

Values of Amsterdam Netball Club

January 2026

In this document, we outline our **eight core club values**, explain their meaning, and provide examples of how we will live these values in action.

Purpose

Values are the beliefs that define why we are ANC members. By clearly identifying them, we can intentionally guide our decisions, shape our experiences on and off the court, and create a culture where every member feels proud, connected, and aligned with what ANC stands for. We aim to embed and uphold these values in all Club conduct.

Background

The ANC values sit at the heart of our club. Their meaning and the ways we live them were created by our members and are therefore owned by our members. They were developed through a series of facilitated workshops and surveys involving ANC players and leaders between August and December 2025.

Guide to Reading this Document

Club members identified 55 values (**blue text**). Through a collaborative process, these were grouped into eight core values (**bold red text**). Some core values include sub-values (**bold *black italic text***).

1. Community.

Our number one value is our strong sense of community. Our club is a home for everyone.

Players from all walks of life can belong and share in the sport we love both on and off the court. Born from the expat community and now extending into the Dutch community, ANC is a place to make new friends and form genuine connections that grow over time.

In action:

- Enjoy camaraderie through new **connections** and **friendships**.
- Taking time to chat with teammates.
- Opportunity to **socialize** together off the court, and share in **comradery** together over a post-training drink and meal.

- Feeling comfortable among members.
- Feeling **supported**.
- Members appreciate the **community** so much it becomes a reason to stay in the Netherlands.

2. Fun.

Netball is about enjoying ourselves — fun is in our DNA! We share joy, playfulness, and creativity on court, in training, during games, and in off-court social moments.

In action:

- Training sessions include moments of **playfulness**, **silliness** and creativity.
- Members find **enjoyment** in their own way - even when we're focused and serious.
- **Travel** opportunities

3. Respect.

*Respect sits at the heart of everything we do, guiding us to act with **sportsmanship**, integrity, positivity, and teamwork through every win and loss.*

In action:

- Respecting umpire decisions — no angry looks or objections.
- Respecting the opposition.
- Celebrating and supporting our teammates. We communicate with encouragement and respect, including in our tone to promote **teamwork**.
- Remembering that it's never personal, it's always about the game. We leave it on the court.
- Staying composed and **positive** during games, even when play gets very physical.
- Respecting different skill levels.

4. Commitment.

*We show **loyalty** and **commitment** through **dedication** and **accountability**, balanced with empathy that we lead busy lives.*

In action:

- Showing up on time, prepared, and ready to give our best.

- Showing **discipline** by **committing** to team training and games, especially for leagues and tournaments, and supporting our teammates in preparation for competition, while being **empathetic** that people have their own lives and busy schedules. In this way we value each other's time.
- **Empathy** also means recognising that everyone has different experiences, emotions, and skill levels, and we respond with kindness, patience, and encouragement.
- Members show **accountability** by helping run the club i.e. setting up and packing down the court, washing bibs, or volunteering in an official ANC role
- Recognizing and celebrating contributions of members toward the club – including their tenure, or service to a club duty, or in other ways.

5. Growth.

We value growth by continually developing our playing and officiating skills, learning through every game, and expanding membership and netball opportunities within our club and beyond.

In action:

- **Developing** our netball **skills** & **capabilities** as players, coaches, umpires, and leaders.
- Win or lose - growing through the game and **learning**.
- Approaching each game with goals that help us **learn** and **grow**.
- Returning home from training, feeling challenged, improved and content.
- Growing ANC's community by attracting new members.
- Developing our **netball offerings**
- **Collaborating** with other clubs through friendly matches, shared training, and joint skills sessions.
- **Pushing** ourselves.
- **Honesty & transparency**
 - Players are **directly** kept informed about key decisions, plans, and changes that affect them clearly, **honestly** and in a timely way.
 - Players **directly** communicate with coaches and team mates about their intentions clearly, **honestly** and in a timely way.
 - Leaders operate openly and honestly, sharing decisions, finances, and policies clearly within the club to build trust and accountability.

6. Inclusiveness.

We value inclusiveness where everyone¹ feels welcome, represented, safe, and given equal opportunities to play, train and belong.

In action:

- Skill level:
 - Variety of **competitions** are offered to different skill levels
 - Training sessions are designed to meet the needs of all players — not just those preparing for specific competitions.
 - During training, it is **fair** that players have the opportunity to play their favorite position at least once. Players off can choose their bib first.
 - Every attempt is made to create balanced teams during i.e. Super League and “pick a bib” ANC sessions.
 - All skill levels are represented in club leadership roles, promoting a sense of club **egalitarianism**.
- Gender **equity**:
 - Competition **opportunities** are available to all players, regardless of gender. For instance, if members participate in a women-only **competition**, the club actively seeks **opportunities** for members to join mixed or men-only competitions.
 - We celebrate that ANC is a space for women’s **empowerment** — with many of our members and leaders being women — while equally valuing men and gender-diverse members by providing **opportunities** for everyone to participate, **grow**, and thrive.
- Carers and kids
 - It is accepted and supported that parents may bring their children to training sessions.
- Socialising
 - **Socializing** moments i.e. post training brunches are enthusiastically announced so that members feel **welcome** and genuinely encouraged to join and **belong**.

7. Success

Success means competing and performing at our best while living our values on and off the court, leaving us proud of how we represent ANC and grow the sport of netball.

Success isn’t just about the scoreboard. For players, it means feeling we gave it our best. As the Netherlands’ largest netball club, we also act as ambassadors for our sport,

¹ “Everyone” means regardless of their skill level, length of membership, gender, identity, sexual orientation, disability, pregnancy, caring commitments, political beliefs, socio-economic background, race, or age

both to each other and to other clubs in the Netherlands and across Europe, setting a high standard and helping netball grow regionally and internationally.

In action:

- **Competing** strongly, playing skillfully to our best ability, and leaving the court feeling proud and fulfilled.
- **Leading** through our **diverse offerings** — including the ANC Tournament, training formats, Super League competitions and overseas tournaments.
- Reaching our social media goals and raising the profile of netball.
- Giving our best **performance** in every match, training session, and moment on court, win or lose.
- Winning in line with our values.

8. Wellbeing

*We value wellbeing and health through movement, building **fitness**, and playing in an environment that strengthens both body and mind.*

*It is also about creating a **psychologically safe space** where people feel respected, supported, and safe to communicate honesty and transparently.*

In action:

- Integrating **fitness** sessions into training.
- Celebrating being **active** is positive and valuable.
- Psychologically **safe spaces** where players and leaders should all feel safe to raise a concern, share a differing and **honest** opinion, and feel heard and supported, no matter the situation.
- Using our sport as a supportive space for mental **health** and **empowerment** — fostering resilience, **motivation**, confidence, **social connection**, **enjoyment**, and the positive benefits of physical activity.