



**NETBALL**  
SINGAPORE

## ANNUAL REPORT

**FOR THE FINANCIAL YEAR ENDED  
APRIL 2019 TO MARCH 2020**

**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 2019/20) .....	6
Significant Milestones .....	7
Our Work: Programmes and Activities .....	8
High Performance .....	8
Technical Development .....	10
Schools Programmes .....	11
Events .....	12
Membership .....	14
Marketing .....	15
The Year Ahead .....	17
Charity's Future Plans .....	17
Charity's Commitments .....	17
IPC's Fund-Raising Plans .....	17
IPC's Expenditure Plans .....	17
Secretariat .....	17
Governance .....	18
Role of the Governing Board .....	18
Appointment and Term Limit of Board .....	18
Board Meetings and Attendance .....	19
Board Remuneration .....	19
Sub-Committees .....	19
Employee Remuneration .....	20
Reserves Policy .....	20
Conflict Of Interest .....	21
Online Evaluation Checklist .....	22
Particulars Of Bank Account .....	22
Auditors .....	22
Appendices .....	23
Appendix A .....	23
Appendix B .....	29
Appendix C .....	31
Appendix D .....	32

# 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 netballing 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 5<sup>th</sup> October 1963 and has been registered as a charity under the Charities Act (Chapter 37) since 4<sup>th</sup> October 2010. NS' IPC (Institution of a Public Character) status was renewed from 1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2021.

NS is an Ordinary Member of the Singapore National Olympic Council.

## **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

# Welcome Message from the President

---

Netball Singapore is pleased to present this Annual Report to our members for the year 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020.

Netball has continued to grow in popularity and to attract many young players and fans to the sport. It is an inclusive mass sport which builds friendships and camaraderie across all races and all walks of life. We are particularly proud of our many member clubs for their sterling contribution to the growth, and competitiveness, of netball in Singapore.

The M1 Nations Cup saw many fans, young and old, support our national team in this international competition featuring 6 national teams. In December 2019, Netball was also featured in the S.E.A Games for the 3<sup>rd</sup> time in a row. We aim to continue to have netball included in more S.E.A. Games in future.

We are excited that Netball is now a recognised sport by the Olympic Council of Asia and will be included in the Asian Indoor and Martial Arts Games for the first time in May 2021.

Our national players are our pride and joy. They are wonderful role models for our many young fans. They did us proud by coming in Runners-up in the M1 Nations Cup against much stronger opponents and winning the Silver at the SEA Games 2019 in the Philippines.

Mission Foods concluded their sponsorship with NS at the end of 2019 on very amicable terms. Mission Foods have been tremendous sponsors of NS since 2011 starting with the title sponsorship of the Mission Foods Netball World Championships. Their sponsorship included numerous Nations Cups and Beach Netball events. We are extremely grateful for all they have done over the last eight years for Netball in Singapore.

The year ahead will be challenging for all sports around the world given the COVID-19 pandemic. We have had to cancel several events for 2020. The M1 Nations Cup has been postponed to December (hopefully the situation will have improved by then), The National Schools Games have been cancelled and similarly we have cancelled all our age group programmes for 2020. Our national team is training virtually on their fitness, strength and conditioning. We are all looking forward to playing our favourite sport again in the near future.

I wish you all a healthy and safe year ahead. We look forward to your continued support to participating 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 held on 27<sup>th</sup> June 2019.

	Name	Position	Occupation	Current Term	Date of First Appointment (Current Position)	Past Appointments in NS (if any)
1	Ms. Jessica Tan	President	Group Director, Commercial	2018/20	June 2012	Board Member 2007 to 2012
2	Mr. Tan Zing Yuen	Vice President	Chief Financial Officer	2019/20	July 2019	Hon. Treasurer 2009 to 2013 2017 to 2019 Board Member 2013 to 2017
3	Ms. Gaby Hochbaum	Honorary Secretary	Self-employed	2019/21	June 2011	
4	Ms. Jessie Hoe	Honorary Treasurer	Home Maker	2019/21	July 2019	Board Member 2012 to 2013 2017 to 2019 Hon. Treasurer 2013 to 2017
5	Mr. Alan Lim	Member	Strategic Planner	2019/21	June 2012	
6	Ms. Lee Min Li	Member	Senior General Manager	2019/21	June 2013	
7	Ms. Clarissa Chan	Member	Home maker	2018/20	June 2012	
8	Ms. Jean Ng	Member	Executive Director Sports	2019/21	June 2011	
9	Ms. Lye Puat Fong	Member	Home maker	2018/20	June 2012	
10	Mr. Vincent Wong	Member	Senior Director	2018/20	June 2013	
11	Mr. Ivan Lim	Member	Director	2019/21	July 2019	

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

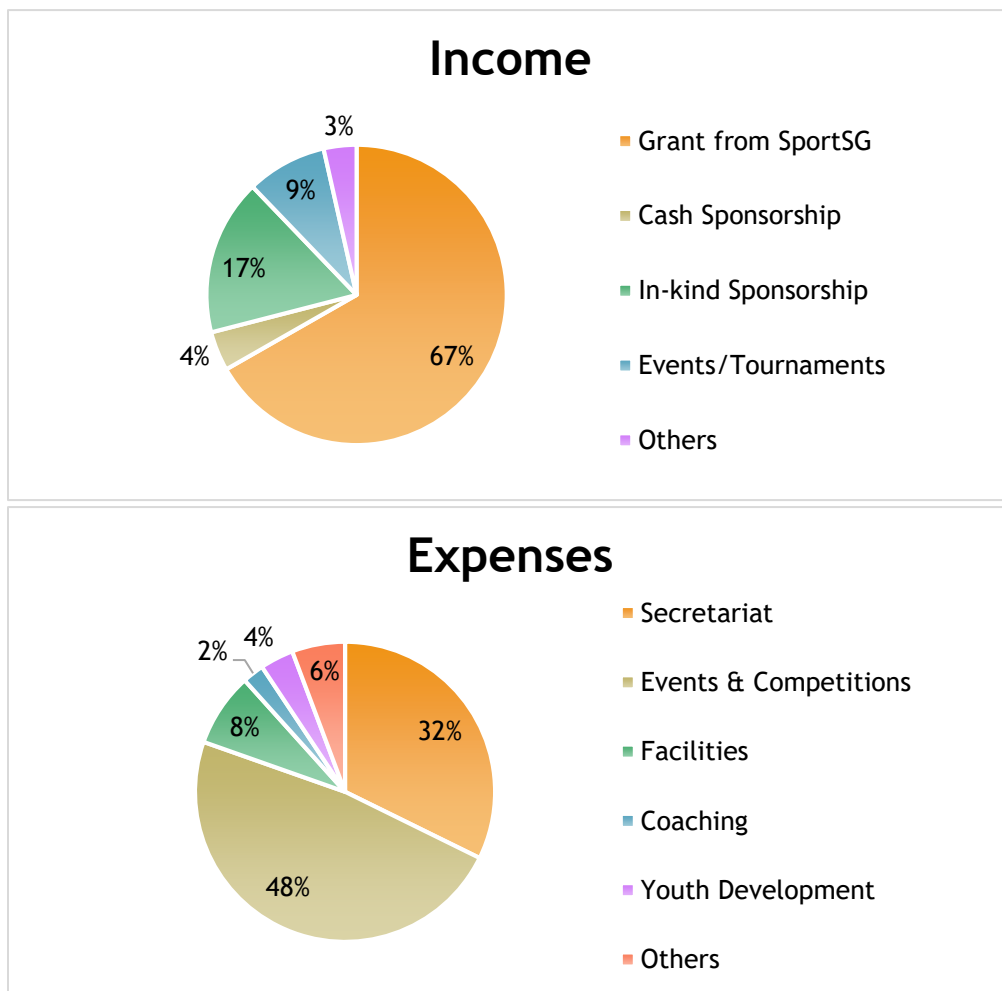
# Highlights of the Year (FY 2019/20)

## Summary Financial Performance

	<u>FY 2019/20</u>	<u>FY 2018/19</u>
Total Income:	\$2,783,052	\$3,322,644
Total Expenditure:	\$2,715,220	\$3,187,008

Income decreased by \$539,592 in the financial year, mainly due to additional sponsorship in 2018 for our hosting of the Asian Netball Championships, and due to the loss of Mission Foods as a major sponsor.

Expenses decreased by \$471,788 in the financial year mainly due to the hosting of the Asian Netball Championships in 2018, and to the cancellation of tours and events in the first quarter of 2020 due to Covid-19.



## Major Financial Transactions

The only major purchase was that of a new company Van (Peugeot Partner) costing \$64,000 to transport items for events and general office use.



# Significant Milestones

---

Netball was again included in the SEA Games 2019 in December in the Philippines. Singapore finished runners-up to Malaysia. This was the third SEA Games in a row that netball was included.

The M1 Nations Cup was held from 20<sup>th</sup> to 26<sup>th</sup> October 2019 featuring 6 international teams – Cook Islands (ranked 14<sup>th</sup>), Botswana (24<sup>th</sup>), Ireland (26<sup>th</sup>), Singapore(29<sup>th</sup>) and Namibia (30<sup>th</sup>). Namibia were crowned Champions, while Singapore finished runners-up against a strong field.

The Netball Singapore Elite Clubs Programme got off to a good start with many new, promising young players being talent identified for the 2020 national squad. 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. Many of the 21&U players showed great improvement playing with, and being coached by, their seniors.

The M1 Netball Super League (NSL) 2020 saw a record 32 players who were 21&U (out of 78 players). Many of these players performed very well and 10 of them were selected into the Opens squad of 17 players! This too is a record, and it bodes well for the future of netball in Singapore. 8 of these players will still be 21&U in 2021, when Singapore competes in the Netball Youth World Cup in June 2021 in Fiji.

The major news in the 1<sup>st</sup> quarter of 2020 was the unprecedented spread of Covid-19, and the immense effect it had on the country, and on sports.

The M1 Netball Super League (NSL) games were mostly held behind closed doors, with no spectators allowed. This greatly affected the atmosphere of the games, but it was necessary for the safety of all concerned. All games were then live streamed on Netball Singapore's Facebook page. A decision was made to cancel the rest of the NSL after the completion of 2 Round robins, and that the results of the 2 completed round robin matches was the final result.

The Covid-19 situation also 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.

The M1 Legends programme was held in conjunction with the M1 Nations Cup in October 2019. Our legend guests were Casey Kopua and Jodi Brown, both former Silver Ferns from New Zealand. They ran several coaching clinics for our age groups, as well as the M1 Nations Cup coaching seminar.

Our National Coach, Natalie Milicich, decided to return to New Zealand for family reasons after the SEA Games in December 2019. She brought in several talented young players into the squad and finished a very credible second in both the M1 Nations Cup and the SEA Games in 2019.

Our new National Coach, Annette Bishop, joined us in February 2020. Annette is a New Zealand qualified high-performance coach, as well as one of the leading video analysts in the world. She has been Netball Singapore's video analyst since 2009 and so very familiar with our players.



# Our Work: Programmes and Activities

---

## HIGH PERFORMANCE

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

- National Opens
- 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.

### a) National Opens Squad

2019 was a busy and packed year for the National Opens Squad with many competitions lined up. These were the Singapore-Fiji Test Series, Vitality Netball World Cup 2019, M1 Nations Cup 2019 and the South East Asian Games 2019.

The Darwin Netball Team came to Singapore for a tour in June 2019. They played two games against our National Opens Squad.

In preparation for the Vitality Netball World Cup 2019, Singapore hosted the 1st ever Singapore-Fiji Test Series 2019. A total of 3 matches were played within a 4 days span. Fiji won the test series 65-57, 64-57 and 70-48.

The National Team competed in the Vitality Netball World Cup 2019 in Liverpool, United Kingdom from the 12 July – 21 July 2019. Singapore finished 16th Placing overall in the competition. Singapore played against newly crown champion New Zealand, Barbados, Malawi, Samoa, Fiji and Sri Lanka.

Building up to the M1 Nations Cup 2019, the National Team also toured Auckland, New Zealand from the 17 September – 23 September 2019.

The M1 Nations Cup 2019 was held from the 20 October to 26 October 2019 in Singapore. Singapore finished in 2nd Placing to Namibia 42-49. The last time Singapore was in the Nations Cup finals was five years ago in 2014 against Samoa.

The 30th South East Asian Games 2019 (SEA Games) was held in Manila, Philippines from the 23 November to 2 December 2019. This was the 4th time Netball was a part of the SEA Games. Singapore came in 2nd placing taking the silver medal after losing to Malaysia 42-48.

## **b) National 21&U Squad**

Our National 21 & Under team had a fruitful year in 2019. The team went to Sunshine Coast, Australia for a training tour in May to prepare for the Asian Youth Netball Championship in June. The team played with the U19 Queensland age group, schools and clubs from the Australian National League.

The Darwin team that toured in Singapore also played two games against our National 21 & U Squad.

To develop our National 21 & Under team further, 10 players we selected to represent Singapore in the Arafura Games 2019 in Darwin, Australia. The team came in 5th overall in the competition against teams from Fiji, Brunei and several Australian Region Teams.

The Asian Youth Netball Championship that was held in Kashima, Japan from the 29 June – 7 July 2019. Our National 21 & Under team came in 2nd placing taking the silver medal after losing in the finals against Malaysia 48-57.

## **c) National Age Group Squads**

The move to 4 Zone teams in 2016, from 1 National team, for the 14&U and 17&U squads continued to be successful, attracting many new players that would not otherwise have come forward.

- 14&U Squads - The Ministry of Education re-scheduled the 14&U National School Games in 2019 to run from July to early September, which meant that we could only run a 6-week programme, from late January to the 3rd week of March, instead of a 13 or 14-week programme. Due to timing constraints, the National 14&U team could not participate in the National League nor the annual Singapore - Malaysia Age Group series in Kuala Lumpur. In 2020, the programme was cancelled after 1 week of training due to Covid19.
- 17&U Squads - the 4 Zone Development Squads started training in March. The players were from the schools in the zone that did not qualify for the National Round of the National School Games (only the top 4 qualify). The 4 full Zone Squads were formed in May after the completion of the National Round. The four 17&U zone teams played in Division 3 in the National League 2019 over 2 months, during which the 4 Zone Coaches jointly selected the final 12 players for the National age group team. The 17&U National team then competed in the Singapore-Malaysia series in Kuala Lumpur in August.
- 19&U Squads - 2 19&U age group squads were again maintained for 2019 – 19&U (Schools) and 19&U (Tertiary). Both age groups played in Division 2 in the National League. The coaches from the 19&U Schools and Tertiary jointly selected the final 12 players for the National 19&U Team which also competed in the annual Singapore-Malaysia series.

**Appendix A** lists all National Team members including Age groups. **Appendix B** lists the results.

## TECHNICAL DEVELOPMENT

### a) Coach Development

The following courses and workshops were delivered during the year:

- Three Foundation Coaching courses with a total of 45 participants.
- Two Level 1 Coaching Courses with a total of 19 participants.
- One Level 2 Coaching Course with a total of 7 participants.
- One Primary School Manual workshop with a total of 4 participants.
- Two Strengthening netball skill workshop with a total of 38 participants

### b) Overseas Coach Education Presenters

- Julie Hoornweg was invited to hold the Level 2 Coaching Course for the 7 participants. The Coaching course was held from 22 May - 26 May. All 7 participants have completed the theory part of the level 2 coaching. The next segment will be the practical assignments which will only be done when we have presenters coming from overseas.
- Casey Kopua and Jodie Brown conducted the M1 Nations Cup Coaching Seminar on 24 October 2019. There were a total of 34 coaches attending the course. Both Casey and Jodie also conducted 2 workshops for our various National Age Group Teams with a total of 48 players attending.

### c) Bench Officials Appointments

- 20 Bench Officials were appointed to officiate in the M1 Nations Cup 2019 and 18 Bench Officials were appointed to officiate in the NSL 2020.
- With Philippines hosting SEA Games in December 2019, they sent 4 of their officials to Singapore during the M1 Nations Cup 2019 for international bench training and practice.
- Singapore sent Bench Manager Jacqueline Ann Phua and 2 Bench officials Isabelle Lee and Ow Yong Chaan Loung to Philippines during the SEA Games 2019 to support Philippines in the netball competition.

#### **d) Overseas Visiting Teams**

- Philippines Team Training Tour

To prepare for SEA Games 2019, Philippines National team toured in Singapore from the 6 – 12 June. The team had will training sessions with Jolynn Loo and Natalie Milicich. Training matches were played against a 17&U Zone team, 19&U Tertiary team and 21 & U Squad.

As their final preparation for SEA Games 2019, Philippines National Team toured here from 18 October – 30 October 2019. The team had training matches against our elite clubs like Fier Orcas and Marlins and one game against the National Opens Squad. Their stay coincided with the M1 Nations Cup 2019, and the team were invited to watch several M1 Nations Cup Games.

- Brunei National Team

The Brunei National Team came to Singapore from the 26th September-4th October 2019 for a training tour in preparation for SEA Games 2019. They had training matches with the elite clubs, Blaze, Sneakers and Swifts, and one game against the National Opens Squad.

#### **e) Schools Programmes**

##### **1. ACTive**

- In 2019-2020, Netball Singapore organised fourteen ACTive Umpiring Courses for students. A total of 230 participants attended these courses.
- Netball Singapore conducted one Understanding Netball Rules Courses with a total of 21 students from 4 different schools.
- The intention of the ACTive Umpiring course is to expose the students to basic umpiring and at the same time to identify students who have potential to go further. However, the majority of participants were not competent enough, nor interested to, continue further.

##### **2. ACTive Carnivals**

In 2019, two carnivals were held for Primary school and Secondary school. The ACTive primary school carnival had 12 schools participating with a total of 16 teams while the ACTive secondary school carnival had 17 schools participating with a total of 30 teams.

## EVENTS

### a) National League 2019

- The National League is the premier club event and the highest participated league in the netball event calendar. The event took place from 27<sup>th</sup> May to 3<sup>rd</sup> August 2019 and attracted 93 teams (2018: 95) teams.
- There were 84 Club Women and 9 Club Mixed teams.
- Sneakers Ace was crowned the Champions of the division 1 title while Speed Sprint won the division 2 title.

### b) Deloitte Pesta Sukan 2019

- The Deloitte Pesta Sukan 2019 was held on 11, 18 August 24, 31 August 2019. The Pesta Sukan is the longest running carnival in Singapore, having started in 1965.
- We had a record breaking of the number of participation of teams whom participated in the event in 2019 with a total of 140 teams (2018: 103). The breakdown as follows:
  - B division: 42
  - C division: 30
  - Mixed: 12
  - Women Open: 30
  - Women Under-23: 8
  - Corporate Mixed: 18
- Ms Jessica Tan, Member of Parliament and Netball Singapore President, Mr. Philip Yuen, CEO of Deloitte Southeast Asia and Singapore, played in a charity exhibition game. Joining them were football icons Fandi Ahmad, Lionel Lewis, SEA Games Taekwondo medallist Chelsea Sim and Derek Wong, retired Team Singapore badminton player.
- The teams were captained by Team Singapore Asian Netball Championships vice-captain Charmaine Soh and Team Singapore netballer Kimberly Lim, both of whom are also Deloitte employees. Playing together with the invited guests were other Team Singapore local netball hall of famers Micky Lin, Premila Hirubalan and Chen Huifen.
- Through donations from the participants of the Deloitte Pesta Sukan and proceeds from the charity match, a total of S\$10,000 was raised for AWWA, a Singapore-based social service organisation serving over 6,000 of the disadvantaged across life stages, to fund the new AWWA School that will be ready in 2022. The new AWWA School is a Special Education (SPED) school appointed by the Ministry of Education that will provide special education to 300 students aged 7 to 18 years old primarily with autism.

**c) M1 Nations Cup 2019**

- The M1 Nations Cup 2019 were held on 20<sup>th</sup> to 26<sup>th</sup> October 2019 at the OCBC Arena. The participating countries are Botswana, Cook Islands, Ireland, Namibia, Papua New Guinea and Singapore.

Final Ranking

Champion:	Namibia
Runners Up:	Singapore
Second Runners Up:	Cook Islands
4 <sup>th</sup> :	Botswana
5 <sup>th</sup> :	Ireland
6 <sup>th</sup> :	Papua New Guinea

**d) Year End Carnival 2019**

- A total of 34 teams took part: C division: 15 and B Division: 19

**e) M1 Netball Super League (NSL) 2020**

- The M1 Netball Super League (NSL) 2020 took place from 8<sup>th</sup> February and was concluded on 23<sup>rd</sup> March at Our Tampines Hub, completing both first and second rounds. The results of these 2 rounds were taken as the final results as the semi-finals and finals had to be cancelled due to Covid19.
- Five club teams, Blaze, Llabten, Marlins, Sneakers and Swifts, and one selection team, Mannas made up the six teams in the competition.
- Six international players from Fiji joined the competition during the second round of the NSL. Each team was provided with one international player and the players added a competitive edge to the tournament and made the whole competition more exciting and unpredictable. They also trained with the National Opens Squad once a week.
- All NSL games were live streamed on Netball Singapore's Facebook page.

Final Rankings

Champions:	Sneakers
Runners-up:	Mannas
Second Runners-up:	Blaze
Fourth:	Marlins
Fifth:	Swifts
Sixth:	Llabten

### MVP Awards

MVP for Blaze:	Lee Pei Shan
MVP for Llabten:	Rachel Ling
MVP for Marlins:	Shina Teo
MVP for Mannas:	Pooja Kumar
MVP for Sneakers:	June Kwek
MVP for Swifts:	Nur Aqilah
MVP for International Player:	Ema Mualevu (Mannas)
Most Valuable Coach:	Goh Seck Tuck (Sneakers)
Most Improved 21 & Under Player:	Rachel Ling (Llabten)
FBT Most Improved Umpire:	Jessica Teng

### **f) Other Tournaments**

During the year, the other tournaments organised were:

<u>Tournament</u>	<u>No of Teams (Previous Year)</u>
Year End Carnival 2019	33 (57)
Daisy Tan Carnival 2019	91 (73)

### **g) 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 30 participants monthly for the 2019/20 work year.

### **h) Membership**

As at 31<sup>st</sup> March 2020, the membership was as follows:

<b>Clubs</b>	<b><u>2017</u></b>	<b><u>2018</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>
Ordinary Members – Voting	24	26	21	18
Associate Members – Non-Voting	51	42	44	53
<b>Total Clubs</b>	<b>75</b>	<b>68</b>	<b>65</b>	<b>71</b>



## MARKETING

Netball Singapore worked on retaining existing sponsors, working closely with current sponsors to provide more value for their investments and reaching out to new sponsors.

Netball Singapore sponsors for 2019/20 were M1 Limited, Mission Foods (to December 2019), Deloitte, United Overseas Bank, Lee Foundation, Asics, Thomson Medical, Pacific Sports (Molten), Fitness First and Panyasingha (FBT).

Anbros did not renew their sponsorship in 2019 due to market conditions, and Mission Foods stopped their sponsorship in 2020. M1 gave notice that 2020 would be the last year of sponsorship, as they were delisted in 2019 and placed under the Keppel Group (Keppel T&T).

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\$925,446 was raised through Netball Singapore's own income sources. This sum consisted of cash sponsorship, sponsorship in-kind, income from local tournaments and events, fees from courses and membership.

In summary, the ratio of the funds raised by Netball Singapore S\$925,446 to the Sport Singapore grant FY 2019/20 of S\$1,857,606 was S\$0.50 to S\$1 of the Sport Singapore grant. (In FY 2018/19 it was S\$0.63, due to the hosting of Asian Netball Championships).

### a) Advertising Programmes

Netball Singapore believes that a good marketing campaign is key to a successful event. With a limited budget, Netball Singapore plans its advertising campaigns carefully and select the appropriate mediums that offer the best value for money. Surveys are conducted regularly, and various campaigns were rolled out in FY 2019/20 to promote our sport and events.

The campaigns, notably for the M1 Netball Nations Cup include:

- Advertisements on double-decker buses
- Advertisements on street lamp post banners
- Marketing Support from Sponsors and Partners
- Digital advertising including social media advertising
- Posters and flyers to schools and sports halls
- Banners at Kallang Netball Centre
- Email blasts

The national team remains the focus of our campaigns and we feature our national players in the event collaterals for major events. The team is the face of Netball Singapore and we look to bridge the relationship between the players and fans by posting interesting video profiles and interviews of the players, conducting meet and greet sessions and having the players take over the Netball Singapore Instagram account.

As the new millennials are getting more active online, we have been putting more focus on the Netball Singapore social media accounts and are posting regular updates, bite-sized videos and photos. We also constantly advertise and promote our posts on social media.

To promote the sport and the national team to schools, Netball Singapore ran Schools Outreach Programmes which saw the national players conducting clinics to the students and equipment given to the schools that sent their students to support Team Singapore at events.

As part of the M1 Schools Programme, Netball Singapore invited former New Zealand Silver Ferns legends Casey Kopua and Jodi Brown to Singapore to conduct clinics for the National age groups. The players shared their tips and tricks with young, aspiring netball players during their visit in Singapore. Both netball legends also attended the National Opens trainings and shared pointers with the players. They were also the Guests-of-Honour for the Netball Singapore Awards Night.

#### **b) Community Outreach Programmes**

At Netball Singapore, we want to help the underprivileged groups. Through SportCares, we partnered former captains, Micky Lin and Nurul Baizura and conducted netball clinic and a sharing session for participants from ITE West and Australia International School during the M1 Nations Cup. The participants were invited to watch a game after their session where they could support Team Singapore. Meals were provided for them as well.

In partnership with Deloitte, we continued to support the CCA programme for Northlight School for the third 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.

We also worked with Deloitte to raise \$10,000 for AWWA during the Deloitte Pesta Sukan.

#### **c) Public Relations and Broadcast**

Netball Singapore engaged PR agency, Full Circle to manage the PR for the M1 Nations Cup 2019. The agency ensured an extensive coverage in the press and media, including online, television, radio and the newspapers.

Netball Singapore also managed the PR of the other local events internally and pushed for coverage in the papers, online and TV stations.

For the M1 Nations Cup 2019, Netball Singapore hired a production company to produce and live streamed all the matches on Netball Singapore's Facebook and Sport Singapore's YouTube channel. The live streaming provided great mileage for our sponsors as the games reached over 600,000 people. Besides the in-stadium on-court dressing, key sponsors were accorded on-air graphics too.

# The Year Ahead

---

## Charity's Future Plans

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 and adults of all ages.

We will complete our Secondary Schools CCA Coaching Manual by the end of 2020, 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 3 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 a year, and host the Nations Cup each year, which is a ticketed event.

## IPC's Expenditure Plans

Netball Singapore has no major expenditure plans for 2020. 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;
- 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 2 years. A retiring member of the Board shall be eligible for re-election at the meeting in which he/she retires. The Board has an accumulative term limit of 12 years.

In particular, the Treasurer has a term limit of 4 years. The President has a term limit of 12 years, excluding the individual's Non-President tenure but is subject to a term limit of 16 years in total.

Jessica Tan – Board Member from 2007 to 2012 & President from 2012 to current. The constitution states that 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.

## 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. Jessica Tan	80%
Mr. Tan Zing Yuen*	20%
Ms. Gaby Hochbaum	20%
Ms. Jessie Hoe	80%
Mr. Alan Lim	20%
Ms. Lee Min Li	60%
Ms. Clarissa Chan	40%
Ms. Jean Ng	40%
Ms. Lye Puat Fong	100%
Mr. Vincent Wong	40%
Mr. Ivan Lim	40%

\*Extensive contact through emails and messaging for finance and audit advice

## 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 31<sup>st</sup> March 2020.

## 2. Technical Committee

Chairman: Gaby Hochbaum

Members: Lee Min Li, Vincent Wong, Vivian Da Silva, Natalie Milicich, Cyrus Medora

The responsibilities and activities of the technical committee during the year:

- Coaching, training and selection of players to represent the Association in competitions and tournaments in Singapore and abroad;
- Development of all programmes and activities which promote netball and improve the quality and standards of netball in Singapore; and
- All matters relating to netball coaches and training and development of umpires and match officials.

## Employee Remuneration

The top 3 employee annual salaries (including employer CPF) for FY2019/20 were in the following bands:

	<u>2020</u>	<u>2019</u>
\$150,001 - \$200,000	1	1
\$100,001 - \$150,000	2	1
\$50,000 - \$100,000	0	1

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 0.4 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)	1,073,099	1,005,267	6.75%
Restricted / Designated Funds:	NA	NA	NA
Total Funds	1,073,099	1,005,267	6.75%
Ratio of Reserves to Annual Operating Expenditure	0.40	0.32	25%

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 31<sup>st</sup> March 2020.

There were no actual or perceived conflict of interest in the year to 31<sup>st</sup> March 2020 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 2018 to 31 March 2021.

## 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

## 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 2019/20

1	Lee Pei Shan
2	Tan Xin Yi
3	Charmaine Soh
4	Toh Kai Wei
5	Zhang Ailin
6	Kwok Shuyi
7	Siti Nurshawallah (Withdrawn)
8	Vanessa Lee (Captain)
9	Kimberly Lim Wei Yan
10	Carmen Goh Jia Man
11	Joanna Toh Xin Ying
12	Nur Aqilah Afiqah
13	Melody Teo
14	Khor Ting Fang
15	Sindhu Nair
16	Jamie Lim Jia Yin
17	Chen Lili
18	Angelina Lim Xue Ning
19	Wong Pei Ying (Withdrawn)
20	Nur Ameila Omar Wijendra (Withdrawn)
Training Partner	Ayshath Zaseela
Training Partner	Yew Shu Ning
Training Partner	Reena Divya D/O Manogaran
Training Partner	Pooja Senthil Kumar
Training Partner	Miki Ng Min Qi

### Validity Netball World Cup 2019

1	Carmen Goh Jia Man
2	Charmaine Soh Shi Hui
3	Jamie Lim Jia Yin
4	Kimberly Lim Wei Yan
5	Kwok Shuyi
6	Lee Pei Shan
7	Melody Teo
8	Nur Aqilah Afiqah
9	Sindhu Nair
10	Toh Kai Wei
11	Joanna Toh Xin Ying
12	Siti Nurshawallah

Head Coach: Natalie Milicich  
Assistant Coaches: Yeo Mee Hong & Wang Jing Qing  
Team Manager: Cassandra Ang  
Physiotherapist: Ng Chuen Thye

### New Zealand Tour 2019

1	Melody Teo
2	Sindhu Nair
3	Jamie Lim Jia Yin
4	Reena Divya D/O Manogaran
5	Yew Shu Ning
6	Pooja Senthil Kumar
7	Lee Pei Shan
8	Tan Xin Yi
9	Toh Kai Wei
10	Kimberly Lim Wei Yan
11	Kwok Shuyi
12	Siti Nurshawallah
13	Khor Ting Fang
14	Charmaine Soh
15	Ayshath Zaseela

Head Coach: Natalie Milicich  
Assistant Coaches: Yeo Mee Hong & Wang Jing Qing  
Team Manager: Cassandra Ang  
Physiotherapist: Ho Jiaying

## M1 Nations Cup 2019

1	Carmen Goh Jia Man
2	Charmaine Soh Shi Hui
3	Jamie Lim Jia Yin
4	Kimberly Lim Wei Yan
5	Kwok Shuyi
6	Lee Pei Shan
7	Melody Teo
8	Nur Aqilah Afiqah
9	Sindhu Nair
10	Toh Kai Wei
11	Tan Xin Yi
12	Angelina Lim Xue Ning

Head Coach: Natalie Milicich  
Assistant Coaches: Yeo Mee Hong & Wang Jing Qing  
Team Manager: Cassandra Ang  
Physiotherapist: Megan Li  
Sports Trainer: Lynne Bong Mei Yao  
Video Analyst: Annette Margaret Bishop

## South East Asian Games 2019

1	Carmen Goh Jia Man
2	Charmaine Soh Shi Hui
3	Jamie Lim Jia Yin
4	Vanessa Lee
5	Kwok Shuyi
6	Lee Pei Shan
7	Melody Teo
8	Nur Aqilah Afiqah
9	Sindhu Nair
10	Toh Kai Wei
11	Tan Xin Yi
12	Angelina Lim Xue Ning

Head Coach: Natalie Milicich  
Assistant Coaches: Yeo Mee Hong & Wang Jing Qing  
Team Manager: Cassandra Ang  
Physiotherapist: Megan Li  
Sports Trainer: Lynne Bong Mei Yao  
Video Analyst: Annette Margaret Bishop

### **21 & Under Squad 2019/20**

1	Yu Jia Wei
2	Yew Shu Ning
3	Eyu Yan Yan
4	Poong En Qi Janna
5	Siti Nur Farishah
6	Reena Divya D/O Manogaran
7	June Kwek Jia Li
8	Alena Rae Ong
9	Pooja Senthil Kumar
10	Laura Low Shu Yi
11	Miki Ng Min Qi
12	Vera Liew Jing Yu
13	Angelina Lim Xue Ning
14	Chia Wan Chyan Nicole
15	Isabelle Wang Zhenya
16	Ng Yun Lin Sherlyn (Training Partner)

Coach: Goh Seck Tuck

Assistant Coach: Xie Songzhen

Manager: Koh Hin Ann

### **Asian Youth Netball Championship 2019**

1	Poong En Qi Janna
2	Isabelle Wang Zhenya
3	Angelina Lim Xue Ning
4	June Kwek Jia Li
5	Laura Low Shu Yi
6	Miki Ng Min Qi
7	Pooja Senthil Kumar
8	Chia Wan Chyan Nicole
9	Yew Shu Ning
10	Yu Jia Wei
11	Reena Divya D/O Manogaran
12	Vera Liew Jing Yu

Coach: Goh Seck Tuck

Assistant Coach: Xie Songzhen

Manager: Koh Hin Ann

Physiotherapist: Jocelyn Yong

### National 19 & Under Squad 2019

1	Soh Ying Jia
2	Nicole Shin Jia Hui
3	Sherlyn Rachel Yip Yoke Kheng
4	Liew Yee Kit, Kaslyn
5	Emma Isabel Morgan
6	Sara Annisa Lightfoot
7	Nur Aisyah Bte Ahmad Faisal
8	Lim Jia Jia
9	Priscilla Wong
10	Tan Yi Jie
11	Sin Zoey
12	Cheyenne Rae Howard
13	Kottaimuthu Sineka (Training Partner)
14	Farah Iffah Arieayani (Training Partner)

Head Coach: Jolynn Loo  
Manager: Nur Salizah

### National 17 & Under Squad 2019

1	Uzma Rashad D/O Rayhan
2	Phebe Goh
3	Aleeya Insyirah Binte Zulfadli
4	Norah Paul Gabriel
5	Inarah Hazirah Bte Hazmi
6	Helene Ong
7	Hannah Low Guan Lin
8	Jenine Ang
9	Khoo Jin Ying, Sarah
10	Erin Lee Jia En
11	Tan Shannon
12	Tay Tian Ning, Faith
13	Zulfa Rashad D/O Rayhan (Training Partner)

Head Coach: Vivian De Silva  
Assistant Coach: Saadiah Khamis and Lin Shuangru

## National 14 & Under Squad 2019

1	Tessa The Shu Hui
2	Know Hui Min Mavia
3	Anna Macinnes
4	Kayla Sua
5	Moh Jing Wen Jernise
6	Hannah Binte Jasmori
7	Wilone Wong Khee Fhee
8	Taryn Tham
9	Diva Tushar Gole
10	Faithmaria Ifeoma Mckevin Lawrence
11	Charlotte Megan lee
12	B Divya Mathilda
13	Valerie Yong
14	Tiffany Hon Huixuan

Head Coach: Joan Yani  
Assistant Coach: Geraldine Ng and Nadia Begum  
Managers: Ong Wan Theng and Shermin Lim



## APPENDIX B

### Elite Squads Competitions & Training Tours – 2019/2020

Squad	Dates	Competition	Venue
Opens	7 June – 10 June 2019	Darwin friendly	Singapore
	24 April – 27 April 2019	Singapore-Fiji Test Series 2019	Singapore
	12 July – 21 July 2019	Vitality Netball World Cup 2019	United Kingdom
	17 September – 23 September 2019	New Zealand Training Tour 2019	New Zealand
	20 October – 26 October 2019	M1 Nations Cup 2019	Singapore
	23 November – 2 December 2019	South East Asian Games 2019	Philippines
21&U	24 May – 31 May	Sunshine Coast Tour 2019	Australia
	27 April – 5 May	Arafura Games 2019	Australia
	29 June - 7 July 2019	Asian Youth Netball Championship 2019	Japan
19&U	27 May – 3 Aug 2019	National League	Singapore
	16 – 18 August 2019	Singapore – Malaysia Age Group test series	Malaysia, KL
17&U	27 May – 3 Aug 2019	National League	Singapore
	16 – 18 August 2019	Singapore – Malaysia Age Group test series	Malaysia, KL

## Team Competition Results 2019/20

Squad	Competition	Opposition	Results
Opens	Darwin friendly	No Results (Training Tour)	
	Singapore-Fiji Test Series 2019	Game 1	57-65
		Game 2	57-64
		Game 3	48-70
	Vitality Netball World Cup 2019	Barbados vs Singapore	69-34
		Malawi vs Singapore	87-38
		New Zealand vs Singapore	89-21
		Sri Lanka vs Singapore	88-50
		Fiji vs Singapore	71-56
		Singapore vs Samoa	49-63
		Sri Lanka vs Singapore	78-57
	New Zealand Training Tour 2019	No Results (Training Tour)	
	M1 Nations Cup 2018	Singapore vs Namibia	54-54
		Botswana vs Singapore	57-52
		Singapore vs Ireland	51-35
		Cook Island vs Singapore	47-59
		Singapore vs Papua New Guinea	57-47
		Namibia vs Singapore	49-42
	South East Asian Games 2019	Philippines vs Singapore	28-80
		Singapore vs Brunei	62-38
		Singapore vs Thailand	60-36
Malaysia vs Singapore		52-49	
Singapore vs Thailand		61-31	
Malaysia vs Singapore		48-42	

### National 21& Under Results

Squad	Competition	Opposition	Results
21&U	Asian Youth Netball Championship 2019	Singapore vs Nepal	112-2
		Singapore vs Thailand	61-23
		Singapore vs Korea	100-4
		Singapore vs Sri Lanka	66-58
		Singapore vs Hong Kong	62-36
		Singapore vs Malaysia	48-57

## APPENDIX C

### National Umpire Squad 2019

#### New Badges Awarded in 2019/20

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 2019

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
	<b>Panel / Umpire Coach</b>
1	Vivian De Silva
2	Julie Koh
3	Roland Goh

## APPENDIX D

### Sponsorship

Cash and events sponsorship received in FY 2019/2020	Amount (S\$)	Type of Sponsorship
M1 Limited	Cash	Title Sponsor for Nations Cup Title Sponsor for Netball Super League Title Sponsor for Schools Challenge League Title Sponsor for Talent Identification Programme Event Sponsor for National League Sponsor for Primary School CCA Programme Sponsor for National Opens Squad
Mission Foods	Cash	Event Sponsor for Nations Cup Event Sponsor for Netball Super League Sponsor of National Opens Squad
Deloitte	Cash	Title Sponsor for Pesta Sukan Event Sponsor for Nations Cup
Anbros	Cash	Event Sponsor for Nations Cup
Malaysia Dairy Industries	Cash	Event Sponsor for Nations Cup
United Overseas Bank Limited	Cash	Event Sponsor for Nations Cup
Lee Foundation	Cash	Sponsor for Study Awards
<b>TOTAL</b>	<b>S\$237,900</b>	

In-kind sponsorship received in FY 2019/2020	Amount (S\$)	Type of Sponsorship
<b><u>M1 Nations Cup</u></b>		
Hotel Chancellor	165,334	Discounted rooms Complimentary room for organizer
M1 Limited	2,800	Products for goodie bags
Mission Foods	8,664	Products for goodie bags
Eng Leong Medallie	6,980	Discount on plaques and medals
Fitness First	41,730	Memberships for Opens & Passes for goodie bags
Deloitte	540	Notebooks & Pens
<b>Sub-total</b>	<b>S\$226,048</b>	
<b><u>Other Leagues and Carnivals</u></b>		
Asics	315	Products for goodie Bags and prizes
M1	17,130	Products for goodie bags
Deloitte	22,821	Products for goodie bags
<b>Sub-total</b>	<b>S\$40,266</b>	
<b><u>Others</u></b>		
Fitness First	73,530	Memberships for National Opens and 21&U Squad
Asics	75,602	Team Kit Sponsor for National Opens
FBT	8,077	Apparel Sponsor for National Umpire Squad

Molten	11,162	Ball Sponsor
M1	1,944	Products for Zone Age Group
Thomson Medical	31,625	Products for National Opens
<b>Sub-total</b>	<b>S\$201,940</b>	
<b>TOTAL</b>	<b>S\$468,254</b>	

<b>Summary of Netball Singapore's own income sources FY 2019/20</b>	<b>Amount</b>
Affiliation & Entrance fees	4,201
Cash Sponsorship	118,090
Coaching Fees	9,880
Contributions from Non-members	1,630
Events Sponsorship	119,810
Events Income	136,967
In-kind Sponsorship	468,254
Interest Income	19,898
Officiating Fees	21,519
Sundry Income	25,197
<b>TOTAL</b>	<b>S\$925,446</b>