



Netball Scotland
Annual General Meeting 2025 Minutes
Monday 8th September 2025 7-8pm
Hosted on Zoom

Board in attendance:

Lucy Faulkner
Gemma Sole
Ken Hay
Paul Adams
Pamela Radage
Wendy Kenyon

Voters (In person and Proxy) and Observers:

Freda Hutchison President
Kath Tetley Netball Scotland
Zoe Paige Netball Scotland
Gillian Porter Netball Scotland
Karen Dunn Netball Scotland
Sarah Grant Netball Scotland
Carol Harvey Netball Scotland
Cushla Robertson, Central Netball Association
Jackie Moore, Dunfermline Stars Netball Club
Lynne Gordon, Glasgow Fury Netball Club
Caitlin Muir, University of Strathclyde Netball Club
Onyema Ibe, Xonics Netball Club
Frances-Anne Doyle, University of Strathclyde Netball Club
Jackie Gregory, St Mirren Netball Club
Margaret Barr, All Stars Netball Club
Catherine Turnbull, Maryhill Walking Netball
Karen Thomson, Glasgow Netball Association
Julie Johnstone, Wee County Warriar Netball Club
Sapphire Fox, Bucksburn Netball Club
Lyndsay King, Helensburgh Netball Club
Vicki Smith, Loungers, Shetland Netball Association
Gillian Rae, Netball Fever Netball Club
Katelyn Williamson, Netball Fever Netball Club
Helen Fletcher, Braes Blazers Netball Club
Eliza Mather, West Lothian Netters Netball Club
Raymond Bolland, Scotstoun Netball Club
Lorraine Gaw, Dumfries and Galloway Netball Association
Christine Tulloch, Netball Orkney

Apologies:

Stuart Martin
Sara Matthews
Zoe Lee
Karen Atkinson
Claire Drummond
Upneet Thandi



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1. WELCOME AND APOLOGIES

Good Evening.

I'd like to welcome everyone to the Netball Scotland AGM for season 2024-25. Thank you for joining us tonight online.

My name is Lucy Faulkner, Chair and Director of Netball Scotland, and I will be acting as Chair of the AGM this evening.

Alongside me I have Ken Hay, CEO of Netball Scotland, who will be taking us through the annual report for 2024-25 tonight.

A particular highlight of this last year has been the appointment of Ken as our Chief Executive Officer on a permanent basis, following his period as interim CEO. Ken has brought a steady hand, a clear vision, and deep commitment to ensuring Netball Scotland not only adapts to change but thrives in it. His leadership has been central to driving forward our governance, strengthening relationships across the sporting landscape, and laying the foundations for sustainable growth. We are delighted to have him leading our organisation into its next chapter.

Representing the Netball Scotland Board tonight we have:

- Gemma Sole
- Paul Adams
- Pamela Radage
- Wendy Kenyon

We have apologies from the following Board members due to other business matters:

- Stuart Martin
- Sara Matthews
- Zoe Lee
- Karen Atkinson
- Claire Drummond
- Upneet Thandi

This meeting is being recorded and minutes will be created from this recording for public view. Attendees online are asked to place themselves on mute during the AGM presentations. You may have your camera on or off, whichever is your preference. For the best viewing options online tonight please set your view to 'speaker view.'

And now to some announcements as we begin our formal AGM.

Questions from members online during the AGM will be answered at the end of the annual report presentation. Please use the monitored chat function at any point as required.



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Many thanks to those members who submitted their questions in advance of the AGM. These will be responded to throughout the AGM by the presenters, but full responses will be available post AGM. If you feel your question has not been answered in full please do not hesitate to contact Netball Scotland via Karen Dunn to request further information.

Board members have all given their proxy vote to me, as Chair for this meeting. I will also carry proxy votes for those members who selected to do so in advance of the AGM. Thank you to any members who have submitted their apologies.

All attending Members have been given access to all the information required for this evening's AGM, including the Agenda we will follow. This is available on our website should you wish to consult now.

2. ROLL CALL & APPOINTMENT OF TELLERS

As per Netball Scotland's Articles of Association, Members were given the opportunity to sign up for attendance and enable proxy voting, for 28 clear days in advance of tonight's meeting.

These Proxy votes have been pre counted and will form part of the total voting tally for tonight. If you submitted a proxy vote and are attending tonight, you WILL NOT be required to vote during the AGM.

We are utilising the Zoom platform POLL function for all votes required during the meeting. For those members attending online who DID NOT appoint a proxy vote in advance, you WILL be required to participate in the POLLS voting during the AGM. When prompted on screen to use the POLL, all members attending who have not placed a proxy vote in advance should use the POLL. All Observers should refrain from using the POLL when prompted.

If you have any difficulties using the POLL, please communicate this with your vote of YES NO ABSTAIN in the CHAT function, so we may count your vote accordingly.

Sarah Grant and Karen Dunn will act as tellers this evening. Please bear with us as we collate the votes throughout the meeting. All voting will be tallied and verified, and total votes clarified after the last vote.

3. MINUTES OF 2023-24 AGM

The minutes of the 2023-24 AGM were circulated in advance as part of the AGM sign up process.

Our first POLL vote of the evening is acceptance of these minutes as a true reflection of the AGM.

There were no comments made in advance regarding any required amendments to the 2023-24 minutes.



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The following proxy voting members approved the 2023-24 AGM minutes in advance and shall be allocated as nominator and seconder:

Nominator: Jackie Gregory

Seconder: Rena Turnbull

As a reminder for those that submitted proxy votes in advance these have been tallied. There is no requirement for you to vote again. All Observers should refrain from using the POLL when prompted. For those members attending online who DID NOT appoint a proxy vote in advance and are placing a live vote please complete the POLL which will appear on your screen. For those that submitted proxy votes in advance these have been tallied. There is no requirement for you to vote again.

For those who are placing a live vote and DID NOT place a Proxy vote in advance, please now use the POLL to place your VOTE against VOTE 1 to accept the 2023-24 minutes by selecting YES, NO or ABSTAIN

Please bear with us as we collate the votes throughout the meeting. All voting will be tallied and verified, and total votes clarified after the last vote.

I will now handover to Ken Hay CEO Netball Scotland who will present the 2024-25 Annual Report

4. ANNUAL REPORT 2023-24

Thank you very much Lucy. A very warm welcome to Netball Scotland's Annual Report for 2024 to 2025.

It's a real honour and privilege to be leading the organisation at such an exciting time for the sport in Scotland. As we look back over the twelve months up to the end of March 2025 you can see the distance of the journey we've travelled, with hugely rewarding and significant developments on and off the court.

Netball is unique – it's a sport that is predominantly for women and girls, it's a sport that is primarily about participation, and, despite being hugely popular, it's a sport that falls below the radar of politicians, decision makers, and funders.

Our collective job is focusing on and celebrating what makes the sport special, and addressing the challenges and opportunities head on.

So whilst this report celebrates the amazing successes and achievements of the 12 months to the end of March, we remain absolutely focused on addressing those challenges and opportunities head on. Hence seeking charitable status, hence advocating directly to politicians, decision makers and funders, and hence continuing to drive our inclusive and ambitious growth strategy and introducing an exciting and game changing performance strategy.



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And that future includes the World Youth Cup in Gibraltar, the Silver Ferns and Celtic Cup coming to Glasgow in November, the 2026 Commonwealth Games coming back to Glasgow, and what is to become a biannual World Cup in 2027 in Sydney.

As at March 2025, Netball Scotland had 9,672 registered members – a 3% increase from March 2024. This growth is a testament to our expanding reach and the increasing popularity of netball. One of the standout achievements this year was the success of the Tayside Jets Junior Club. It's made a significant impact with 84 new junior members. It's fantastic to see netball becoming a sport of choice for so many young people.

Additionally, more than 60 schools in the North East are now engaged with our programmes. This engagement not only boosts membership but also inspires young people to take on leadership roles as coaches, umpires, and ambassadors—ensuring a bright future for netball in our communities.

Our Netball Development Officers have played a critical role in growing participation across the country. Across the North East, and Edinburgh and Glasgow, our team have been the driving force behind membership growth, schools engagement, and new opportunities for young people.

The data shows a strong increase in engagement, particularly in Perth & Kinross, Dundee and Angus, where we saw a 39% rise in membership in the last year — thanks to initiatives like the launch of the Tayside Jets Junior Club and a new junior league in Perth. The areas under our Netball Development Officers make up a significant portion of Netball Scotland's total membership. This highlights not only the effectiveness of their roles but also the growing popularity of netball in Scotland.

My thanks to the NDO team: Grace Carson in the North East, Norma Maynard in Edinburgh, and Mhairi Love in Glasgow. And also huge thanks our partners Johnston & Carmichael and our Local Associations for their continued support in these NDO roles.

As of March 2025, we had 182 active clubs across Scotland. In terms of school participation, we engaged 697 primary and secondary schools. This wide reach is crucial for nurturing future talent and fostering a love for netball from a young age.

I would like to acknowledge our dedicated Netball Development Managers: Correen Davies, at the helm for senior clubs and participation, and Katelyn Williamson who leads our efforts with junior clubs and young people. Their leadership is crucial in expanding our reach and involvement at all levels.

We are also proud of the progress being made through our Thistle Mark accreditation programme, which ensures our clubs are delivering to the highest standards. With 73 clubs now accredited, we are on track to achieve 100% accreditation by 2027. This growth in clubs and quality standards underpins everything we do — providing safe and inclusive environments where everyone can thrive.

Supporting the development of coaches, umpires, and volunteers remains at the heart of our strategy. Congratulations to our new A-Award umpires, Laura Jamieson and Lynn Donnelly. And special congratulations goes to Bella Broadhurst, who has achieved the B-Award at just 17 years old. Her early success highlights the potential of our young talent.



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Our umpires have also made their mark internationally. At the Europe Netball U17 Event, Rebecca James, Rita Venermo, and Lindsay King represented Scotland. Meanwhile, Gillian Leslie participated in the World Youth Cup Qualifiers in Cardiff. It's inspiring to see over 20 Scottish umpires engaging in Performance Pathways camps and collaborating with the Thistles in training environments. This collaboration is crucial for the development of our officiating standards and ensures that our umpires are well-prepared for both national and international events.

National Development Managers David Bordes and Karen Thomson's work in education, workforce, competitions, and community engagement was pivotal in creating an environment for our clubs to grow and develop. Sportscotland has recognised Netball Scotland as a leading example of youth-first development in coaching. With 40% of our learners under the age of 25 we have shown how we are prioritising the next generation.

Our Netball Leaders Award supports young secondary leaders who assist with primary school festivals and Fun 5z. We trained 154 of these enthusiastic netball influencers. Our Introduction to Coaching course also saw 154 eager participants, further expanding our community of skilled coaches. Our education pathway now expands to our Community Coach Award and the Senior Coach Award, with over a 100 educated this past year.

To make all this happen we successfully trained four new course tutors and two assessors for the SQA program. This strengthens our educational framework and ensures high-quality training for future coaches.

This year's Scottish Schools competitions had 263 teams participating from across the country – from the islands to the borders, culminating in the finals held at the Emirates Arena. Our Partner Network Rail supported the event, ensuring their Rail Safety messaging reached as many of our members and schools as possible. We thank them for their continued support. In addition, our Scottish youth cup and Scottish Cup finals days attracted more spectators than ever and it was wonderful to see the quality and fairness of the play on show.

Our District competition, which supports our performance pathway, showcased 536 athletes this year across our three age groups, U15, U17 and U19. The winning teams represented 5 of our Local Associations, demonstrating the depth and reach of talent across Scotland, helping to build a strong foundation for our performance pathway.

Scotland's premier netball league, the National League expanded last season with the addition of Glasgow's Scotstoun Storm joining the existing clubs Edinburgh University, Strathclyde University, Bellahouston Netball, Edinburgh Accies, Dunedin Netball, Glasgow University, and Glasgow Saltires. The National League has grown in stature and standard since its inception. It reached 12,700 live views on our YouTube channel over the course of the competition, and almost 1,000 fans coming along to watch the final in person, where Edinburgh University were crowned champions.

The success of the Supercup continues. It provides a competitive edge to our U15 Long Squad, Scottish-based U17 and U19 National athletes, along with selected District athletes. In addition, our U15 Schools team had an invaluable experience competing against their peers in Loughborough with teams from Mavericks and Manchester Thunder amongst others.



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These initiatives are vital for nurturing talent and ensuring our teams remain competitive on a national and international level.

Our squad of 12 athletes travelled to Cardiff for the World Youth Cup Qualifying competition. With an intense schedule of 5 international fixtures across just 6 days, they displayed outstanding dedication and skill. Their efforts paid off as they completed the competition undefeated, clinching 1st place and securing their spot in the 2025 World Youth Cup in Gibraltar.

We hosted the U19 Europe Netball Pilot event in Edinburgh last December. Our squad of 12 were undefeated through the two days of competition earning a well-deserved 1st place finish. Our Under 17 team shone at the Europe Netball Competition in Belfast, where they secured the silver medal.

We have 95 athletes across the various age groups, demonstrating the depth of talent coming through the pathways. All of this success wouldn't be possible without the dedication of our incredible volunteers. We have 8 coaches and 3 team managers working tirelessly to deliver these programmes.

Kath Tetley started as the Thistles' new Head Coach and Performance Director in September 2024.

International netball followed quickly after Kath's arrival with Glasgow hosting the inaugural Celtic Cup at the Emirates Arena. Teams from Northern Ireland, Scotland, Wales, and invitational team Zimbabwe Gems, competed for the new Celtic Cup in a showcase of elite-level, netball. The Thistles finished second. This year's Celtic Cup will again be held at the Emirates in November.

A number of our Thistles and emerging athlete are gaining experience at the highest level in both domestic and overseas competitions including England Netball's Super League and NXT Gen. The Thistles competed in the PacAus series in Australia in February, finishing second – again! We are delighted that Glasgow was announced as the host city for the 2026 Commonwealth Games, and that netball is the only main team sport in the programme.

Our Anti-Doping programme is a vital part of our governance framework and supports all our athletes across the pathway. Every U17 and U19 player completed the Clean Sport e-learning module, backed up with face-to-face education sessions. This commitment ensures that as our sport grows, it does so with the highest standards of integrity and responsibility. We retained our UK Anti-Doping Assurance Framework compliance and expanded our Clean Sport education strategy. Our thanks to the team of volunteers lead by Janet Young and supported by Gemma Sole from our Board of Directors.

In summary, 2024–25 has been a year of real progress — in membership, in pathways, in education, and in community impact.

Netball is driven by passion, and that is evident to me every day working with an amazing staff team and board – but also speaking to everyone involved in the game – members, volunteers, officials, umpires, clubs, local associations, athletes, and all of our partners. Thank you to each and every one of you.

I will now handover back to Lucy to continue with the Agenda.



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5. AMENDMENTS OF THE COMPANY ARTICLES OF ASSOCIATION MOTIONS AND RULES

Thanks Ken.

Moving to Agenda item 5 - There are no amendments to the company Articles of Association presented for approval at this year's AGM. And similarly, there are no amendments to the company Rules presented for approval at this year's AGM. Therefore, we shall now move to Agenda item 6 – motions.

However, before we do I would like to make reference to the EGM we held in May of this year. Whilst this falls out of scope of the annual reporting timeframe, I think it is important to acknowledge and thank our members for their approved changes to our Articles of Association.

The key changes enabled our articles to be revised in line with requirements for our application to OSCAR the charity regulator whilst seeking charitable status. One of the key changes means our CEO no longer sits on the Board of Directors. This opens a space for a replacement director and I will update on this as we progress through the agenda.

As Ken mentioned earlier, this is a milestone moment for Netball Scotland. There has been discussion about seeking charitable status for several years, but it is only in the last 12 months that we have carried the discussion through to action. There are many reasons for seeking charitable status, but principally it is about how we make it easier to generate more cash to support the development and growth of netball across the country.

Our two aims are to make netball the #1 team sport for women and girls in Scotland and for the Scottish Thistles to achieve a world ranking of #6 by 2031. To achieve this will require significant investment, and it's clear that as public funding for sport is stalling, we need to find new ways to attract financial support for the sport. Having charitable status won't solve this in itself, but it will make it much easier for businesses, trusts and foundations, and individuals to support our work.

The resolution to amend the Articles of Association of Netball Scotland to make them appropriate for seeking charitable status for the organisation was approved unanimously by our members. Thank you for your support.

On to Agenda item 6 motions.

6. MOTIONS

Members have been presented with no motions from the Board for consideration ahead of tonight's AGM.

Therefore we will now move to Agenda item 7 – Both Paul Adams and Zoe Lee who form our Board Audit Committee are unavailable to present this evening due to prior work commitments, therefore I will present the 2024-25 Annual Accounts and Election of Accountants.



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7. ACCOUNTS 2021-22 AND ELECTION OF COMPANY ACCOUNTANTS

Our core investment from **sportscotland** remained stable at £635,075 for this cycle and alongside supplementary investment received, makes up 51% of total income for the year. **sportscotland** continue to support Netball Scotland with expert resource and guidance to ensure the governing body is fit for purpose now and in the future. We are grateful for their continued investment.

Membership income rose in line with our membership growth to £188,000, a 10% increase from last year evidencing a direct impact of the ongoing implementation of our Destination 27 Growth strategy, by our Development team.

As Ken presented, competition activity has increase and results in a 73% increase in income due to improved spectator access, partnership working and final events. Education qualification reviews and adjustments to subsidy investment processes lead to a 12% reduction in income, but as our focus on the education pathway improves and we work to expand our offering of products out with our qualification portfolio, we anticipate future growth in this area.

Our ongoing partnerships with Network Rail and Johnston Carmichael, and our Local Associations provided £83,000 contributed directly to our development staffing and programs. We thank all our partners for their support. As alluded to earlier, the anticipated transition to charitable status should allow us to increase our ability to raise income from other sources. Alongside our investment in a new Director of Revenue and Engagement, we hope to influence an even more positive result in next year's financial reports.

Netball Scotland ended the financial year with an operating profit of £155k. Our cash flow remains stable with cash reserves of £469k and member funds at £257k. As always approved accounts will be available on our website after this year's AGM.

The Netball Scotland commitment to transition to charitable status, as approved by Members at our EGM, has lead us to a pivotal point in the decision making for our auditors for 2025-26. As part of the charity transition we will look to appoint new auditors selected through a thorough tender process.

In the interim, we have agreed with MHA to continue auditing services for 2025-26 as a Private Limited Company by Guarantee whilst we await confirmation from OSCAR of our charitable status. MHA is a firm of chartered accountants and following their merger with our previous accountants Geoghegans we have built a solid relationship with our partnership manager and successfully completed the annual accounts for 2024-25.

The Board of Netball Scotland wish to engage with MHA for accountancy support, and Paul Adams as Finance Director of Netball Scotland has confirmed his support to accept MHA for 2025-26 during the transition period.

I ratify the annual accounts have been signed by Paul Adams as Financial Director on behalf of Netball Scotland and countersigned by our Accountants.



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If you have any questions following the AGM on the finance report, please submit them to our Director of Finance and Operations Karen Dunn by email, to karen.dunn@netballscotland.com, and we will endeavour to answer these.

I will now lead the live vote of acceptance of the annual accounts and the proposal to members to continue with the services of MHA for the financial year 2024-25.

Vote 2 of this evening is the acceptance of the Financial Statements 2024-25 as approved by the Board and Accountants.

As a reminder for those that submitted proxy votes in advance these have been tallied. There is no requirement for you to vote again. All Observers should refrain from using the POLL when prompted. For those who are placing a live vote and did not place a Proxy vote in advance, please now use the POLL to place your VOTE against VOTE 2 to accept the Financial Statements by selecting YES, NO or ABSTAIN.

Moving to our VOTE 3 of the evening the Board proposed to members they wish to continue with the services of MHA who have been providing us with accountancy support since 2011, for the financial year 2025-26.

For those who are placing a live vote and did not place a Proxy vote in advance, please now use the POLL to place your VOTE against VOTE 3 to accept the Election of our Company accountants by selecting YES, NO or ABSTAIN.

Thank you everyone. The tellers will tally all the votes and we will confirm the results later in the agenda.

8. ELECTIONS

There are no elected members of the Board this evening to vote upon. As mentioned earlier the changes to our articles of association have provided us with the opportunity to appoint a new Board member.

After a number of meetings, the Board have appointed Linda Cairney as Director. Linda brings extensive leadership experience from over thirty years in the Royal Navy, where she currently serves as the Naval Assistant to the First Sea Lord. With a lifelong commitment to netball, she is Coach of the Royal Navy Netball Association and Chair of the UK Armed Forces Netball Association, championing player development and raising the profile of Armed Forces netball.

A trustee of Veterans at Ease, and an advocate for diversity, inclusion, and mental well-being, she mentors women across defence and sport to become confident leaders. Holding an MBA and recognised with a Commendation in the New Year's Honours, her expertise in governance, strategy, and athlete development makes her an invaluable member of the Netball Scotland Board.

We also say a thank you to Pam Radage this evening who steps down after completing 2 x 3 year terms on the Board. For six years and Pam has been positive, professional and full of integrity. An



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inspirational, pragmatic solution focused leader on the Board, she has personally supported me in my time as Chair and navigated Netball Scotland through some pretty challenging and tricky situations. Netball Scotland is in such a better and stronger place because of Pam and the work done since joining the board. It has been a pleasure and we wish Pam every success in her future endeavours.

I will now handover to Ken to manage the announcement of the results of all the votes.

Vote 1: Acceptance of the 2023-24 AGM Minutes

The total VOTES have been counted as follows:

YES 28

NO 0

ABSTAIN 0

Therefore, with 28 YES votes the minutes has been accepted.

Vote 2:

Acceptance of the Financial Statements 2024-25

The VOTES have been counted as follows:

YES 26

NO 0

ABSTAIN 2

Therefore, with 26 YES votes the Financial Statements have been accepted.

Vote 3: Acceptance of Accountants MHA 2025-26

The VOTES have been counted as follows:

YES 27

NO 0

ABSTAIN 1

Therefore, with 28 YES votes the Accountants appointment have been accepted.

Thank you to everyone for their votes.

I will now handover back to Lucy to continue with the Agenda.

9. ANY OTHER COMPETENT BUSINESS

Thanks Ken, there are just a couple of things I want to mention.

On the archival front, our Heritage & Archives Team continued its vital work in preserving our legacy. This year alone, they recorded 87 digitized videos, cine films, and CD-ROMs, safeguarding invaluable high-performance and historical footage. As part of preserving player heritage, Thistle player-number allocation progressed significantly—number #226 was assigned to Leanne Freeman (Kerr) after extensive research, and emerging talent Evie Watts received number #227 at the 2024 Celtic Cup.

Secondly I want to acknowledge the work of our President Freda Hutchison MBE.



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Freda has announced her intention to step down from her role after this AGM. Freda led the organisation of Chair of the Board from 2011-2017 before being appointed as President in December 2020. As many of you will have seen from Freda's ambassadorial position as President, she represented the organisation as a champion for our members and an inspirational representative of the values and ambitions of Netball in Scotland. It is with sadness that we see Freda step down, but with such pride in the history and impact that Freda leaves within the organisation. Thank you Freda.

10. DONM

As we transition to charitable status the date of next year's AGM will be reviewed and proposed to members in due course.

11. CLOSING REMARKS

I want to close the AGM this year with these reflections.

This year we have not only celebrated our heritage and preserved our legacy but also embraced change—fostering development from youth through to international representation and navigating the shifting landscape of professional netball. As Chair, I extend my heartfelt thanks to our staff, volunteers, supporters, and above all, our athletes, whose resilience, and dedication drive our vision forward.

Together, we continue toward a future where every girl, woman, and community in Scotland can find their place in our sport. Looking ahead, we remain committed to strengthening our governance and exploring new ways to secure the long-term sustainability of our organisation, ensuring Netball Scotland is well placed to thrive for years to come.

Thank you for attending this AGM. On behalf of the board I would like to thank the CEO, Ken Hay and his staff team for their dedication and commitment to their roles within Netball Scotland.

Please look out for the ticketing release of our future international events, our test versus the Silver Ferns and the Celtic Cup. We hope to see you there.

The AGM is now closed.