



New South Wales Rugby Referees Association Inc.
Established 1892

Annual Report 2020

128th Annual Report and Financial Statement

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

CONTENTS

OFFICE BEARERS	2
PRESIDENT'S REPORT	3
NSWRU REFEREE DEPARTMENT REPORT	9
NSWRU REFEREE MANAGEMENT COMMITTEE REPORT	12
AWARDS	14
GRAND FINAL REFEREES	16
WORLD RUGBY AND SUPER RUGBY REFEREE APPOINTMENTS (2020)	17
FIRST GRADE APPOINTMENTS.....	18
ALL APPOINTMENTS for 2020	19
FINANCIAL STATEMENTS.....	26

OFFICE BEARERS

Patron

Cliff Dodds OAM

President

Tim Wills

Secretary

John Stormon

Treasurer

Phil Baird

General Member

Mitchell De Lorenzo

Honorary Legal Advisor

Callan O'Neill

Life Members

Richard Byres OAM
Cliff Dodds OAM
Robert Fordham
Ian Fraser
Anthony Garling
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

Without doubt 2020 will be a year that none of us forget anytime soon, both from a rugby and personal perspective. COVID-19 impacted all our lives and none more so than in our chosen winter hobby of rugby refereeing. With the start of the season coinciding with the arrival of the pandemic within Australia, all well laid plans were thrown out the window and our administrators at a professional and community level, were forced to review all facets of the game within our state and country as they designed and implemented plan after plan, as the government imposed conditions which at times seemed to change daily. With these changes the game was presented with several challenges, some old, and some new as the game fought to remain active both financially and operationally across both the professional and community game.

Following the implementation of COVID restrictions and the closure of the Australian border, Super Rugby was forced to cancel the international competition a few rounds in and launch an Australian-teams only competition under a new broadcasting deal brokered at the 24th hour. This combined with a restriction on the numbers of patrons allowed to attend home fixtures, meant that the key revenue source for the NSWRU was all but lost, putting the game once again in a perilous financial position, forcing the NSWRU to stand down all staff on 'job keeper' and seek savings from elsewhere in the game to stay afloat. One such area was refereeing - unfortunately for the second time in 5 years we were asked to go without match payments in order to keep NSWRU solvent and protect jobs of those within the referee department. Given the predicament that the game was facing the responsible decision for the future of rugby was to forego these payments (as did all associations within Sydney), and as a result your elected committee made this decision unanimously, on the condition they would return in 2021. Conscious of the impact this would have on the membership, the Association also chose to forego its primary revenue stream in the form of subscriptions for the 2020 season and as such these were waived in their entirety this year for all members. In addition to the removal of our primary revenue stream, as a result of the changes to the season as well as the aforementioned changes to Super Rugby, NSWRU were unable to meet the full suite of requirements of the negotiated terms and as such the referee associations sponsorship income was halved for the 2020 season, with the balance to be delivered in 2021. Discussions remain on-going with the sponsor around a possible extension to the current agreement, but on behalf of all referees within Sydney, we thank Paul Hitchcock (Patties Food, CEO) and his team for their support these past few years.

Due to years of careful planning, and prudent financial management by successive Executive Committees, this Association is fortunate enough to be in an extremely sound financial position. We were pleased to continue funding training in its entirety for the 2020 season, and in doing so taking further financial pressure off our home union. Following a successful tender process including three separate providers, Phil Baird was appointed to run training for the 2020 season. It was pleasing to see the way this training was embraced by the referee community, and the comradery between attendees from all levels across the Association grow as we all get to know each other a little better. Furthermore, following the introduction of some mandatory fitness requirements by the Management Committee and NSWRU, it was great to see the progress made by those who attended training. Well done to all on your hard work and excellent results. As a result of the success of training over the COVID season, your Executive made the decision to fund on-going sessions with Phil over the off-season, which consists of pre and post-Christmas blocks of training which is available to all members of the Association and means the Association now provides access to free fitness programs year-round.

As COVID restrictions impacted the season, unfortunately we lost a few formal competitions and some schools competitions, however it was wonderful to see an expanded Premier competition with the re-introduction of the Penrith to the Shute Shield and addition of Newcastle expanding the footprint of the Shute Shield competition.

I would like to extend my congratulations to all clubs and management teams within the NSWRU, NSW Suburban Rugby Union and the Sydney Rugby Union for their work in getting rugby back on the paddock for the 2020 season in a COVID safe manor. A task I must admit I thought impossible at the start of the year! The way you adjusted your plans and structures to make the competitions as best they can be was greatly appreciated by all stakeholders, and I think the results speak for themselves as you all delivered successful (albeit reduced) competitions in 2020. Additionally, the pro-active measures taken to introduce streaming services of all games allowed the competitions to be accessed by thousands of fans each week and enhanced the overall experience of supporters, whilst also (selfishly) giving our referees additional opportunity to access match footage to review their performances.

We are very fortunate to have such a wide range of referees in age and experience. It is especially pleasing to see the continued development of all referees each year. I am proud to advise that as a result of a concerted focus in the deployment of our coaching resources that in this disrupted season we were able to see all referees at least once, and most referees twice. A huge thank you to our cohort of referee coaches who adjusted to the 'new normal' and adopted new strategies and processes to ensure all referees were able to be continue providing the professional and modern approach to the task at hand. Likewise, it was fantastic to see the way in which the cohort adapted to the use of technology for their own education and development, a task which for some wasn't as straightforward as it was for others. I thank you all for your efforts throughout the year.

Behind the scenes your executive spent some time building on the wonderful work of recent years of RugbyAU in developing some clarity around the referee development pathway, to develop a similar document around the likely pathway of a coach. We hope this document once finalised will provide clarity of expectation of coaches at the various levels within this pathway, but also allow each coach to have a greater understanding of the opportunities available for them as they embark on the new chapter of their refereeing career. The team will continue working on this over the coming months and hope to have something formalised (and accepted by the NSWRU) soon.

Whilst on the topic of adapting to what is presented, I would like to thank Shane Barr and his team at RugbyAU and NSWRU for the work and effort they and the national match official team put into ensuring on-going referee education was available and of a high quality through the introduction of Zoom conferences and a new video series with the national panel. It was really exciting to see the attendance levels increase as a result of this web-based distribution and I would like to think these will continue moving forward in combination with face to face content to ensure we don't lose the important connection of the referee community.

Off the field another busy year was had for your elected Committee. We were delighted to introduce to the world our new and improved website which was created in conjunction with Aaron Dehlon, who did a fantastic job in putting this new site together, and in making our vision come to life. This professional looking and easy to navigate website is a real asset for both existing referees, and now provides those interested in joining the ranks with an easily navigated path to the 'best seat in the house'. I encourage all of you to spend some time on the www.nswrugbyreferees.com.au website, and welcome any and all feedback you may have so we can make this site as valuable for you all as possible.

Unfortunately, the restrictions associated with the pandemic made many of our typical social highlights in the form of pub of the month, debut celebrations and our main event the Annual Awards night all but impossible to hold in a responsible and safe way. As such, the difficult decision was made to put these events on hold, until such stage as is safe for all involved. We are looking forward to presenting several the awards at the upcoming AGM, and in doing so also celebrating some milestones and achievements of our members at that time.

Congratulations go to all those who met or exceeded their personal goals in 2020. Whether it be passing your Competency Test, your first Judd Cup, Kentwell Cup, Grand Final, Shute Shield or Test match appointment, all are significant achievements which should be applauded and celebrated. Again, our presence on the representative stage was significant, with a number of members involved with making history, and in doing so representing the association with honour.

Two of our members made history this year. First to break through the glass ceiling was **Amy Perrett when she took charge of her first Super Rugby fixture**, and in doing so became the first female to achieve such a feat. I look forward to her next appointment. Amy was also the **deserved recipient of the Rugby Australia Roger Vanderfield Referee of the Year**. Well done Amy on an incredible year, and here's to a successful 2021.

Later in the year, we were lucky enough to have another history maker as **Angus Gardner became the 2nd referee in 40 years to referee Australia in a Bledisloe Cup** fixture, when he took charge of the 2nd test at Eden Park in New Zealand, having been involved in the 1st Test a week prior as an Assistant Referee. Interestingly, the last person requested to put their national allegiance aside and referee a home Bledisloe was NSWRRRA Life Member Dick Byres, when he took charge of an Australian victory at the SCG in 1980!

Locally, we also had some members celebrate significant achievements, with none higher than the three individuals who were appointed the highest game this Association is responsible for in the Shute Shield. **Tom Nicholl, Reuben Keane and Colm McCaughan were fortunate enough to have their efforts and performances rewarded with a top-level appointment**, and these three members took the opportunity with both hands. Congratulations Tom, Reuben and Colm.

A number of referees also achieved significant milestones in terms of service to the game, most notably the following:

- 300 Games** **David Munnoch**
- 200 Games** **James Dickson (achieved in 2018 – being recognised for the first time)**
Oscar Jimenez
Oscar Jones
Colm Mccaughan
- 100 Games** **Rory Amon**
David Cobcroft
Andrew Coorey
Mitchell De Lorenzo
Robert McKay

Further to the above referee milestones we also had several our coaching cohort tick over some incredible efforts.

- 300 Games** **Phil Baird**

200 Games **David Chapman**
Nicholas Guyatt

100 Games **Ian Smith**
Flip Van Der Westhuizen

A huge congratulations to you all and on behalf of the rugby community many thanks for your commitment and service to our game.

One milestone which is not included above is the incredible feat achieved by **John Goh** this year. There is not a person within the referee (or rugby) community who does not know John, and I would hazard a guess that he has coached or mentored almost every active member in the association at least once during his time with the Association. This year John took part in the **500th appointment** with the Association, which is an incredible feat. John, thank you on behalf of referees, past, present and future for your dedication to refereeing within NSWRU and for your on-going support. I trust there will be a special suit for the next annual dinner for us all to enjoy and marvel at, but more importantly for us to appropriately recognise your efforts and contribution.

One positive to come from the pandemic, was the reduction in number of Respect Rugby incidents reported this year, which hopefully aligns with what you all experienced on the paddock. With fewer games and crowd restrictions this is not a surprise, but I'm hopeful that some strong messages sent from both Suburban Rugby and Premier judiciaries, means that this will be the new norm. I would also like to thank the NSWRU for their significant improvement in communication and 'closing' of these cases this season. There is still a small gap in finalising these with the impacted individuals, but the steps taken by the NSWRU this year, and prompt action by both major competition bodies was extremely positive to see, and for that I am thankful. I would also like to thank Mitch De Lorenzo, for the vital role he played with this portfolio this year on behalf of the Association. Mitch, your professionalism and empathy in the way you dealt with these this year was a true credit to yourself, and the Association is in a better position for having you overseeing the management of these incidents.

Whilst it is important that we continue to report any unsavoury experiences, no matter how serious you think they may be, I would also like to encourage you all to review our own Rugby Australia Code of Conduct. Please remember that these are always applicable, be it at the ground or on social media and as such it is vital that we are behaving in line with the expectation of not only the Association and your peers, but also of the ultimate governing body in Rugby Australia. Unfortunately, this year we had to sanction multiple members as a result of breaches of this Code of Conduct, and I would like to take this opportunity to request you are across the expectations of us all as match officials within Australia, to ensure future issues are avoided.

Another positive of the COVID pandemic was the amount of time your Executive were able to spend preparing for the future and working on our governance structures and design. Following on from the work completed by RugbyAU in relation to best practice governance for associations which was presented to the National Presidents mid-year, we looked to put some clarity around the roles and responsibilities of each position that would be added, and have got to a level of comfort on most of these, although there is still work to be done in this respect. It is likely that these positions will initially be run in the form of sub-committees as our constitution allows this, with this to be formalised into the constitution once the Executive and membership are comfortable and confident that the new structure meets all our needs. For those interested the proposed additional portfolios would likely be as follows:

Communications and Social Media
Coaching and Grading (Current Management Committee)
Education
Respect Rugby and Well-Being
Recruitment and Retention

I am really proud of the work undertaken over the last 24 months in this regard and feel we are getting closer to achieving the goal of setting the Association up for future success, whilst also ensuring continuity in the processes which have shown to be effective over many years. The future of rugby and our great Association is bright, if we adjust to the times and work together to ensure best practice outcomes are able to be delivered.

Pleasingly, late in the year we have had some success with selection committee made up of NSWRU and NSWRA representatives unanimously agreeing of the need to review and update the current charter of the Management Committee charter, and as such I'm pleased to advise the process of moving this charter forward to reflect the needs of the membership has commenced. The proposed amendment of this Charter is aligned with the broader governance change taking place, and looks to add clarity to the roles and responsibilities of this sub-committee, whilst also introducing dedicated portfolios in the form of the following:

A-D Grading and Appointments
E-M Grading and Appointments
Talent ID and Development Squad Oversight
Coaching Co-Ordinator
MC Secretary

The Management Committee as a sub-committee of the NSWRU will work through these proposed changes over the course of the 2021 season and look to confirm the above mentioned portfolios as the right ones, or propose changes to the Association and Union for further review.

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 made all the harder by the pandemic this season. On behalf of the Association we thank you for your efforts and commitment to this vital process.

I would also like to thank Daniel Cheever, Phil Baird, Anthony Moyes, Richard Goswell and Ian Smith for their efforts serving on the Management Committee this disjointed season.

Special mention also to our Honorary Legal Counsel Callan O'Neill, who was engaged on multiple occasions throughout the year on a wide range of issues from constitutional interpretation, PR management and several other governance matters. As always, his counsel was well received and on point. Callan, I thank you for your guidance and direction provided, not only this year, but over years passed. It is greatly appreciated, and comforting knowing we have such a passionate and knowledgeable resource available for use when required.

To the Executive team of John Stormon, Phil Baird and Mitch De Lorenzo, thank you. A difficult year no doubt, but another successful year for the Association, as we move closer towards achieving the goals, we set ourselves in becoming in control of our own destiny. Phil, your efforts in safely navigating our finances through what was an extremely difficult year are to be marvelled. To lose 1.5 primary sources of income and take on additional financial responsibility in the form of fitness training and to still return a profit speaks volumes of your efforts both this year and years prior. On behalf of the Association we thank you. John, I thank you for your

dedication and efforts since joining the Committee. Your counsel is always appreciated, and I've thoroughly enjoyed working with you these past few years. Mitch, as referenced earlier in this report your passion and commitment to bringing the referee community together and in making refereeing the best it can be is contagious. Gentlemen, it's been an absolute pleasure working with you all this year.

On a personal note, I would to thank all the above, as well as each member of the Association and wider NSW rugby community for providing me with an enjoyable, challenging, at times frustrating but overall rewarding experience with rugby in NSW. Over the past 15 years as a member of the NSWRRRA (and nearly a decade on your Executive), I've had the privilege to get to know a lot of you, both as a referee, coach and executive member and as the clock expires on my final year as your President, I thank you for your support over this time. I am grateful for the friendships and relationships, both personal and professional that I have developed over this time and will cherish these for years to come. I'm incredibly proud of the progress we made as an association during my time as President, and I'm pleased that I was able to build on the strong foundation I inherited from the previous administration. During my time as President we achieved a number of significant milestones, including but not limited to, securing a jersey sponsor for referees with the other districts in Sydney, having referee payments increased for the first time in recent history, took over responsibility and co-ordination of fitness training, improved the effectiveness of the respect rugby program by holding NSWRU accountable for meeting their obligations, pushed for a referee coach development structure and gave greater level of appreciation for these members, and importantly broke the back of a significant governance reform and in doing so have provided a clear and transparent and workable template which can be implemented in coming years, all whilst working to improve the overall experience for all (not just those on an RugbyAU development pathway) in our great association.

As I depart, Rugby is entering an exciting new chapter as the Professional games broadcast move away from Foxsports and on to free to air television following a significant investment by the Nine Network and a new CEO with a proven track record of delivery taking the reins at RugbyAU.

I wish nothing but success for the incoming Executive and I sign off knowing that both myself and your Executive team have done everything we can within the current confines to move the Association forward and position it for success in the future.

Thank you all for the opportunity to lead this great association and for all the memories and experiences over the past 15 years.

Timothy Wills

President NSWRRRA

NSWRU REFEREE DEPARTMENT REPORT

The year of Covid started with great optimism. We welcomed Shane Barr to replace Jamie McGregor in a new role as the National MO Manager – NSW & ACT (meaning he had the lead in coordinating Community Refereeing around the country, with a focus on management of referees in NSW and ACT). Rugby AU and NSWRU match official staff met in January to lay down our 2020 focus areas and four-year targets for each of them. This was getting into full swing when on 16 March Community Rugby was shut down as Covid started to bite. Then on 31 March Community Rugby staff at NSWRU and Rugby Australia were 'stood down' as the dramatic reduction in revenue from no Super Rugby (or Community Rugby) meant both organisations faced insolvency.

For the next three months we were in home isolation but that didn't mean everything stopped. Shane Barr was working 3 days a week to manage Coach education and refereeing matters for the entire country. The other referee staff continued to work, even while stood down. Our education focus shifted online. During the lockdown period we ran a Level 1 Referee Coach course (over 2 weeks), Level 2 Referee course (over 10 weeks) and weekly Referee Ready courses. Monthly Referee and Referee Coach webinars were run for the whole state, and members of the RA National Panel and development squads produced a series of short videos on topics of interest to all referees. We used our remaining credit with Matt Donohoe and his team from Karma Corporate fitness to run at home fitness sessions with a number of sessions held over Zoom (they were a good workout!).

Come 1 July when the restrictions were lifted and Community Sport resumed the referees were ready! In such a disrupted season the coaches did a fantastic job. Of the 128 active (more than 5 games) referees, 23 were coached once and 100 were coached twice or more. Of those who did less than 5 matches, 15 of 23 were coached at least once.

With a two-week finals series for Subbies we had fewer finals matches to cover than usual and teams of 2 rather than 3. There were also fewer Premier finals as clubs were only required to have 1st and 2nd Grade and Colts 1 teams. This meant finals were generally being done by higher graded referees than in previous years. Thankyou to the 31 ref coaches who covered 30 finals series, with 6 of those coaches involved in refereeing a finals series themselves. Despite the shortened season referees were well prepared for the finals and feedback from teams and ref coaches was excellent.

The Ref Coach 360 feedback was generally positive, although we would have liked more than 40 responses (some coaches had no feedback). NSWRRRA satisfaction in the national MO survey was down slightly to 7.5/10, although there was a 17% net improvement in satisfaction compared to 2019. Considering the year we've had I think that's a good result.

Recruitment, particularly of women and 18-35 year olds is a focus area. We welcomed 19 new members to NSWRRRA in 2020, of whom 14 were in the 18-35 age group. None were women unfortunately. Eight of them were members of the SSS program in 2019 with one being a current player and one moving across from officiating AFL. The remaining 9 moved from another association, either in Sydney or interstate/overseas (with 2 of them having been NSWRRRA members previously). Tom Chadwick was to oversee a program whereby each Subbies Club in the top four divisions had to appoint a club referee to their lowest grade match each week in order to grow the number of potential recruits from Subbies to the full-time referee ranks. Unfortunately, Covid postponed this project to 2021. Amy Perrett is coming on board in 2021

and will have female recruitment as a focus area. While we have been quite successful this year at recruiting junior female players to referee, the same can't be said for adults.

Implementing a nationally consistent philosophy of referee coaching and referee coach profile was a focus area for 2020. While we were able to do some of this through the monthly Zoom webinars for all referee coaches, we look forward to the opportunity for a face-to-face meeting with key referee coach appointment and development people from around the country in 2021 to embed this way of thinking and coaching. The RA and NSW Development programs were limited in what they could achieve this year without any tournaments to attend. Nevertheless, we did run a couple of online education sessions for RA Development squads, particularly on understanding set piece.

Closing Respect Rugby incidents reports in a timely fashion remains a focus area. We had 10 reports submitted in 2020 compared to 29 in 2019. At the end of the season two of these are still being worked on (Subbies and Women's 7s), compared to one at the end of 2019 (Subbies). These will be closed before those teams/people take the field in 2021. We are hopeful that a new Code of Conduct and Member Protection Policy coming down from Sport Integrity Australia early in 2021 will enable us to simplify the process Rugby AU uses and make it easier for people to understand and implement. Prevention is still the best cure for referee abuse – ensuring good match day setup, having pro-active ground marshalls and nipping poor behaviour in the bud (through ground marshalls and reporting) so that minor incidents don't escalate. There were a few incidents this year where players abused each other but the referee (or AR) did not hear it. While industrial deafness can help you to focus on refereeing it would be helpful in 2021 to keep our ears open for verbal abuse between players and crack down on it on-field, rather than it being reported afterward and then becoming one person's word against another's.

Implementing best-practice association governance is a national focus area that was talked about in 2020 at national association President meetings. The product of which was a suggested committee structure with roles & responsibilities for each position. This model could be scaled up or down based on the size of the association. Associations were asked to consider such as things as the need for a strategic plan and how to ensure an appropriate mix of skills on the committee while ensuring diversity and representation of the whole membership (i.e. a mix of ages, genders and ethnicity). Issues with achieving best-practice were discussed and incorporated into the model. All associations were asked to review how they went across key portfolios in 2020 and provide that feedback to their state referee manager in order that the national priorities could be checked on and modified for 2021 if needed. COVID19 certainly provided its share of challenges, but it also created opportunities for change. We look forward to implementing those lessons in future seasons.

Thank you to Daniel Cheever, Ian Fraser and Tom Chadwick for the excellent job you have done with referee appointments this year. The season ran from July to November (later than ever), with 7s tournaments then running into December, and trials having started back in March. Thank you to the NSWRRRA executive and membership for your pragmatic approach to dealing with Covid and the financial sacrifice you made (forgoing reimbursements) in order that NSWRU could remain solvent and to ease the burden on clubs. Thank you to Shane Barr for your hard work and camaraderie during this difficult year. Unfortunately for us Shane found a job opportunity in Hong Kong that he could not say no to and departed at the end of Nov.

Thanks again for everyone's efforts in 2020 and we look forward to seeing you in 2021 for what will hopefully be a 'normal' season.



A. R. Richards

Alex Richards

Referee Education Coordinator

NSW Rugby Union

NSWRU REFEREE MANAGEMENT COMMITTEE REPORT

2020 was a vastly different season than what we normally experience due to the impacts of COVID. The Management Committee would like to thank the Union, the Clubs, the players, the referees and all those that support the Competitions for facilitating a safe and effective season given the COVID challenges. Shute Shield Grand Final Day at Leichhardt Oval, with Gordon winning their first Premiership in over 20 years, was a dramatic culmination to the season.

James Quinn was appointed to the Shute Shield Grand Final for the second consecutive year and was also recognised as the Shute Shield Referee of the Year by winning the Dick Byres Medal. Congratulations to Tom Nicholl, Colm McCaughan and Reuben Keane who made their First Grade debuts in 2020. We also want to congratulate all referees who received their first appointments at levels that they had not previously been appointed to. There were significant numbers of referees who were appointed to their first Reserve Grade, Third Grade, Fourth Grade, Colts 1 and Kentwell Cup matches. This will provide great depth for the 2021 season.

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.

For our elite referees, there were several significant highlights:

- Angus Gardner was selected for his first Bledisloe Cup appointment.
- Amy Perrett become the first female referee to be appointed to a Super Rugby match and also the first female to be appointed to Shute Shield semi-finals.
- James Leckie and Ian Smith continued to be appointed as TMOs respectively by SANZAR and the World Rugby.

I would like to thank Alex Richards, Tom Chadwick and Shane Barr from Rugby Australia and 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. This year was even more difficult with many referee dropouts due to COVID tests on Thursdays and Fridays most weeks. Ian Fraser provides significant support to the weekly appointments process. His knowledge and skills enable a very efficient process to appoint over 150 referees each weekend.

I would like to thank all our referee coaches for the amount of time and effort they contribute every year 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 Shane Barr who have facilitated our education meetings for our coaches again this year. I think the Zoom format has proved to be a game changer that will persist for many seasons to come. I encourage our more experienced referees to join our coaching group at the right time as it is a rewarding experience.



Finally I would like to thank the members of the Referees Management Committee – Ian Smith, Phil Baird, Richard Goswell and Anthony Moyes for their dedication and support throughout the year.

Hopefully we return to a more normal season in 2021.

Daniel Cheever

Chair

NSWRU Referees Management Committee

AWARDS

Dick Byres Medal – Referee of the Year

James Quinn

Garth Sweeney Award – Most Improved Representative Referee

Amy Perrett

Meyer & Miner Award – Most Consistent Referee

Jordan Wagner

John Chard Memorial Trophy – Most Improved Referee

Sebastian Herbert

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

Dylan Sigg

Arthur Tierney Award – 1st Grade Grand Final

James Quinn

John Dedrick Award – Referee Coach of the Year

Flip Van Der Westhuizen

Milestone Appointments

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

100 Games Rory Amon

David Cobcroft

Andrew Coorey

Mitchell De Lorenzo

Robert McKay

200 Games James Dickson (achieved in 2018 – being recognised for the first time)

Oscar Jimenez

Oscar Jones

Colm Mccaughan

300 Games David Munnoch

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

100 Games Ian Smith

Flip Van Der Westhuizen

200 Games David Chapman

Nicholas Guyatt

300 Games Phil Baird

500 Games John Goh

GRAND FINAL REFEREES

Premiership	Shute Shield Colin Caird Shield Henderson Shield Henderson Cup	James Quinn Reuben Keane Max Fulton Dylan Sigg
Premiership Colts	Colts I Colts II Colts III	Thomas Nicholl Alex Carmichael Oliver Herbert
Division 1	Kentwell Cup Burke Cup Whiddon Cup Judd Cup Sutherland Cup Barbour Colts	Niklas Gaal Alexander Marsh William Sandwell Arron Dehlsen Matthew Coleman Andrew Hingston
Division 2	Barraclough Cup Stockdale Cup Blunt Cup Richardson Cup Robertson Colts	Paul Worsley Jackson Brislan Peter R. Marshall Lindsay Spencer Daniel Reid
Division 3	Clark Cup Farrant Cup Campbell Cup Nicholson Colts	Daniel Taylor David Marshall Alex Buckland Sebastian Herbert
Division 4	McLean Cup Grose Cup	Mark Keepkie Gerard Rigby
Division 5	Jeffrey Cup	Aleni Feata
Division 6	Meldrum Cup	Alex Kennedy
Halligan Cup		Emmett Karstrom
Women's Division 1		Ian Mooney
Women's Division 2		Tony Fisher
Sydney Colts	Radford Cup	Angus Cameron

WORLD RUGBY AND SUPER RUGBY REFEREE APPOINTMENTS (2020)

Test Match appointments

Angus Gardner New Zealand v Australia, Eden Park, Auckland, 18 Oct. 2020
New Zealand v Argentina, Bankwest Stadium, Sydney, 14 Nov. 2020
Australia v Argentina, Bankwest Stadium, Sydney, 5 Dec. 2020

Super Rugby appointments

Angus Gardner Brumbies v Rebels
NSW Waratahs v Western Force
NSW Waratahs v Brumbies
Waratahs v Rebels
Western Force v Rebels
Brumbies v NSW Waratahs
Rebels v Western Force
Brumbies v Reds

Amy Perrett Brumbies v Western Force

FIRST GRADE APPOINTMENTS

First Grade appointments for Season 2020

	<u>2020</u>	<u>Total</u>
David Conway	9	10
Greg Johnstone	5	22
Reuben Keane	4	4
Matthew Kellahan	14	67
Colm Mccaughan	3	3
Richard Manchee	11	20
James Marshall	1	10
Thomas Nicholl	7	7
Amy Perrett	5	18
James Quinn	14	52
Bradley Smith	2	11
Dru Tonks	10	30

ALL APPOINTMENTS for 2020

	Referee		Coach		
	2020	Total	2020	C-T-C	Total
Charlie Abel	7	13	0	0	0
Matthew Abraham	0	151	0	0	0
Scott Adam-Smith	0	18	0	0	0
Tevita Afeaki	1	18	0	0	0
Julius Ambat	7	131	19	1	40
Rory Amon	11	105	0	1	1
Daniel Andrews	2	6	0	0	0
Phillip Armstrong	4	35	0	0	0
Philip Baird	7	555	29	0	313
Aitor Banuelos	5	123	0	0	0
Shane Barr	3	3	7	0	8
Corey Bell	5	17	0	0	0
PJ Beran	10	10	0	0	0
Hamish Birt	0	80	0	0	0
Lionel Bloom	5	25	0	0	0
Greg Boyer	0	37	0	0	0
James Boyer	0	84	0	0	0
Christopher Bradshaw	5	146	0	0	61
Christopher Brereton	7	148	0	0	0
Grant Briggs	0	7	0	0	0
Craig Brinnand	0	2	0	0	0
Jackson Brislan	12	60	0	0	2
Nicholas Brown	7	131	0	0	0
Philip Brown	0	320	0	0	19
Simon Brown	0	214	0	0	164
Alexander Buckland	10	23	0	0	0
Matthew Buckley	6	64	0	0	0
Garron Buttress-Grove	9	672	9	0	85
Angus Cameron	11	11	0	0	0
Alex Carmichael	12	69	0	0	0
Tom Chadwick	15	46	0	0	0
Paul Chambiras	7	239	0	0	2
David Chapman	0	63	22	0	204
Daniel Cheever	0	402	22	0	239
Richard Chen	1	8	0	0	0
David Cobcroft	11	104	0	0	0
John Coleman	5	26	0	0	0
Matthew Coleman	11	174	0	0	0
David Conway	13	54	0	0	0
Graham Cooper	0	1	0	0	0
Andrew Coorey	11	101	0	0	2

	Referee		Coach		
	<u>2020</u>	<u>Total</u>	<u>2020</u>	<u>C-T-C</u>	<u>Total</u>
Brett Cronan	0	1	0	0	0
Patrick Cullen	0	7	0	0	0
Todd Cummings	14	35	0	0	0
Wayne Cusack	0	1	0	0	0
Colin Dagger	8	217	8	0	31
Stuart Dale	0	43	0	0	0
Braden Daly	3	24	0	0	0
David Davies	10	424	0	0	0
Stephen Davies	0	11	0	0	0
Mitchell De Lorenzo	10	102	0	0	0
Ian Deane	0	2	0	0	0
Arron Dehlsen	14	196	0	0	0
Timothy Dein	0	1	0	0	0
Robert D'elboux	0	0	5	1	6
Alexander Deller	1	1	0	0	0
James Dickson	7	215	0	0	46
Clifford Dodds	0	0	0	0	484
John Doran	5	250	0	0	0
Michael Doyle	0	1	0	0	0
Mitchell Dwyer	0	2	0	0	0
Xavier Edwards	0	1	0	0	0
Michael Edye	6	14	14	0	23
Luke English	5	98	0	0	0
Aleni Feata	8	8	0	0	0
John Feeney	8	97	0	0	0
Angus Feetham	3	7	0	0	0
Pierce Field	7	7	0	0	0
Duane Findley	0	5	0	0	0
Tony Fisher	6	212	0	0	0
William Fitzsimmons	6	9	0	0	0
Greg Fraser	0	1	0	0	0
Ian Fraser	0	651	21	1	655
Max Fulton	9	84	0	0	0
David Fungalei	8	71	0	0	0
Niklas Gaal	0	1	0	0	0
Angus Gardner	0	215	0	0	0
James Gardner	0	4	0	0	0
Sam Gibson	10	20	0	0	0
Anthony Gill	0	213	0	0	0
Shannon Goard	0	1	0	0	0
John Goh	5	364	22	1	502
Jack Gohl	14	27	0	0	0
Warren Gorman	4	295	0	0	41
Richard Goswell	2	293	16	3	40

	Referee		Coach		
	<u>2020</u>	<u>Total</u>	<u>2020</u>	<u>C-T-C</u>	<u>Total</u>
Samuel Grando	11	30	2	0	2
Peter Grattan	9	38	0	0	0
Neill Greaves	0	1	0	0	0
Philip Greenwood	3	126	0	0	0
Vincent Grieco	9	20	0	0	0
Ken Gusse	0	333	0	0	0
Nicholas Guyatt	0	0	13	0	204
Simon Hackett	3	25	0	0	0
Andrew Hahn	0	65	0	0	0
Andrew Halmarick	0	387	17	0	464
Anthony Harper	6	59	0	0	0
Steven Harriman	1	3	0	0	0
Antony Hastie	5	446	9	0	57
Michael Healey	10	120	0	0	0
Timothy Heaney	8	36	0	0	0
Max Hearn-Sarchfield	8	198	0	0	0
Aragon Heppel	4	230	0	0	0
Oliver Herbert	14	69	0	0	0
Sebastian Herbert	9	20	0	0	0
Michael Herringe	1	10	0	0	0
Benjamin Higgins	5	5	0	0	0
Andrew Hingston	7	38	0	0	0
Mike Hobson	2	315	26	0	78
Phil Hogan	6	526	0	0	0
William Houston	0	183	0	0	5
Craig Hughes	4	44	0	0	0
Thomas Hughes	8	9	0	0	0
Michael Hummel	5	92	0	0	0
Brodie Ingram	0	1	0	0	0
Thibaut Irissou	2	2	0	0	0
Tom Jeavons-Fellows	3	15	0	0	0
Oscar Jimenez	9	205	0	0	0
Andrew Johnston	0	2	0	0	0
Greg Johnstone	8	137	0	0	1
Jack Jones	7	7	0	0	0
Oscar Jones	9	200	0	0	0
David Jones-Prichard	5	238	0	0	0
Marcus Karozis	6	6	0	0	0
Emmett Karstrom	9	24	0	0	0
Reuben Keane	7	8	0	0	0
Mark Keepkie	7	110	0	0	0
Matthew Kellahan	14	292	1	0	18
Alex Kennedy	12	70	0	0	0
Brandon Kreyboug	0	24	0	0	0

	Referee		Coach		
	<u>2020</u>	<u>Total</u>	<u>2020</u>	<u>C-T-C</u>	<u>Total</u>
James Leckie	1	369	0	0	1
David Lee	5	188	0	0	0
Peter Little	0	13	0	0	3
Warwick Lloyd	2	344	0	0	0
Jarryd Logan	6	12	0	0	0
Chris Long	11	29	0	0	0
Mark Lynch	0	1	0	0	0
Adam Lysle	8	46	0	0	0
Bill Mackay	9	40	0	0	0
Colin Mackenzie	1	66	0	0	5
Paul MacNamara	0	1	0	0	0
Stephen Macvean	0	110	0	0	0
Richard Madden	0	78	0	0	0
Duncan Male	0	1	0	0	0
Richard Manchee	14	214	0	0	1
Corey Mangan	0	12	0	0	0
Stephen Markham	0	1	0	0	0
Ronan Marks	9	9	0	0	0
Alexander Marsh	12	56	0	0	0
David Marshall	8	196	14	0	25
James Marshall	1	145	13	0	25
Peter Marshall	0	336	29	0	437
Peter R. Marshall	8	199	0	0	0
Edward Martin	0	220	0	0	2
Cian Mccann	9	9	0	0	0
John Mccarthy	13	113	0	0	0
John Mccarthy Snr	0	494	2	0	320
Chris McCaskie	1	8	0	0	2
Colm Mccaughan	13	202	0	0	0
Tyson Mcevoy	0	1	0	0	0
Jamie Mcgregor	0	339	21	0	99
Hamish Mckay	8	8	0	0	0
Robert Mckay	11	107	0	0	0
Amber McLachlan	0	1	0	0	0
Tom Mclean	0	66	0	0	0
Andrew Mcmurdo	0	49	0	0	0
Frank Meiklejohn	0	0	24	0	447
William Melz	0	121	0	0	0
Angus Millen	0	25	0	0	0
Jamie Miller	0	9	0	0	0
Peter Mohay	1	6	0	0	0
Brenton Mooney	11	136	0	0	0
Ian Mooney	10	244	6	0	207
Piers Morgan	0	380	0	0	12

	Referee		Coach		
	<u>2020</u>	<u>Total</u>	<u>2020</u>	<u>C-T-C</u>	<u>Total</u>
Andrew Morrell	7	79	0	0	0
Anthony Moyes	1	206	23	0	81
Chris Mulcahy	9	25	0	0	0
Geoffrey Mulherin	0	74	8	0	30
David Munnoch	3	301	12	0	185
Stephen Naughton	9	63	0	0	0
Warwick Negus	9	55	0	0	0
Andrew New	0	94	0	0	21
Thomas Nicholl	14	114	0	0	0
Jaylawi Njwelige	3	34	0	0	0
Lewis Nottidge	0	186	1	0	3
Angus O'Donnell	0	13	0	0	0
Michael Oliver	13	49	0	0	0
James Osborne	0	5	0	0	0
James Palmer	0	1	0	0	0
Glen Paterson	7	57	0	0	0
Gary Payne	0	31	0	0	1
John Peacocke	5	96	2	0	14
Christopher Pearl	0	113	5	1	50
James Penman	7	60	0	0	0
Harry Pepper	5	19	0	0	0
Amy Perrett	5	131	0	0	0
Nicholas Pfitzner	1	1	0	0	0
David Powell	5	179	8	1	11
Conor Power	5	30	0	0	0
James Quinn	15	120	3	0	5
Leo Quoyle	7	497	0	0	0
Cameron Read	2	44	3	0	3
Peter Redwin	8	419	0	0	0
Daniel Reid	11	78	0	0	0
Alexander Richards	2	281	17	7	70
Gerard Rigby	10	141	9	0	51
Hugh Robertson	2	2	0	0	0
Aaron Rodwell	0	3	0	0	0
Scott Rogan	0	0	0	0	236
Richard Rogers	0	17	0	0	0
Sean Rugers	7	63	0	0	0
John Salisbury	10	734	0	0	23
William Sandwell	11	146	0	0	0
James Scholtens	3	333	0	0	1
Steve Schou	5	5	0	0	0
James Sheppard	0	9	0	0	0
Nathan Shute	16	283	0	0	0
Dylan Sigg	14	29	0	0	0

	Referee		Coach		
	<u>2020</u>	<u>Total</u>	<u>2020</u>	<u>C-T-C</u>	<u>Total</u>
Alec Silins	11	11	0	0	0
Bradley Smith	4	160	0	0	0
Ian Smith	0	166	25	0	116
Shane Snook	0	35	0	0	13
Evan Snow	5	8	0	0	0
Daniel Southwell-keely	7	351	0	0	0
Lindsay Spencer	10	141	4	0	28
Harrison Spratt	0	28	0	0	0
Adam Stenson	3	61	0	0	0
Lincoln Stollery	2	137	0	0	0
John Stormon	0	155	0	0	0
Michael Tanzer	0	100	1	0	444
Daniel Taylor	6	152	0	0	0
David Taylor	0	7	0	0	0
Paul Taylor	0	21	0	0	0
Scott Taylor	0	1	0	0	0
Stephen Taylor	0	2	0	0	0
William Taylor	3	3	0	0	0
Chris Todd	10	24	0	0	0
Dru Tonks	12	37	0	0	0
Philip Tout	0	205	0	0	22
Russell Trotter	0	0	32	2	281
Craig Tucker	6	178	0	0	37
Stephen Turner	0	61	0	0	0
Andrew Twist	0	1	0	0	0
Taneika Uerata	0	1	0	0	0
Flip Van Der Westhuizen	0	670	21	0	103
Jordan Wagner	13	47	0	0	0
Richard Wanden	0	69	0	0	0
Robert Warren	8	97	0	0	0
Bruce Watson	0	294	0	0	0
Paddy Watts	0	7	0	0	0
Ben Wawn	8	277	0	0	2
Leigh Weathersten	0	258	0	0	1
Peter Whild	5	52	0	0	0
Greg Whiteley	0	308	0	0	316
Ross Williamson	8	136	0	0	2
Tim Wills	0	172	2	0	42
Alistair Wilson	0	76	0	0	0
Callum Winchester	5	54	0	0	0
Paul Winley	10	22	0	0	0
Andrew Winslade	7	13	0	0	0
Peter Woods	0	1	0	0	0
Paul Worsley	11	318	0	0	0

ALL APPOINTMENTS for 2020

	Referee		Coach		
	<u>2020</u>	<u>Total</u>	<u>2020</u>	<u>C-T-C</u>	<u>Total</u>
Hunter Wright	0	1	0	0	0
Michael Wyer	0	69	0	0	0
Chris Yeats	8	344	0	0	0
Peter Zieth	0	64	0	0	0
TOTAL	1,194		544	24	

* Total coaching appointments are counted from the start of the 2004 season.

Note: Games counted in the above statistics are for competition games in the main draws that NSWRRRA 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

CONTENTS

Statement by the Executive Committee

Income and Expenditure Statement

Balance Sheet

Notes to and Forming Part of the Financial Report

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 2020 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

30/01/2020

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED
30TH SEPTEMBER 2020

	2020	2019
INCOME		
Function Income		\$ 6,165
Interest Received	\$ 998	\$ 1,559
Sponsorship Income	\$ 9,750	\$ 19,500
Subscriptions		\$ 14,285
	\$ 10,748	\$ 41,509
LESS		
EXPENDITURE		
Alex Noble Fundraiser		\$ 700
Education Meeting Expenses	\$ 204	\$ 1,194
Filing Fees		\$ 140
Function Expenses	\$ 1,174	\$ 12,916
Home Ground Bar		\$ 400
J Leckie Retirement		\$ 500
Interchange Expenses		\$ 234
Training Expenses	\$ 2,669	\$ 1,112
Trophies and Presentations		\$ 1,050
Website Development	\$ 1,130	
	\$ 5,177	\$ 18,246
NET SURPLUS -DEFICIT	\$ 5,571	\$ 23,263
ADD		
Accumulated Funds as at 1st October 2019	\$ 136,017	\$ 112,754
Accumulated Funds as at 30th September 2020	\$ 141,588	\$ 136,017

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
BALANCE SHEET AS AT
30TH SEPTEMBER 2020

	2020	2019
CURRENT ASSETS		
Cash at Bank - General Account	\$ 74,874	\$ 69,950
- Deposit at Call		
- National Australia Bank Ltd - Term Deposit No 3	\$ 66,714	\$ 66,067
Total Current Assets	<u>\$ 141,588</u>	<u>\$ 136,017</u>
TOTAL ASSETS	<u>\$ 141,588</u>	<u>\$ 136,017</u>
REPRESENTED BY:		
Accumulated Funds as at 30th September 2020	<u>\$ 141,588</u>	<u>\$ 136,017</u>

NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 30TH SEPTEMBER 2020

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.