ANNUAL REPORT 2015 / 16



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FOREWORD



Catherine Lewis
Chair Welsh Netball

As the Chair of Welsh Netball I am extremely proud of the organisation and how it has adapted positively to change and reached a period of stabilisation.

Participation has increased across all areas of the sport from players, officials, umpires, and coaches. Our Welsh workforce is strongly active within the Netball Europe Region, ensuring Wales' voice is heard on a wider netball platform. We are greatly supported by a vast family of netball volunteers who work tirelessly for the love of the sport; from grass roots through to international representation. The support of Sport Wales and our sponsors has meant that in addition to increasing our playing numbers, our elite squads have gone from strength to strength.

The Welsh Netball Board, who are volunteers, have given their time and have supported the organisation a 100%. A huge thank you also goes to our staff, past and present, for their effort and commitment during the last year.

This is a great sport to be part of and once involved, you truly are hooked on sport for life!

Board members:

Vice Chair – Merle Hamilton

President – Wendy White

Vice President – Sheila Cooksley

Vice President – Wendy Pressdee

Franchise Director – Jean Foster

Finance Director – Mike Halfpenny

Development Director – Mel Hellerman

Performance Director – Lesley Riddell

Commercial Director – Dani Delamere



CEO REPORT



Sarah Jones
Welsh Netball CEO

It has been an interesting and successful year for Welsh Netball. The membership has continued to grow steadily, and the senior Welsh team secured its highest World Cup finishing position for 24 years at 7th place.

As of January 2016, a full staffing review and restructure took place, which included the six month seconded CEO role becoming permanent. During the last year, capacity issues have placed strain on the organisation. Subsequently, changes have been made, including the introduction of several new positions:

- · Head of Community Development,
- · Communications and Member Engagement Officer,
- Performance Support Officer.

This review also saw the Development Officer positions streamlined to four. All roles have specific remits to stabilise and to grow the sport in Wales, whilst ensuring improvements in our services are made, and that there is added value to the membership.

Welsh Netball, without doubt has a great staff team. They have worked relentlessly this year in ensuring that we have been operational. I would like to thank all the staff, past and present, for their commitment and passion. The Board have continued to support the executive as a critical friend and have ensured that decisions have been clear and transparent, with strong processes.

In addition to the structural review, we have engaged with the Sport and Recreation Alliance, and have signed up to the Governance and Leadership framework for Wales. Along with this, we saw significant improvements in the Self Assurance scoring (Sport Wales), rising four points and shifting the organisation to Green status.

The new website was launched in March 2016. This has provided a much improved platform to share netball related information with our membership, partners and the general public. The new website, with improved functionality has been well received across the board.

The incredible army of volunteers within Welsh Netball have continued to be a huge asset to the sport and without them over the last few years the sport would have faltered.

Delivery of Local Authority Hubs, Development and Performance Centres, solely rely on volunteers. These volunteers undertake key roles to ensure netball pathways are delivered and opportunities are presented to as many people as possible.

Looking to the future, we will work with these volunteers to ensure more support is given and delivery mechanisms are put in place. I thank each and every one of you for your unrivalled commitment, motivations and energy. I look forward to engaging with the Community in the coming twelve months to help grow and move netball forward.

The achievements at the World Cup in Sydney during August 2015 was an outstanding result, finishing 7th in the World. This was our highest placing in 24 years – an incredible step forward for Welsh Netball, and something that we are very proud of.

Further success was delivered at Netball Europe with the U21 and U17 squads securing silver and bronze respectively. Thank you to all of the Coaches, Managers, Umpires, Bench Officials and players who are involved in netball week in, week out.

The Vitality Netball Superleague season saw the Celtic Dragons finishing in 7th place. They had a very progressive and competitive season and showed that they can compete with the leading franchise teams. Junior Dragons experienced a challenging season results-wise. However, these players have experienced playing pre-Superleague matches and a more intense environment – factors which can only further develop them as players.

Partnerships have been of paramount importance this year. Thank you for the support and guidance given to us by our main partner, Sport Wales, which has been invaluable.

Other partners who have played key roles in our work are several Local Authorities, Gilbert, Edwards Coaches, Torfaen Leisure Trust, NPTC Group of Colleges, Cardiff Metropolitan University and Swansea University. All who play an integral part in how the organisation works.

This year also saw a brand new kit supplier. We are delighted to be working in partnership with the exciting new brand PlayerLayer.

I am excited about what the future holds for Welsh Netball. This year has been a year of making significant changes and laying stronger foundations.











COMMUNITY DEVELOPMENT



Ben Williams

Head of Community Development

There has been substantial change in personnel prior to, and following the restructure of the organisation that has seen no less than six members of staff leave their positions.

We would like to take this opportunity to thank the following members who have left the organisation for their hard work and commitment to their roles whilst in post: Jemma Appleby, Lyn Ryland, Delyth Thomas, Anneka O'Connor, Lucy Murray-Williams and Jennifer Evans.

This level of staff turnover in such a short space of time has undoubtedly had an effect on the Development Team's ability to deliver against its strategic directives.

The organisation is grateful to all staff for carrying out additional duties to ensure the organisation's continued productivity throughout this transition period.

15% increase in

junior membership

22,488

girls participating in the sport



461
learners across

3 different qualifications

PARTICIPATION AND AFFILIATION

Affiliated membership has demonstrated growth over the past year. Total membership for the 2015/16 season is currently above 8000, recording a 4% increase from the figure of 7800.

A reduction in adult membership has been offset by a notable increase of 15% in junior membership. The biggest increase has been seen within the junior 12 to 18 category, which can be attributed to a number of Welsh Netball development programmes. These include an expanded LA Hub programme, newly developed community club based opportunities, and the establishment of development centres in partnership with Cardiff University.

Netball participation levels in school and community based settings continue to increase. The 2015 School Sport Survey recorded that 39% of female pupils (Years 3-11) have participated in netball within an extra-curricular, club or other community setting. This equates to 22,488 girls participating in the sport.

WORKFORCE DEVELOPMENT

COACHING

10 coaching courses have run during the year, qualifying 119 coaches. The 'Starting Out' course, which has previously been the entry level qualification into netball coaching, is no longer being delivered as it no longer reflects the needs and requirements required. This will be replaced by the Netball Leaders Award that has previously been developed with Sports Leaders UK, which will be launched in September 2016.

UMPIRING

28 umpiring courses have been held over the past year, engaging 461 learners across 3 different qualifications.

18 'Q Award' courses were held across Wales with a total of 277 candidates entering the umpiring pathway at the first stage. A further nine Level 1 courses and one Level 2 course were offered with a total of 184 candidates undertaking the awards. Eighteen new umpires were fully qualified from 'C Award' and above, including two 'A Award' candidates.

CLUB DEVELOPMENT

Affiliated clubs in 2015/16 has increased by 8% (15) compared to the previous year. Supporting the development of our existing community club network is an integral part of our work. By working in partnership with key stakeholders, such as Local Authorities, we have also been able to develop new club based opportunities to cater for the high demand for netball in our communities. Moving forward, the Netball Development Officers (NDO) will use data to assess the need and demand for community exit routes.

A good example of where a community based netball club have taken significant strides over the past twelve months is Cynon Netball Club. Situated within the Central South region, the club was created to cater for the demand for junior netball in the area. They have developed into a competitive club with 35 members that competes within junior league at Under 11 and Under 13 age groups.

Community Chest grants have been secured for a number of clubs across Wales, where the investment into netball was primarily utilised for coach education, purchase of equipment and facility hire.

PATHWAY

LA HUBS

The 2015/16 season saw the expansion of the LA Hub programme to include further age groups across the different regions. The aim of the Local Authority HUB programme is to provide a progressive and accessible pathway to maximise potential.

There are now 42 separate LA Hub sessions offered across Wales at the beginning of our player development pathway.



separate LA Hub sessions offered across Wales



RHYDYFFLIN NFTBALL CLUB

Rhydyfelin Netball Club originally started as a Back-2-Netball session in March 2015 and has progressed from an unstructured, small gathering of women with almost no equipment, to a club with 30 members and 3 sides entering the A470 league.

The group were successful in gaining

a Community Chest grant to support them with equipment, venue hire and coach education through Sport RCT. The community focused club, who pull the majority of their members from Rhydyfelin itself, will also start to offer a junior session at the club from next season.



PENARTH ALL STARS



The rapid growth of Penarth All Stars, who are a junior netball club based in Penarth, has inadvertently generated a renewed passion for netball from a lot of the players' mums. Consequently, a Back-2-Netball session was launched in September 2015 and was an instant hit with the ladies who "just want to play and have fun".

The session is led by the All Stars' Head Coach who identified that the social element of Back-2-Netball was probably its biggest selling point, whilst the sessions also help the women improve their fitness without them realising.

The session regularly has between 15-20 participants, made up of mums, daughters and the general public, who just want to enjoy playing netball without the commitment of playing within a league.



CARDIFF UNIVERSITY PARTNERSHIP

A partnership has been developed with Cardiff University to provide additional provision via Development Centres. The University offer 7 separate sessions across four age groups between Under 9 and Under 15. The partnership with Cardiff University has seen over 150 girls participating in netball this year.





PERFORMANCE



Trish Wilcox Head of Elite Performance

It's been a year of hard work and determination by the Performance Team to ensure all aspects of the Performance Pathway came together.

We are very proud of the achievements at the World Cup in Sydney, August 2015, which was an outstanding result with us finishing 7th in the World – Wales' highest placing in 24 years.



NETBALL WORLD CUP AUGUST 2015

Wales were hosted by Netball Tasmania in a pre-World Cup camp. The first stop was Launceston with a match against the Australia Centre of Excellence Team at the Silver Dome Arena. Two warm-up matches followed in Holbart, against Scotland and Tasmania's Tassie Spirit.

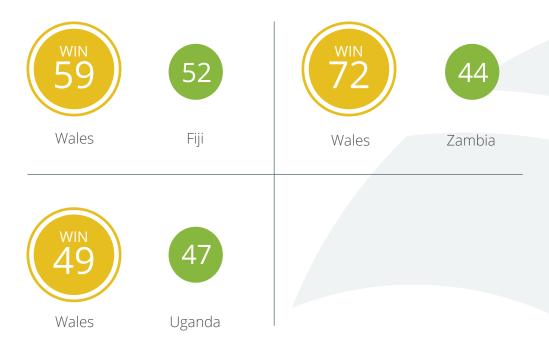
30 Jul 15	Wales v Australia Centre of Excellence	42 – 54
01 Aug 15	Wales v Scotland	45 – 36
03 Aug 15	Wales v Tassie Spirit	62 – 39

The team partnered with Netball Tasmania to deliver netball sessions engaging the local netball community. We would like to thank Julia Phillips (CEO) and her team of volunteers at Netball Tasmania for all of the support and facilitating a great lead up to the World Cup.

Next stop – Sydney Olympic Park. Wales' pool play consisted of Fiji, Uganda and Zambia.



POOL 1



This was the first time that Wales had won a pool in a World Cup, which is a historic achievement. The next phase was the top 8 play-offs. Results are outlined on the following page.







Wales England











Wales

Australia

Wales

Malawi

7TH 8TH PLAYOFF







Uganda



KYRA JONES My World Cup Experience

When I received the news that I'd been selected to represent Wales at the Netball World Cup 2015, I was absolutely delighted! This would be my very first World Cup experience. I'm originally from Australia, too, so this was going to be an extra special experience for me. It was a rare opportunity to play home from home.

Having suffered an injury not long before the World Cup I feared that I wouldn't make the squad. However, I was given support from management during the time leading up to the World Cup and during, which allowed me to manage my injury. I'm so grateful to them for that support.

Preparations were tough but lots of fun. Our Head Coach, Trish even organised a singing coach to train our voices ready to sing the Welsh National Anthem.

We stayed in Tasmania for the first 10 days in order to acclimatise to the weather. This didn't take very long as Tasmania is just as cold as Wales! The Tasmanian people were very supportive. We played warm-up matches against Tassie Spirit and the Australian Centre of Excellence. This was an opportunity to show them what Wales is all about. It also allowed us to hit the ground running in preparation for the World Cup matches. I think we may have gained some Tassie support for Wales, too!

I really enjoyed playing in Sydney. Not only was I representing my country but I was playing in front of a semi-home crowd. People from my home-town of Perth travelled over



to watch us play! The experience of playing in front of a 15,000 strong, and very loud crowd was amazing. Something I'm not guaranteed to experience ever again!

The media attention at home was fantastic. We made the papers at home and netball was actually given coverage in the UK. The support was amazing the whole time we were there. Australian coverage was also great, and useful. We watched every match being played in the main arena. There was also a Fan Zone where fans were able to meet players – get their autographs and have pictures taken. We couldn't go anywhere in the Fan Zone without someone recognising us. I appreciated the opportunity to meet the fans.

The last game was probably the biggest highlight for me. We played against Uganda. Our bodies were tired – 7 games in 9 days and we were about to play our 8th game of 10. It's difficult to imagine how we actually did it!

I think we all knew what had to be done and we were ready.

To play the way we did with several of us out of position due to injury was an even greater achievement when we won. To win that game, to come in 7th place, and to win our Pool, were all significant milestones that we can all be proud of with years to come.



WALES SENIORS

NETBALL EUROPE – DUBLIN MAY 2015

14 May 15	Wales v Northern Ireland	53 – 53
15 May 15	Wales v Trinidad and Tobago	53 – 46
16 May 15	Wales v England	32 – 69
16 May 15	Wales v South Africa	42 - 72
17 May 15	Wales v Scotland	43 – 28

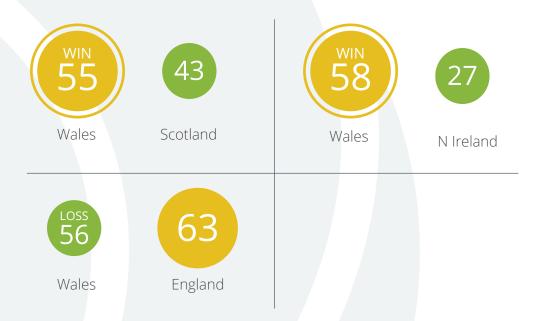
PRE WORLD CUP TRAINING MATCH WALES V ENGLAND – JULY 2015

This provided Wales with high quality opposition prior to departing for the World Cup campaign.

08 July 1	15 Wa	les v Engla	nd	31 –	65
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WALES U21

NETBALL EUROPE – ABERDEEN OCTOBER 2015



Wales had a hard fought game against England; it was competitive until the final whistle. Wales achieving a well-earned silver medal.

WALES U21 V ENGLAND U19 - FEBRUARY 2016

Players from the U21 long squad competed against a strong England U19 team in a training match at Hertfordshire University. A variety of combinations were tried from the Long Squad with all players taking the court.

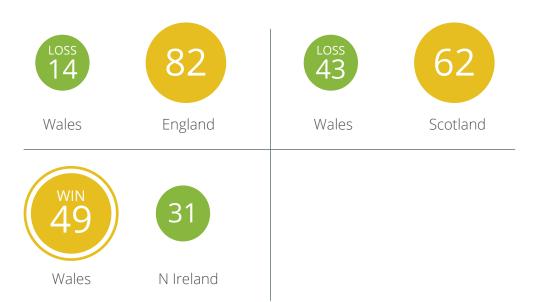


WALES U17

NETBALL EUROPE - GIBRALTAR MARCH 2016

Early 2016 saw the U17 team travel to Gibraltar for Netball Europe. The team had girls as young as 14 travelling – a great experience to represent Wales. Congratulations to the following players who achieved their first CAP for Wales – Rhian Evans, Bethan Johnson, Elysse Haywood, Emily Poole, Georgia Jenkins, Macey Lane, Madeleine Hanna, Milly Watts, Natalie Griffiths and Paige Murphy.





PERFORMANCE AND DEVELOPMENT TRAINING CENTRES

An exciting new role was introduced in January 2016 – Performance Support Officer, leading performance logistical work. The role has had a positive impact on the organisational side of the Association.

The new Performance Training Centres (PTC) and Development Training Centres (DTC) provide our young, talented netball players a values based learning environment where they can develop the necessary skills to progress within Welsh Netball's Performance Pathway.

The PTC's and DTC's also provide development opportunities for our Coaches, Managers and Umpires within Welsh Netball's Performance Pathway.

There are currently eight PTC and DTC's in locations throughout Wales. These include; Cardiff & The Vale, South East, Powys, North East, North West, West Wales, Glamorgan Valleys and Afan Nedd Tawe.

The PTC's will include the top 20 – 30 players in the Region (school years 12+) and the DTC's includes the top 20 - 30 younger players (school years 9-11).

The new programme is periodised, taking into account long term athlete development, and coach and player welfare. This gives our young players the opportunity to take part in an off-season programme.

The Welsh Netball Performance Team supports the PTC/DTC's with resources and coach education. This includes programme overview, content, including psychology, nutrition, technical and tactical aspects.

Players attend trials based on the region their club or school is affiliated to. Schools and clubs then send nominations for players that are individually affiliated to Welsh Netball. If players are not currently affiliated, this is a great opportunity to connect players to their nearest club and become affiliated.

We would like to thank all of the wonderful Coaches, Managers and Umpires; as without them the Training Centres would be unable to run.

PERFORMANCE TRAINING CENTRE AND DEVELOPMENT TRAINING CENTRE COMPETITIONS

DEVELOPMENT HUB 2014-15

1st Place	West Wales 1
2nd Place	Afan Nedd Tawe 1
3rd Place	North East Wales
4th Place	Cardiff & Vale 1

PERFORMANCE HUB 2014-15

1st Place	Afan Nedd Tawe		
2nd Place	South East Wales		
3rd Place	North East Wales		
4th Place	Cardiff & Vale 1		



UMPIRING

WALES UMPIRE GROUP

Trials were held on weekend of 24/25 October 2015 to select Wales Umpire Group. This led to the following squad appointments:

Senior Squad Alison Davies, Ali Smith, Maria Webber

U21 supporting umpires Claire Howells, Helen Dyke, Danielle Coxey

U17 supporting umpires Wendy Margotson, Emily Knight, Becky Scott

Celtic Dragons Alison Davies, Ali Smith, Matt Cole,

Donna Smart, Rhian Edwards, Maria Webber

Junior Dragons Ann Burt Williams, Danielle Coxey, Donna

Smart and Rhian, Claire Howells and

Helen Dyke as 3rd Umpire



Alison has the potential to achieve IUA status within the next 3 years.

ACHIEVEMENTS

Following a successful Netball Europe (NE) Open, Alison Davies was added to the International Netball Federations (INF) and International Talent Identified Umpires (ITID) list from September 2015. Alison has the potential to achieve International Umpires (IUA) status within the next 3 years.

This is great recognition of the good performance that Alison delivered at the NE Open in Belfast in May 2015. Alison Davies subsequently accepted INF invitation and umpired Switzerland V Canada Series in Geneva, and umpired her first Superleague game in February 2016. Alison was also made the third umpire in 4 NSL games.

Rhian Edwards and Danielle Coxey were appointed to umpire at NE U17 in Gibraltar in March and received excellent feedback from NE assessors.

Alison Smith was appointed to the NE U21 tournament in Aberdeen but unfortunately had to withdraw due to injury.

INF NEW RULES

INF Rule changes were implemented internationally from January 2016 and will be implemented domestically from September 2016.

UMPIRE DEVELOPMENT

Gary Burgess, one of the World's leading Netball officials, held a master class in January 2016. Gary is widely regarded as one of England's most prominent Officials. The master class included INF new rules, theory and practical umpiring, and was attended by approximately 40 umpires and coaches from across Wales.



CELTIC DRAGONS



Jean Foster Celtic Dragons Franchise Director

The 2016 Vitality Netball Superleague season started with a new format to the league. All eight franchises came together to play their first league games on 'Super Saturday', held in the Birmingham NEC Arena on Saturday, January 30th 2016.

This was a great opportunity for our players and management to play in front of a crowd of 8000 spectators. Sky TV televised every game live – reaching a wider audience. We also had representation with Wendy White and Suzanne Hutchinson as bench officials.

The Celtic Dragons franchise played three pre-season training matches against Team Bath, and another against the British Armed Forces team. The team also competed in the annual Mike Greenwood pre-season tournament in Manchester. The squad were joined by our two international import players in January 2016: Fijian Pearls' Afa Rusivakula and Episake Kahatoka.

The season saw the Celtic Dragons Senior team have a very progressive and competitive season, losing by just three points to Superleague runners up Manchester Thunder. Finishing 7th in the table is not reflective of the highly competitive and close games played against the top teams in the league. This is a fantastic platform for what the team can build on for the coming season.

The Green Army fan base were exceptional in their support for Senior and Junior Dragons this season, with sell-out crowds at most of the home games. Engagement through social media platforms increased significantly, showing demand for information about the teams.

This year saw us offer a successful match day packages to our fan base, on which we plan to expand moving forward.

Thank you to all our Sponsors this season:

PlayerLayer, Gilbert, Swansea University and Analysis Pro.

Programme Sponsors:

Edwards Coaches, Holiday Inn, Spire Healthcare, Carter & Lauren, Mochyn Du, Gallery Loft Installations, and YC Sports.

Player Mascots:

Penarth All Stars, Leckwith, Merthyr Minis, Tillery Dragons, Gilfach Netball.

Match Ball Sponsors:

Impact Lighting Company, Ystrad Mynach Netball Club.

Player of the match Sponsors:

Cardiff & District Netball League, ANT, South East Wales Netball Association, Llantrisant Netball Club, Cardiff Metropolitan and Llanilltud Primary School.

Thank you to the ball girls from Creigiau Netball Club, Penarth All Stars, Leckwith, Sospans, Merthyr Minis and Tillery Dragons and to all the stewards and volunteers. The biggest thanks go to all of our Green Army fans this season who have been fantastic, creating an electrifying atmosphere at our home games.

CELTIC DRAGONS MANAGEMENT TEAM

Jean Foster	Franchise Director
Trish Wilcox	Head Coach
Mel Tuckwell	Assistant Coach
Sarah Roberts	Team Manager
Donna Crossman	Assistant Manager
Clare Briers	Physiotherapist
Tom Williams	Psychology Support



CELTIC DRAGONS FINAL 15

Suzy Drane (captain), Kelly Morgan, Kyra Jones, Bethan Dyke, Emma Thomas, Clare Jones, Lateisha Kidner, Episake Kahatoka, Afa Rusivikula, Rebecca Oatley, Melissa Steingass, Georgia Rowe, Sally Fisher, Sara Bell, Lauren Fraser

VITALITY NETBALL SUPERLEAGUE FINAL STANDINGS

POS	TEAM	Р	W	L	PTS
1	Manchester Thunder	15	13	2	39
2	Surrey Storm	15	12	4	36
3	Team Bath	15	11	5	33
4	Hertfordshire Mavericks	15	10	6	30
5	Loughborough Lightening	14	6	8	18
6	Team Northumbria	14	4	10	12
7	Celtic Dragons	14	12	12	6
8	Yorkshire Jets	14	1	13	3

JUNIOR DRAGONS

The National Performance League (NPL) introduced a new format for the 2016 season. The match schedule saw all teams playing weekly matches for the first time. A decision was then made to ensure our Junior Dragons squad had the opportunity to train weekly.

This was a great chance for the players and management to be involved in a programme and match schedule replicating the Vitality Netball Superleague.

The NPL matches were scheduled as a lead-in to the VNSL home games and this enabled the Junior Dragons to play in front of our home crowds.

Though they did not manage to secure a win they remained upbeat and showing continued improvements throughout the season.



JUNIOR DRAGONS FINAL 15

Demi Brady, Carys Allen, Anna Brindley, Christina Shaw, Elysse Haywood, Bethan Johnson, Emma Roberts, Bethan Moore, Morgan Ireland, Chloe James, Eve Wright, Erin Williams, Chloe Dyke, Lydia Hitchings, Megan Baker-Rees

NATIONAL PERFORMANCE LEAGUE FINAL STANDINGS

TEAM	Р	W	L	PTS
Manchester Thunder Youth	9	9	0	45
Surrey Storm Youth	9	8	1	42
Yorkshire Jets Youth	9	6	3	34
Hertfordshire Mavericks Youth	9	6	3	33
Team Bath Youth	9	5	4	30
Team South Tigers	9	4	5	26
West Midlands Warriors	9	3	6	21
Team Northumbria Youth	9	2	7	15
Loughborough Lightening Youth	9	2	7	14
Junior Dragons	9	0	9	8

2015-16 WALES PLAYERS

WALES LONG SQUAD

Suzy Drane (captain), Kelly Morgan, Kyra Jones, Bethan Dyke, Amanda Varey, Clare Jones, Lateisha Kidner, Stephanie Perry, Stephanie Myddleton, Rebecca Oatley, Fern Davies, Georgia Rowe, Chelsea Lewis, Sara Bell, Chloe James, Sarah Llewellyn

WALES U21 LONG SQUAD

Elain Roberts, Lowri Jenkins, Emma Roberts, Anna Brindley, Leila Thomas, Chloe Dyke, Elizabeth Birch-Hurst, Rachel Evans, Evie Brereton, Lowri Norkett, Megan Baker-Rees, Demi Brady, Fern Davies, Emily Edwards, Lydia Hitchings, Sarah Llewellyn, Celyn Emanuel, Eve Wright, Georgia Rowe, Chloe James, Carys Allen, Chistina Shaw, Megan Powell, Leanne Thomas, Elin Harding

U17 FINAL 15 SQUAD WITH RESERVES

Bethan Johnson, Carys Allen, Elysse Haywood, Emily Poole, Georgia Jenkins, Jade Bolderson, Macey Lane, Madeleine Hanna, Milly Watts, Natalie Griffiths, Paige Murphy, Rhian Evans, Bethan Johnson, Ceri Evans – Reserve, Evie O'Connor – Reserve, Gwenno Davies – Reserve

2015-16 WALES MANAGEMENT TEAM

WALES

Trish Wilcox Head Coach

Mel Tuckwell Assistant Coach

Donna Crossman Team Manager

Clare Briers Physiotherapist

Tom Williams Psychology Support

WALES PERFORMANCE SUPPORT TEAM

Tom Maynard Nutrition Support

Chris Lewis Strength & Conditioning

Clare Briers Physiotherapist

Tom Williams Psychology Support

WALES U21

Louisa Daniell Head Coach

Sarah Lewis Technical Performance Coach

Jamilla Abbott Technical Performance Coach

Lavinia Baker Team Manager

WALES U17

Bev Powell Head Coach

Rhian Davies Assistant Coach

Sharon Walters Team Manager

Lucy Warren Physiotherapist

Deb Robbins Performance Coach

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