

**KENT NETBALL MANAGEMENT COMMITTEE  
OFFICER EXPRESSIONS OF INTEREST  
Annual General Meeting 2021**

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| <b>Position</b>             | <b>Chairperson</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Name</b>                 | <b>Michelle Ray</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Current role on KNMC</b> | Vice-Chairperson                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Qualifications</b>       | I have been the Vice-Chair for the county for 10 years and have shadowed the Chair in all aspects of the role. And feel I am now ready to be the Chair.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Personal Statement</b>   | <p>Having shadowed the chair for 11 years and have acted as a figure head on many occasions I feel I have the experience and knowledge to be able to lead the Kent Netball Association, ensuring that it is managed effectively and to facilitate change. As I am also the Chair of my club. I understand how the role needs to be carried out and have a full understanding of what is required.</p> <p>As the Kent Chair is also the Regional Vice Chair, I have been the deputy on the Regional Board and made a vital contribution to the drive of the county within the region.</p> <p>Having been the chair of the communications TSG on the Regional board I feel I have a strong relationship with the other counties and very good communicational skills and experience.</p> <p>I have been strategic in the development of the county plan and the new policies and procedures and help shape the constitution.</p> <p>I able to take leadership and have the ability to see both sides and stay neutral. I am able to liaise and resolve challenging discussions and mediate showing my negotiation skills. I also have the ability to bring people together, able to observe, evaluate and give positive feedback.</p> <p>I exhibit integrity in all I do and have the personal skillset required for this role such as being able to:</p> <ul style="list-style-type: none"> <li>· speak clearly and succinctly</li> <li>· be sensitive to the feelings of members</li> <li>· be impartial and objective</li> <li>· be approachable</li> <li>· have an understanding of the voluntary and community sector</li> <li>· be tactful</li> <li>· have knowledge of the organisation's key networks.</li> </ul> <p>Over the last 10 years I have also gained my B Award and level 1 coaching and I am a mentor and an assessor.</p> |

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| <b>Position</b>             | <b>Chairperson</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Name</b>                 | <b>Keeley Smith</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Current role on KNMC</b> | Officiating Lead                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Qualifications</b>       | <p>Relevant Qualifications: -<br/>'A' award umpire, Level 3 EN accredited Officiating Tutor, EN umpire assessor to B award level, Umpiring Mentor, Level 2 netball coach. NEBOSH (with distinction)</p> <p>Relevant Experience:-<br/>A member of KNMC since 2013, firstly as the 'Affiliated League' representative and then as Lead mentor and currently as County Umpiring Secretary.</p> <p>I am a retired senior fire officer with the London Fire Brigade (LFB) with a broad range of experiences that would be relevant to the role of Chairperson which include:</p> <ul style="list-style-type: none"> <li>(i) Offering recommendations on strategic plans and policies and identifying possible organisational impact; providing updates to Directors and projects boards</li> <li>(ii) Responsible for 160 operational personnel, their performance management, their development and the financial budgets of 4 Lewisham Borough fire stations</li> <li>(iii) Created robust external partnerships and devised new ways of collaborative working</li> <li>(iv) Representing and speaking on behalf of the LFB at Local Authority meetings and public Scrutiny committees</li> <li>(v) Presided over disciplinary hearings up to a level of issuing final written warnings</li> </ul> |
| <b>Personal Statement</b>   | <p>I am a highly motivated, professional and inspirational person with excellent interpersonal skills with passion for netball.</p> <p>I have nearly 20 years' experience as leader within the London Fire Brigade which has provided me with a range of skills that would be relevant to the role of Chairperson of the KNMC.</p> <p>I have a history of influencing effective change at a strategic level and I am a supportive leader. My preferred leadership styles are towards democratic and coaching but I am able to adapt my style based upon the situation and the environment so to best achieve the objectives.</p> <p>I am always approachable and encourage candid conversation. I am an active listener and encourage frank and honest exchanges, always mindful to be respectful of another's point of view. I am a strong advocate of inclusion and encourage ideas from others and allow them to take ownership of these.</p> <p>I have good communication skills, a sound understanding of interpreting statistics and data and a head for the detail which is</p>                                                                                                                                                                                                          |

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|  | <p>required for formulating the relevant information for policies and governance.</p> <p>I always focus on other's development and since being a volunteer on the Kent Netball Management Committee, I have championed the development of umpires and implemented a robust mentoring system for new and progressing umpires.</p> <p>I would welcome the opportunity to being elected as the Chairperson of KNMC and leading Kent Netball forward for continual successes.</p> |
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| <b>Position</b>             | <b>Communication Secretary</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Name</b>                 | <b>Justine McAvoy</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Current role on KNMC</b> | n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Qualifications</b>       | <p>Current communications officer for Medway Netball League overseeing social media accounts and updating the website.</p> <p>Previous experience supporting L&amp;SE region with newsletters, and Golden Globes events.</p> <p>Previous experience of controlling school social media accounts.</p> <p>Plenty of personal experience on social media channels.</p> <p>Experience editing videos, using various video editing software.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Personal Statement</b>   | <p>I have plenty of personal and professional experience on social media including creating graphics, flyers etc, to sharing positive news, and creating content to enhance engagement. I recently created a walking challenge for our league members to keep active during the latest COVID-19 lockdown and worked with small local businesses to source prizes for members that took part. I am also in the process of updating and modernising the MNL website, making it more user friendly and engaging. I have extensive experience of writing reports through various years of studying, I am currently completing a Masters of Science in Sport and Exercise Psychology which involves writing various reports to a high standard.</p> <p>I am also very passionate about netball, whether that be playing, coaching, watching, and really care about the messages put out on social media and online. Social media and an online presence is valuable to growing the game, and engagement, particularly in these times. I believe that my current online knowledge, paired with a willingness to learn will support me to being the perfect candidate for this role.</p> |

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| <b>Position</b> | <b>Member</b>          |
| <b>Name</b>     | <b>Jenny Fissenden</b> |

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| <b>Current role on KNMC</b> | Communication Secretary                                                                                                                                  |
| <b>Qualifications</b>       | I have been part of the Kent committee for over 10 years and am also an active VNSL Umpire.                                                              |
| <b>Personal Statement</b>   | Whilst I am on maternity leave, I would welcome a change in role from being the Communication Secretary to enable me to be a member for the foreseeable. |

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| <b>Position</b>             | <b>Officiating Lead</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Name</b>                 | <b>Rhys David</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Current role on KNMC</b> | Registered Member Leagues Secretary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Qualifications</b>       | <p>Netball Europe B award umpire<br/>Netball Australia B badge</p> <p>Regional div 1/2 umpire<br/>County umpire<br/>2 x selected umpire for Australian men's and mixed national championships.<br/>2017 grand final umpire - u23 men's Gold Coast<br/>Umpiring mentor (EN)<br/>Umpiring Tester (AUS)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Personal Statement</b>   | <p>I am currently in the pathway to becoming an A umpire so understand and empathise with those that are on the same journey. I can use my experience with EN and regional/county boards to ensure the fair treatment of umpires.</p> <p>I am proactive within the umpiring community and seek out opportunities that will benefit myself as well as that of the county.</p> <p>I am an advocate for male participation in the game as per the action plan from World Netball.</p> <p>I am always looking for ways to improve netball and the participation for all. Making sure my mentees get the opportunity to umpire at the required level and that it is also fair the players so they can enjoy our sport. I am passionate about moving our sport forward into a more inclusive space where everyone has equal opportunity to achieve what they desire.</p> <p>My past experience with the leagues puts me in a good position to help umpires and technical officials find the guidance they need.</p> |

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| <b>Position</b>             | <b>Performance Lead</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Name</b>                 | <b>Natalie Beckett</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Current role on KNMC</b> | Safeguarding/Covid-19 Officer, Performance Coordinator                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Qualifications</b>       | 10 years as Performance Co-ordinator for Kent Academy Level 2 Coach County and Satellite Academy Coach Safeguarding and First Aid qualifications Performance Identifier training (July 2020) Head Coach for IRNC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Personal Statement</b>   | I have spent 10 years at the Performance Co-ordinator, working in close partnership with the Performance Lead. I have a strong working knowledge of her role and have established relationships with the Kent Performance Group. I have deputised for the Performance Lead at Kent Committee, Performance Group and Regional TSG meetings. I have also attended a number of EN led performance meetings and workshops. I have a solid understanding of the EN Performance pathway and EN Performance strategies having reviewed these and provided feedback on behalf of Kent Netball. I have an in-depth knowledge of the Kent Netball Academy programme, as well as the strategy that underpins the programme, locally, regionally and nationally. I have been involved in forming our aims and objectives, writing our policies, recruiting coaches and managing budgets. Alongside this work, I have successfully managed the Kent Academy trial process as well as the logistical management of the Academy programme. |