



*New South Wales Rugby Referees Association Inc.*  
*Established 1892*

# Annual Report 2021

**129<sup>th</sup> 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

## **Patron**

Cliff Dodds OAM

## **President**

David Marshall

## **Secretary**

Mitchell De Lorenzo

## **Treasurer**

Phil Baird

## **General Member**

Rob McKay

## **Honorary Legal Advisor**

Rory Amon

## **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

One of the major goals for the Association committee in 2021 was to broaden both the capacity and capability of the committee which in turn would heighten engagement and transparency within the Association. Despite the COVID restrictions on and off the field in 2021, your committee has been busy since appointment in mid-February and have taken positive strides in the right direction to meet this goal. Importantly the following major outcomes were achieved:

- Establishment of sub-committees;
- Agreement with Sydney South Rugby Referee Association to accept their members for 2022 season;
- Finalisation of sponsorship agreement with Patties Foods Pty Limited (Four'N Twenty) for 2022 and 2023 with increased revenue and off-field kit; and
- Finalisation of governance structure for the referee gradings, selection, development and appointment committee (Management Committee and Referee Coaches Panel) for 2022 season.

### **Establishment of sub-committees**

The elected Executive of the Association can appoint sub-committees from time to time to assist in the running of the association. In addition to the elected positions of President, Secretary, Treasurer and General Member the following sub-committees were appointed:

- Recruitment and Retention – Rob McKay in addition to his General Member Executive role;
- Referee welfare - Tom Nicholl and Max Fulton
- IT and communications – Arron Dehlsen and Aragon Heppel
- Social – Tom Chadwick
- Commercial – James Marshall

Each of the sub-committees will provide their own report so I will not repeat here, however, I do want to acknowledge the efforts of each of the sub-committees. The manner in which they offered to assist and the dedication of each to their respective function meant that the committee was able to provide much more purpose and relevance to the members of the Association. I believe that 2022 will be a further step up as these committees develop further. I am especially proud of the Referee Welfare initiative. We cannot control the actions of players or crowds when we are officiating, but we can control the support we provide to our members if they have been adversely impacted. Special thanks to Tom Nicholl and Max Fulton for their time and expertise in this area during the season.

### **Sydney South Rugby Referee Association (SSRRA)**

As previously communicated, it is likely that the members of SSRRA will vote to dissolve itself and will not exist in 2022. I know this has been a difficult decision for the SSRRA President, David Davies and his committee however, I would like to congratulate them on their courage to approach NSWRRRA early in 2021 and I am delighted that NSWRRRA will welcome all former members of SSRRA as members of NSWRRRA in 2022. Our first goal in 2022 will be to ensure that the former members of SSRRA achieve at a minimum the same level of support for their refereeing as they have come to expect from SSRRA and planning commenced (with the support of SSRRA and NSWRRU) during 2021 to achieve this goal. I do believe that over the mid to long term, this merger will create greater opportunities in the development and retention of referees at all levels as well as efficiencies at an Association level.

### **Sponsorship with Patties Foods – Four'N Twenty**

In September of this year, NSWRU announced the extension of the agreement with Patties Foods to sponsor all referees in the Sydney Metropolitan Area – including NSWRRRA – through 2022 and 2023 season.

This sponsorship is highly valuable to the Association and the extension comes at an increased dollar amount plus the provision of off-field kit for members.

It should be noted that this was an agreement negotiated by NSWRU Commercial Department with Patties on behalf of NSWRU and each of the 4 Metropolitan Referee Associations. It was agreed early in 2021 that NSWRRRA would be the point of contact for all the Associations, and, to this end, James Marshall stepped up and worked with Jason Moore and NSWRU to complete a very good result in a timely and professional manner. My deep thanks go to James as well as Paul Doorn and Jason Moore at NSWRU for their support on this sponsorship.

### **Governance Structure**

There has been a lot of work done over several years by previous members of the Executive and the Management Committee to address structural challenges within the Association. In short, we have been the only referee association in Australia not directly responsible for its own appointments, selections and gradings. The Management Committee has been a sub-committee of the NSWRU Board of Directors. This, in my view, despite the best efforts of individuals, has led to sub-optimal outcomes across our membership base.

I am delighted to report that from 2022 NSWRRRA will be responsible for its own grading, selections, appointments and development of all referees and referee coaches by the establishment of a sub-committee for this purpose. Furthermore, this sub-committee has reviewed its own internal structures and will enter 2022 with broader capacity and capabilities by the establishment of portfolios within the sub-committee to ensure relevance to all members.

If I am re-elected President in 2022, it is my intention to appoint Ian Smith as the Chair of the sub-committee to continue his work of 2021. Ian and the elected Executive will call for nomination to head up each of the portfolios in the appointments, selections and grading sub-committee and I encourage all referee coaches to consider how they may wish to assist in furthering the outcomes for our referees and referee coaches in 2022.

In my year as President in 2021, I owe great thanks and gratitude to each of the following:

- **NSWRU** – including Paul Doorn (CEO), Mark Green (General Manager - Community Rugby), Jason Moore (General Manager – Commercial) and Peter Murphy (Head of NSW Positive Rugby Foundation) and our own NSWRRRA member Warwick Negus (Independent Director of NSWRU);
  - **NSW Referees Department** – we are fortunate to have Alex Richards assisting us at all levels of our Association as well as Tom Chadwick with appointments;
  - **SSRRA President** – David Davies for his courage and commitment to providing a future for the referees of SSRRA;
  - **Rugby Australia** – Scott Young, Graham Cooper and Amy Perrett;
  - **The Presidents of each of the Sydney Metropolitan Referee Associations** – Chris Hedge (SNRRA); Gary Payne (SWRRA) and David Davies (SSRRA);
  - **Management Committee** – Ian Smith and his team, Dan Cheever, Phil Baird, Mike Hobson and Richard Goswell;
- 
- **Referee Coaching Panel** – most especially Ian Fraser
  - **The NSWRRRA sub-committees:**

- Tom Nicholl and Max Fulton
- James Marshall
- Arron Dehlsen and Aragon Heppel; and
- Tom Chadwick;
- **Honorary Legal Counsel** – Rory Amon; and
- My colleagues on the Executive Committee:
  - Mitch De Lorenzo;
  - Rob McKay; and
  - Phil Baird

I especially would like to thank Phil Baird. Phil not only served as Treasurer this year (his 18<sup>th</sup> year as Treasurer) but also fulfilled a position on the Management Committee (his 7<sup>th</sup> year). In addition, Phil has been one of the more active squad and Saturday coaches for a number of years – an extraordinary work load and commitment to the Association over a great number of years. Phil has indicated he will not stand as Treasurer for the 2022 season. I thank him for his enormous contribution over such a long time and I know he will remain active in the association and will continue to contribute greatly.

### **2022 Outlook**

I believe that with the work completed by each of the Executive, the Association sub-committees, the Management Committee, the Referee Coaching Panel and the SSRRA Executive during 2021, that 2022 is shaping as an exciting year for the NSWRRRA.

We will enter 2022 with a known revenue base, a streamlined governance structure, a revitalised association with junior members and a greater ability for individual members to contribute and engage in some form within the sub-committees and portfolios.

**David Marshall**

**President NSWRRRA**

## NSWRU REFEREE DEPARTMENT REPORT

While we may have been locked down for a quarter of this year it has still be a productive one. Amy Perrett joined the Rugby AU community referee department part-time in 2021 (while still working 50% as an HPU referee) and it's been great to welcome her back to the fold. She was focused on aligning referee development and coaching across the state, building a performance culture with the Shute Shield Panel referees that will make them more competitive for selection at Rugby AU and higher levels, and improving the number of female referees within associations and on association committees. In 2021 we grew the number of female association members around the state from 33 to 53, with two active (one new) female members of NSWRA. Amy has developed a female leadership program for launch in 2022 and we look forward to seeing the fruits of that work.

Another recruitment focus this year was the Subbies Refs R Us program, through which we welcomed 20 new members to the association who did at least one game. This program will continue to build into 2022 which will help to relieve the burden of appointing to lower grade Suburban matches and, with some coaching investment, will result in some of these referees taking up the whistle full-time once they stop playing. We only had 4 School Student Scholarship program referees join in 2021, but hope to pick up some more of the 2020 SSS cohort in future years. We had 11 referees join from other associations and 8 referees who returned after time off. Apart from the Subbies program there were only 2 new members who weren't already referees. This highlights the ongoing importance of the district associations and schools to developing the referees who later join NSWRA to referee senior Rugby. It's great to see the association moving toward greater integration with these vital feeder organisations.

The addition of Subbies and Women's matches to Clutch.tv meant a large percentage of members had access to video of their matches this year (along with the existing recording of Premier matches). Not only did this help referees to analyse themselves but opened the window for referee coaches to coach remotely rather than attend in person. Some of us even took up the opportunity to coach country games during the metro lockdown, and it made coaching referees doing matches in Newcastle and Central West more convenient. Zoom and similar technology gave referee coaches more flexibility to do group discussions and individual debriefs, and to invite other coaches to participate/peer-review their debriefs.

We are very grateful to The Rugby Club Foundation for the grant received this year for the purchase of comms gear. This enabled NSWRU to purchase 20 sets of coach comms gear and another two team of 3 sets for Shute Shield/Colts 1/Kentwell Cup in order that all coaches will have access to the RefAudioPro comms and all matches at the designated levels could have team of 3 comms.

Thanks to the appointment officers (Daniel Cheever, Ian Fraser and Tom Chadwick) for their tireless efforts to align the right referee to the right fixture, and hopefully with a referee coach to see you in action. The appointment officers also had to put up with the introduction of a new appointment system (Rugby Explorer replaced RAS) right as the competition started. I was the lucky person managing the roll-out of this program nationally and while it was planned to launch in March we missed that target. Thank you to the referees who made the appointment process easier by being pro-active in updating unavailability and communicating restrictions to the appointment officers.

Final thankyou to the many referees and referee coaches who made the Kiama 7s, Ella 7s and NSWJRU State Championships such a success. Rory Amon had the honour of refereeing the Cup Final at both Kiama and Ella 7s, against some stiff competition. It was great to have referee and referee coaches from Illawarra, Central Coast and Newcastle Referee Association involved in both tournaments. Thanks to the members of the Shute Shield Panel who mentored

a SSS referee during the year and/or coached at the Country/State Junior Champs with me. Unfortunately, the rest of our representative season was abandoned, but there is a glimmer of hope that we may get some 7s in before Christmas.

Enjoy the elongated off-season and see you next season!

**Alex Richards**

**Referee Manager**

**NSW Rugby Union**



# NSWRU REFEREE MANAGEMENT COMMITTEE REPORT

Whilst 2021 has provided many challenges, I am pleased to report that the Association has flourished in many ways, and the Management Committee has also been proactive on a number of fronts. This past season saw development squads selected and provided with ongoing coaching and mentorship by Phil Baird, Mike Hobson and Russel Trotter (Senior Sydney Development Program), Mike Edye (Senior Referee Improvement Program), Julius Ambat and Gerard Rigby (Sydney Development Program) and John Goh (Sydney Transition Program). Additionally, the Shute Shield Panel members benefited from a targeted education program provided by Angus Gardner and Amy Perrett.

I also wish to acknowledge the contribution that all of our referee coaches have given through their donated time, as well as directed feedback to referees and engagement in the coach education and development activities. Once again these individuals have gracefully managed the difficulties involved, have warmly embraced new technologies and skills and continue to demonstrate how enjoyable assisting our referees to improve their refereeing performances can be.

I particularly thank our dedicated employees Alex Richards, Tom Chadwick, Todd Cummins and Amy Perrett as well as our volunteer appointment officers Daniel Cheever and Ian Fraser, for the immeasurable support they provide to our Association and the Management Committee. Grappling with constantly changing draws, referee availability and a new appointment system thrown in for good measure has been nothing short of a herculean effort this past season.

## **2022 Strategic Direction**

The 2022 season will see the rollout of a number of new initiatives on the back of many hours of preparatory work behind the scenes this year. Examples of these new developments include:

- **Governance review**

The structure through which the Committee oversee programs that benefit you as Association members has been reviewed, concluding in a proposed change to the reporting lines and portfolios of responsibility to more effectively manage appointments and gradings, referee and referee coach education, development & pathways, and the linkages to other associations and Rugby Australia.

- **Referee Curriculum**

Work has been carried out to more clearly identify and define the core attributes that need to be fostered through the stages of a referee's development, to allow our referees to understand what skills can be enhanced to become better referees, and to allow coaches a framework to coach referees at different levels.

- **NSW High Performance Unit**

The Shute Shield Panel referees have recently completed a review of the season and identified ways in which they can enhance their contribution to the competition they service, the interactions with clubs and team coaches and provide leadership to the Association. This will be implemented in 2022 in the form of a high-performance unit that prepares this group for the rigours of elite performance at the levels above. This information can be shared strategically with the tiers below and result in higher skill development at all levels within the Association.

- **Further Opportunities**

In discussing the various strategies employed in the Association's recruitment and retention efforts, opportunities have been pursued in other ways. Relationships are being established to reintroduce referee and referee coach exchanges, funding alternatives are being explored to reduce our reliance on NSWRU, new technologies and innovations are being introduced to challenge the traditional methods of delivering coaching and education, the introduction of juniors will see an expansion of our membership, and each of these ideas will require sensitive integration.

In summary, I am enthusiastic about the range of services and benefits that will continue to be delivered to you as our members, through the dedication of hard-working individuals who I extend my gratitude to for their leadership. I also thank each of you for your contribution and ongoing commitment to the Association, and I look forward to the work ahead that will ensure the NSWRRRA continues to be the leading referee association in Australia.

Finally, I will single out the members of the Management Committee – Dan Cheever, Mike Hobson, Phil Baird and Richard Goswell – for their generosity in giving up countless hours away from family to support our Association and its members, and the collegiality they continually display in executing their duties. It is always a pleasure.

Best wishes to all for the holiday season and I look forward to seeing you again for a bigger and brighter 2022!

**Ian Smith**  
**Chair**  
**NSW Management Committee**

## RECRUITMENT AND RETENTION SUB-COMMITTEE REPORT

The executive of the NSWRRRA took on a new structure in 2021 and with that, the General Member role chaired the newly formed "Recruitment & Retention" Subcommittee. The remit of the subcommittee (SC) is simple: retain the members we have and recruit new ones.

The starting point was an understanding of the status quo. The disruptions of 2020 meant it was necessary to investigate more about the drop off in registrations between 2019, 2020 and 2021, so every member who had not re-registered was contacted. Similarly, it was important to understand the process of "onboarding" a new member, and how to remove friction from that process. Our work identified many friction points, whether in the transition from junior to senior refereeing, welcoming first time adult referees, welcoming returning referees, how we equip our referees and the mechanics of compliance. Removing this friction is an ongoing focus for all in the Association.

Happily, we had some success, with our "Welcome to Refereeing" guide well received, prompting one referee arriving from offshore to comment it was the "best ever"! Our remit is not limited to our SC silo but is shared across the association executive. The other SCs all contribute to the overall refereeing experience, so it was pleasing to see the effort from all. The social elements of refereeing are important, as are the wellbeing components, being fitted out with the right gear, well coached, and provided with accurate and timely information. It's a team effort, and the team functioned well, led from the front by David Marshall.

We did have some other wins, with the recruitment program run in conjunction with Sydney Suburban resulting in the addition of several new referees and assistant referees. Due to the sudden cessation of the season, not all made it onto the field during 2021, so we're looking forward to seeing you ready to go in 2022. A big thank you to Tim Richards and Tom Chadwick for making this program happen.

We also started a club engagement program. The goal is to ensure every senior club in the Sydney basin has an allocated referee. Someone to whom the club can turn to for advice, Law interpretations and a conduit into the world of match officials generally. This in turn should build rapport with the clubs and provide a pathway for any players who wish to referee. At the moment, we still have more clubs than referees for this program, so those interested in being involved, please contact me directly.

The shortened season also limited the opportunities for exchanges. Some exchanges have occurred in the past, either through the elite pathways, or informally, but we recognise it is part of the rich experience of refereeing, and not unlike the rugby player's mantra of "have boots, will travel". This is a program we are looking to develop more formally from 2022.

One of our ongoing challenges is the diversity of our membership, and that of those we officiate. The demographics of the two cohorts are not aligned, so the onus is on us as an association to ensure we provide ample opportunity for all to take the leap into match officiating. The demographics of our association, as of August 2021, looks like this:

<b>DIVERSITY</b>
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234	Active members
1.7%	are female (4)
0.9%	identify as Aboriginal or Torres Strait Islander (2)

COUNTRY OF ORIGIN	
Australia	83.8%
NZ	6.4%
UK	5.1%
RSA	0.9%
Others	3.8%

AGE DISTRIBUTION	
Age < 20	3.4%
Age 20 < 30	25.6%
Age 30 < 40	12.4%
Age 40 < 50	15.0%
Age 50 < 60	24.8%
Age 60 < 70	14.5%
Age 70+	4.3%

With the 2021 AGM falling in February, the season prematurely ceasing less than four months later and a change in AGM cycle to better align the association's administration with that of the calendar year, it has been a short term, with many more things to do. However, the learnings from this year have been noted and planning is underway to ensure 2022 is a year where we make some material changes to how we operate. As a result, I expect our recruitment and retention metrics will continue to improve.

We can always use some extra help too. If you'd like to become involved in the recruitment and retention subcommittee, please contact me directly.

Many thanks for entrusting me with this role on your behalf.

**Rob McKay**

**Recruitment Retention Sub Committee**

## WELFARE SUB-COMMITTEE REPORT

Referees are known for their resilience and fortitude. Making decisions in high pressure moments under physical fatigue, preparing for and reviewing performances, and dealing with abuse are all part of the role. But too often, referees have dedicated more time to physical preparation and recovery, while neglecting the mental impact of refereeing. The 2021 season saw the development of the referee welfare sub-committee. The sub-committee aimed to provide referees with a point of contact and to collate a network of supports to improve the wellbeing of referees throughout the season. The welfare sub-committee sought to provide clarity on what was available to referees in terms of physical and mental recovery.

A key engagement of the welfare team was to follow up with referees who experienced abuse. The welfare team was made aware of 10 Respect Rugby reports relating to members during the 2021 season. Those members received contact from the welfare team within an average of 1.6 days after making their report, and ongoing assistance as thought appropriate based on the discussion between the member and the welfare team. The welfare team additionally engaged with a further 7 members to assist with their wellbeing in non-Respect Rugby related matters. This included aiding members after they experienced on-field physical or verbal abuse by players leading to red cards or had challenging games requiring extra support.

Furthermore, the member was made aware of the outcome of their Respect Rugby report or relevant judiciary outcomes when this information was made available to the welfare team by the relevant competition. We think offering this resolution is essential to our members and is a significant change from previous seasons. A barrier to this, though, is the lack of central oversight of the Respect Rugby process by NSWRU. Leaving individual competitions solely in charge of dealing with these reports means that there are impediments to timely resolutions and fragmented feedback to relevant stakeholders after decisions have been made. We will continue to advocate for a more streamlined process to resolving Respect Rugby reports which we think would be to the benefit of our members.

Following from the successes of the 2021 season, the Welfare team have facilitated a partnership between NSWRRRA and Batyr for 2022. Batyr is a preventative mental health organisation, with a specific focus on helping young people. This relationship will help link referees with resources and opportunities to strengthen their resilience and mental toughness. The welfare sub-committee and NSWRRRA are keen to engage with more organisations, hoping to continue strengthen our ties with community mental wellbeing services.

The welfare committee would like to extend our gratitude to the members for engaging with the welfare team throughout the 2021 season.

**Tom Nicholl**  
**Max Fulton**

**Welfare Sub-Committee**

## SOCIAL SUB-COMMITTEE REPORT

In 2021, the subcommittee's goal was creating a more accessible social experience for more members.

Over fifty members and their families attended our social launch at the Longueville Sports Club (The Diddy), enjoying a sensational afternoon of barefoot bowls and light refreshments. As the season got underway so did the monthly Pub of the Month gatherings across Sydney, with much success. In future years, we must continue to look at creative options to ensure the Pub of the Month remains supported by as many members as possible.

We also eagerly await our 2021 Presentation Night, rescheduled to 27<sup>th</sup> November, at the Sydney University Football Ground's Grandstand, as we look to shake up how we celebrate milestones and awards, creating a more relaxed environment for our members. We look forward to seeing you there!

Special thanks to Mitch De Lorenzo for his words of wisdom and assistance throughout the year. We could not have done this without him!

**Tom Chadwick**

**Social Sub-Committee**

## AWARDS

### **Dick Byres Medal – Referee of the Year**

Not Awarded in 2021

### **Garth Sweeney Award – Most Improved Representative Referee**

Not Awarded in 2021

### **Meyer & Miner Award – Most Consistent Referee**

Paul Worsley

### **John Chard Memorial Trophy – Most Improved Referee**

Jack Jones

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

Todd Cummings

### **Arthur Tierney Award – 1<sup>st</sup> Grade Grand Final**

Not Awarded in 2021

### **John Dedrick Award – Referee Coach of the Year**

Julius Ambat

### **Dick Webb Memorial Trophy – Club Member of the Year**

James Marshall

### **Milestone Appointments**

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

**100 Games**    Luke English  
                     John Feeney  
                     John Peacocke  
                     Robert Warren

**200 Games**    David Marshall  
                     Peter R. Marshall

**300 Games**    Matthew Kellahan

**500 Games**    Leo Quoye

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

**100 Games**    Jamie McGregor



# WORLD RUGBY AND SUPER RUGBY REFEREE APPOINTMENTS (2021)

## Test Match Appointments

**Angus Gardner**      USA v New Zealand  
Romania v Uruguay  
Scotland v South Africa

## Super Rugby Appointments

**Amy Perrett**      Rebels v Reds  
Western Force v Waratahs

## International Sevens Appointments

**Amy Perrett (Match Official)**  
Tokyo 2020 Olympics (Held in 2021)

## Anthony Moyes (Referee Coach)

Tokyo 2020 Olympics (Held in 2021)

# FIRST GRADE APPOINTMENTS

## First Grade appointments for Season 2021

	<u>2021</u>	<u>Total</u>
David Conway	9	19
Max Fulton	5	5
Matthew Kellahan	8	75
Colm Mccaughan	1	4
Richard Manchee	8	28
Thomas Nicholl	9	16
James Quinn	14	52
Dylan Sigg	5	5
Dru Tonks	17	37

## ALL APPOINTMENTS for 2021

	Referee		Coach		
	<u>2021</u>	<u>Total</u>	<u>2021</u>	<u>C-T-C</u>	<u>Total</u>
Charlie Abel	3	16	0	0	0
Matthew Abraham	7	158	0	0	0
Scott Adam-Smith	4	22	0	0	0
Tevita Afeaki	0	18	0	0	0
Julius Ambat	6	137	16	0	56
Rory Amon	10	115	0	0	1
Daniel Andrews	13	19	0	0	0
Phillip Armstrong	3	38	0	0	0
Philip Baird	6	561	19	0	332
Aitor Banuelos	8	131	0	0	0
Shane Barr	0	3	0	0	8
Adam Barrington	3	3	0	0	0
Corey Bell	0	17	0	0	0
PJ Beran	0	10	0	0	0
Hamish Birt	0	80	0	0	0
Lionel Bloom	7	32	0	0	0
Greg Boyer	0	37	0	0	0
James Boyer	0	84	0	0	0
Christopher Bradshaw	4	153	0	0	61
Christopher Brereton	8	156	0	0	0
Grant Briggs	0	7	0	0	0
Craig Brinnand	0	2	0	0	0
Jackson Brislan	10	70	0	0	2
Nicholas Brown	9	140	0	0	0
Philip Brown	0	320	0	0	19
Simon Brown	0	214	0	0	164
Alexander Buckland	13	36	0	0	0
Matthew Buckley	8	72	0	0	0
Garron Buttress-Grove	7	679	6	0	91
Angus Cameron	12	23	0	0	0
Alex Carmichael	0	69	0	0	0
Tom Chadwick	10	56	0	0	0
Paul Chambiras	3	242	0	0	2
David Chapman	0	63	0	0	204
Daniel Cheever	0	402	13	0	252

Richard Chen	6	14	0	0	0
David Cobcroft	1	105	0	0	0
John Coleman	7	33	0	0	0
Matthew Coleman	9	183	0	0	0
David Conway	9	63	0	0	0
Graham Cooper	0	1	0	0	0
Andrew Coorey	11	112	0	0	2
Brett Cronan	0	1	0	0	0
Patrick Cullen	0	7	0	0	0
Todd Cummings	16	51	0	0	0
Wayne Cusack	6	7	0	0	0
Colin Dagger	3	220	0	0	31
Stuart Dale	0	43	0	0	0
Braden Daly	5	29	0	0	0
David Davies	10	434	0	0	0
Stephen Davies	0	11	0	0	0
Mitchell De Lorenzo	8	110	1	0	1
Ian Deane	0	2	0	0	0
Arron Dehlsen	5	201	0	0	0
Timothy Dein	0	1	0	0	0
Robert D'elboux	0	0	0	0	6
Alexander Deller	0	1	0	0	0
Stuart Dickinson	0	0	9	0	9
James Dickson	5	220	0	0	46
David Dickerson	4	4	0	0	0
Trevor Dobbie	3	3	0	0	0
Clifford Dodds	0	0	0	0	484
John Doran	2	252	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	1	15	22	0	45
Luke English	6	104	0	0	0
Dennis Fardy	1	1	0	0	0
Aleni Feata	0	8	0	0	0
John Feeney	9	106	0	0	0
Angus Feetham	3	10	0	0	0
Pierce Field	0	7	0	0	0
Duane Findley	0	5	0	0	0
Tony Fisher	8	220	0	0	0
William Fitzsimmons	1	10	0	0	0

Michael Flude	3	3	0	0	0
Greg Fraser	0	1	0	0	0
Ian Fraser	0	651	19	2	676
Josh Freedman	10	10	0	0	0
Max Fulton	10	94	0	0	0
David Fungalei	4	75	0	0	0
Niklas Gaal	0	1	0	0	0
Angus Gardner	1	216	0	0	0
James Gardner	0	4	0	0	0
Sam Gibson	1	32	0	0	0
Anthony Gill	0	213	0	0	0
Shannon Goard	0	1	0	0	0
John Goh	6	364	17	0	519
Jack Gohl	0	27	0	0	0
Warren Gorman	0	295	0	0	41
Richard Goswell	2	295	12	0	52
Samuel Grando	7	37	0	0	2
Peter Grattan	7	45	0	0	0
Neill Greaves	0	1	0	0	0
Philip Greenwood	4	130	0	0	0
Vincent Grieco	2	22	0	0	0
Ken Gusse	9	342	0	0	0
Nicholas Guyatt	0	0	9	0	213
Simon Hackett	1	26	0	0	0
Andrew Hahn	0	65	0	0	0
Andrew Halmarick	0	387	13	0	477
Anthony Harper	10	69	0	0	0
Steven Harriman	0	3	0	0	0
Antony Hastie	0	446	0	0	57
Michael Healey	8	128	0	0	0
Timothy Heaney	9	45	0	0	0
Max Hearn-Sarchfield	8	206	0	0	0
Aragon Heppel	8	238	0	0	0
Paul Henwood	7	7	0	0	0
Oliver Herbert	8	77	0	0	0
Sebastian Herbert	10	30	0	0	0
Michael Herringe	0	10	0	0	0
Benjamin Higgins	0	5	0	0	0
Andrew Hingston	0	38	0	0	0
Daniel Hinton	7	7	0	0	0
Mike Hobson	0	315	19	0	97

Phil Hogan	7	533	0	0	0
William Houston	0	183	0	0	5
Craig Hughes	0	44	0	0	0
Thomas Hughes	11	20	0	0	0
Michael Hummel	2	94	0	0	0
Brodie Ingram	0	1	0	0	0
Thibaut Irissou	7	9	0	0	0
Tom Jeavons-Fellows	5	20	0	0	0
Oscar Jimenez	3	208	2	0	2
Andrew Johnston	0	2	0	0	0
Greg Johnstone	1	138	0	0	1
Jack Jones	9	16	0	0	0
Oscar Jones	8	208	0	0	0
David Jones-Prichard	0	238	0	0	0
Marcus Karozis	1	7	0	0	0
Emmett Karstrom	8	32	0	0	0
Reuben Keane	0	8	0	0	0
Mark Keepkie	10	120	0	0	0
Matthew Kellahan	8	300	0	0	18
Alex Kennedy	9	79	0	0	0
Brandon Kreymboug	0	24	0	0	0
Paul Lanci-Towney	5	5	0	0	0
Jack Larkin	12	12	0	0	0
James Leckie	0	369	0	0	1
David Lee	6	194	0	0	0
Marco Levy	9	9	0	0	0
Jack Lewars	4	4	0	0	0
Peter Little	0	13	0	0	3
Warwick Lloyd	2	346	0	0	0
Jarryd Logan	0	12	0	0	0
Chris Long	3	32	0	0	0
Mark Lynch	0	1	0	0	0
Adam Lysle	1	47	2	0	2
Bill Mackay	11	51	0	0	0
Colin Mackenzie	0	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	9	223	0	0	1
Corey Mangan	0	12	0	0	0

Stephen Markham	0	1	0	0	0
Ronan Marks	0	9	0	0	0
Alexander Marsh	9	65	0	0	0
David Marshall	9	205	3	0	25
James Marshall	0	145	10	0	35
Peter Marshall	0	336	21	0	458
Peter R. Marshall	5	204	0	0	0
Edward Martin	0	220	0	0	2
Haden McAlpine	2	2	0	0	0
Cian Mccann	6	15	0	0	0
John Mccarthy	9	122	0	0	0
John Mccarthy Snr	0	494	0	0	320
Chris McCaskie	0	8	0	0	2
Colm Mccaughan	9	211	0	0	0
Tyson Mcevoy	0	1	0	0	0
Jamie Mcgregor	0	339	15	0	114
Hamish Mckay	9	17	0	0	0
Robert Mckay	14	121	0	0	0
Callum Mckenzie	4	4			
Amber McLachlan	0	1	0	0	0
Tom McLean	10	76	0	0	0
Andrew Mcmurdo	0	49	0	0	0
Connor McNicol	4	0	0	0	0
David Meiklejohn	1	0	0	0	0
Frank Meiklejohn	0	0	15	0	462
William Melz	0	121	0	0	0
Angus Millen	0	25	0	0	0
Jamie Miller	0	9	0	0	0
Peter Mohay	7	13	0	0	0
Brenton Mooney	10	146	0	0	0
Ian Mooney	9	253	5	0	212
Piers Morgan	0	380	0	0	12
Andrew Morrell	8	87	0	0	0
Anthony Moyes	1	207	11	0	92
Chris Mulcahy	9	34	0	0	0
Geoffrey Mulherin	0	74	0	0	30
John Mullinger	2	2	0	0	0
David Munnoch	0	301	0	0	185
Stephen Naughton	9	72	0	0	0
Warwick Negus	8	63	0	0	0
Andrew New	0	94	0	0	21

Thomas Nicholl	9	123	0	0	0
Jaylawi Njwelige	6	40	0	0	0
Lewis Nottidge	0	186	0	0	3
Angus O'Donnell	0	13	0	0	0
Michael O'Farrell	9	0	0	0	0
Michael Oliver	12	61	0	0	0
James Osborne	0	5	0	0	0
James Palmer	0	1	0	0	0
Glen Paterson	9	66	0	0	0
Gary Payne	0	31	0	0	1
John Peacocke	6	102	1	0	15
Christopher Pearl	0	113	8	0	58
James Penman	9	69	0	0	0
Harry Pepper	0	19	0	0	0
Amy Perrett	0	131	0	0	0
Nicholas Pfitzner	2	3	0	0	0
Banjo Piggott-Wright	5	5	0	0	0
Jason Pilgrim	4	4	0	0	0
David Powell	8	187	9	0	20
Conor Power	10	40	0	0	0
Shane Pretty	4	4	0	0	0
Hamish Quigley	11	11	0	0	0
James Quinn	8	128	0	0	5
Leo Quoye	5	502	0	0	0
Sitiveni Ravau	9	9	0	0	0
Cameron Read	4	48	0	0	3
Charles Read	6	6	0	0	0
Peter Redwin	11	430	0	0	0
Daniel Reid	12	90	0	0	0
Alexander Richards	2	283	8	3	81
Gerard Rigby	9	150	8	0	59
Hugh Robertson	0	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	8	71	0	0	0
John Salisbury	4	738	0	0	23
William Sandwell	9	155	0	0	0
James Scholtens	0	333	0	0	1
Steve Schou	0	5	0	0	0
Ed Scrivens	3	3	0	0	0



James Sheppard	0	9	0	0	0
Nathan Shute	10	293	0	0	0
Dylan Sigg	11	40	0	0	0
Alec Silins	5	16	0	0	0
Bradley Smith	6	166	0	0	0
Ian Smith	0	166	16	0	32
Shane Snook	0	35	0	0	13
Evan Snow	2	10	0	0	0
Daniel Southwell- keely	9	360	0	0	0
Lindsay Spencer	8	149	6	0	34
Harrison Spratt	0	28	0	0	0
Adam Stenson	0	61	2	0	2
Lincoln Stollery	0	137	0	0	0
John Stormon	9	164	0	0	0
Oliver Stump	2	2	0	0	0
Andrew Suttie	2	2	0	0	0
Michael Tanzer	0	100	0	0	444
Daniel Taylor	8	160	0	0	0
David Taylor	0	7	0	0	0
Paul Taylor	2	23	0	0	0
Scott Taylor	0	1	0	0	0
Stephen Taylor	0	2	0	0	0
William Taylor	13	16	0	0	0
Raphael Tarazy	3	0	0	0	
Chris Todd	8	32	0	0	0
Dru Tonks	7	44	0	0	0
Philip Tout	0	205	0	0	22
Russell Trotter	0	0	24	0	305
Craig Tucker	6	184	7	0	44
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	14	0	117
Jordan Wagner	4	51	0	0	0
Richard Wanden	0	69	0	0	0
Robert Warren	6	103	0	0	0
Bruce Watson	5	299	0	0	0
Paddy Watts	2	9	0	0	0
Ben Wawn	9	286	0	0	2
Leigh Weathersten	0	258	0	0	1

Peter Whild	4	56	0	0	0
Greg Whiteley	3	311	6	0	322
Ross Williamson	2	138	0	0	2
Tim Wills	0	172	0	0	42
Alistair Wilson	0	76	0	0	0
Callum Winchester	6	0	0	0	0
Paul Winley	0	22	0	0	0
Andrew Winslade	7	20	0	0	0
Peter Woods	0	1	0	0	0
Paul Worsley	10	328	0	0	0
Hunter Wright	0	1	0	0	0
Michael Wyer	10	79	0	0	0
Chris Yeats	8	342	0	0	0
Peter Zieth	10	74	0	0	0

\* 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**

**Audit Report**

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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 2009.

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 2021 and of its surplus 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.

A handwritten signature in dark ink, appearing to read 'David Marshall', with a large, stylized initial 'D'.

David Marshall  
President

P T Baird

Phil Baird  
Treasurer

**NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED**  
**ABN 21 253 119 762**  
**STATEMENT BY THE EXECUTIVE COMMITTEE**

**NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED**  
**ABN 21 253 119 762**  
**INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED**  
**30TH SEPTEMBER 2021**

	2021	2020
<b>INCOME</b>		
Donations	\$ 480	\$ -
Function Income	\$ -	\$ -
Interest Received	\$ 497	\$ 998
Sponsorship Income	\$ 9,750	\$ 9,750
Subscriptions	\$ 4,560	\$ -
	<u>\$ 15,287</u>	<u>\$ 10,748</u>
<b>LESS</b>		
<b>EXPENDITURE</b>		
Bereavement Flowers	\$ 43	\$ -
Education Meeting Expenses	\$ 748	\$ 204
Filing Fees	\$ 47	\$ -
Function Expenses	\$ 1,440	\$ 1,174
Interchange Expenses	\$ 224	\$ -
Pub of the Month Expenses	\$ 925	\$ -
Training Expenses	\$ 6,292	\$ 2,669
Training Shirts	\$ 846	\$ -
Trophies and Presentations	\$ 671	\$ -
Website Development	\$ 185	\$ 1,130
	<u>\$ 11,421</u>	<u>\$ 5,177</u>
<b>NET SURPLUS -DEFICIT</b>	<u><u>\$ 3,866</u></u>	<u><u>\$ 5,571</u></u>
<b>ADD</b>		
Accumulated Funds as at 1st October 2020	\$ 141,588	\$ 136,017
Accumulated Funds as at 30th September 2021	<u><u>\$ 145,454</u></u>	<u><u>\$ 141,588</u></u>

**NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED**  
**ABN 21 253 119 762**  
**BALANCE SHEET**  
**AS AT 30TH SEPTEMBER 2021**

	2021	2020
<b>CURRENT ASSETS</b>		
Cash at Bank - General Account	\$ 140,894	\$ 74,874
- Deposit at Call	\$ -	\$ -
- National Australia Bank Ltd - Term Deposit No 3	\$ -	\$ 66,714
Sundry Debtors	\$ 4,560	\$ -
Total Current Assets	<u>\$ 145,454</u>	<u>\$ 141,588</u>
 TOTAL ASSETS	 <u>\$ 145,454</u>	 <u>\$ 141,588</u>
 <b>REPRESENTED BY:</b>		
Accumulated Funds as at 30th September 2021	<u>\$ 145,454</u>	<u>\$ 141,588</u>

**NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED**  
**ABN 21 253 119 762**  
**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDING 30TH SEPTEMBER 2021**

**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 2009.

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.

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## New South Wales Rugby Referees Association

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ABN: 21 253 119 762

### Independent audit report to the members of association, New South Wales Rugby Referees Association

#### Report on the audit of the financial report

##### Opinion

I have audited the accompanying financial report, being a special purpose financial report, of New South Wales Rugby Referees Association (the association), which comprises the balance sheet as at 30 September 2021, the income statement, and notes to the financial statements, including a summary of significant accounting policies and the statement by members of the committee.

In my opinion, the accompanying financial report of the association for the year ended 30 September 2021 is prepared, in all material respects, in accordance with the Associations Incorporation Act 2009.

##### Basis of opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial report section of my report. I am independent of the association in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

##### Emphasis of matter - basis of accounting

I draw attention to note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the association in meeting the requirements of the Association Incorporation Act 2009. As a result, the financial report may not be suitable for another purpose. My report is intended solely for the association and should not be distributed to or used by parties other than the association. My opinion is not modified in respect of this matter.

##### Responsibility of management and those charged with governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Act 2009, and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process.



## **New South Wales Rugby Referees Association**

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**ABN: 21 253 119 762**

### **Independent audit report to the members of association, New South Wales Rugby Referees Association**

#### **Auditor's responsibilities for the audit of the financial report**

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

**Hill, Rae & Embrey  
Chartered Accountants**



**Joseph Spano**

**7/2 Bulletin Place, Sydney**

**31<sup>st</sup> October 2021**