

ADELAIDE COUGARS NETBALL CLUB



**ADELAIDE COUGARS NETBALL CLUB INC.
BY-LAWS**

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Adelaide Cougars Netball Club

By-Laws

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Adelaide Cougars Netball Club

By-Laws

1. The Club:

1.1 Purpose of the By-Laws

The following By-Laws are to support the Adelaide Cougars Netball Club Incorporated Constitution as approved by the Club members and certified by The Corporate Affairs Commission.

1.2 Club Name

The Club shall be known as the Adelaide Cougars Netball Club Incorporated, but when teams are nominated for play in the Adelaide Metropolitan League and any other competition every effort should be made to register teams with a name that is acceptable to the Clubs major sponsor but is also acceptable to the Committee controlling the selected competition.

1.3 Objects

The objects of the Club are to provide

- 1.3.1 A strong competition to enable our members to extend their skills to their full potential. To assist this to occur Club Coaches, Umpires and Management shall be encouraged to attend accredited courses.
- 1.3.2 A management system which will support our players, coaches and umpires thus creating a Club which will become recognised as a Club which looks after its members.
- 1.3.3 A social program which will provide to our members friendship and a feeling of belonging to a worthwhile Club.
- 1.3.4 A financial structure which is based on accurate and efficient accounting practises which will ensure that the membership fees are maintained at the lowest possible value while providing quality service to our members.

1.4 Five Year Plan

The Club Five Year Plan gives clear Strategies which must be followed to ensure that the Clubs Goals and Objectives are achieved. These plans must be reviewed at the first meeting of the Management Committee following the Annual General Meeting of the Club. It is the duty of the President to ensure that



the review is completed as prescribed. Where necessary further meetings of Club members may be called to canvas members views on new initiatives required or any desirable change to existing goals and objectives. A copy of the Five Year Plan must be available to any member to view at any time.

1.5 *Job Profiles/Duty Statements*

Job Profiles/Duty statements have been prepared for all Club positions. It is the duty of the President to ensure that all Job Profiles/Duty statements are reviewed and amended where necessary. The review shall be completed before December 31 each year. Job Profiles/Duty statements shall be prepared as soon as possible for all new positions created and where changes occur to any existing position the Job Profile/Duty statement shall be amended within 60 days of the change being approved.

1.6 *Club Uniform*

The Club constitution specifies that the Club playing uniform shall be a combination of forest green and royal blue as determined by the Committee from time to time.

When considering the design the following should be considered

- comfort and serviceability
- the style is to present the desired image,
- be suitable for presentation on the electronic media and
- allow a position for display of the Clubs major sponsors name or motif

Changes to the uniform and accessories should be kept to a minimum to avoid unnecessary cost to players and the Club.

1.7 *Alteration to Rules*

The Club constitution defines the method to be used for changing the Club constitution. The Club Public Officer shall advise The Commissioner of Corporate Affairs of all variations to the Club constitution within 30 days of variations being approved by a Club General Meeting.

Section 4-4 defines the mechanism by which these By-laws may be amended.

1.8 Interpretation

- 1.8.1 In these By-laws, reference to any gender includes the opposite gender unless the context indicates otherwise.
- 1.8.2 In these By-laws all meetings will be under the control of the President, or in the absence of the President, the Vice President or any other member appointed temporarily to the position by a correctly convened meeting of Club members or of the Management Committee.
- 1.8.3 At Club meetings the term President means the same as the Chairperson or the Chair.
- "In writing" or "written" means and includes printing or any other means of presenting or reproducing words in a visible form.
 - Singular includes plural unless the context indicates otherwise.

1.9 Interpretation

Decisions of the Management Committee and important facts, which have an ongoing effect, will be reproduced in **Appendix 6** together with the date of the meeting at which the decision was taken. This is to provide a reference and facilitate continuity of decision-making.

2. Membership:

2.1. General Membership

Membership shall be attained by the payment of a prescribed fee, or by being elected to an administration position, or by being elected to fill a position on a sub-committee, a coaching or an umpiring position with the Club or by being elected a life member.

- 2.1.1 Where a member pays fees, the membership shall expire on the day following the Annual General Meeting in October unless the fee paid is for the coming summer season.
- 2.1.2 On the payment of fees members will become either Full Members or Social Members, depending on the amount of fee paid.



- 2.1.3 An Elected member ceases to be a member immediately their position on the Management Committee is lost at an Annual General Meeting, Special General Meeting or following the acceptance of the resignation of the elected member at a meeting of the Management Committee. All resignations from the Management Committee at other than at a General meeting of the Club shall be submitted in writing.
- 2.1.4 An Elected member who fails to attend three consecutive Club Management Committee meetings without submitting an apology or explanation shall be considered to have resigned and the position may be left vacant or a member elected by the Management Committee to fill the remaining time the elected member has to serve before the next Annual or Special General meeting.
- 2.1.5 A Club Officer appointed by the Management Committee as an Umpire, Team Manager, Coach or to a Sub-Committee shall cease to be a member on the day following the Annual General Meeting unless re-elected by the Management Committee for the following season.
- 2.1.6 A Life Membership proposed by an earlier Management Committee, and approved by the members at an Annual or Special General Meeting of members can only be withdrawn at the written request of the member.

2.2. Breaches by Members

- All members of the Club must comply with the Constitution and the By-laws of the Club.
- The Management Committee shall have the power to censure, suspend or expel any member in breach of Club rules.
- Abusive behaviour of any sort [physical, verbal, or written] by members is unacceptable and may result in sanctions determined by the management committee at the time of the offence.
- A member in breach of Club rules shall be entitled to seven (7) days' notice in writing of any charge and may be present at any hearing by the Management Committee.

- Any member censured, suspended or expelled can appeal the decision within fourteen (14) days by requesting in writing that the charge be determined by the Members at a Special General Meeting. The Management Committee shall arrange for a Special General Meeting to be held within fourteen days of receiving the written request for the appeal. Voting at the Special General Meeting shall be by simple majority and the decision of the members will be final.
- Any member expelled will forfeit any right to any Club property and privileges.
- Any member expelled will be ineligible to seek renewed membership for a period of two years.
- Failure to pay to the Club any fee, levy, or for goods and services is a breach of Club rules.

2.3. *Life Membership*

The conditions for granting Life Membership to a member are covered by the constitution. A member must have given meritorious service to the Club. "Meritorious service" would probably involve at least ten (10) years' service to the Club. Where the member has been involved in multiple Club roles some small reduction in the years of service may be considered.

2.4. *Clearances*

Clearances can only be refused where a member:

- 2.4.1 Has unpaid fees
- 2.4.2 Owes for goods or services supplied
- 2.4.3 Has not complied with any contractual arrangements entered into with the Club.

3. **Management by Members:**

3.1 *Voting Powers of members*

- 3.1.1 A member of the Club, regardless of the type of membership, will be entitled to one vote at an Annual General or Special General Meeting except where the member is an age grade player (eligible for an under seventeen years of age competition) where a parent will vote for that member. Where two children are from the



same family and are members, two parents if present may vote on any issue. If only one parent is present the family will only have one vote.

- 3.1.2 Unless otherwise directed by the President the members votes will be recorded by a show of hands.

3.2 *Control of Meetings*

The format of meetings of members shall be determined by the President. Where the President rules that a meeting will be run according to the rules of debate, the meeting shall follow the rules as laid down in the section titled Meetings of Members - Standing Orders. (Section 9).

4. **Committee Structure:**

4.1 *Administration*

The administration of the Club will be under the control of members elected by members at the Annual General or a Special General Meeting. A maximum of ten members shall be on the Management Committee. The Club Management Committee Structure shall be

- President
- Vice President
- Secretary
- Treasurer
- Premier League Netball Director
- Adelaide Metropolitan Netball District Director
- Sponsorship and Marketing Director

Duty statements/job profiles have been prepared setting out the duties and responsibilities for all of the above positions along with all non-executive positions including players. It is the duty of the Club President to ensure that these are reviewed and updated at regular intervals.

Where necessary sub-committees, chaired by a member of the Management Committee may be formed for particular purposes. The Chairperson shall report on the proceedings of these committees to the Management Committee.

4.2 *Voting Power of Committee Members*

Members of the Management Committee or any Sub-committee will have only one vote on any motion before that committee. Section 11-1 of our constitution gives our President a “deliberate vote”. (By definition a President may have

- A casting vote. The President does not participate in debate on the subject, and uses the casting vote to break a tied vote.
- A deliberate vote. The President may take part in the discussion on a motion, and may vote with other members of the Committee. If the Presidents vote ties the count, the motion is lost.
- A deliberate and casting vote. The President may take part in the discussion on a motion, and may vote with other members of the Committee. Where the Presidents vote ties the count, the President may cast a second vote to decide the motion.).

4.3 *Control of Meetings:*

The format of meetings of the Management Committee shall be determined by the President. Where the President rules that a meeting will be run according to the rules of debate, the meeting shall follow the rules as laid down in the section titled Standing Orders (Section 9).

4.4 *Alterations to By-Laws:*

By-Laws of the Club can be created, deleted or amended at any time by the Management Committee where:

- 4.4.1 The meeting of the Management Committee has a quorum if not less than three quarters of the members elected at the last Annual General or Special General Meeting of the Club are present.
- 4.4.1 A majority of two thirds of those present support the proposed change to the Club By-Laws.



4.5 *Duties of Club Officers:*

Duty statements which profile all Club positions are available and it is the duty of the President and Vice President to review and amend where necessary, all duty statements on a regular basis of no less than annually. Updated duty statements must be available for issue to all newly appointed Club officers within thirty days of the Officer's appointment.

In accordance with Section 11 of the ACNC Constitution the Management Committee shall comprise of:

4.5.1 **PRESIDENT**

- Responsible for the strategic management of the club.
- Manages the club's 5 year plan and ensure that it is reviewed annually by the first meeting of each new committee.
- Reviews the duty statements of all positions annually (by 31st December)
- Reviews the By-Laws annually by the first meeting of the new Management Committee
- Chairs meetings of the Management Committee.

4.5.2 **VICE PRESIDENT**

- Assist the President in the strategic management of the club.
- Actively participates in the development and review of the club's 5 year plan.
- Supports the President to review duty statements of all club positions annually (by 31st December)
- Supports the President to review By-Laws annually by the first meeting of the new Management Committee
- Steps in to chairs meetings of the Management Committee when the President is unavailable.

4.5.3 **SECRETARY / MINUTES SECRETARY**

- Responsible for all club official communication, both within the club and with outside bodies and maintains a record of all communication which shall be presented to meetings of the Management Committee.
- Maintains club records
 - o Member contact details
 - o Player games played
 - o Member seasons with the club
 - o Best Player votes
 - o A mailing list of potential new players
 - o A list of trial nominees
- Produces documentation for the use of trial officials.
- Record the minutes of Management Committee meeting.
- Provide a copy of the minutes to members of the Management Committee prior to each meeting.
- Prepare an agenda for Management Committee Meetings on advice from members.
- Book a suitable venue for meetings of the Management Committee.

4.5.4 **TREASURER**

- Responsible for the good financial management of the club.
- Records all financial transactions of the club using the club's copy of the MYOB application
- Responsible for the evaluation of season player fees for approval by the Management Committee.
- Overall responsibility for the collection of player fees.
- Deposits all monies collected to the bank as soon as possible after receipt.
- Pays all liabilities of club promptly using the club's cheque account. (two signatories required)



- Provide a written financial report to Management Committee meetings, including bank reconciliation.
- Prepares an annual financial report including Balance Sheet and Profit and Loss Statement in time for it to be audited and presented by the Treasurer at the Annual General Meeting of the club.

In addition, the following the Management Committee positions will be filled:

4.5.5 **PREMIER LEAGUE DIRECTOR**

- Responsible for providing a communication channel between The Management Committee and the Premier League teams and facilitating the efficient operation of those teams.
- Coordinate the purchase of match and training apparel, being cognisant of the requirements of the Premier League Competition Rules and Commercial Guidelines, the sponsorship arrangements with the club apparel supplier and player contracts.
- Work with the Sponsorship Coordinator to ensure that the placement of sponsor logos on clothing and equipment in accordance with the SPL Commercial Guidelines.
- Responsible for convening the Coaching Development Sub-Committee with the Coaching Co-ordinator and to achieve sub-committee Key Performance Indicators.
- Responsible for convening the Umpire Development Sub-Committee with the Umpire Co-ordinator and to achieve sub-committee Key Performance Indicators.
- Provide a written report on Premier League matters to the Management Committee meetings prior to each meeting.
- Ensure there is a written report from the Coaching Co-ordinator and Umpire Co-ordinator available prior to each meeting.

4.5.6 **AMND DIRECTOR**

- Responsible for the overall management of Junior, Senior and Intermediate grade players in the AMND and CND competitions.
- With the AMND Junior and Senior Co-ordinators undertake the administration of trials.
- In conjunction with AMND Junior and Senior Co-ordinators undertake and the team coaches, manage player movements within grades.
- Responsible for convening the AMND Junior Sub-Committee with the Junior Co-ordinator and to achieve sub-committee Key Performance Indicators.
- Responsible for convening the AMND Senior Sub-Committee with the Senior Co-ordinator and to achieve sub-committee Key Performance Indicators.
- Ensure that club policies are adhered to in relation to Senior and Intermediate grade players.
- Provide a written report to Management Committee meetings prior to each meeting.

4.5.7 **SPONSORSHIP & MARKETING COORDINATOR**

- Responsible for the proactive marketing of the Adelaide Cougars Netball Club to the community, potential players and sponsors.
- Seek and obtain sponsorships which together with planned fundraising covers the expenditure required for the Premier League Squad budget.
- Determine the content of sponsorship packages for the approval of the Management Committee.
- Provide the Secretary with contact details of sponsors.
- Maintain communication with sponsors throughout the season.
- Initiate functions in support of sponsorships.
- Ensure that any contracted obligations to sponsors are fulfilled.



- Responsible for convening the Fund Raising Sub-Committee with the Events Co-ordinator and to achieve sub-committee Key Performance Indicators.
- Provide a written report to Management Committee meetings prior to each meeting.

Sub-committees, chaired by a member of the Management Committee have been formed, each of which must be chaired by a member of the Management Committee. However, to minimise work overload each sub-committee shall have a co-ordinator AND up to five others who will work with the Management Committee Member to achieve sub-committee Key Performance Indicators. The proceedings of these sub-committees are to be reported regularly to the Management Committee.

COACHING DEVELOPMENT SUB-COMMITTEE

(Chaired by the PL Netball Director) and supported by:

4.5.8 COACHING COORDINATOR

- Responsible for the administrative matters associated with the club's coaches
- In conjunction with the Coaching Director (usually the Head Coach), manage the development pathways of club coaches allowing each to reach their potential.
- Manage the appointment process for coaches including interviews for 'one' coaches, providing appointment recommendations to the Management Committee for approval.
- Ensure that coaches are members of the NSA Coaches and Umpires Association
- Provide a written report to Management Committee meetings prior to each meeting.

4.5.9 COACHING DIRECTOR (usually the Head Coach)

- Reports to the Coaching Coordinator
- Manage the technical development of club coaches.

- Establish a Coach Mentor scheme among club coaches to provide a support network for all coaches.
- Manage the club Buddy Scheme. (PL squad players assigned buddy teams from among the junior grades.)
- Formulate a Coaching Develop Plan for club coaches.
- Encourage club coaches to apply for positions with state teams.

4.5.10 **TALENT IDENTIFICATION AND DEVELOPMENT COACH**

- Reports to the Coaching Coordinator and Coaching Director.
- In conjunction with the Coaching Director, set up a Talent Identification and Development programme.
- Arrange the assessment and recording of the development of players within the TID programme.

UMPIRING DEVELOPMENT SUB-COMMITTEE

(Chaired by the PL Netball Director) and supported by:

4.5.11 **UMPIRING CO-ORDINATOR**

- Reports to the Secretary
- Responsible for recruitment and development of Cougars' umpires in order to meet the umpiring requirements of the club.
- Institutes development pathways and mentoring programmes to allow all umpires to reach their potential.
- Ensures that coaches are members of the NSA Coaches and Umpires Association

4.5.12 **UMPIRE ALLOCATOR**

- Reports to the Secretary
- Responsible for rostering club umpires for teams in the AMND competition, which are not assigned by NSA. This includes replacement of umpires unable to fulfil their responsibilities and advice to the umpires of their rostered games.



- Maintains a record of games umpired for each umpire to allow the calculation of payments due.

AMND JUNIOR SUB-COMMITTEE

(Chaired by the AMND Director) and supported by:

4.5.13 **JUNIOR COORDINATOR**

- Responsible for the management of players in junior grades and below in the AMND and CND competitions, including administration of trials and, in conjunction with the team coaches, player movements within those grades.
- Ensure that club policies are adhered to in relation to players in junior grades and below.
- Provide a written report to Management Committee meetings prior to each meeting

AMND SENIOR SUB-COMMITTEE

(Chaired by the AMND Director) and supported by:

4.5.14 **SENIOR COORDINATOR**

- Responsible for the management of players in senior grades and below in the AMND and CND competitions, including administration of trials and, in conjunction with the team coaches, player movements within those grades.
- Ensure that club policies are adhered to in relation to players in junior grades and below.
- Provide a written report to Management Committee meetings prior to each meeting

FUND RAISING SUB-COMMITTEE

(Chaired by the AMND Director) and supported by:

4.5.15 **EVENTS COORDINATOR**

- Submit a programme of the social and fundraising events to the Management Committee for approval soon after the AGM.

- Manage the club social and fundraising programmes, coordinating dates so as not to overload the calendar.
- Assist the Director with sponsors' communication.
- Assist the Director with functions in support of sponsorships.
- Manage the annual presentation function.

See Appendix 1 for a diagram

4.6 Coaches:

The Coaching Coordinator will submit to the Management Committee a list of prospective coaches for the Adelaide Metropolitan Netball Division's winter competition no later than by the February meeting. All coaching appointments will be approved by the Management Committee and all coaches named at a team naming meeting following completion of trials. Preference will be given to applicants where some degree of accreditation has been obtained from approved coaching courses run by Netball SA Coaches Association or by any other approved body. Other selection criteria will be:

- Communication skills.
- General netball knowledge.
- Ability to control players and spectators.
- Willingness to abide by Club policies and procedures when requested.
- Must abide with the Clubs approved training timetable and to be present at training and matches with their allotted team.
- Must be prepared to attend Club coaches meetings.
- Must have the best interests of the Club as their controlling concern.

No Coach will be appointed to a team in which a member of the Coaches family has been selected without the unanimous approval of the Management Committee.



4.7 Umpires:

The Umpiring Development Officer will submit to the Management Committee a list of prospective umpires for the Adelaide Metropolitan Netball Division's winter competition no later than by the March meeting. All umpire applicants will be approved by the Management Committee. Preference will be given to applicants where some degree of accreditation has been obtained from approved umpiring courses run by Netball SA Umpires Association or by any other approved Umpiring body. Other selection criteria will be

- Communication skills.
- General netball knowledge.
- Ability to control players and spectators.
- A willingness to abide by Club policies and procedures when requested.
- A willingness to attend Club approved training session matches.
- Should be willing to attend Netball SA Umpires Association meetings.
- Must have the best interests of the Club as their controlling concern.

5. Financial:

5.1 Subscriptions:

Subscriptions for each class of player shall be determined by the Management Committee after considering a budget prepared by the Treasurer which will record all proposed income and expenditure. Fees will be set for:

- Players (fees will be set taking into account the cost structure for each grade).
- Social members
- Special fee for H, I, or J grade teams

Where three or more dependent children are from a single family apply and are accepted as playing members a discount will be allowed. The discount will be determined by the Management Committee.

The current fees and family discount rates are listed in **Appendix 4**.

5.2 Trial Fees:

All prospective Club players will apply in writing on the appropriate application form before participating in team selection trials. Each application will be accompanied with the appropriate trial fee to be set by the Management Committee and paid before the applicant is allowed on court (the trial fee is published in **Appendix 4**).

5.2.1 Refunds of trial fees will made where any player is not selected in an appropriate team.

5.2.2 Any player who withdraws her application before teams are announced at the prescribed team naming time may at the discretion of the Management Committee have their trial deposit refunded.

5.2.3 Where a player refuses the position allocated and withdraws after the teams have been named the player forfeits the trial deposit unless some exceptional circumstances apply.

5.3 Honoraria:

The Club constitution allows for the President, Secretary and Treasurer to be paid an honorarium. The value to be paid to for the preceding year is determined by the incoming committee at the first committee meeting following the Annual General Meeting.

5.4 Club Insurance:

The Club will carry insurance for:

- Public liability
- Money in transit
- Money in personal custody
- Voluntary Workers cover for up to 10 persons at any one time (covers injury which causes permanent, partial or temporary disablement and gives a limited accidental death cover).
- Temporary and partial disablement give some loss of income supplement).



Appendix 5 specifies the current cover.

5.5 *Umpires Remuneration:*

Umpires will be encouraged to gain accreditation by sitting for Umpires exams to gain the appropriate grading or badge and to become members of the SA Netball Umpires Association. Cost of umpires training courses will be paid by the Club.

Where an umpire is allocated to a match by the Club's Umpire Convenor the umpire will be paid a fee by the Club. Where an umpire is allocated more than one match by the Club, each match will qualify for a match payment. (See **Appendix 4** for the current rate).

The Club will pay the registration fee charged by the SA Netball Umpires Association if requested by any Club Umpire.

5.6 *Coaches Remuneration:*

Coaches will be encouraged to attend SA Netball Coaches' clinics for Coaches exams which will qualify the coach for official accreditation. The Coach will also be encouraged to join the official Coaches Association. The cost of Coaches training courses will be paid by the Club.

All Club Coaches will be paid a fee for the season (The current rate is listed in **Appendix 1**).

6. **Players:**

6.1 *Team Selection Criteria:*

Players will be selected for teams based on ability and potential displayed at organised Club trials. The selection criteria will be:

6.1.1 **Premier League to A2:**

The best player will be selected.

6.1.2 **A3 to B4:**

Additional criteria will be:

- Potential displayed.
- Ability to fit into the Club's longer term needs.
- General attitude.

6.1.3 **C1 to D2:**

Reserved for Club players who cannot make higher teams. Where two Club players appear equal, and an excess of Club players exists, preference will be given to the player where the player or another family member is a coach, umpire, or participates in day to day running of the Club. New players for these grades will only be accepted if teams cannot be filled from existing Club players.

6.1.4 **Age Grades:**

- First two teams in any age division - the best players available.
- New players to the Club who are in the second year (oldest half) of an age group will not be accepted below the first two teams for the age group.
- No new player will be accepted unless vacancies exist below the fourth team in an age division.

Where two players appear to be of equal standard and potential, an existing Club player will be given preference over a new applicant.

Where a surplus of existing Club players exists in the C1 to D2 teams or the lower sections of the age divisions some Club players may not win a position in a team and preference will be as defined in 6-1-3 above.

6.2 *Number of Teams:*

The number of teams entered in the Adelaide Metropolitan and City Night Division competition will be limited by the:

- Availability of coaches.
- Availability of umpires.
- Availability of team management support.
- Availability of a Club management structure to support all teams entered (particularly summer).

The number of players available will remain a secondary consideration to all of the above.

6.3 *Summer Seasons:*

The Club will field a limited number of teams as a service to our players desiring to play in the **summer night competition**. The



numbers of teams entered shall be determined by the Management Committee of the day after considering:

- The number of potential players.
- The availability of a management structure to support the teams.
- The number of umpires available.
- A policy on potential new players wishing to join the Club and whether summer teams will be used to attract and assess new players and other personnel.
- The strength of the Club teams and the strength of the overall competition.
- The financial advantages /disadvantages of summer teams.

6.3 *Modified Rules:*

The Club will abide by the Rules relating to modified rules for Primary Grades, which reflect the "Government of the day's" Sports policy and approved by Netball SA.

The Club will also refrain from playing Primary age players in Sub-Juniors although the policy may not reflect the opinion of the Club Committee.

7. **Trophies and Awards:**

7.1 *Service Awards:*

Service awards shall be given to Club members where ten years continuous association with the Club has accrued. Allowances will be made for years missed for

- Maternity breaks.
- Study commitments.
- Work commitments.
- Extended holidays.

Where the break involves service for some other club which competes against Cougars it will be up to the Management Committee to determine whether this cancels prior service.

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All awards will be made at the discretion of the Management Committee.

7.1 *Trophies and Awards:*

Trophies and/or awards will be given at the end of each winter season. Team awards will be based on votes awarded by team coaches during the season or on any other criteria determined by the Management Committee from time to time.

Awards will be given to:

- Best Club player.
- Best Team player.
- All members of any premiership team.
- President's award.
- Premier League Rookie of the year.
- Players who gain selection in any Premier Team.

Best team player awards will not be made to the Sub Primary teams as all team members will receive a trophy.

7.2 *One Hundred Club:*

Players who play more than one hundred games for the Club shall be issued with a certificate indicating that they are now part of a distinguished group of players that have passed this milestone. Other benefits may be granted from time to time with Management Committee approval.

8. Premier League Remuneration:

8.1 *Premier League Player Provident Fund:*

A player provident fund has been established with the aim of rewarding Premier League players who give long and loyal service to the Club. The eligibility criteria for a player to qualify for a payment are:

8.1.1 The player must play a minimum of 125 Premier League games for Adelaide Cougars Netball Club (or Southside or Colonel Light Gardens).



- 8.1.2 The player shall have been a current “Cougars” player as at 01/03/94 or commenced as a “Cougars” player after this date.
- 8.1.3 As long as a player is one of the seven participating on court for any part of a match the player qualifies for a full match payment accrual.
- 8.1.4 Only Premier League and National Netball League competition matches will count as “matches played” for the purposes of Section 8.1.6.
- 8.1.5 The player must finish as a “Cougars player” and be retired from playing at Premier League level for a period not less than 12 months before any payment will be made by the Club. The payment should be made at the end of the season following the season in which the player retires. Where the player joins another Premier League Club as a player before the payment is made to the player all provident fund entitlements are forfeited.
- 8.1.6 The player accrual will be based on the players experience level as determined by the number of Premier League or National Netball League matches played (Matches played for other Clubs before commencing with Cougars will count as “matches played” when assessing experience) and also on a win/draw/loss basis
- 8.1.7 The 1994 season will be regarded as the base year and the rate of accrual for any season is to be increased or decreased by any CPI movements from the 1994 base year.
- 8.1.8 The amounts used for calculating the player accruals is shown as **Appendix 2**.
- 8.1.9 An amount will be invested in a separate investment account to ensure that when a player qualifies for a provident fund payment the Club has funds already accrued to meet this liability (currently the funds are held in an account with SGIC).

8.2 Premier League Player Incentive Scheme:

The Premier League Player Incentive Scheme will provide financial benefits to each Club Premier League player by

providing for the end of season distribution of the funds made available for this purpose. There are two components to the payment:

- A match payment for each player for each match where the player is "on court" more than one quarter of the match.
- The remainder of the funds will be distributed in accordance with the schedule in **Appendix 3**.

The fund total and match payment are detailed in **Appendix 3**.

9. Meeting of Members – Standing Orders:

The format and control of normal General Club meetings of members and meetings of the Management Committee will be conducted in an informal manner. The Club President has the right to determine that any meeting, where tight control over the meeting may be desirable, shall be run under the rules which are laid down in the Club's Standing Orders. The Presidents ruling must be announced in the opening address at the meeting or previously advised to the members when the agenda is sent to the members prior to the meeting.

9.1 Formal Meetings:

Where the meeting is to be run according to the Club Standing Orders, the President shall:

- 9.1.1 Ensure that a quorum is present.
- 9.1.2 Announce that the meeting will be run according to the rules as laid down in Standing Orders.
- 9.1.3 Ensure that no speaker speaks for an undue length of time or unnecessarily repeats points which have already been put before the meeting.
- 9.1.4 Terminates promptly any discussion which is not, at the time, relevant to the business being discussed.
- 9.1.5 Decide who is entitled to the floor when two or more speakers wish to speak at the same time.
- 9.1.6 If desired, request the proposer of a motion or amendment to submit it in writing.



9.2 *Conduct of Speakers:*

- 9.2.1 All remarks will be addressed to the President, and any question to another person will be put through the President.
- 9.2.2 A speaker wishing to speak or to move a motion or an amendment shall first attract the attention of the President, but refrain from speaking until offered the floor by the President.
- 9.2.3 If any person raises a point of order during a discussion, the speaker shall cease to speak, and the person raising the point of order shall state the reason for the point of order. The President shall then rule thereon.

9.3 *The President's Rulings:*

- 9.3.1 The President's Ruling on points of order and meeting procedures shall be final, unless a motion is moved and seconded and carried "That the President's Ruling be disagreed with".
- 9.3.2 The mover may speak briefly in support of the motion and the President may explain the reason for the Ruling.
- 9.3.3 The President then directs the meeting to vote on the point of order.

9.4 *Motions:*

- 9.4.1 A motion shall be seconded before it is debated and shall not be withdrawn without the consent of the seconder and the unanimous consent of the meeting.
- 9.4.2 No speaker shall speak more than once to any motion or amendment, except in a personal explanation, unless the speaker is the mover of the original motion exercising the right of reply.
- 9.4.3 No more than two speakers shall follow successively on the same side of the question. If a speaker having so spoken, and there being no speaker to take the opposite view, the question shall immediately be put to the vote.

9.5 *Amendments:*

- 9.5.1 When an amendment to a motion is moved and seconded, the amendment is voted upon before the motion. The mover of the original motion may exercise their right of reply before the amendment is voted upon. The mover of the amendment has no right of reply.
- 9.5.2 No second or subsequent amendment shall be received until the first amendment has been voted upon. An amendment which is carried becomes the motion and is open for further discussion.
- 9.5.3 The mover and seconder of a motion under discussion are not entitled to move or second an amendment to the motion.
- 9.5.4 The mover or seconder of a motion or amendment may speak to subsequent amendments. If the mover is in agreement with any proposed amendments the mover can accept it and may seek leave to alter the motion accordingly.
- 9.5.5 An amendment which is a direct negative of the motion shall not be allowed.
- 9.5.6 The Club Constitution can only be amended by resolution advised in accordance with clause 16 of the Constitution.
- 9.5.7 The Club By-laws can only be amended by resolution advised on accordance with Section 1-8 of the By-laws.

9.6 *Rescinding Resolutions:*

Upon evidence of a mistake in facts that have been presented to the meeting, or upon receipt of further information, a resolution may be rescinded. A resolution may be rescinded on a notice of motion at a subsequent meeting.

9.7 *Closure:*

Any person may at any time move a motion "that the question be now put" and if that motion is accepted by the President, shall be put without debate. If carried by majority vote, the motion or amendment shall be put at once. Where the motion is an amendment to a motion it does not prevent the mover of the original motion exercising the right of reply.



9.8 *Voting:*

Voting shall be by show of hands except where a ballot is specified in the Constitution. In the event of a tied vote and the President has exercised their right of a deliberate vote the motion is defeated. Where the President has not voted the President may vote. The result of the ballot shall be declared if requested by any member of the Committee present at the meeting.

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10. Appendix 1: Coach Reimbursement Rates

Rate of Coaches reimbursement is currently (as at 1/8/2014):

Premier League Coach	\$6,000
SL Assistant Coach	\$1,250
Reserves Coach	\$1,000
Reserves Assistant	\$500
AMND League Coach	\$300
Top Intermediate Coach	\$200
Top Junior Coach	\$200
Top Sub-Junior Coach	\$200
All other Coaches	\$100
Premier League Manager	\$500
Reserves Manager	\$300
Netball Development Officer	\$500

11. Appendix 2: Premier League Provident Fund

Premier League Provident Fund accrual rates as at the base year 1994. The rules to be applied are listed in Section 8-1.

Matches Played (Experience)	Minor Round Game	Final Game
1 - 49	Win \$20	\$50
	Draw \$15	
	Loss \$10	\$25
50 - 99	Win \$30	\$75
	Draw \$20	
	Loss \$15	\$35
100 - 150	Win \$40	\$100
	Draw \$25	
	Loss \$20	\$50

NOTE: By decision of the December 1998 meeting of the Management Committee all rates have been reduced to \$0.00 from and including season 1999. The effect of that is that current entitlements will be preserved but no additions will be made to benefits to be paid in the event of a player satisfying the conditions for a payout.



12. Appendix 3: Premier League Player Incentive Scheme

Premier League player incentive scheme rates (as at 1/8/2014):

Payee	Amount
Fund Total	\$8,000
Captain Payment	\$100 for the season
Match Payment	\$10
Win Bonus	\$25
Best Player	\$5 (for each point above the average assessment in each match) ¹
Loyalty Payment	\$5 (played 100 games, pro-rata per 20)

¹ Scale is poor-average-good-very good with intermediate levels i.e. 0 - 6

13. Appendix 4: Player Fees

Player Fees (as at 1/8/2014):

Grade	Amount
Premier League and Reserve	Nil
AMND League	\$290
Other Senior	\$290
Intermediate 1	\$270
Intermediate	\$270
Junior 1	\$270
Junior	\$270
Sub Junior	\$260
Primary	\$260
Sub-Primary	\$260

Fee discount for three sibling players - 10%

14. Appendix 5: Club Insurance Cover

As per Netball Australia's current policy see:

<http://www.willisnetball.com/21/FAQs>):

15. Appendix 6: Policy Statements and Notes

15.1 *Registration of Premier League Players changing clubs.*

Registration forms for Premier League players changing clubs must be submitted to Netball SA before 15th December of the previous year, otherwise the permission of the previous club must be obtained.

15.2 *Playing out of Grade - 1999*

15.2.1 **Age Grades**

In most cases, players will be selected in teams according to the age criteria set down by the Adelaide Metropolitan Netball Association and the South Australian Netball Association.

However, players identified as having future Premier League potential will be selected in the most appropriate grade for their ability, development needs and benefit of the Club. Therefore, a player may be selected in a team more senior to the age grade in which she is eligible to play. In making this decision the Club should take into account both the physical skill level and non-physical aspects (e.g. maturity) of each player on an individual basis.

15.2.2 **All Grades**

From time to time the Club will require players to play outside their regular grade. This may cross the boundaries between Netball SA Premier League and Premier League Reserves and all grades in the Adelaide Metropolitan Netball Competition.

In some instances this will mean promotion to a higher team.

However, there will be instances where players will be required to play for a team in a grade lower than their regular grade. For example, there will be times when Premier League Reserves players are required to play Adelaide Metro A1 grade.

Players are required to play in whichever grade the Club deems appropriate for them each match. If this means playing in a lower grade than normal to benefit the Club as a whole, this should be communicated to the players concerned. Alternatively if "demotion" is performance related or disciplinary, this should also be communicated to the player.



15.3 *Equal Court Time*

All players shall have substantially equal court time in the minor rounds of matches.

15.4 *AMND Senior Relegation*

AMND Terms of Reference 10.4 says in part:

IN ALL SENIOR GRADES

- b. The bottom two (2) teams from the grade above and the top two (2) teams from the grade below shall be interchanged.
- c. In the event of a team from the same club already holding a position in this grade, no such upgrading takes place.

15.5 *Out of Trial Placement - May 7th 2001*

If a position is available in a team in a particular grade, a player seeking a position outside of the trial process may be offered that position, provided that she is considered, by a selection panel appointed by the Adelaide Metro Netball Coordinator, to be a substantially better player in her position than a player already placed in that position in that team or the team below. No player will be displaced from a team to accommodate the new player.

15.6 *Players Trialling out of their Age Grade - February 3rd 2003*

Players will commence the trial process, in all cases, in the Age Grade appropriate to their age. If the selectors decide that the player is exceptionally more highly skilled than the players in the highest team in that grade, she may be offered the opportunity to trial in the next higher Age Grade.

15.7 *Fee Adjustment for Extended Injury – July 2007*

For a player who is unable to play due to an injury or illness for a continuous period of 6 weeks or more, a pro-rata fee adjustment will be made according to the period of absence.

15.8 *Indoor Court Training for Finals - October 2008*

Where a team is to play a finals match on indoor courts in indoor court will be arranged for the previous training session, if reasonably possible.

*15.9 Dropping of Players - **March 2010***

Movement between AMND teams during the season shall be based only on performance and attitude. A player shall not be dropped out of a team simply to provide experience for a player in a lower team or to reduce match day team size. With respect to performance, a pattern of successive poor performances is required to justify the dropping of a player.

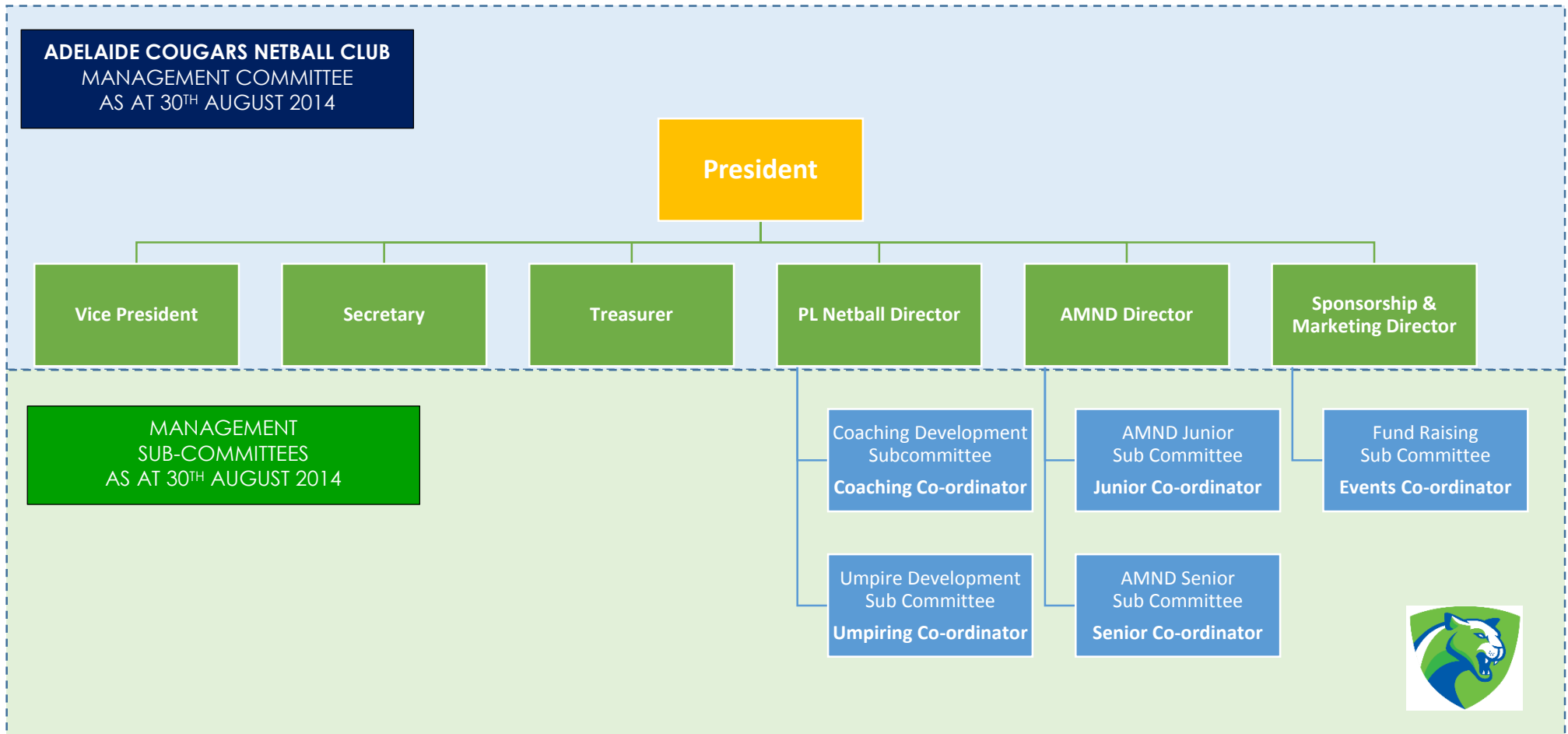
*15.10 Player Movement General - formalisation of long term policy – **August 2011***

As a general rule, the higher team has priority over the use of players in that age-grade.

- The higher coach has control over which player is promoted.
- Consideration may be given in the latter part of the season to advantaging a team with finals prospects.
- It is recognised that the bottom team, in the worst case, may have insufficient players.



16. Appendix 7: ACNC Management Structure August 2014



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