



New South Wales Rugby Referees Association Inc.
Established 1892

Annual Report 2019

127th Annual Report and Financial Statement

NSW Rugby Referees Association
c/- NSW Rugby Union
Locked Bag 1222
Paddington NSW 2021

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OFFICE BEARERS

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John Stormon

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General Member

Mitchell De Lorenzo

Honorary Legal Advisor

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Ian Fraser

Anthony Garling

Roger Higgins

Brian Kinsey

Sandy MacNeill

Peter Marshall

John McCarthy

Kevin Meyer OAM

John Miner OAM

Jim O'Donnell

Thomas Sheen

Norm Stevens

Robin Timmins OAM

PRESIDENT'S REPORT

As seems to be becoming the norm for the association 2019 was yet another busy, but successful year for the Association both on and off the field. As we embarked on the significant job of moving the association to more of a self-sufficient body, a significant amount of work went on behind the scenes in understanding both the existing framework and how roles and responsibilities currently flow, whilst also working to design what we hope to be the best practice model for our members, which will stand the test of time and will allow the association to meet the ever evolving pressures of the modern game. On the field we continue to service the game of rugby in Sydney. The Shute Shield continues to grow in popularity, and once again was extremely competitive with all teams improving across the year. The Suburban competition continues to thrive and the women's game continues to grow in both quality of rugby and teams involved which is fantastic to see. 2019 saw the schools competition begin to evolve with the continuation of discussions between the GPS and CAS as they look to move the game forward for all participants. Without doubt from a community perspective 2019 was another very successful year.

Off Field

2019 for me will be remembered for the unveiling of the full scale of the task that is ahead of us as we look to restructure ourselves to become a more self-sufficient and successful association. I spoke at length at the AGM at the start of this year of the work to be done around this and made a commitment to you all to move the association towards this preferred position. Unfortunately, I may have been a little naïve as to the current complexity around reporting channels, and willingness of all required parties to move on from the 'status quo' as we look to improve the environment and transparency of refereeing within NSW. As such things did unfortunately not progress as far as I would have liked in 2019 and for that I apologise. I assure you that should I be re-elected I and the committee will remain committed to improving the level of transparency and structures and in doing so making NSWRRRA the best association it can be. We continue to work closely with NSWRU and relevant stake holders and in February of this year, have had a significant win with new Rugby AU manager Shane Barr, in gaining his support for the introduction of a new development structure which will provide a clearer pathway for both referees and coaches alike, whilst also aligning with the new Rugby Australia model. I am hopeful this will be implemented immediately and with success in 2020.

There were several opportunities to celebrate as a group. The Shute Shield debut of David Conway was well attended and speaks volumes to the character of David and the way he has ingratiated himself within the refereeing community in such a short period of time. The major celebration this season however was that of the career of James Leckie who called time on an incredible refereeing career within NSWRRRA, Rugby AU and World Rugby. James was tunnelled from the field by the two teams in his final game in a fitting gesture which encapsulates the level of respect that everyone in rugby has for him. James, thank you for your years of service to rugby across the globe, but more specifically here at the NSWRRRA and congratulations on an incredible career. Our game is better for having you as part of it, and I hope your involvement will continue into the future.

The primary event on the social calendar came with the Annual Presentation and Awards evening, held at the magnificent Four Seasons Hotel. I think all will agree that the venue once again delivered a memorable night. Unfortunately, despite announcing our date months in advance a conflict with a pre-world cup hit out for the Wallabies and the only test in Sydney led to a slightly lower attendance than we would have liked. We were lucky to be joined by

several our life members, as well as the wider membership, to celebrate another successful year of refereeing within Sydney. Furthermore, it was so pleasing to see so many partners in attendance at this year's function, the support and understanding of our endeavours from our better halves is important to recognise, and without it we wouldn't be the Association we are. Thank you to all who came to celebrate the season that was, to David Marshall for a fantastic toast to rugby and congratulations to all award winners.

National Conference

I was fortunate enough to once again attend the National Referees Conference held in Canberra this year. This fantastic initiative from RA allows the Presidents from around the country to get together in a room and share knowledge, whilst also working to assist the RA with the key issues each association is experiencing. Hearing from the other associations, it made me so proud to be representing you all, and for the special things we have within our team. I thank the RA for their kind hospitality and commitment to refereeing across the country. It is pleasing the work this group has done with a review of playing conditions, education structures, referee payment and re-imburement, recruitment and strategies to deal with abuse and competition all moving forward as a result of these conferences over the last three years.

Training

2019 saw the continuation of three trainings a week across Sydney. It was fantastic to see these sessions so well attended, and the number of referees across all grades really improve their levels of fitness. Well done to all who attended.

Referee Abuse

Unfortunately, 2019 was not the year we had hoped for on this front with a significant increase in the number of serious issues reported. Thank you to all referees who took the time to report these incidents. This effort has gone a long way to ensuring a safe environment is present for all match officials at every ground, whilst also allowing us to create a quantified case of repeat offenders to take to the relevant competitions for action. I am pleased to advise that despite these unsavoury incidents having taken place, we continue to have the support of the Suburban Rugby judiciary with some significant penalties handed down including 4 suspensions of a year or over as a result of these reports. Unfortunately, Premier Rugby remains a work in progress on this front and your Executive continue to work closely to close this gap and have some strategies in place around how we address this moving forward.

As part of this, we will be looking to introduce a new role for someone within the association to address these issues moving forward as it has unfortunately become a full time role within our duties and one which requires a dedicated resource to handle moving forward as we seek to provide an environment across all of rugby, where everyone is in a safe and enjoyable environment.

On Field

Once again, the demands on us to supply referees to more and more competitions increased. As a body made up entirely of volunteers, you should all be very proud of the efforts you've all gone to this season. The number of games and tournaments which have gone ahead thanks to our referees continues to grow each year, and our membership continues to service the needs of our game in a professional manner and to a high standard. I am incredibly proud of each and every one of you for the way you carry yourselves and represent our Association.

As an association we are lucky enough to have representation at the highest levels, and I would like to highlight a few of these, and congratulate all these referees on an incredible personal achievement, but also thank them for representing us all on the global stage with so much class.

Some of these include:

Angus Gardner	RWC (France v Argentina, Japan v Ireland, Wales v Uruguay), Test Matches (Wales v Ireland, Argentina v New Zealand), Super Rugby
Amy Perrett	WR's Women's Rugby Super Series, Super W, WR Sevens, AR Super Rugby
George Ayoub	TMO Six Nations, TMO New Zealand v France Series, TMO Super Rugby
Ian Smith	TMO Super Rugby
James Leckie	Super Rugby AR, TMO Japan v All Blacks
James Quinn	NRC and Super W
Matt Kellahan	NRC
Dru Tonks	NRC

The Association provides a sense of unity to its members in what is largely a solo pursuit. Therefore, it is imperative that we support each other in good times and bad, and make a fuss when we have some success

Of course, not all achievements are as high profile as those mentioned above. This year we were also lucky enough to celebrate some fantastic milestones for some of our longest serving volunteers:

400 games	Peter Redwin
300 games	Paul Worsley
200 games	Colin Dagger
	Tony Fisher
	Richard Manchee
100 games	Mike Healey
	Mark Keepie
	John McCarthy
	Tom Nicholl
	James Quinn

Huge congratulations to you all and on behalf of the rugby community many thanks for your years of service to our game!

Coaching

A huge amount of work from our band of referee coaches goes on behind the scenes each week of the season. Many thanks to all those coaches who took the time to help our fellow membership develop both their games and themselves this year. Your efforts to travel far and wide are certainly appreciated by all who are lucky enough to have access to your guidance. I look forward to introducing a clearer framework for you all to continue your development as referee coaches.

A number of coaches also achieved significant coaching milestones in 2019:

400 games	Peter Marshall
	Frank Meiklejohn
300 games	Greg Whiteley
200 games	Daniel Cheever
	Ian Mooney

Congratulations to you all and on behalf of the whole Association thank you for your years of commitment and support.

Appointments

To Tom Chadwick, Daniel Cheever and Ian Fraser, many thanks for your tireless efforts in appointing and filling gaps across Sydney, not an easy task by any stretch of the imagination, and greatly appreciated by all and sundry.

I would also like to thank Daniel Cheever, Phil Baird, Anthony Moyes and Ian Smith for their efforts serving on the management committee this season.

NSWRU Staff

A special thanks to the NSWRU staff for your assistance this year. Alex, Michael and Tom, we thank you. Michael as you depart the responsibility of refereeing into other duties with NSW Rugby I would like to thank you for your efforts and support and wish you all the best in your new role.

Executive

To the Executive team of John Stormon, Phil Baird and Mitch De Lorenzo, thank you. Another successful year for the Association as we move towards ingraining the inclusive culture we so desire, whilst also maintaining the high level of on field performance from all members. Your support and work through a challenging year was greatly appreciated by myself and I'm sure the wider membership.

Members

Last and certainly not least I would like thank each and every one of you for your efforts in making our Association what it is. Your professionalism and commitment are a credit to yourselves, and I am proud to call you all members of our Association.

Timothy Wills

President

NSWRU REFEREE DEPARTMENT REPORT

The past year has been another massive one for the referee department. The focus remains on getting every referee coached twice during the year, along with improving the coaching provided and the environment we operate within. Of NSWRRRA's 146 active referees, 95% were coached once during the season, with 85% coached twice. While this is not quite 100%, it's much better than the state average of 77% coached once and 58% coached twice. These figures are determined from RAS appointment data, so the state figures are likely higher once the coaching appointments that weren't recorded in RAS are factored in (70% of survey respondents across NSW said they were coached twice).

The referee coaches conducted two sessions with Ilan Kogus at the start of the season around using the GROW (Goal, Reality, Opportunities, What next) model of coaching. This continued the effort to change our coaching from transactional (one week at a time), coach-led, assessment focused into season long, referee-led and development focused. The feedback from the Referee Coach 360 survey suggests this is working, with 'scores' improving by 10% on 2018 with 23 more submissions. Discussions with the NSWRRRA executive, Management Committee and with RA referee managers have suggested other measures we will try in 2020 to take this further.

This was the first year of the new RA Development programs, with 17 NSWRRRA referees and 7 referee coaches involved. This involved provision of additional fitness training (with consequent fitness testing), education, exchanges and RA appointments. Our referees are on the RA radar more as a consequence of this program, with regular discussions held about program participants. The feedback from program participants was generally good (7.5/10), although more resources can be put into making it better in 2020. While we thought this program would improve the 'pathway' transparency scores in the National survey it hasn't, with 32% of NSWRRRA respondents disagreeing that the 'pathway' is fair & transparent (compared with 23% in 2018 and 20% across NSW). We also have 41% of NSWRRRA respondents saying they aren't communicated to about where they are on the 'development pathway'. Clearly more work to be done here and we will be splitting this question for 2020 to separate concerns with national, state and local pathways. The current question doesn't really tell us where the issue lies.

The department is managing an increasing number of tournaments, which means more opportunities to see referees and referee coaches in these environments (but cuts into time for other activities). We appointed referees for the CHS Championships, NSWJRU State Championships (with NSWRU coordinating referees for the overall event for the first time this year), NSWJRU Regional Championships, NSW Schools U16 Championships, NSW Schools U18s Trials, Sydney Juniors v Country Juniors, PSSA Championships and Rugby AU Junior Gold Cup (U15). On the 7s side we appointed to Kiama, Scots, NSWRU State Age Championships, PSSA Girls, Western Sydney, Sydney Premier (x 3 weeks) and Blue Mountains. Thank you to the referees involved for doing such a great job, and to the referee coaches for making these great development opportunities. Those from NSWRRRA included Mike Hobson, David Chapman, Julius Ambat, Piers Morgan, Mike Edey, Ross Williamson, Shane Snook, John Goh, Tom Nicholl, Max Fulton, Jamie McGregor, James Quinn, Richard Manchee, Callum Winchester and Andrew Winslade.

The number of members in NSWRRRA has remained stable over the past few years, at 218. While we managed to avoid any 'club-to-appoints' in 2019, this was only by doubling-up. We are still concerned at the lack of new members coming across from Subbies and Premier clubs after

they hang up the boots. Subbies in particular will be taking measures to get more people involved in officiating in 2020. We continue to run courses aimed at the growing female 7s and 15s competitions, with many of the Women's 7s games having to be covered by the clubs due to lack of NSWRRRA referee availability. The association can certainly do more to encourage female membership and Rugby AU gave all associations the target of having a female executive member by 2020.

Ten new sets of RefAudioPro comms were purchased for referee coaches as we continue to replace the aging fleet of Simultalk radios.

There was a big investment in fitness training, as it ran all year for the first time and at two venues (plus the SWRRA training during pre-season). We will review this in 2020 and potentially increase the break between the finals and resuming training pre-Christmas to give people more down-time. We would still like to see more members taking advantage of this free training, particularly from the older cohort. The training is not aimed at elite and for those of you worried about running the training can be tailored to your needs. The social benefits of mixing with your fellow referees can't be replicated at your local gym.

Match Official abuse remains the number one issue for referees around Australia. We refined the question from 2018 to ask if you the abuse was bad enough that it couldn't be resolved on the day. Eighteen percent of NSWRRRA respondents said yes. Pleasingly only 33% of you said you didn't report being abused, compared to 66% in 2018. The number of cases reported increased from 11 to 27, although some of these are multiple reports on the same incident. We had a couple of coaches in Subbies who were suspended for the rest of the season due to their poor behaviour, as well as clubs put on notice for loss of competition points and more. Please do report issues with ground setup, etc before they turn into referee abuse. There are clear links between poor ground roping, lack of (effective) ground marshall, etc and crowd misbehaviour.

Thankyou to the NSWRU Referee Department Staff for their tireless efforts to grow and service the game and its Match Officials. Just before Christmas Shane Barr was appointed by Rugby AU as the National Community Match Official Manager – NSW/ACT. This mouthful of a title means that he will coordinate the efforts of all the state referee managers as well as driving implementation of the RA MO Strategic Plan in NSW and ACT. We look to continuing a good working relationship with him, started while he was MO Manager Southern States. Michael Doyle has officially finished up as the Match Official Manager and moved into Coach Education and Sevens. I'm sure that we'll still see (and hear) him on the sidelines for years to come. Tom Chadwick has continued to grow into the role of referee appointments, with his role changing slightly in 2020 to encompass more competition management matters for Subbies. Some of his other 'administrative' duties will be taken over by a new role which we will appoint early in 2020.

We would like to acknowledge the efforts of all referees and referee coaches who officiated during 2019. A special thankyou to Daniel Cheever (Premier Appointments), Ian Fraser (Subbies Appointments), the Referee Management Committee (Phil Baird, Daniel Cheever, Anthony Moyes and Ian Smith), Russell Trotter and Cliff Dodds (Coach the Coach), NSW Development Squad coaches (Julius Ambat, David Chapman, Mike Edey, John Goh and Greg Whiteley), Finals Group Coordinators (Phil Baird, David Chapman, Daniel Cheever, John Goh, Roger Higgins, Russell Trotter and myself ☺), and the NSWRRRA executive.



Best wishes for 2020.

A. R. Richards

Alex Richards

Referee Education Coordinator

NSW Rugby Union

NSWRU REFEREE MANAGEMENT COMMITTEE REPORT

In 2019, there was much energy and excitement across grade, colts, subbies and schools rugby as we built towards a World Cup year. Our referees continued to develop their skills and make a significant contribution to rugby.

For our elite referees, there were several significant highlights:

Angus Gardner was selected for his first Rugby World Cup as a Referee. This has been an amazing achievement for Angus and we are all very proud of him. Nic Berry from Queensland was also chosen to represent Australia as a Referee at the World Cup.

Amy Perrett returned from a year's maternity leave and continued to be selected for tournaments all over the world as both a 15s and 7s referee. She also enjoyed more appointments as a Super Rugby Assistant Referee.

James Leckie and Ian Smith continued to be appointed as TMOs respectively by SANZAR and IRB.

Anthony Moyes continued in his role as a referee coach and selector on the IRB Sevens circuit.

We experienced another great Shute Shield season due to the evenness of the First Grade teams. Our referees facilitated some fantastic matches and the Shute Shield Grand Final at BankWest Stadium was a very tense contest. James Quinn was appointed to the First Grade Grand Final for the first time and showed great composure given the occasion and closeness of the Grand Final. Congratulations to Sydney Uni on winning another First Grade premiership.

Matt Kellahan was recognised as the Shute Shield Referee of the Year by winning the Dick Byres Medal. Matt has won the Medal 3 times in the past 4 seasons. Congratulations to David Conway who made his First Grade debut in 2019. James Leckie and Ed Martin announced their retirements from Shute Shield rugby after highly decorated careers. Their talents will be missed and we hope to leverage their skills and experience in new roles in the future.

The Association Executive put on another enjoyable Annual Dinner in what is the highlight of the referee social calendar. Congratulations to the 2019 Award Winners & those referees who celebrated significant milestones.

2019 was a very competitive year amongst our Top 50 referees as 2019 was the first year in living memory that we gained more referees than we lost at this level. This has enabled us to build a lot of depth across our refereeing stocks.

Subbies Rugby continues to be a vital component of the rugby landscape in Sydney. Many of the game's biggest fans are those that play and referee in this competition. The rugby is largely incident free due to the spirit of the clubs and the fantastic job that our referees do each and every weekend.

I would like to thank Alex Richards, Tom Chadwick and Michael Doyle from NSW Rugby for their support this year. Tom continues to be invaluable support to the Management Committee and me as we deal with seemingly endless changes each week. Ian Fraser provides significant support to the Management Committee with the weekly appointments process and I am extremely pleased that he has agreed to continue again in 2020. His knowledge and skills

enable a very efficient process to appoint over 150 referees each weekend. Russell Trotter and Cliff Dodds are valued mentors to our referee coaches and the role they perform is highly valued by the Management Committee. I would particularly like to acknowledge Cliff who has decided to step down after many years as a Coach for our Referee Coaches.

I would like to thank all our referee coaches for the amount of time and effort they put in year in and year out in assisting referees to improve their refereeing performances. I continue to appreciate the feedback from the referee coaches on referee performance, their knowledge of rugby in "Greater" Sydney and the diversity of opinion that they bring to our Referee Coach meetings. Thanks also to Alex Richards and Jamie McGregor who have organised and run great education meetings for our coaches over the past 2 seasons. Congratulations to Russell Trotter on being selected as the Association's Referee Coach of the year. I encourage our more experienced referees to join our coaching group at the right time as it is a very rewarding experience.

Finally I would like to thank the members of the Referees Management Committee – Ian Smith, Phil Baird and Anthony Moyes for the time and effort that they put in throughout the year.

Bring on 2020!

Daniel Cheever

Chairman

NSWRU Referees Management Committee

AWARDS

Dick Byres Medal – Referee of the Year

Matthew Kellahan

Dick Webb Memorial Trophy – Club Member of the Year

David Marshall

Meyer & Miner Award – Most Consistent Referee

Chris Yeats

John Chard Memorial Trophy – Most Improved Referee

Oliver Herbert

Col Roy Memorial Trophy – Referee in First 5 Years Showing Most Potential

Tom Chadwick

Arthur Tierney Award – 1st Grade Grand Final

James Quinn

John Dedrick Award – Referee Coach of the Year

Russell Trotter

Milestone Appointments

The following referees reached milestones during the season for the number of games they have refereed:

100 games Mike Healey
 Mark Keepkie
 John McCarthy
 Thomas Nicholl
 James Quinn

200 games Colin Dagger
 Tony Fisher
 Richard Manchee

300 games Paul Worsley

400 games Peter Redwin

The following referee coaches reached milestones during the season for the number of games they have coached:

200 games Daniel Cheever
 Ian Mooney

300 games Greg Whiteley

400 games Peter Marshall
 Frank Meiklejohn

GRAND FINAL REFEREES

Premiership	Shute Shield Colin Caird Shield Henderson Shield Henderson Cup	James Quinn Dru Tonks Thomas Nicholl Rory Amon
Premiership Colts	Colts I Colts II Colts III	Richard Manchee James Penman Dylan Sigg
Division 1	Kentwell Cup Burke Cup Whiddon Cup Judd Cup Sutherland Cup Barbour Colts	Max Fulton Leigh Weathersten Paul Chambiras Adam Lysle Anthony Harper Jackson Brislan
Division 2	Barraclough Cup Stockdale Cup Blunt Cup Richardson Cup Robertson Colts	Paul Worsley Chris Yeats Scott Adam-Smith Christopher Brereton Tom Chadwick
Division 3	Clark Cup Farrant Cup Campbell Cup Nicholson Colts	James Boyer Tony Fisher Chris Mulcahy Daniel Reid
Division 4	McLean Cup Grose Cup Walker Cup	Ian Mooney Lindsay Spencer Adam Stenson
Division 5	Jeffrey Cup	Alex Carmichael
Division 6	Meldrum Cup	Arron Dehlsen
Halligan Cup		Stephen Naughton
Women's Division 1		Daniel Andrews
Sydney Colts	Radford Cup	Todd Cummings

WORLD RUGBY AND SUPER RUGBY REFEREE APPOINTMENTS (2019)

Rugby World Cup 2019 appointments

Angus Gardner France v Argentina
Japan v Ireland
Wales v Uruguay

Rugby World Cup warm up match appointments

Angus Gardner New Zealand v Tonga

Test Match appointments

Angus Gardner Wales v Ireland
Argentina v New Zealand

Women's Rugby Super Series appointments

Amy Perrett Canada v England
New Zealand v England

Super Rugby appointments

Angus Gardner NSW Waratahs v Hurricanes
Brumbies v Chiefs
Jaguars v Chiefs
Chiefs v Blues
Sunwolves v Hurricanes
Queensland v Sunwolves
Melbourne Rebels v Queensland Reds
Chiefs v Queensland Reds

Super W appointments

Amy Perrett Brumbies Women v NSW Women
NSW Women v Queensland Women
NSW Women v Queensland Women

FIRST GRADE APPOINTMENTS

First Grade appointments for Season 2019

	<u>2019</u>	<u>Total</u>
David Conway	1	1
Angus Gardner	3	78
William Houston	9	75
Greg Johnstone	10	17
Kellahan Matthew	17	53
James Leckie	3	135
Manchee Richard	3	9
James Marshall	4	9
Edward Martin	6	84
Amy Perrett	4	13
James Quinn	16	38
Bradley Smith	3	9
Dru Tonks	12	20

ALL APPOINTMENTS for 2019

	Referee		Coach		
	<u>2019</u>	<u>Total</u>	<u>2019</u>	<u>C-T-C</u>	<u>Total</u>
Charlie Abel	6	6			
Matthew Abraham	12	151			
Scott Adam-Smith	6	18			
Julius Ambat	8	124	19		20
Rory Amon	17	94			
Daniel Andrews	4	4			
Phillip Armstrong	7	31			
Philip Baird	8	548	34	1	284
Aitor Banuelos	4	118			
Shane Barr			1		1
Corey Bell	12	12			
Hamish Birt	15	80			
Lionel Bloom	7	20			
Greg Boyer	3	37			
James Boyer	9	84			
Christopher Bradshaw	12	141			61
Christopher Brereton	11	141			
Grant Briggs	4	7			
Craig Brinnand	1	2			
Jackson Brislan	15	48			2
Nicholas Brown	8	124			
Philip Brown	10	320	19		19
Simon Brown	6	214			164
Alexander Buckland	12	13			
Matthew Buckley	13	58			
Garron Buttress-Grove	16	663	20		76
Alex Carmichael	17	57			
Tom Chadwick	13	31			
Paul Chambiras	20	232			2
David Chapman			26		182
Daniel Cheever		402	35		217
Richard Chen	3	7			
David Cobcroft	10	93			
John Coleman	11	21			
Matthew Coleman	14	163			
David Conway	16	41			
Graham Cooper	1	1			
Andrew Coorey	5	90			2
Brett Cronan	1	1			
Patrick Cullen	1	7			
Todd Cummings	21	21			

ALL APPOINTMENTS for 2019

	Referee		Coach		
	<u>2019</u>	<u>Total</u>	<u>2019</u>	<u>C-T-C</u>	<u>Total</u>
Wayne Cusack	1	1			
Colin Dagger	17	209	12		23
Stuart Dale	1	43			
Braden Daly	14	21			
David Davies	17	47			
Stephen Davies	11	11			
Mitchell De Lorenzo	16	92			
Ian Deane	2	2			
Arron Dehlsen	17	78			
Timothy Dein	1	1			
James Dickson	3	13			
Clifford Dodds			6	18	484**
John Doran	10	245			
Michael Doyle	1	1			
Mitchell Dwyer	2	2			
Xavier Edwards	1	1			
Michael Edye	8	8	9		9
Luke English	13	93			
John Feeney	13	89			
Angus Feetham	4	4			
Duane Findley	2	5			
Tony Fisher	15	206			
William Fitzsimmons	3	3			
Greg Fraser	1	1			
Ian Fraser		651	29		633
Max Fulton	13	75			
David Fungalei	18	63			
Niklas Gaal	1	1			
Angus Gardner	3	215			
James Gardner	4	4			
Sam Gibson	10	10			
Anthony Gill	12	213			
Shannon Goard	1	1			
John Goh	13	359	22		479
Jack Gohl	12	13			
Warren Gorman	10	291			41
Richard Goswell	1	291	18		21
Peter Grattan	14	29			
Neill Greaves	1	1			
Philip Greenwood	7	123			
Vincent Grieco	11	11			
Ken Gusse	7	7			
Nicholas Guyatt			25		191
Simon Hackett	6	22			

	Referee		Coach		
	<u>2019</u>	<u>Total</u>	<u>2019</u>	<u>C-T-C</u>	<u>Total</u>
Andrew Hahn	7	65			
Andrew Halmarick		387	15		447
Anthony Harper	18	53			
Antony Hastie	11	441	14		48
Michael Healey	16	110			
Timothy Heaney	15	28			
Max Hearn-Sarchfield	3	190			
Aragon Heppel	16	226			
Oliver Herbert	19	55			
Sebastian Herbert	11	11			
Roger Higgins			39		654
Andrew Hingston	13	31			
Mike Hobson	1	313	36		52
Phil Hogan	7	520			
William Houston	12	183	2		5
Thomas Hughes	1	1			
Michael Hummel	12	87			
Brodie Ingram	1	1			
Oscar Jimenez	12	196			
Andrew Johnston	2	2			
Greg Johnstone	14	129			1
Oscar Jones	11	11			
David Jones-Prichard	7	233			
Emmett Karstrom	15	15			
Reuben Keane	1	1			
Mark Keepkie	17	103			
Matthew Kellahan	18	278	4		17
Alex Kennedy	16	58			
James Leckie	3	368			1
David Lee	12	183			
Peter Little		13	3		3
Warwick Lloyd	5	342			
Jarryd Logan	1	6			
Mark Lynch	1	1			
Adam Lysle	13	38			
Colin Mackenzie	9	65	3		5
Paul MacNamara	1	1			
Stephen Macvean	1	110			
Richard Madden	1	78			
Duncan Male	1	1			
Richard Manchee	16	200			1
Corey Mangan	10	12			
Stephen Markham	1	1			
David Marshall	5	188	11		11

	Referee		Coach		
	<u>2019</u>	<u>Total</u>	<u>2019</u>	<u>C-T-C</u>	<u>Total</u>
James Marshall	14	144			12
Peter Marshall	14	350	38		408
Edward Martin	7	220	1		2
John Mccarthy Jnr	18	100			
John Mccarthy Snr			1		1
Chris McCaskie	7	7	2		2
Colm Mccaughan	17	189			
Tyson Mcevoy	1	1			
Jamie Mcgregor		339	15		78
Robert Mckay	19	96			
Amber McLachlan	1	1			
Tom Mclean	14	66			
Andrew Mcmurdo	4	49			
Frank Meiklejohn			30		423
William Melz	6	121			
Angus Millen	9	25			
Jamie Miller	9	9			
Peter Mohay	5	5			
Brenton Mooney	18	125			
Ian Mooney	19	234	11		201
Piers Morgan	7	380	4		12
Andrew Morrell	15	72			
Anthony Moyes		205	30		58
Chris Mulcahy	16	16			
Geoffrey Mulherin	4	74	10		22
David Munnoch	10	298	14		173
Stephen Naughton	15	54			
Warwick Negus	10	46			
Andrew New		94	21		21
Thomas Nicholl	16	100			
Jaylawi Njwelige	8	31			
Lewis Nottidge		186	1		2
Angus O'Donnell	13	13			
Michael Oliver	16	36			
James Osborne	5	5			
James Palmer	1	1			
Glen Paterson	3	50			
Gary Payne	8	31			1
John Peacocke	13	91	5		12
Christopher Pearl		113	12		44
James Penman	17	53			
Harry Pepper	14	14			
Amy Perrett	4	126			

ALL APPOINTMENTS for 2019

	Referee		Coach		
	<u>2019</u>	<u>Total</u>	<u>2019</u>	<u>C-T-C</u>	<u>Total</u>
David Powell	3	174	2		2
Conor Power	13	25			
James Quinn	17	105	1		2
Leo Quoyle	11	490			
Cameron Read	6	42			
Peter Redwin	9	406			
Daniel Reid	15	67			
Alexander Richards	7	279	20		46
Gerard Rigby	18	131	11		42
Aaron Rodwell	3	3			
Scott Rogan			28		236
Richard Rogers	3	17			
Sean Rugers	12	56			
John Salisbury	13	724			23
William Sandwell	15	135			
James Scholtens	2	330			1
James Sheppard	9	9			
Nathan Shute	20	267			
Dylan Sigg	13	15			
Bradley Smith	15	156			
Ian Smith		166	24		91
Shane Snook	8	35	13		13
Evan Snow	3	3			
Daniel Southwell-keely	16	343			
Lindsay Spencer	16	131	4		24
Harrison Spratt	6	28			
Adam Stenson	16	58			
John Stormon	13	155			
Michael Tanzer		100	2		443
Daniel Taylor	7	146			
David Taylor	7	7			
Paul Taylor	3	21			
Scott Taylor	1	1			
Stephen Taylor	2	2			
Chris Todd	13	14			
Dru Tonks	15	25			
Philip Tout	5	205	7		22
Russell Trotter	0	0	13	24	247
Stephen Turner	11	61			
Andrew Twist	1	1			
Taneika Uerata	1	1			
Flip Van Der Westhuizen			33		82
Jordan Wagner	17	34			
Richard Wanden	13	69			

	Referee		Coach		
	<u>2019</u>	<u>Total</u>	<u>2019</u>	<u>C-T-C</u>	<u>Total</u>
Robert Warren	14	89			
Bruce Watson	11	294			
Paddy Watts	2	7			
Ben Wawn	12	269			2
Leigh Weathersten	16	258			1
Peter Whild	4	47			
Greg Whiteley	5	308	25		316
Ross Williamson	2	128			2
Tim Wills	6	172	4		40
Alistair Wilson	14	76			
Callum Winchester	10	49			
Paul Winley	12	12			
Andrew Winslade	6	6			
Peter Woods	1	1			
Paul Worsley	18	307			
Hunter Wright	1	1			
Michael Wyer	19	69			
Chris Yeats	15	15			
Peter Zieth	11	64			
TOTAL	1,966		784	43	

* Total coaching appointments is from start of season 2004.

** During 2019 the Executive became aware that Cliff Dodds' coaching statistics were understated. Through the hard work of Roger Higgins a revised (and likely conservative) count of game coached (including Coach-the-Coach) by Cliff as of the end of the 2018 season was established at 460. The Executive has endorsed this revised count.

Note: Games counted in the above statistics are for competition games in the main draws that NSWRA referees are appointed to. This includes premiership rugby, suburban rugby and schools competitions (e.g., GPS, CAS and ISA). Regular season round games and finals are included but trials are not.

FINANCIAL STATEMENTS

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED

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NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED**STATEMENT BY THE EXECUTIVE COMMITTEE**

As stated in Note 1 to the financial statements, the Association is not a reporting entity because in the opinion of the Executive Committee, there is unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy all of their information needs. This is therefore a special purpose report that has been prepared to meet the requirements of the Associations Incorporated Act 1984.

In the opinion of the Executive Committee the accompanying financial statements are drawn up so as to give a true and fair view of the financial position of the Association as at the 30th of September 2019 and of its deficit for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements. At the date of this statement there are reasonable grounds to believe that the Association can pay its debts as said when they fall due.

This statement is made in accordance with a resolution of the Executive Committee.

Tim Wills
President

Phil Baird
Treasurer

21st January 2020

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED
30TH SEPTEMBER 2019

	2019	2018
INCOME		
Function Income	\$ 6,165	\$ 6,518
Interest Received	\$ 1,559	\$ 1,534
Sponsorship Income	\$ 19,500	\$ 19,500
Subscriptions	\$ 14,285	\$ 13,725
	\$ 41,509	\$ 41,277
LESS EXPENDITURE		
Alex Noble Fundraiser	\$ 700	\$ -
Coaches Jackets	\$ -	\$ 2,823
Communications Gear	\$ -	\$ 2,030
Easts Function	\$ -	\$ 1,944
Education Meeting Expenses	\$ 1,194	\$ 431
Filing Fees	\$ 140	\$ 140
Function Expenses	\$ 12,916	\$ 14,346
Home Ground Bar	\$ 400	\$ 600
J Leckie Retirement	\$ 500	\$ -
Interchange Expenses	\$ 234	\$ -
Training Expenses	\$ 1,112	\$ 1,112
Trophies and Presentations	\$ 1,050	\$ 649
	\$ 18,246	\$ 24,075
NET SURPLUS -DEFICIT	\$ 23,263	\$ 17,202
ADD		
Accumulated Funds as at 1st October 2018	\$ 112,754	\$ 95,552
Accumulated Funds as at 30th September 2019	\$ 136,017	\$ 112,754

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
BALANCE SHEET AS AT
30TH SEPTEMBER 2019

	2019	2018
CURRENT ASSETS		
Cash at Bank - General Account	\$ 69,950	\$ 47,766
- Deposit at Call		
- National Australia Bank Ltd - Term Deposit No 1		\$ 44,993
- National Australia Bank Ltd - Term Deposit No 2		\$ 19,995
- National Australia Bank Ltd - Term Deposit No 3	\$ 66,067	
Total Current Assets	<u>\$ 136,017</u>	<u>\$ 112,754</u>
TOTAL ASSETS	<u>\$ 136,017</u>	<u>\$ 112,754</u>
REPRESENTED BY:		
Accumulated Funds as at 30th September 2019	<u>\$ 136,017</u>	<u>\$ 112,754</u>

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 30TH SEPTEMBER 2019

1. STATEMENT OF ACCOUNTING POLICIES

The Association is not a reporting entity as defined in Statement of Accounting Concepts SAC 1, Definition of the Reporting Entity, and therefore is not required to prepare financial statements in accordance with Statements of Accounting Concepts and Accounting Standards.

This is a special purpose financial report prepared solely to meet the requirements of the Association Incorporations Act 1984.

Applicable Accounting Standards have been applied with the exception of the following:

AAS 22 Related Party Disclosures

AAS 28 Statement of Cash Flows

The financial statements are based on historical costs and do not take into account changing money values or, except, where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period, have been adopted in the preparation of these financial statements.

Income Tax

The Association is exempt from tax under S.23(g)(iii) of the Income Tax Act 1936, as amended.