



NETBALL
SINGAPORE

ANNUAL REPORT

**FOR THE FINANCIAL YEAR ENDED
APRIL 2022 TO MARCH 2023**

NETBALL SINGAPORE

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About Us

Purpose

- ❖ To uphold, as the Singapore national organisation for Netball, the laws of Netball as adopted by World Netball (previously known as International Netball Federation) 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 World Netball.

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 2022 to 31st March 2023.

2022/23 finally saw the complete easing of Covid restrictions, which allowed sporting activities to fully resume. Netball Singapore had a very packed calendar and with a record number of entries in the National League and Deloitte Pesta Sukan. We also ran 2 major events in 2022 – the Asian Netball Championships and Nations Cup.

The Ministry of Education allowed the National School Games to restart in May 2022, which enabled us to restart our age group programmes.

Netball Singapore has been running netball classes for Northlight School for about 3 years now. In 2021, we started weekly classes for Pertapis during school term and twice weekly during the holidays. We also commenced weekly classes for St. Andrew's Autism School in 2021. Northlight and Pertapis took part in our Pesta Sukan this year, the latter for the first time.

Netball Singapore celebrated our 60th Anniversary in November 2022 with a brunch at the Clifford Pier restaurant, with close to 150 past and present players and officials. A 60th anniversary book was produced, highlighting the major achievements and progress of netball in Singapore.

In line with the new constitution, 4 of our members of the Board will have to step down at the AGM to be held in September 2023 as they have reached the maximum tenure. They are Tan Zing Yuen, Gaby Hochbaum, Lye Puat Fong and myself. I would like to take this opportunity to extend my sincere thanks to Zing Yuen, Gaby and Puat Fong for their tremendous contribution to Netball in Singapore over many years. I would also like to thank the other Board Members for their immense contributions and for the contributions they will continue to make for netball in Singapore. It has been an honour, privilege and joy to be a part of this team.

In all, a very welcome return to netball in 2022/23 with a packed events calendar and record entries in several events.

Wishing all netballers, fans and friends of Netball in Singapore many more years of enjoying the sport that we all love.

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 22nd September 2022. The following were elected to the Board under the new constitution

	Name	Position	Occupation	Elected Term Ending	Past Appointments in NS
1	Ms. Jessica Tan	President	Deputy Speaker of Parliament & MP, East Coast GRC	September 2023	President since 2012 Board Member June 2007
2	Mr. Tan Zing Yuen	Vice President	Chief Risk and Compliance Officer	September 2023	Hon. Treasurer 2009 to 2013 2017 to 2018 Board Member 2009 to 2017
3	Ms. Gaby Hochbaum	Honorary Secretary	Self-employed	September 2023	June 2011
4	Ms. Melissa Aw Yong	Honorary Treasurer	Head of Internal Audit	September 2025	
5	Mr. Soh Kok Leong	Assistant Treasurer	Audit Partner	September 2025	
6	Ms. Lye Puat Fong	Member	Home maker	September 2023	June 2012
7	Mr. James Walton	Member	Consultancy Partner	September 2025	
8	Ms. Sharmaine Chan	Member	Lawyer	September 2025	September 2020
9	Mr. Lionel Lewis	Member	Sports Manager	September 2025	
10	Ms. Micky Lin Xinyi	Players Commission	Marketing Manager	September 2025	

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

Highlights of the Year (FY 2022/23)

Summary Financial Performance

Summary Financial Performance

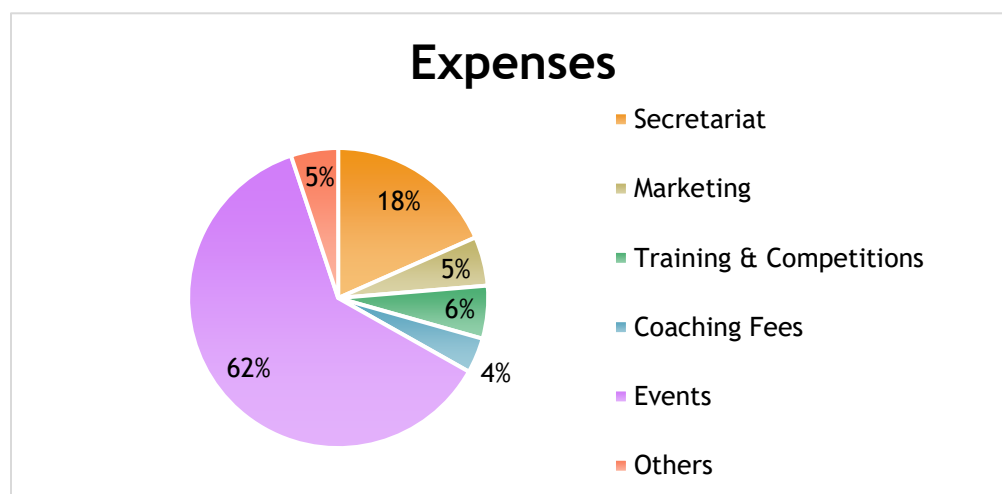
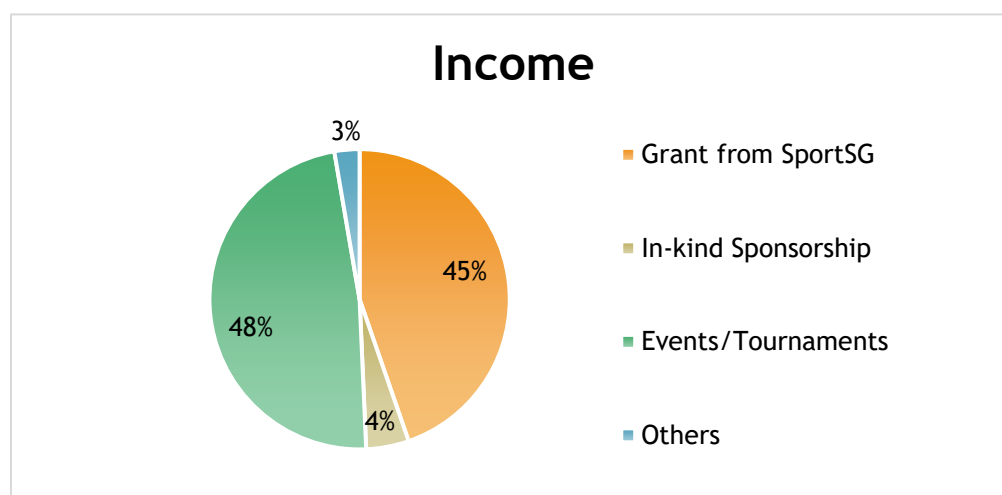
Total Income: \$4,993,335

Total Expenditure: \$4,901,658

Net Surplus Income for the year amounted to \$91,677.

Donations increased by \$8,550 in the financial year, mainly due to new individual donors.

Expenses increased by \$3,483,981 in the financial year is mainly due to Asian Netball Championships and Nations Cup (2 major events during the year).



Major Financial Transactions

There were no major purchases in 2022/23.

Significant Milestones

Netball activities returned with a vengeance in 2022 with record number of teams taking part in the National League and Deloitte Pesta Sukan. Netball Singapore also hosted 2 major events in the year – the Asian Netball Championships (11 countries) from 3rd to 11th September, and the Nations Cup from 4th to 10th December.

It was also the first year that our Singapore A team started competing the Nations Cup, in addition to our national opens team. 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 the upcoming players for the future.

We resumed our Age Group programmes in May 2022 for the 14s, 17s and 19s, plus the new category on 12&U zone teams.

Singapore qualified for the Netball World Cup to be held in Cape Town, South Africa from 28th July to 6th August 2023 by finishing runners-up to Sri Lanka in the Asian Netball Championships. The top 2 teams qualified for the Netball World Cup. Singapore, with one of its youngest teams on record, beat Malaysia twice on route to the finals.

Netball Singapore celebrated its 60th Anniversary in November 2022 with a brunch at the Clifford Pier restaurant, with close to 150 past and present players and officials. A 60th anniversary book was produced, highlighting the major achievements and progress of netball in Singapore.

The Deloitte Netball Super League for the first time included the national teams of Brunei and Thailand in a separate round robin event. We also brought in 6 international players from Fiji to bolster the 6 Singapore teams.

Deloitte continued to be a staunch sponsor of netball, taking the title sponsorship of the Deloitte Netball Super League and the Deloitte Pesta Sukan.

A new major sponsor was signed in January 2023. Mirxes, a bio-medical firm specializing in early detection of cancer, agreed to a 2-year sponsorship agreement, taking the title sponsorship of the Mirxes National League and the Mirxes Nations Cup.

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 Squads (North, South, East and West) leading to the National 17&U Team
- 14 & Under Zone Squads (North, South, East and West) leading to the National 14&U Team
- 12&Under Zone Squads – (North, South, East and West)

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

The Singapore A squad was combined with the 21& Under squad in early 2022 to form the National Development Squad, as there was a great degree of overlap of players.

a) National Opens Squad

A squad of 20 players were selected from the NSL held January - March 2022, of which 3 players were 21 & U.

As a buildup and selection for Asian Champs and Nations Cup tours to Fiji (mid-June) and Perth (beginning of August) were used as preparation.

The 2023 Asian Championship Singapore qualified for the 2024 Netball World Cup. Recording wins against Japan, Maldives, Hong Kong, Malaysia both in the pool round and semifinal. The only team Singapore could not overcome was overall winners Sri Lanka.

Nations Cup in December saw the Singapore team record wins over the Republic of Ireland, Malaysia and Singapore A. Singapore losing against finalists Botswana and Fiji. Botswana winning the Deloitte Nations Cup with Singapore finishing 3rd.

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 11 consisted of players selected from NSL held January - March 2022, of which 5 players were 21 & U. A 21&U trial was held soon after and a further 5 players were selected.

In preparation for the 2022 Deloitte Nations Cup in December the squad travelled to Canberra, with training games held against local age group and academy teams. The squad was also privileged to have coaching sessions with former Australian coach Jill McIntosh.

The Singapore A team competed strongly in the Nations Cup, with the focus on gaining international experience.

c) **National 21&U Squad**

A squad of 15 players (including 2 Opens players) has been selected with a trial to be held in late May with 12 players named to compete in the 2023 Asian Youth Championships, Korea.

d) **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.

The new 12&U zone programme introduced in late 2022, to bring in young potential players for the future was successful and will be continued in 2023.

e) **19 & Under Tertiary & Schools**

The National 19s team took part in the Jeonju International Netball Event in August 2022 against teams from Korea, Philippines and Nepal. We emerged as Champions of this event.

The 19 & Under Tertiary team (2023) consists of a total of 14 players selected from a pool of 44 trialists. The team has started training and will be participating in the Mirxes National League starting 29 May. The 19 & Under School team will have their selection on 27 May, thereafter the selected players will play in the Mirxes National League.

Both teams will then have another trial on 15 July to select the National 19 & Under team, which will go on to play in the Malaysia-Singapore Netball Series from 10 August – 12 August in Kuala Lumpur, Malaysia.

f) **17 & Under Zone Age Groups**

The 17 & Under Zone Teams were formed in May 2022, after the restrictions have eased. The teams went through 2 months of training while participating in the National League before ending the season. Due to the COVID situation in Malaysia, the Malaysia-Singapore Netball Series was cancelled for 2022.

g) **14 & U Zone Age Groups**

Due to covid restriction at the start of the year and the national school games that were ongoing, we were unable to hold a selection for the 14 & Under Teams. Instead, we held a two-day 14 & Under Camp during the June holidays for the players to involve and educate them on the netball rules, skills

and had nutrition talk. They also had a game at the end of each day to recap the skills they have learnt.

The 14 & Under Zone Teams were formed in October 2022, after the restrictions were lifted. The teams had trainings twice a week for a month and took part in the Year-End Carnival and ended the season with a mini carnival between the zone teams.

Appendix A lists all National Team members and Age Group players.

TECHNICAL DEVELOPMENT

a) **Coach Development**

Netball Singapore's NCAP programmes continued to be well supported in 2022, with the easing of COVID-19 restrictions allowing for face-to-face courses to be restarted.

The first component of the inaugural Level 2 Coaching Course was delivered by Julie Hoornweg 13 coaches, including two international coaches, attended the course and will continue their Level 2 over a two-year period.

The Asian Netball Championships Coaches Seminar, conducted by former Silver Ferns & Singapore coach Dame Ruth Aitken, focussed on Match Day Game Analysis and Strategy. The Coaches Seminar attracted 53 coaches both locally and from across the Asian Netball Region.

The following is a summary of the courses and workshops delivered from 1st April 2022 to 31st March 2023:

- Two Foundation Coaching courses with a total of 40 participants
- Two Level 1 Coaching Courses with a total of 10 participants completing all requirements.
- One Level 2 coach tested and accredited.
- 1 Coaches/Teachers Workshop with a total of 7 participants.
- Nations Cup Age Group Netball Clinic with a total of 28 players.

b) **Bench Officials Appointments**

16 Bench Officials were appointed to officiate in the NSL 2023.

c) **Bench Officials Appointments**

A 2-day bench course was held in January 2023 with a total of 8 participants and 3 Netball Singapore staff as refresher or first-timer. All participants were required to officiate at least three games during NSL as practice.

We continued to appoint and develop our existing Bench Officials with 4 Bench Officials, being accredited during NSL 2023. 16 Bench Officials were appointed to officiate for the Asian Netball Championships in September 2022 and 11 were appointed for Nations Cup in December 2022.

d) Overseas Visiting Teams

Two overseas teams were hosted by Netball Singapore: Darwin and Pakistan. The Singapore A & 21u squads playing matches over a weekend in early June against Darwin. Against Pakistan; Singapore u12s versed u15/16 team, Singapore u14 & u17 versed u20 team.

e) Schools Programmes

ACTIVE School Programme and ACTIVE Carnivals

In 2022-2023, Netball Singapore organised 4 ACTIVE Schools Programmes for students. All 4 were requested from and conducted separately at various schools. A total of 54 participants have attended these courses.

a) Teachers

There were no Understanding Netball Rules course conducted for Primary and Secondary Schools in 2022. The teachers signed up for the Strengthening Netball Skills for Teachers workshop.

b) ACTIVE Carnivals

There was no ACTIVE Carnival held in 2022 as the Year End Carnival was held in its place for schools.

Appendix A lists all National Team members and Age Group players.

EVENTS

a) National League 2022

The National League 2022 made a comeback this year after 2-years break. It is a premier club event and the highest participated league in the netball event calendar. The event took place from 23rd May till 1st August. A total of 87 teams took part. (2019: 93) teams. There were 77 Club Women and 10 Club Mixed teams.

The results for Division 1 and 2 are as per below:

Division 1

Champion: Sneakers Ace

1st Runners-Up: Llabten

2nd Runners-Up: Blaze

Division 2

Champion: Sneakers Speed

1st Runners-Up: Extremes

2nd Runners-Up: Under-19 2 (Schools)

Division 1	Division 2
Champion: Sneakers Ace	Champion: Sneakers Speed
1 st Runners-Up: Llabten	1 st Runners-Up: Extremes
2 nd Runners-Up: Blaze	2 nd Runners-Up: Under 19 2 (Schools)

b) Deloitte Pesta Sukan 2022

The Deloitte Pesta Sukan 2022 was held on a two separate weekends 6th August and 13th August at Kallang Netball Centre, in conjunction with Get Active Sg organized by Sport Singapore.

Over 1600 participants from 135 teams (2019 was 140 teams) and volunteers came together to participate in the largest and oldest netball carnival in Singapore.

43 teams took part in B Division, 32 teams in C Division category. A total of 20 teams in Women Open and 16 teams in the Women Under-23 category, whereas 12 teams in Mixed Open and another 12 teams in Corporate Mixed Open.

c) Asian Netball Championships 2022

The Asian Netball Championship (ANC) is a netball competition held every 2 years with teams from across Asia competing. The ANC is also the Asia regional qualifier for the Netball World Cup.

ANC was held from 3 September to 11 September 2022 at OCBC Arena. The participating teams were Brunei, Chinese Taipei, Hong Kong, India, Japan, Malaysia, Maldives, Philippines, Singapore, Sri Lanka and Thailand. Thailand withdrew from the competition from 2nd Round onwards due to most of the players whom got positive from Covid-19. The group that was affected by Thailand withdrawal, played a double round-robin. We also had a full sell-out day during Finals when Singapore was playing against Sri Lanka in Finals.

Final Ranking

Champions: Sri Lanka

Runners-Up: Singapore

Second Runners-Up: Malaysia

4th: Hong Kong

5th: Philippines

6th: Brunei

7th: Maldives

8th: India

9th: Chinese Taipei

10th: Japan

d) Nations Cup 2022

The Nation Cup is Netball Singapore's flagship event which is held annually featuring different countries. This year's Nations Cup was held from 4 December to 10 December 2022. Singapore A joined this competition as an invitational team alongside with Team Botswana, Fiji, Ireland, Malaysia and Singapore.

Final Results

Champions: Botswana

1st Runners-Up: Fiji

2nd Runners-Up: Singapore

4th: Ireland

5th: Malaysia

6th: Singapore A

e) Deloitte Netball Super League 2023

The annual netball super league came back with international players from Fiji and 2 international teams – Thailand and Brunei joining us from second round onwards. Started of with Round 1 from 4 February to 25 February with the 5 elite local clubs and the selection team, Mannas, the details and results of the whole competition is as per below:

Details of the competition:

Opening: 4 February

Round One: 4 February to 25 February

Round 2: 26 February to 16 March

Semi-Finals: 18 March

Preliminary Final, Final & Closing: 19 March

Final Rankings of Netball Super League

First Round	Final Rankings
Champions: Sneakers	Champions: Blaze
Runners-Up: Blaze	Runners-Up: Sneakers
Second Runners-Up: Fier Orcas	Second Runners-Up: Fier Orcas
4 th : Swifts	4 th : Swifts
5 th : Mannas	5 th : Llabten
6 th : Llabten	6 th : Mannas

f) Other tournaments

During the year, the other tournaments organized were as follows:

<u>Tournament</u>	<u>No of Teams (Previous Year)</u>
Year End Carnival 2022	52 (34 - 2019)
Daisy Tan Carnival 2023	45 (58 - 2020)

a) 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 2022/23 work year.

b) Membership

As at 31st March 2023, the membership was as follows:

Clubs	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Ordinary Members – Voting	18	19	20	20
Associate Members – Non-Voting	53	43	55	64
Total Clubs	71	62	75	84

c) Umpires

The national squad umpires continued to join the national team in training, in preparation for Netball Super League.

i) Level 1 Umpiring Course

From April 2022 to March 2023, we were able to hold 2 Level 1 Umpiring Course in July 2022 (14 pax) and January 2023 (4 pax). All participants passed their theory tests and most of them passed their Level 1 Umpiring Course.

ii) Umpiring Appointments – Netball Super League 2023

Vivian De Silva and Julie Goh were members of the Umpiring Panel for 2022/2023.

Ten umpires were selected into the National Umpire Squad in December 2022 – Two Singapore National Umpires, Three Advanced and Five Development Squad Members.

A final of 8 umpires were selected for NSL 2023. Refer to **Appendix B** for the full list.

iii) *International Umpiring Achievements*

ITID Status

Jessica Teng has received the International Talent Identified Umpire (ITID status in accordance with World Netball procedures on 19th October 2022. The ITID status reflects the consistency demonstrated by Jessica that is required for her to be able to work towards gaining International Netball Umpire Award (INUA) within the next 4 years that the ITID status is in place.

ITP Status

On 30th March 2023, Joan Yuliani and Yu Bee Ling were both given the International Netball Umpire Award (INUA) Testing Panel (ITP) Cadet status.

MARKETING

Netball Singapore's key sponsors for 2022/23 were Deloitte, ASICS, Pacific Sports (Molten), Panyasingha (FBT), Babilou Family Group and Mirxes.

With the reduction in COVID19 measures, we geared up for the resumption of events for the year.

We secured a partnership with our new sponsor, Mirxes – a leading RNA technology company, for 2 years. They will be our title sponsor for the National League 2023 and Nations Cup 2023.

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) **Advertising Programmes**

Several events took place when events could finally resume. They were:

- Deloitte Pesta Sukan in August 2022
- Asian Netball Championships in September 2022
- Netball Singapore 60th Anniversary in November 2022
- Nations Cup in December 2022
- Deloitte Netball Super League that ran from February 2023 to March 2023

Digital campaigns were rolled out for these events which includes:

- Highlight videos
- Teaser and Player Profile videos for major international events
- Social media advertising
- Live Streaming of all games

The national team remains the focus of our campaigns and we have been featuring our national players actively on social media platforms, emphasizing the return of their international tours and competitions. The team is the face of Netball Singapore, and we look to bridge the

relationship between the players and fans, especially since it is a relatively young team, by highlighting these debutants.

While most of our posts' reach and engagements are organic, certain posts are boosted to obtain a wider reach. To further promote the sport and the national team, the players have also been involved in engagement activities such as sharing and mini training sessions with schools, interviews with bodies such as Tamil Murasu, Straits Times and Team Singapore, as well as other initiatives as Team Singapore athletes.

b) Community Outreach Programmes

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

As part of our continuous CSR efforts together with Babilou Family Group, netball classes were brought to Pertapis Centre for Women & Girls.

Netball Singapore started netball classes for Pertapis in 2021. Initially only 20 students participated in the classes, but this soon grew to about 40 players. NS provides 2 coaches for them. We run 2 classes per week during the school holidays and 1 a week during school term.

c) Public Relations and Broadcast

Netball Singapore received extensive coverage in the press and media throughout the year especially with the resumption of events. With the Asian Netball Championship major event that took place, twelve articles were published on The Straits Times. Followed by the Nations Cup event which saw nine articles published on The Straits Times. Other events had substantial coverage as well.

FINANCE

A total of S\$2,761,848 was raised through Netball Singapore's own income sources. This sum consisted of sponsorship in-kind, other Government Grant, income from local tournaments and events, fees from courses and membership.

In summary, the ratio of the funds raised by Netball Singapore S\$2,761,848 to the Sport Singapore grant FY 2022/23 of S\$2,231,488 was S\$1.24 to \$1 of the Sport Singapore grant. (In FY 2021/22 it was S\$0.19 due to hosting of major events in FY 2022/2023).

The Year Ahead

Charity's Future Plans

Netball Singapore will continue to focus on Elite Development (Opens and all age Groups), Technical Development in coaching and umpiring, Club and Schools growth and development, providing more opportunities for competitive mass participation, growing our Fan Base and bringing exciting netball to Singapore.

Singapore's national team will compete in the Netball World Cup in Cape Town, S Africa from 28th July to 6th August 2023. The Asian Indoor & Martial Arts Games (with netball included) has again been postponed to 24th February to 5th March 2024.

We will continue to focus on youth development in the schools and competitions.

We will continue to give back to society by sponsoring the coaches for Northlight School and Pertapis.

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 2022/23. We will continue to run our events and courses, maintain all our age groups from the 12&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 she/he retires. The Board will have an accumulative term limit of 8 years, which will commence from 2023, as the new constitution was only implemented in 2021. The Treasurer has a term limit of 4 years.

The previous constitution stated 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. Jessica Tan– Board Member from 2007 to 2012 & President from 2012 to current. We are transitioning to the new constitution in 2023.

Board Meetings and Attendance

The current Board was elected on 23rd September 2021 at AGM. A total of 5 Board meetings were held in the financial year. The following sets out the individual Board member’s attendance at the meetings from April 2022 to Mar 2023:

A total of 5 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	80%
Mr. Tan Zing Yuen	40%
Ms. Hochbaum Gaby Nancy	40%

Ms. Melissa Aw Yong	100%
Mr. Soh Kok Leong	100%
Ms. Lye Puat Fong	80%
Mr. James Walton	60%
Mr. Lionel Lewis	80%
Ms. Micky Lin Xinyi	60%
Ms. Sharmaine Chan Sze Min	100%

Board Remuneration

No Board Member receives any remuneration for their Board services.

Sub-Committees

1. Audit Committee

Chairman: Mr. Tan Zing Yuen

Members: Ms. Gaby Hochbaum and Ms. Sharmaine Chan

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 2023.

Employee Remuneration

The top 3 employee annual salaries (including employer CPF) for FY2022/23 were in the following bands:

	<u>2023</u>	<u>2022</u>
\$150,001 - \$200,000	2	1
\$100,001 - \$150,000	1	1
\$50,000 - \$100,000	-	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 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)	1,320,327	1,228,650	7.46%
Restricted / Designated Funds:	0	0	0%
Total Funds	1,320,327	1,228,650	7.46%
Ratio of Reserves to Annual Operating Expenditure including Value in Kind	0.27	0.87	(68.97)%
Ratio of Reserves to Annual Operating Expenditure, excluding Value in Kind*	0.48	0.90	(46.7%)

* Note: Value in kind refers to the fair value of goods and services received from sponsors. During FY2023, Value in Kind of S\$2,108,092 (see Appendix C) was received from sponsors as compared to \$41,334 in FY2022. This amount has been included in the total operating expenditure of \$4,901,658 (FY2022: \$1,417,679). The higher amount of Value in Kind received was primarily due to the hosting of 2 major events in FY2023 (instead of the normal one event). However, there were no major events in 2021/22 due to COVID.

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 2023.

There were no actual or perceived conflict of interest in the year to 31st March 2023 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 2022/23

1	Lee Pei Shan
2	Tan Xin Yi
3	Charmaine Soh
4	Toh Kai Wei
5	Kwok Shuyi
6	Cheyenne Rae Howard
7	Kimberly Lim Wei Yan
8	Tan Yi Jie
9	Rachel Ling Ru Qing
10	Nur Aqilah Afiqah
11	Khor Ting Fang
12	Miki Ng Min Qi
13	Sindhu Nair
14	Jamie Lim Jia Yin
15	Reena Divya D/O Manogaran
16	Angelina Lim Xue Ning
17	Norah Paul Gabriel
18	Goh Wei Ping
19	Yew Shu Ning
20	Amandeep Kaur

Asian Champs 2022 (Singapore)

1	Lee Pei Shan
2	Charmaine Soh (injured against Japan)
3	Toh Kai Wei
4	Amandeep Kaur

5	Khor Ting Fang
6	Kimberly Lim
7	Tan Yi Jie (withdrawn health)
8	Yew Shu Ning
9	Miki Ng
10	Jamie Lim Jia Yin
11	Sindhu Nair
12	Angelina Lim Xue Ning
13	Goh Wei Ping (replaced Charmaine)

Nations Cup 2022 (Singapore)

1	Toh Kai Wei
2	Amandeep Kaur
3	Tan Xin Yi
4	Matilda Su Yin Narayan
5	Khor Ting Fang
6	Kimberly Lim
7	Tan Yi Jie
8	Yew Shu Ning
9	Reena Divya D/O Manogaran
10	Jamie Lim Jia Yin
11	Sindhu Nair
12	Angelina Lim Xue Ning
13	Kwok Shuyi (replaced Yi Jie)

Head Coach: Annette Bishop
Assistant Coaches: Wang Jing Qing
Team Manager: Cassandra Ang
Primary Care: Deborah Lee & Bong Mei Yao Lynne

Development Squad 2021/22

1	Priscilla Wong
2	Chloe Lee

3	Laura Low
4	Syntyche Yeo
5	Sim Ann-Lim

21 & Under Squad 2021/22

1	Zulfa Rashad D/O Rayhan
2	Uzma Rashad D/O Rayhan
3	Matilda Su-Yin Narayan
4	Jenine Ang
5	Soh Ying Jia
6	Shannon Tan
7	Cheyenne Lim
8	Hannah Low Guan Lin
9	Ella Leonora Baptista
10	K Mishalenne
11	Faithmaria Ifeoma Mckevin Lawrence

Head Coach: Yeo Mee Hong
Assistant Coaches: Ong Wan Theng & Shermin Lim

Nations Cup 2022 (Singapore)

1	Priscilla Wong
2	Chloe Lee
3	Laura Low
4	Syntyche Yeo
5	Goh Wei Ping (Opens Squad)
6	Shannon Tan
7	Cheyenne Lim
8	Rachel Ling (Opens squad)
9	Nur Aqilah Afiqah (Opens Squad)
10	K Mishalenne
11	Faithmaria Ifeoma Mckevin Lawrence
12	Jenine Ang

Head Coach: Yeo Mee Hong
Assistant Coach: Kok Mun Wai
Manager: Lee Min Li

19 & Under (Tertiary) Squad 2022

1	Muneera Binte Noorfadhil
2	Tham May Xin
3	Andrea Antasha Binte Mohamad Imran
4	Oh Yu Wen Eugenia
5	Ho Sue-Ann
6	Janissa Tan Wei Ting
7	Jernise Moh Jing Wen
8	Elaine Foo
9	Sharifah Syarafina Binte Syed Sulaiman
10	Lee Li Xuan
11	Goh Ting Ru, Phebe
12	Teo Huiping
13	Vera Yim Swee Ying
14	Ang Cassey Joyce

Head Coach: Lindsay Filiata

19 & Under (School) Squad 2022

1	Charlotte Megan Lee Rui
2	Tay Tian Ning, Faith
3	Sim Pei Qi Valerie
4	Lim Xiao Tian
5	Cheyenne Shee To Chyn Xi
6	Wilone Wong Khee Fhee
7	Loh Min En Ruth
8	Tan Wei Ling Kristy
9	Kimberly Koh
10	Subbnha Kalidasan
11	Annabel Tara Jade
12	Megan Goh Wan Yee
13	Kathy Mok Kai Ting
14	Lee Tin Yi Megan

Coach: Vivian De Silva

17 & Under North Zone Age Group 2022

1	Cheong Qin En Ashlyn
2	Gabriela Tan Jae Wae
3	Angelina Haney Anurika Mckevin
4	Natalie-Ann Lee Yoke Lin
5	Aliya Qistina Binte Abdul Rahman
6	Wong Xuan Yi
7	Siu Chung Wing Renee
8	Grania Koh Yan Zhen
9	Megan Low Wen Qi
10	Caroline Tan Siew Zhen
11	Hannah Thomas
12	Tiara Amelia Binte Abdul Kader
13	Chia Eng Chee Alicia
14	Ngo Qing Lin

Coach: Geraldine Ng

17 & Under South Zone Age Group 2022

1	Sulaxane Shreya Bhushan
2	Gurpreet Kaur D/O Manjit Singh
3	Clara Chan Qi Zhen
4	Infaza Syara Unaizah Binte Mohd Fazil
5	Leia Beh
6	Keira Tan Rui En
7	Andria Bong Jia Wen
8	Wee Caitlyn
9	Tisha Jeffery Lee
10	Lim Sun Hei Dawn
11	Tai Le Xi, Alexis
12	Ong Ya Xuan Caitlin
13	Kymber Aw
14	Amelia Umairah Bte Suadi Noor

Coach: Saadiah Khamis

17 & Under East Zone Age Group 2022

1	Caitlyn Ng Shi Xuan
2	Goh Hui Yee Celina
3	Nurin Qistina Binte Khairudin
4	Rachelle Khoo Xi Yao
5	Isabelle Tan Shi Xian
6	Yap En Xin
7	Neo Jia Yin Alicia
8	Nicole Tan JIn Wen
9	Jamie Chee
10	Ong Yun Ya Huela
11	Balqis Binte Buang
12	Stacy Marie Rozario
13	Alesha Adriana Imran
14	Nur Andriena Nasrina Binte Naseri

Coach: Neo Ah Geok

17 & Under West Zone Age Group 2022

1	Pon Abbenayaa Ponniah Iyyappan
2	Aarohi Chaudhary
3	Tay Jing Wei
4	Ang En Qi Charlene
5	Kaela Si-Hoe Shu En
6	Bernice Tan
7	Shannon Er Kyeen
8	Kayle Kang Enn Tong
9	Chow Gaai Iann Audrey
10	Lim Yann Ting
11	Samantha Zhao
12	Regine Lam
13	Alyssa Renee Tan Rui-En
14	Au Yueng Lok Yiu

Coach: Xie Songzhen

14 & Under North Zone Age Group 2022

1	Harsha Maheshbabu
2	Rajkumar Chinmahyi
3	Sri Kansika Kottali
4	Venarsun Tee Yui Ning

5	Hillary Wee
6	Florence Isaniel De Leon Sumalinog
7	Jamie Chua Jia Min
8	Riz Isabelle Bte Sherwan Nara
9	Tyra Liew En-Xi
10	Sophia Leong Kei Yan
11	Kamen Paige Kornegay
12	Katie Khoo Pei Yun
13	Sing Zhi Yu Jace
14	Nur Shafryanna Binte Henry

Coach: Chen Li Li

14 & Under South Zone Age Group 2022

1	Chew Jia En Heidi
2	Claudia Yew Sze Teng
3	Zara Victoria Tse
4	Mak Qian Yin Hayley
5	Glenda Sam Xin Yun
6	Tan Yan Ting Japhanie
7	Nadia Goh Hsin Yu
8	Tan Jia Wen Jeanette
9	Chloe Nicole Lee Xuan
10	Sulaxane Shruti Bhushan
11	Leia Yu-Ann Lim
12	Victoria Evette Binny
13	Sydney Sririta Wu Jia Qi
14	Kok Xin Xuan Shanice

Coach: Fatin Nur Diyana

14 & Under East Zone Age Group 2022

1	Delynn Yeo Jing Ni
2	Nursyafirah Binte Muhammad Shafik
3	Sofia Adriana Binte Khairul Irwan
4	Marsya Nayli Binte Mohammed Borhan
5	Tisha Anand Vathiyar
6	Kayla Teo Jia En
7	Chee Yan Yee

8	Maryam Fu Binte Jeffery
9	Crystal Lai Yu Tong
10	Qisya Callysta Binte Failzul
11	Sho Siew Yong
12	Syi'faa Nur Atrisha Binte Mohamad Salim
13	Lea Mazaya G Isaak
14	Lam Yi Xuan

Coach: Goh Lizhen

14 & Under West Zone Age Group 2022

1	Humaira Binte Samsulavdeen
2	Cheng Jing Min
3	Tee Yi Xuan
4	Faith Tay Sia Eern
5	Sarah Jane Chin Min En
6	Natasha Lee Rui En
7	Ow Ky-Ann Faith
8	Yeo Su Ki
9	Chong Jia En
10	Sally Quek En En
11	Tay Yu Xuan Samantha
12	Tan Kai Xuan, Sherilynn
13	Megan Quek Tian Shin
14	Jolin Kerk Yu Ling

Coach: Dewi Kartini

Active Schools Programme

No	School	No. of Students/ Teachers
1	Tampines Secondary School	14
2	Seng Kang Secondary School	18
3	Meridian Secondary School	10
4	Ang Mo Kio Secondary School	12

APPENDIX B

National Umpire Squad 2022/23

Umpire Squad	Number	Names
Singapore National	2	Joan Yani Abdullah, Yu Bee Ling
Advanced	3	Teng Geok Lan Jessica, Sylvia Lim, Tan Khiok Sing
Development	5	Ow Yong Chuan Loung, Lim Chen Yen, Lim Chu Leng, Mohammad Syafiq Bin Jamal and Ruth Battistel

Netball Super League 2022

	Umpire(s)
1	Yu Bee Ling
2	Joan Yani Abdullah
3	Sylvia Lim Sze Hui
4	Teng Geok Lan Jessica
5	Tan Khiok Sing
6	Ow Yong Chuan Loung
7	Lim Chen Yen
8	Lim Chu Leng
9	Mohammad Syafiq Bin Jamal
	Panel / Umpire Coach
1	Vivian De Silva
2	Julie Koh

APPENDIX C

Sponsorship

Cash sponsorship received in FY 2022/2023	Amount (S\$)	Type of Sponsorship
Babilou Family Group	Cash	Donation for CSR purposes
Deloitte	Cash	Title Sponsor for Netball Super League
Mastercard	Cash	Event Sponsor for Asian Netball Championships
Sponsorship Reserve	Cash	For Nations Cup For Asian Netball Championships
TOTAL	S\$145,339	

Value In Kind

Sponsor	Value in Kind (VIK)					
	Total VIK	Annual Sponsorship	Asian Champs	Nations Cup	Leagues, Carnivals & Others	
Deloitte	14,640		1,650	990	12,000	Duffel Bags & Cups (Goodie Bag for Pesta Sukan)
Fitness First	232,890	120,540	112,350			Annual Membership for Opens and 21s 3-Day Trial Passes
ASICS	100,683	100,103		580		National team shoes and apparel, Bottles, Towels & Drawstring Bags
Molten	5,619	1,972		1,502	2,145	Balls & Ball Bags Sponsor
FBT	5,838				5,838	Discount-Apparel for Netball Super League
	5,639				5,639	Apparel for National Umpire Squad
Mission Foods	2,050		2,050			Chips & Wraps for goodie bags
YWCA Hotel	1,714,929		1,649,094	65,835		Single/Twin/Family Rooms & Meeting Rooms
Eng Leong Medallie	16,012		9,134	6,878		Discount on Design cost, Medals & Plaques
Gilbert	3,034		3,034			Netballs Sponsor
Prism+	3,998		1,999	1,999		PRISM+ Android TV
U9 International	2,760				2,760	Netball Singapore Polo Shirts
TOTAL	2,108,092	222,615	1,779,311	77,784	28,382	

Summary of Netball Singapore's own income sources FY 2022/23	Amount
Affiliation & Entrance fees	3,862
BCF Matching Grant	24,000
Cash Sponsorship	145,339
Coaching Fees	8,995
Contributions from Non-members	200
Events	379,961
In-kind Sponsorship	2,108,092
Interest Income	25,297
Officiating Fees	15,383
Sundry Income	26,602
Other Government Grant	24,117
TOTAL	2,761,848