sport Singapore grant. (In FY 2019/20 it was S\$0.50, due to lower Sponsorship Income and absence of Nations Cup, carnivals and leagues in FY 2020/2021).

a) Advertising Programmes

Due to the COVID-19 pandemic, various digital campaigns were rolled out in FY 2020/21 to promote the sport and our national players, as well as the only event we managed to organise – National League 3 v 3.

The campaigns, notably for the National League 3 V 3 include:

- Highlight videos.
- Live Streaming of the Division 1 and 2 Finals
- Social media advertising

The national team remains the focus of our campaigns and we have been featuring our national players actively throughout the year on our social media platforms. The team is the face of Netball Singapore and we look to bridge the relationship between the players and fans by posting interesting content of the players such as weekly features, Instagram takeovers, and Instagram story polls and trivia that fans can engage with to get to know more about the players.

While most of our posts' reach and engagements are organic, certain posts are boosted in order to obtain a wider reach. To further promote the sport and the national team, the players were invited to conduct talks and clinics at schools.

b) Community Outreach Programmes

In partnership with Deloitte, we continued to support the CCA programme for Northlight School for the fourth year and continued to provide them with weekly trainings. The players have since taken part in events such as the Deloitte Pesta Sukan and the Zonal School Games.

In early 2021, we started netball classes in the St Andrew's Autism School (SAAS) for children aged 6 to 7 years. 3 classes of 6 to 8 students are run each week until the Covid 19 situation brought it to a temporary halt. SAAS has also asked us to run classes for their adult students. All this was made possible by the Babilou Family Group's donation at the end of 2020 for CSR purposes – using sports to enrich the experiences of disadvantaged children.

c) Public Relations and Broadcast

Netball Singapore engaged PR agency, Full Circle, to conduct a media training over ZOOM for our national teams – OPENS and A Squad. Despite having almost no events, Netball Singapore still receives coverage in the press and media throughout the year. Internally, we produced an umpires-players dialogue over ZOOM called 'OFF! The Court' which saw 3 sessions being hosted live on our Facebook and uploaded onto IGTV (Instagram TV) after. The 3 sessions had over 18,600 views in total.

A production company was hired to help us produce a brand-new live talk show on our Facebook called 'The Courtside', as well as to live stream the Division 1 and 2 finals of our National League 3 v 3 onto our Facebook page.

The Year Ahead

Charity's Future Plans

Netball Singapore (NS) held an Extraordinary General Meeting (EOGM) on 17th June 2021, to approve a new constitution which all National Sports Associations (NSAs) are required to adopt. The new constitution was extensively discussed by the Board, with Sport Singapore, and a final version approved, before it was placed before the voting members of Netball Singapore for approval at the EOGM. This was duly approved. The constitution was then sent to the Registrar of Societies for their approval, which was duly received on 30th August 2021. The new constitution is therefore now effective.

The key changes proposed are:

- 1) Board members tenure to be reduced to 8 years from the current 12 years. The 8 years tenure will start from 2015 as agreed with Sport Singapore, to provide continuity until a new Board comes in.
- 2) The elected Board Members to be reduced to 9 (from 11), and between 3 and 5 additional Board members to be appointed by the elected Board Members. These persons should be professionals (lawyers, accountants, market specialist) and in no way related to any clubs or have a vested interest in NS.
- 3) Board terms will be 4 years instead of 2 years. Staggered elections will continue, with 4 elected in one year and 5 in the next election 2 years hence.
- 4) Ordinary Members must have participated in NS events in the last 24 months to retain their status as Ordinary Members.
- 5) An Athletes Commission will be formed, with the Chair to be appointed as a voting member of the NS Board. The Chair cannot be a current national player, as it could be conflict of interest.

The national players, who met the voting criteria, elected Micky Lin as the Chairperson of the Athletes' Commission, and Charmaine Soh, Aqilah Andin and Sindhu Nair as committee members. Micky Lin will sit on the new Board of NS for a 4-year term, with full voting rights.

Netball Singapore will continue to make netball more accessible and affordable for all players and especially to the youth from Primary Schools to Tertiary Institutions.

We will complete our Secondary Schools CCA Coaching Manual by the end of 2021, which will provide a systematic programme for all schools to follow in achieving a high standard of netball. This will complement our Primary Schools CCA Coaching Manual which was launched 4 years ago. Both these projects have been jointly developed with the Ministry of Education's Physical, Sports and Outdoor Education Branch.

Netball Singapore will also continue to champion the growth of netball in the region to ensure we get into more SEA Games, and other multi-sport events, in the future.

Charity's Commitments

Netball Singapore will continue to focus on its key priorities of promoting and growing the sport in Singapore and to providing an affordable and all-inclusive sport to be enjoyed by all.

IPC's Fund-Raising Plans

Netball Singapore continues to engage potential sponsors for our sport and to continue to refresh our events to attract more teams to participate. We run 7 events in a normal year, and host the Nations Cup each normal year, which is a ticketed event.

IPC's Expenditure Plans

Netball Singapore has no major expenditure plans for 2021. We will continue to run our events and courses, maintain all our age groups from the 14&U Zone teams to the National team (Covid19 dependent), and continue to upgrade our coaches, umpires and bench officials by bringing in top world-class presenters to run courses.

Secretariat

Netball Singapore continues to be the secretariat of the Asian Netball Federation, and the main resource centre for Asia (excluding Australia).

Governance

Role of the Governing Board

The Board's role is to provide strategic direction and oversight of Netball Singapore's programmes and objectives, as well as to steer the charity towards fulfilling its vision and mission through good governance. As part of its role, the following matters require the Board's approval:

- Approve budget for the financial year and monitor expenditure against budget.
- Review and approve monthly financial statements.
- Regularly monitor the progress of the charity's programmes.
- to appoint sub-committees to assist the Board in carrying out the objects of the Association.¹
- to consider applications for membership.
- to approve expenditure and other business of the Association.
- to decide on appeals against any decisions of any sub-committee set up to deal with disciplinary matters.
- to do all other acts as are consistent with the objects and interests of the Association.

Appointment and Term Limit of Board

All elected members of the Board shall hold office for a term of 4 years. A retiring member of the Board shall be eligible for re-election at the meeting in which he/she retires. The Board has a term limit of 8 years. The Treasurer has a term limit of 4 years.

Jessica Tan – Board Member from 2007 to 2012 & President from 2012 to current. Under the previous constitution, an individual may be elected to serve as the President for a maximum accumulative tenure of 12 years excluding the Non-President Tenure of such individual, subject to a maximum tenure of 16 years in total. The new constitution tenure of 8 years will start in 2015 as explained earlier.

Board Meetings and Attendance

A total of 4 Board meetings and 1 AGM were held during the financial year. The following sets out the individual Board member's attendance at the meetings:

| Name of Board Members | % of Attendance |
|-----------------------------|-----------------|
| Ms. Tan Soon Jessica | 100% |
| Mr. Tan Zing Yuen | 60% |
| Ms. Hochbaum Gaby Nancy | 80% |
| Ms. Jessie Hoe Ming Foong | 100% |
| Mr. Alan Lim Fong Neng | 40% |
| Ms. Lee Min Li | 80% |
| Ms. Chan Yi Ling, Clarissa | 20% |
| Ms. Ng Joo Lin, Jean | 80% |
| Ms. Lye Puat Fong | 100% |
| Mr. Wong Jee Heng | 100% |
| Ms. Sharmaine Chan Sze Min* | 100% |

*Date of Appointment: September 2020, attended all meetings thereafter.

Board Remuneration

No Board Member receives any remuneration for their Board services.

Sub-Committees

1. Audit Committee

Chairman: Mr. Tan Zing Yuen

Members: Mr. Alan Lim, Ms. Lye Puat Fong and Jean Ng

The Audit Committee (AC) is responsible for:

- Reviewing the annual financial statements prior to recommending their approval to the Board;
- Reviewing with auditors the terms of the audit engagement;
- Considering matters relating to the internal controls which underlie financial reporting; and
- Reviewing significant public announcements of a financial nature.

The AC held the annual meeting with the external auditors during the financial year. In carrying out its functions as specified above, the AC reviewed the overall scope of the external audit and met with the charity's independent external auditor to discuss the findings of their audits. The AC also reviewed the financial statements of the charity and the auditor's report for the financial year ended 31st March 2021.

Employee Remuneration

The top 3 employee annual salaries (including employer CPF) for FY2020/21 were in the following bands:

| | <u>2021</u> | <u>2020</u> |
|-----------------------|-------------|-------------|
| \$150,001 - \$200,000 | 1 | 1 |
| \$100,001 - \$150,000 | 2 | 2 |
| \$50,000 - \$100,000 | 0 | 0 |

None of the above staff serve on the Board of Netball Singapore, nor are they family members of the Board Members or CEO.

Reserves Policy

Netball Singapore has a reserve policy for long-term operational stability and to ensure that there are sufficient resources to support the association in the event of unforeseen circumstances. NS has 2 years of operational expenditure kept as reserves, and its level is reviewed regularly to ensure that the Association is able to meet its continuing obligations.

Our reserves position:

| | Current Year | Previous Year | % Increase / (Decrease) |
|---|--------------|---------------|-------------------------|
| Unrestricted Funds (Reserves) | 1,128,145 | 1,073,099 | 5.13% |
| Restricted / Designated Funds: | 0 | 0 | 0% |
| Total Funds | 1,128,145 | 1,073,099 | 5.13% |
| Ratio of Reserves to Annual Operating Expenditure | 0.85 | 0.40 | 112.5% |

The reserves that have been set aside provide financial stability and the means for the development of the Association's activities. NS intends to maintain its reserves level of at least 30% to 40% of Annual Operating Expenditure to meet any short- to medium-term eventualities.

Netball Singapore has no plans to use the reserves in the foreseeable future.

Conflict of Interest

Board members and Secretariat staff are expected to avoid actual and perceived conflicts of interest.

Each Board Member and Staff of Netball Singapore signed individual Declarations regarding any financial dealings with Netball Singapore and to declare any potential conflicts of interest for the financial year ended 31st March 2021.

There were no actual or perceived conflict of interest in the year to 31st March 2021 by any Board Member or Secretariat staff.

Online Evaluation Checklist

Netball Singapore, being an Institution of a Public Character (IPC) has duly submitted the Online Evaluation Checklist at the Charity Portal.

The Approved IPC status granted to NS was extended from 1 April 2021 to 31 March 2024.

Particulars Of Bank Account

Bank Name : DBS Bank Ltd
Bank Address : Parkway Parade Branch
80 Marine Parade Road
#01-12 Parkway Parade
Singapore 449269

Bank Name : CIMB Bank Berhad
Bank Address : 50 Raffles Place #09-01
Singapore Land Tower
Singapore 048623

Bank Name : Bank of China Limited
Bank Address : Singapore Branch
4 Battery Road
Bank of China Building
Singapore 049908

Bank Name : United Overseas Bank Limited
Bank Address : 80 Raffles Place #11-00
UOB Plaza 1
Singapore 048624

Auditors

The Auditors, S B Tan Audit PAC, have expressed their willingness to accept re-appointment at this coming AGM.

Appendices

APPENDIX A

Opens Squad 2020/21

| | |
|----|------------------------|
| 1 | Lee Pei Shan |
| 2 | Tan Xinyi |
| 3 | Charmaine Soh |
| 4 | Toh Kai Wei |
| 5 | Alexandra Leah Stewart |
| 6 | Pooja Senthil Kumar |
| 7 | Kwok Shuyi |
| 8 | Cheyenne Rae Howard |
| 9 | Angelina Lim Xue Ning |
| 10 | Laura Low Shu Yi |
| 11 | Tan Yi Jie |
| 12 | Rachel Ling Ru Qing |
| 13 | Sindhu Nair |
| 14 | Jamie Lim Jia Yin |
| 15 | Nur Aqilah Afiqah |
| 16 | Miki Ng Min Qi |
| 17 | Reena Divya |

Head Coach: Annette Bishop
Assistant Coach: Wang Jing Qing
Team Manager: Cassandra Ang
Physiotherapist: Jansen Lee
Sports Trainer: Lynne Bong Mei Yao

A Squad 2020/21

| | |
|---|--------------------|
| 1 | Rachel L De Guia |
| 2 | Kimberly Lim |
| 3 | Carmen Goh Jia Man |
| 4 | Ng Li Ann |
| 5 | Regine Zhou |
| 6 | Joanna Toh |
| 7 | Chen Lili |
| 8 | Yew Shu Ning |
| 9 | Yvonne Goh |

Head Coach: Yeo Mee Hong

21 & Under Squad 2020/21

| | |
|----|-------------------------------|
| 1 | Syntyche Yeo Syn Yu |
| 2 | Goh Wei Ping |
| 3 | Angeline Rebecca Leong Wei Qi |
| 4 | Amandeep Kaur |
| 5 | Jenine Ang |
| 6 | Nicole Shin Jia Hui |
| 7 | Sim Ann Lin |
| 8 | Ong Ting Hui Helene |
| 9 | Seah Min Hui Michelle |
| 10 | Chia Wan Chyan Nicole |
| 11 | Soh Ying Jia |
| 12 | Lim Si Yun |

Coach: Huang Po Chin
Assistant Coach: Kok Mun Wai
Manager: Siti Hirda

APPENDIX B

National Umpire Squad 2020/21

New Badges Awarded in 2020/21

| | |
|---------|--|
| B Badge | Lim Chen Yen, Germaine Koh, Jordan Krogh |
| C Badge | Chanya Lee, Ng Ruo Yee, Laura Sim, Jasmine Smith |
| Level 1 | Susan Tan Ee Rong, Choo Hui Zhen, Chen Mei Yan Alvina, Foo Qian Yi Kendice, Pua Ke Xin Casey, Goh Jia En, Tan Si Jing, Irna Surianti Binte Sukor |

National Umpire Squad 2020/21

| Umpire Squad | Number | Names |
|--------------------|--------|--|
| Singapore National | 3 | Joan Yani Abdullah, Yu Bee Ling, Nigel Wayne Lim |
| Advanced | 3 | Teng Geok Lan Jessica, Sylvia Lim, Paula Ho Aizhen |
| Development | 3 | Ow Yong Chaan Loung, Mohammad Syafiq Bin Jamal, Ira Atiqah Binte Suhaimi |

Netball Super League 2020

| | Umpire(s) |
|---|-----------------------------|
| 1 | Yu Bee Ling |
| 2 | Joan Yani Abdullah |
| 3 | Nigel Wayne Lim |
| 4 | Sylvia Lim Sze Hui |
| 5 | Teng Geok Lan Jessica |
| 6 | Tan Khiok Sing |
| 7 | Ow Yong Chaan Loung |
| 8 | Lim Chen Yen |
| 9 | Ira Atiqah Binte Suhaimi |
| | Panel / Umpire Coach |
| 1 | Vivian De Silva |
| 2 | Julie Koh |
| 3 | Roland Goh |

APPENDIX C

Sponsorship

| Cash sponsorship received in FY 2020/2021 | Amount (S\$) | Type of Sponsorship |
|---|---------------|---------------------------|
| Babilou Family Group | Cash | Donation for CSR purposes |
| TOTAL | S\$723 | |

| In-kind sponsorship received in FY 2020/2021 | Amount (S\$) | Type of Sponsorship |
|--|-------------------|---|
| Fitness First | 81,918 | Memberships for National Opens and 21&U Squad |
| Asics | 88,879 | Team Kit Sponsor for National Opens |
| | | |
| TOTAL | S\$170,797 | |

| Summary of Netball Singapore's own income sources FY 2019/20 | Amount |
|--|----------------|
| Affiliation & Entrance fees | 3,680 |
| Cash Sponsorship | 723 |
| Coaching Fees | 3,560 |
| Contributions from Non-members | 40 |
| Events | 4,630 |
| In-kind Sponsorship | 170,797 |
| Interest Income | 5,809 |
| Officiating Fees | 1,243 |
| Sundry Income | 22,346 |
| Jobs Support Scheme | 78,439 |
| TOTAL | 291,267 |