



New South Wales Rugby Referees Association Inc.

Established 1892
C/- NSW Rugby Locked Bag 1222 Paddington NSW 2021

ANNUAL REPORT

2022

130th Annual Report and Financial Statements



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OFFICE BEARERS

Patrons

Cliff Dodds OAM
Peter Marshall

President

David Marshall

Secretary

Rob McKay

Treasurer

Paul Worsley

General Member

Mitchell De Lorenzo

Honorary Legal Counsel

Rory Amon

Life Members

Richard Byres OAM
Cliff Dodds OAM
Robert Fordham
Ian Fraser
Anthony Garling (deceased)
Brian Kinsey
Sandy MacNeill
Peter Marshall
John McCarthy
Kevin Meyer OAM (deceased)
John Miner OAM
Jim O'Donnell (deceased)
Thomas Sheen
Norm Stevens
Robin Timmins OAM
Russel Trotter

PRESIDENT'S REPORT

With structures and funding put in place in 2021 and the outlook for a full season in 2022, your Executive set out in 2022 to invest an unprecedented amount in referee and referee coach development.

I am not sure how we went compared to every year since our establishment in 1892, however, the Treasurer's report will show we spent over \$8,000 in the mobility of our members to attend varying development opportunities. This included our exchanges with QRRA, funding of travel for members to attend the Darwin "Hottest 7's", costs associated with the NSW Junior State Championships and the Australian Schools Championships, and various exchanges to regional NSW and interstate Associations.

We were also able, with the support of our partners and members, to acquire new state-of-the-art team of 3 communications equipment which had a fortunate consequence of using team of 3 equipment more broadly in the Association – a key development area for our referees. The \$37,000 purchase of this equipment would not have been possible without the support of The Rugby Club Foundation and the NSW Positive Rugby Foundation which in turn maximised our own members' donation of match fees in 2021.

With a \$11,717 surplus in 2022 and the expectation of higher revenue streams in 2023, we can do more in the investment in referee and referee development – we just need help from our membership base and partners to develop and execute development programs.

NSWRRA remains the largest match official association in Australia servicing all senior competitions within the Greater Sydney area. Each week during the season we provide match officials to over 150 Sydney Premiership (Shute Shield), Sydney Women's (Jack Scott Cup), NSW Suburban, and Sydney School and Sydney Juniors matches. Our members include current and former international referees. We endeavour to earn the right to be the leading referee association in Australia.

The progress we have made in 2022 would not have been possible without the support of many partners and sponsors whom I list here with great thanks on behalf of our members:

Sponsors & Partner

- Patties Foods
- Edstart
- The Rugby Club Foundation
- NSW Positive Rugby Foundation

- Batyr

Member Unions

- Rugby Australia – especially Amy Perrett and Graham Cooper
- NSWRU – CEO Paul Doorn and GM Community Rugby Mark Green who have supported NSWRRRA and assisted in raising our profile with the NSWRU Board
- NSWRU Rugby Department – Alex Richards, Angus Cameron, and Hamish McKay

Referee Associations

- Sydney North – President, Chris Hedge
- Sydney West – President, Gary Payne
- Queensland – President, Simon Moore

The administration and running of your Association continue to be possible through the volunteer work of a broad sub-committee structure. These roles are appointed by the Executive and remain flexible to what these roles can be, and I encourage anyone who wishes to assist and be involved in the progress of your Association to contact your Executive to offer a hand. In the meantime, the Executive is extremely grateful to the efforts of the following sub-committee members in 2022:

- Ian Smith – Development, Appointments, and Grading (more on this below)
- Tom Nicholl – Referee Welfare
- Tom Chadwick and Alex Buckland – Social
- Dan Andrews – Juniors

The Development, Appointments, and Grading sub-committee (DAC) led by Ian Smith is a large endeavour by itself. Ian has spoken about this more in his own report to members, however, I do want to acknowledge the efforts by the appointments team of Dan Cheever and Ian Fraser in 2022 (assisted by the NSWRU Referee Department). COVID and wet weather together with the first full season in 3 years, meant this role was a lot trickier than normally expected. This team continued to ensure games had appropriately graded referees each week and that each of us was able to enjoy our refereeing – my great thanks to the appointments team in particular for 2022.

I am personally very grateful for the support and efforts of each of the elected members in 2022 – you should feel confident that you made the right decision in placing your trust in the following:

- Paul Worsley – Treasurer and Referee Operations
- Rob McKay – Secretary and Retention and Recruitment
- Mitch de Lorenzo – General Member & Social Media



-
- Rory Amon – Honorary Legal Counsel

Your Executive has also been fortunate to have the wisdom and support of our Co-Patrons:

- Cliff Dodds; and
- Peter Marshall

Finally, you placed your trust in me as your President again for 2022 and I am grateful. I have enjoyed my two years to date as President and hope I can continue to progress your Association in a way that provides relevance to you.

SECRETARY'S REPORT

Including Recruitment and Retention Sub-Committee Report

Such has been the recent turmoil that the completion of a full season in 2022 is of itself a major achievement, and that joy was universal, whether as a player, match official or within the rugby fraternity as a whole.

However, it was not straightforward! Which is more akin to what we have expected in recent times.

The start of the year saw the increased threat of another pandemic wave, which had material impact on playing numbers and refereeing numbers. It also coincided with monsoonal conditions throughout our playing catchment, which meant many match postponements, and indeed, such was the severity, players and officials isolated due to flood waters.

The perfect time to welcome two new appointments officers to NSW Rugby. While it has been noted elsewhere, the efforts of Angus and Hamish, in conjunction with their NSW Rugby colleagues, and our colleagues Ian Fraser and Daniel Cheever, must be applauded. Their workload was stupendous, and the scenarios they faced, once again, unprecedented. At the time of writing, Sydney had recorded the wettest year ever, and was sitting at more than double its average annual rainfall.

The perfect time too then to integrate Junior referees into our Association. With Sydney South Rugby Referees Association (SSRRA) disbanding, we became their new home, which in turn required extra capability on our part across our various functions.

We also put in place an ambitious exchange program, both intra- and inter-state. The combination of pandemic and weather made the execution of this problematic, although the exchanges with Brisbane did manage to grow, with good outcomes for all involved. There is an overwhelming desire, both here and in the regions, to continue to grow the exchanges, and that is one of our priorities for season 2023.

Our ambition also extends to other areas. Our membership diversity still does not align with our playing cohort, so it is incumbent on us to do everything possible to align our match officials cohort with our playing cohort. This will require advocacy from everyone, to ensure that potential match officials see our craft and our association as one that is welcoming and inclusive.

The pandemic has also impacted our pipeline. With material lockdowns throughout Sydney in 2020 and 2021, our usual supply of school student referees has dried up. This, combined with changes in Rugby Australia's pathways, means we must address this issue ourselves. As a result, we held our first "Welcome to Refereeing" evening for Year 12 students. From all feedback received, it was a highly engaging event, and we look forward to building on it.



Retention is also a massive focus, with initiatives throughout the broader Executive to increase the enjoyment, rewards, and benefits for our members. Some of these have been mentioned elsewhere, with more to come. Everyone plays a role in making our members want to be members, so a massive thank you to all my executive colleagues, and to all our members who have helped throughout the year, whether with exchanges, social events, mentoring others or picking up a late match. It all helps creates the fraternity which we enjoy.

"Many hands make light work" – we're always looking for people to help and the Recruitment and Retention Sub-Committee is no different. We'd love to hear from you.

A snapshot of our 2022 membership.

NSWRRA MEMBERSHIP SNAPSHOT NOVEMBER 2022					
DIVERSITY			AGE DISTRIBUTION		
	2022	2021		2022	2021
Active members	281	234	Age =< 18	13.9%	NA
Female	1.8%	1.7%	Age 19, 20	3.9%	3.4%
Identify as Aboriginal or Torres Strait Islander	0.7%	0.9%	Age 21 < 30	20.6%	25.6%
			Age 30 < 40	13.2%	12.4%
			Age 40 < 50	13.2%	15.0%
			Age 50 < 60	18.5%	24.8%
			Age 60 < 70	14.2%	14.5%
			Age 70+	2.5%	4.3%
COUNTRY OF ORIGIN			RISK - WWC		
	2022	2021		2022	2021
Australia	85.8%	83.8%	Valid WWC check	45.9%	49.6%
NZ	3.2%	6.4%	Invalid WWC check	6.8%	6.0%
UK	5.3%	5.1%			
RSA	1.8%	0.9%			
Others	3.9%	3.8%			

Rob McKay
Recruitment and Retention Sub-Committee

TREASURER'S REPORT

Highlights

- Resumption of “in-house” responsibility for financial activities of the Association
- Conversion of accounting and financial reporting to Xero
- Successful awarding of TRCF grant
- Utilisation of 2021 Member Donations through NSW Positive Rugby Foundation
- Supporting development opportunities

NSWRRRA Financial Activities

The financial statements for the Association, as set out from page 33 of this Annual Report, show that NSWRRRA remains in a strong financial position:

- Net accounting surplus for the 2022 financial period of \$45,155
- Net surplus adjusting for expenditure on capital items of \$11,717
- Accumulated funds of \$190,609

After the financial year ended, the dissolution of the South Sydney Rugby Referees Association has been completed and the remaining cash assets of that association were transferred to NSWRRRA resulting in our cash position increasing by \$25,095.

Member Reimbursements

The member reimbursement process has been brought back in-house in 2022 with NSWRRRA making all payments to members. 94% of reimbursements to members were paid within two weeks of the last NSWRRRA fixture and before the financial year end of 30 September 2022.

The Executive has been keenly focused on reimbursements as a topic as it is a significant problem amongst the members, and it again features large at the end-of-season survey undertaken by NSWRU. It is clear the reimbursement scale requires updating to reflect the value our members provide to both NSWRRRA and the game. Improving this position will also reduce its damaging effect on recruitment and retention.

Over the course of the season, I have undertaken significant analysis and groundwork in preparation to engage with our stakeholders. This process has begun and will require us to work closely with the stakeholders to find a sustainable solution.

Member Donations

As the President noted in his report, income into the Association is enhanced by members utilising the NSW Positive Rugby Foundation to donate



reimbursements. From the 2021 Season, approximately \$20,000 was available to be drawn by NSWRRRA and over the 2022 Season we utilised those funds for:

- 6 sets of DigiRef To3 communication equipment, increasing the overall fleet of owned equipment
- Honours Caps to recognise our Life Members
- Media Wall and Signage

Following the reimbursement process for 2022, I can advise that the Association has forgone \$3,000 in annual subscriptions but will have approximately \$15,000 available to be drawn to fund projects in 2023.

Commercial Arrangements

NSWRRRA is very thankful for the support of our key sponsor partners who contribute financially and allows us to support and invest in our match officials and referee coaches.

The 2023 Season will be the final year of the current arrangements for both Patties Foods and Edstart and the Executive will be working to ensure NSWRRRA provides value to our partners to aid in their continued future support.

With the governance and financial organisation of the Association improving, we are capable of taking advantage of opportunities to directly support rugby organisers and convenors in their match official needs, e.g., Australian Schools Championships, Aqua Rugby. These types of opportunities provide both interesting experiences for our members and some financial compensation to further invest in the aims of the Association.

DEVELOPMENT AND APPOINTMENT COMMITTEE (DAC) REPORT

The 2022 season has seen many successes, not least being the completion of a full rugby season after 2 years in the COVID wilderness. Off the field, the DAC has been working tirelessly behind the scenes to progress the strategic direction for the betterment of all NSWRRRA members.

Following the Committee restructure at the end of 2021, the DAC hit the ground running with a range of initiatives to promote recruitment and retention and invest in the development of our members. To highlight a few of the programs this past year:

- Referee Pathways

Mike Hobson has been convening a working group to define referee development and support pathways to assist members realise their potential, increase athleticism, enjoy a wide range of opportunities, and maximise longevity in the game. This structure aims to provide clarity on what skills, knowledge and processes can be developed in both aspirational and participation levels of refereeing to build engagement and enjoyment.

I wish to sincerely thank Mike for his passionate work in this important portfolio as he takes a sabbatical next year and I take this opportunity to open applications for this convenor role in 2023.

- Coaching Pathways

Phil Baird has been convening a working group to establish the long-term needs for coaching, mapping how many coaches are required to deliver our programs, aligning coach education with referee pathways, recruitment and engagement opportunities in coaching as well as defining a pathway for the first-year coach through to our most experienced coaches.

- Appointments

Daniel Cheever has ably spearheaded the appointments team across premier, suburban, and schools competitions overcoming enormous challenges that arise on a weekly basis. Complex competition draws, limited referee availability, late withdrawals, injuries, and Rugby Xplorer processes have each contributed to these challenges and Daniel and Ian Fraser have once again exceeded expectations as volunteers who deliver week in, week out for our Association. I also acknowledge the strong support by our NSWRRU colleagues Alex Richards, Angus Cameron, and Hamish McKay.

I wish to express my sincere gratitude to both Daniel and Ian who have both sadly advised they will step down from the Appointments Officer roles in 2023. I formally note my thanks for their distinguished service to our Association, to you our members, and to me personally for the valuable advice they have



offered in their respective capacities. The contribution of these two men cannot be overstated and will be sorely missed, although they are thankfully not lost to us as members.

- Interchange Opportunities

With the strong support of the Executive, referee and referee coach interchanges have been reintroduced with exchanges with Brisbane, ACT, and regional associations. This program will be expanded in 2023 with the introduction of more destinations both domestic and international.

The DAC has developed an interchange policy to ensure that Association funds are appropriately allocated to provide experiences to both aspirational and participation levels, to promote the sharing of knowledge, game understanding, enjoyment, and camaraderie. Reciprocation is equally important as Sydney continues to be a destination of choice and we continue to work at developing strategic relationships.

- National opportunities

Pleasingly we have seen an increase in the number of representative appointments in 2022. A combination of nominating for national selections as well as Executive support to fund additional places at Rugby Australia and Australian Schools tournaments has proven successful. The result being more NSWRRRA referees and coaches are being exposed to national selectors, coaches, and appointments that will develop skills and high performance capability. Further benefits flow when our members return and share the knowledge they have gained through formal and informal structures.

- Funding Grants

DAC members have worked closely with the Executive to submit multiple grant applications to increase revenue sources for NSWRRRA. Successful grant applications from Rugby Australia and The Rugby Club Foundation resulted in investment in upskilling our 18-25-year-old members in the RA Transitional Program, additional comms equipment allowing TO3 equipment to be spread across multiple premier and suburban competitions, and funding exchange opportunities.

- Women and Juniors

These two important competitions will place an increasing demand on our Association's resources in future years, and the Committee has identified the need for strategic growth in these portfolios. We continue to support our Association's recruitment and retention strategies to welcome new members and allow further integration into our pathways for referees and coaches.

- Communication

I have welcomed opportunities to communicate more often with our membership this season, whether at education meetings or in direct communications. I continue to look for opportunities to keep you informed



about the broad range of initiatives that many people are working on behind the scenes. I welcome your feedback and hope to continue to provide regular updates so that you remain informed as to the future direction of the referee and coaching programs.

2023 Season

In concluding this report, I wanted to briefly outline the future direction as well. The Committee is keen to expand on the successes of the 2022 season and grow opportunities to further our referee and coach education, exchanges, and recruitment and retention initiatives.

Ultimately, the key priority will be rolling out the defined referee and referee coaching pathways as part of education and engagement programs. After much hard work to date, this will involve publishing the structures and illustrating a clear pathway so that every referee from first year to high performance understands how they can contribute to the Association, continue to develop and improve their refereeing and enjoy the camaraderie of membership. It will also demonstrate how we educate our referee coaches to ensure we upskill current coaches, recruit new coaches and continue to lead the way as the largest rugby referee Association in the country.

In closing, I wish to express my thanks to each of the Development and Appointments Committee members, Daniel Cheever, Mike Hobson, Phil Baird, and Mike Edye for their incredible hard work, collegiality in how they engage with each other, and aspiration to always deliver for you, our members.

Best wishes to all for the upcoming festive season and I look forward to seeing you around the grounds in 2023!

Yours in rugby,

Ian Smith
Chair
Development & Appointment Committee (DAC)

JUNIORS SUB-COMMITTEE REPORT

2022 was an exciting year for the juniors of NSWRRRA. We welcomed for the first time the members of the former Sydney South Rugby Referees Association (SSRRA), which prompted the creation of the new 'Juniors Subcommittee' as a part of the NSWRRRA committee. This merger provided the association and both its developing and experienced members many exciting opportunities to be involved in junior appointments around the state, including the NSWJRU State Championships, Sydney Junior Rugby Union Friday and Sunday XV's competitions, Primary Schools Sports Association competitions and many more.

Firstly, I would like to thank the many people involved in welcoming the junior referee program into NSWRRRA. This includes President David Marshall, the NSWRRRA executive, the Development and Appointments committee, the outgoing SSRRA committee, and Alex Richards at NSWRU. Everyone involved in welcoming SSRRA into NSWRRRA has been greatly helpful and I look forward to improving our work in 2023.

Throughout the year, we had a number of new referees join our junior ranks. About six new young referees made their debut over a fortnight period down at Latham Park on a Friday night. Our debutants were supported by a number of our coaches, whom I would like to thank for their time in welcoming and supporting our new referees. As 2023 comes around, we look forward to adding more experience to these young referees, as well as welcoming more young referees who will shape the future of our association.

The many junior tournaments run this season provided numerous opportunities for our members to show their skills in high-level tournament situations. These opportunities resulted in several our members being involved in finals. On behalf of the association, I would like to congratulate these members on their appointments:

- Hunter Eldridge
- James Fink
- Tane Dolan

I'd also like to thank the many coaches involved in supporting and developing our junior referees throughout the season. Your work does not go unnoticed, and it is greatly appreciated by all involved in the association.

At the conclusion of the 2022 season, executive committee member Rob McKay hosted our graduating Year 12 referees to a welcome night at Rugby Australia's headquarters. This was an exciting opportunity for some referees transitioning from being solely junior referees into our senior ranks. I'd also like



to thank some of our senior referees and welfare subcommittee members David Conway and Tom Nicholl, squad coaches Julius Ambat and John Goh, and Amy Perrett from Rugby Australia for attending and helping to welcome our Year 12 referees. Thank you again to Rob for organising and hosting the night!

As we move towards season 2023, I look forward to continuing to build on the work done throughout season 2022. I'd also like to take this opportunity to encourage any members interested in becoming involved in the juniors side of our association to reach out and get involved - whether it be coaching, organising development or social opportunities, or sharing any ideas they have to continue building on the positive start our juniors have made to the association.

I look forward to seeing some of our members back in action for the start of the 7's season, otherwise for 2023 when the new season rolls around.

Dan Andrews



SOCIAL SUB-COMMITTEE REPORT

In 2022, the social subcommittee continued the important work begun in the previous year, making social events more accessible and relevant to more members.

The season kicked off with two major events – our Game Management Guidelines at Woollahra, followed by another strong showing of members and their families at the Longueville Sporting Club (The Diddy). Another brilliant afternoon of bowls and refreshments. We are already looking forward to next year!

Pub of the Month remains a regular fixture of our social calendar. As in 2021, we must continue to look at creative options to ensure that Pub of the Month is attended by as many members as possible.

As exchanges began, so did the need to host incoming referees. My particular thanks to those members involved in making sure all our guests were well looked after!

Once again, we were delighted to host Presentation Night at Sydney University. Congratulations to those who celebrated milestones and awards. A sensational evening, superbly managed by our own Alex Marsh.

My thanks to Alex Buckland who joined the subcommittee in 2022, many hands make light work! Also, to Mitch De Lorenzo for his wise words and support throughout the year.

Tom Chadwick



WELLBEING SUB-COMMITTEE REPORT

The 2022 season saw the second year of the NSWRRRA Referee Welfare sub-committee, and it was wonderful to see the entire association get behind it. The year started with the announcement of our partnership with Batyr, who feature on our shorts for the 2022 and 2023 seasons. We welcomed a lived experience speaker to our GMGs in March, and we were blown away by the courage and resilience they demonstrated. In May, we ran our first Mental Health Round, which NSW Rugby partnered with across the state. It was wonderful to see everyone wearing their Batyr socks across the grounds and the camaraderie the rugby community showed in supporting us.

During the year the welfare committee fielded more than forty calls to members, ranging from check-ins for injury, to chats after particularly challenging games. David Conway and Dru Tonks deserve special mention for their incredible assistance throughout the year. Without them, the calls simply wouldn't have happened. Special thanks go to Alex Marsh, Harry Fenton, Nik Gaal, Matt Kellahan, and James Quinn for assisting during busy times too.

We look forward to building on our successes in 2023 and continuing to support the association.

Tom Nicholl

NSWRU REFEREE DEPARTMENT REPORT

After two years of Covid disruption, we were looking forward to a full season of Rugby in 2022. The weather had other ideas. While Premiership had more success getting their games on (mainly by playing everything at Woollahra), the other competitions were considerably knocked around by wet weather, including most clubs having little opportunity to train or trial before the competition started. This was evident on the field with more mistakes and more uncontested scrums at the start of the season.

This was therefore a perfect year to introduce two new appointment officers. Angus Cameron (senior appointments) took over from Tom Chadwick and Hamish McKay (junior appointments) took over from Todd Cummings at the start of the year. Many a Friday evening Angus would be back in the office cancelling games as grounds closed at the last minute, while Hamish was advising referees on Saturday night of the fixture changes for Sunday. Angus, Hamish, Daniel Cheever, and Ian Fraser have all had particularly busy years due to the weather, with appointments having to be revised multiple times during the week. This was not helped by the small number of referees who didn't keep their unavailability up to date and dropped out after the appointments were sent. Thank you to those referees and coaches who do keep the appointment officers in the loop, to those who stuck their hands up to double up, and to the four appointment officers for their perseverance.

We had new law trials introduced by World Rugby (via Super Rugby), with the goal-line drop-out causing the most confusion. Now we have five different ways to restart the game around the in-goal area! Which are?

We did take the opportunity to implement a new way to maintain your accreditation this year, which is via the Season Ready program. This consists of completing the online Game Management Guidelines module and a 20-question law exam (10 of which were on the law trials, and 10 were general revision). This is compared to doing a 100-question law exam every four years (or multiple law exams if your expiry dates didn't align for referee and referee coach accreditations). In the national survey, 81% of you agreed that Season Ready was a good way to update yourself on GMG and law changes for the season, which is pleasing.

After twenty-one years of solid service, we retired the Sideline reporting system for ref coach reports at the end of the 2022 season. RefLive was introduced this year as a means for you to provide feedback on that match-day environment (positive and negative). This way we could identify problem clubs/teams before an incident occurred. A few RefLive reports were escalated this year, but we hope to have even more completions next year to improve pre-



emptive actions. The other aspect of the system was a soft launch of the self-evaluation and ref coach reporting functions. These will be revised and added to (with a Game Plan Review feature added) for 2023 so that we can improve your ability to self-coach and for ref coaches to identify individual and collective trends.

NSWRU successfully bid for a \$5k grant from Cadbury through Women in Sport Australia (WSA) for the provision of female referee kit. This enabled us to purchase additional female sizes in our on and off-field kit purchase to cater for the expected increase in female membership across the three Sydney associations. Unfortunately, this year that growth was all in SNRR and SWRRA, but I'm sure NSWRRRA will grow its female membership next year!

We were in the first year of a two-year agreement with Patties, EdStart and ISC this year through which members of the Sydney referee associations received a tracksuit and off-field polo as well as their on-field kit.

The Referee Department managed referee appointments to NSWJRU, NSW Schools RU, and NSWRU 7s representative tournaments with a large representation of NSWRRRA members attending those tournaments as referees and coaches. These tournaments are a fantastic way to meet MOs from all over the state and develop your craft over a concentrated period. The State Champs would not have been such a success without the support of The Rugby Club Foundation, which provided a \$20k grant toward referee costs (mainly for accommodation at the U15, U16, and U18 tournaments) so that all attendees at those tournaments could enjoy the benefits of the live-in environment. Survey feedback from attendees was overwhelmingly positive about the changes the grant allowed.

Thanks to David Davies for his assistance with planning and logistics for the State Champs and TASRC (as well as driving the bus to Dubbo for the U13 State Champs and to Armidale for the TAS Carnival!). Thanks to Amy Perrett (RA Women's Referee Development Officer) for managing the referee team at Kiama 7s and Tony Rudd (NSWRU Country Referee Development Officer) for managing the referee team at Ella 7s, PSSA Girls 7s and NSWRU U15/17 Sevens Champs.

Thank you to the referee coaches who gave up their weekends (or weeks) for the various tournaments to help our referees (note there are some not mentioned below because they attended as a member of SNRR or SWRRA):

- Amy Perrett – U18 boys State Champs
- Anthony Moyes – Ella 7s
- Callum McKenzie – U11/13 State 7s Champs
- David Davies – TASRC and U13 boys State Champs
- Dan Taylor – CHS Champs (U18)



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- Ian Mooney – TASRC and U16 boys State Champs
 - John Goh – U15 boys State Champs and Sydney v Country
 - Julius Ambat – Kiama 7s, Ella 7s, U16 boys State Champs and NSW Schools U16s
 - Mike Hobson – Ella 7s
 - Phil Baird – Ella 7s, U18 boys State Champs and NSW Schools U16s
 - Richard Chen – TASRC and U13 boys State Champs
 - Rob McKay – CHS Champs (U18)
 - Russell Trotter – Kiama 7s
 - Todd Cummings – U15 boys State Champs

Congratulations to the following NSWRRRA members for finals appointments through the NSWRU pathway:

- Angus Cameron - #1 at NSW Schools U16s. NSWRU U17 Girls 7s Cup Final
- Clare Adamson - #1 at the U14 Girls State Champs. U16 Girls Sydney v Country
- Callum McKenzie - #1 at U18 Girls State Champs
- David Conway – Kiama 7s Premier Men's Cup Final
- Ella Goldsmith – U18 Girls Sydney v Country
- Jack Jones - #1 at U18 Boys State Champs. Kiama 7s Premier Women's Cup Final
- Jack Larkin - #1 at U16 Boys State Champs. U15 Boys Sydney v Country. NSWRU U17 Boys 7s Cup Final
- Hamish Quigley – Ella 7s Women's Cup Final
- Hunter Eldridge - #3 at U12 State Champs, #1 at PSSA XVs
- Reinhardt van Staden – NSWRU U15 Girls 7s Cup Final
- Rory Amon – Ella 7s Men's Cup Final
- Seb Herbert - #2 at U18 Boys State Champs. U18 Boys Sydney v Country
- Tane Dolan - #1 at TASRC. #3 at U13 boys State Champs
- Will Taylor – NSWRU U15 Boys 7s Cup Final

Regards,
Alex Richards
Referee Manager
NSW Rugby Union Ltd



MILESTONE APPOINTMENTS

REFEREES

100 GAMES

Michael Hummel
Daniel Reid

200 GAMES

David Lee

300 GAMES

Nathan Shute
Bruce Watson
Ben Wawn

REFEREE COACHES

100 GAMES

Garron Buttress-Grove
Anthony Moyes

700 GAMES

Ian Fraser



AWARDS

Dick Byres Medal – Shute Shield Referee of the Year

David Conway

Arthur Tierney Award – Shute Shield Grand Final Referee

Angus Gardner

John Dedrick Award – Referee Coach of the Year

Mike Edye

Garth Sweeney Award – Most Improved Representative Referee

Matt Kellahan

Col Roy Memorial Trophy – Referee Showing Most Potential (<5yrs)

Dan Andrews

John Chard Memorial Trophy – Most Improved Referee

Tom McLean

Meyer & Miner Award – Most Consistent Referee

David Conway

Dick Webb Memorial Trophy – Club Member of the Year

Thomas Nicholl

Assistant Referee of the Year

Todd Cummings

Zone Junior Referee of the Year

Tane Dolan

Zone Referee of the Year

Jack Jones



WORLD RUGBY, SUPER RUGBY, AND OCEANIA APPOINTMENTS

FOR THE YEAR ENDING 30th SEPTEMBER 2022

TEST MATCH APPOINTMENTS

Angus Gardner

France v Ireland, Paris, 12/02/2022

South Africa v Wales, Bloemfontein, 09/07/2022

South Africa v New Zealand, Nelspruit, 06/08/2022

SUPER RUGBY PACIFIC APPOINTMENTS

Angus Gardner

Reds v Rebels, Brisbane, 19/02/2022

Western Force v Brumbies, Perth, 25/03/2022

Reds v Brumbies, Brisbane, 02/04/2022

Western Force v Waratahs, Perth, 16/04/2022

Hurricanes v Reds, Melbourne, 23/04/2022

Western Force v Blues, Perth, 29/04/2022

Moana Pasifika v Waratahs, Auckland, 07/05/2022

Brumbies v Crusaders, Canberra, 13/05/2022

Western Force v Hurricanes, Perth, 28/05/2022

Blues v Highlanders, Auckland, 04/06/2022

OCEANIA RUGBY U20s CHAMPIONSHIP APPOINTMENT

Matt Kellahan

Australia v New Zealand, Sunshine Coast, 10/07/2022

DEBUTS

PREMIERSHIP



SUBURBAN





GRAND FINAL APPOINTMENTS

PREMIERSHIP

Shute Shield
Colin Caird Shield
Henderson Shield
Henderson Cup

Angus Gardner
Richard Manchee
Michael Oliver
Mitch De Lorenzo

PREMIERSHIP COLTS

W McMahon Memorial Shield
Shell Trophy
Bill Simpson Shield

Nik Gaal
Todd Cummings
Tom McLean

PREMIERSHIP WOMEN

Jack Scott Cup

John Peacocke

SUBURBAN

DIVISION 1

Kentwell Cup
Burke Cup
Barbour Cup (Colts)
Whiddon Cup
Judd Cup
Sutherland Cup

John McCarthy
Ben Wawn
Angus Cameron
Tony Fisher
Sean Rugers
Emmett Karstrom

DIVISION 2

Barraclough Cup
Stockdale Cup
Robertson Cup (Colts)
Blunt Cup
Richardson Cup

Nathan Shute
Arron Dehlson
William Taylor
Josh Freedman
John Coleman

DIVISION 3

No competition

DIVISION 4

McLean Cup
Grose Cup

Daniel Taylor
Alex Kennedy

DIVISION 5

Jeffrey Cup
Jeffrey (Meldrum) Cup

Bill MacKay
Michael Wyer



DIVISION 6

No competition - merged with Division 5

Radford Cup

Ella Goldsmith

SYDNEY JUNIORS

Opens A

Jack Jones

Opens B

James Scholtens

U16A

Rob McKay

U16B

Angus Cameron

U16C

Peter Zieth

U15A

Paul Chambiras

U15B

Cameron Read

U15C

Reinhardt Van Staden

U15D

Alec Silins

U14B

Michael Gracie

U14D

James Fink

U13B

Tane Dolan

U12B Plate

Rob Mitchell

U12C

Hunter Eldridge

U12F

Philip Greenwood

U11C

Gary Pethybridge

U11 Friday Plate

Hunter Eldridge

U11 Friday

Max Fogarty

U10 Friday

William Whitaker

FIRST GRADE APPOINTMENTS

	2022	TOTAL
Matthew Kellahan	12	87
Will Houston	8	83
Angus Gardner	5	81
James Quinn	9	69
Dru Tonks	13	50
Richard Manchee	13	41
David Conway	15	34
Thomas Nicholl	12	28
Dylan Sigg	8	13
Max Fulton	4	9
Colm McCaughan	4	8
Nik Gaal	5	5
Rory Amon	3	3
Alex Marsh	1	1

ALL APPOINTMENTS *

	REFEREE		COACH		
	2022	TOTAL	2022	2022 C-T-C	TOTAL
Charlie Abel	14	30			-
Matthew Abraham	4	162			-
Scott Adam-Smith	3	25			-
Clare Adamson	11	11			-
John Allen	14	14			-
Julius Ambat	8	145	46	2	104
Rory Amon	15	130			1
Dan Andrews	22	41			-
Philip Baird	-	561	38	1	371
Adam Barrington	4	7			-
Lionel Bloom	9	41			-
Christopher Brereton	10	166			-
Craig Brinnand	3	5			-
Jackson Brislan	13	83	1		3
Nicholas Brown	12	152			-
Alexander Buckland	18	54	1		1
Matthew Buckley	9	81			-
Garron Buttress-Grove	12	691	14		105
Angus Cameron	20	43			-
Ned Carrick	1	1			-
Tom Chadwick	20	76			-
Paul Chambiras	11	253			2
Daniel Cheever	-	402	30	1	283
Richard Chen	6	20			-
Frank Clarke	3	3			-
John Coleman	8	41			-
Matthew Coleman	9	192	1		1
David Conway	16	79			-
Andrew Coorey	10	122			2
Todd Cummings	20	71			-
Wayne Cusack	9	16			-
Colin Dagger	7	227	11		42
David Davies	9	443	2	1	3
James Davison	6	6			-
Mitch De Lorenzo	20	130			1
Ian Deane	7	9			-
Arron Dehlsen	12	213	4		4



Robert D'elboux	-	-	22		28
Stuart Dickinson	-	-	28	1	38
James Dickson	4	224			46
Trevor Dobbie	6	10			-
John Doran	12	264			-
Mitchell Dwyer	3	5			-
Michael Edye	-	15	28		73
Luke English	5	109			-
Theo Escudie	12	12			-
Dennis Fardy	1	2			-
John Feeney	9	115			-
Angus Feetham	10	20			-
Harry Fenton	12	12			-
Tony Fisher	21	241			-
Benjamin Fisk	5	5			-
Ian Fraser	-	651	29		705
Josh Freedman	17	27			-
Max Fulton	4	98	4		4
David Fungalei	1	76			-
Niklas Gaal	17	18			-
Angus Gardner	6	222	10		10
John Goh	11	375	25	1	545
Ella Goldsmith	17	17			-
Richard Goswell	-	295	12		64
Michael Gracie	9	9			-
Peter Grattan	17	62			-
Philip Greenwood	5	135			-
Benjamin Gregory	3	3			-
Vincent Grieco	7	29			-
Linden Gunn	1	1			-
Ken Gusse	15	357			-
Andrew Halmarick	-	387	10		487
Anthony Harper	16	85			-
Timothy Heaney	15	60			-
Max Hearn-Sarchfield	12	218			-
Thomas Heffron	10	10			-
Oliver Herbert	16	93			-
Sebastian Herbert	14	44			-
Daniel Hinton	4	11			-
Mike Hobson	-	315	35		132
Ian Hodge	2	2			-
Phil Hogan	10	543			-
William Houston	8	191	7		12
Thomas Hughes	18	38			-



Michael Hummel	6	100			-
John Ibrahim	2	2			-
Thibaut Irissou	12	21			-
Tom Jeavons-Fellows	2	22			-
Oscar Jimenez	1	209	4	1	7
Greg Johnstone	5	143	5		6
Jack Jones	22	38			-
Oscar Jones	11	219			-
Emmett Karstrom	19	51			-
Mark Keepkie	11	131	3		3
Matthew Kellahan	13	313	1		19
Alex Kennedy	19	98			-
Shogo Kikuchi	5	5			-
Jack Larkin	22	34			-
James Leckie	2	371			1
David Lee	13	207			-
Chris Long	3	35			-
Joseph Lui	8	8			-
Michael Lupton	9	9			-
Adam Lysle	3	50	4		6
Bill MacKay	12	63	4		4
Richard Manchee	18	241			1
Alexander Marsh	18	83			-
David Marshall	10	215	14		39
Peter Marshall	-	336	42		500
Cian McCann	9	24			-
John McCarthy	17	139			-
Colm McCaughan	15	226			-
Tyson McEvoy	2	3			-
Jamie McGregor	-	339	2		116
Hamish McKay	17	34			-
Robert McKay	22	143			-
Callum McKenzie	13	17			-
Tom McLean	21	97			-
Connor McNicol	3	3			-
Drew Meehan	1	1	1	1	2
David Meiklejohn	6	6			-
Frank Meiklejohn	-	-	37		499
Rob Mitchell	6	6			-
Peter Mohay	5	18			-
Brenton Mooney	15	161			-
Ian Mooney	14	267	11		223
Andrew Morrell	6	93			-
Anthony Moyes	2	209	23		115



Chris Mulcahy	17	51	2		2
John Mullinger	5	7			-
Stephen Naughton	14	86			-
Warwick Negus	4	67			-
Andrew New	-	94	2	1	24
Thomas Nicholl	15	138			-
Jaylawi Njwelige	4	44			-
Michael O'Farrell	11	20			-
Michael Oliver	21	82			-
Glen Paterson	7	73	1		1
John Peacocke	10	112	7		22
Christopher Pearl	-	113	17	1	76
James Penman	19	88			-
Amy Perrett	-	131	12		12
Gary Pethybridge	2	2			-
Nicholas Pfitzner	2	5			-
Jason Pilgrim	10	14			-
David Powell	8	195	12	2	34
Conor Power	12	52			-
Hamish Quigley	16	27			-
James Quinn	9	137	1		6
Leo Quoye	12	514			-
Sitiveni Ravau	10	19			-
Cameron Read	7	55			3
Charles Read	7	13			-
Peter Redwin	12	442			-
Daniel Reid	20	110			-
Alexander Richards	4	287	12	4	97
Gerard Rigby	20	170	12		71
George Roper	4	4			-
Sean Rugers	15	86			-
John Salisbury	11	749			23
Timothy Sanderson	5	5			-
William Sandwell	16	171			-
James Scholtens	3	336			1
Ed Scrivens	5	8			-
Steven Sher	1	1			-
Nathan Shute	16	309			-
Dylan Sigg	13	53			-
Alec Silins	12	28			-
Gary Sinclair	1	1			-
Bradley Smith	5	171			-
Ian Smith	-	166	21	2	55
Evan Snow	1	11			-



Daniel Southwell-Keely	12	372			-
Lindsay Spencer	2	151	7		41
Adam Stenson	2	63	2	2	6
John Stormon	15	179			-
Kyle Tate	5	5			-
Daniel Taylor	12	172			-
Lewis Taylor	3	3			-
Paul Taylor	1	24			-
William Taylor	24	40			-
Darren Thomas Baker	9	9			-
Chris Todd	5	37			-
Dru Tonks	13	57			-
Dave Trill	1	1			-
Louis Trisley	2	2			-
Russell Trotter	-	-	5		310
Flip Van Der Westhuizen	-	670	25		142
Reinhardt Van Staden	12	12			-
Patrick Wagner	14	83			-
Robert Warren	12	115			-
Daniel Watkins	2	2			-
Bruce Watson	9	308			-
Ben Wawn	13	300			2
Tahu Whatuira	2	2			-
Peter Whild	4	60			-
Greg Whiteley	2	313	16	1	339
Shane Williams	2	2			-
Ross Williamson	5	143			2
Callum Winchester	3	3			-
Josh Winchester	1	1			-
Andrew Winslade	10	30			-
Paul Worsley	19	347			-
Michael Wyer	10	89			-
Chris Yeats	14	356			-
Peter Zieth	8	82			-

* Matches appointed via NSWRRRA Appointments Board.



FINANCIAL STATEMENTS

New South Wales Rugby Referees Association

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 2022, 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 2022 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

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**

A handwritten signature in black ink, appearing to read "Joseph Spano", is written over a light blue horizontal line.

Joseph Spano

7/2 Bulletin Place, Sydney

8th November 2022



NEW SOUTH WALES RUGBY REFEREES ASSOCIATION INCORPORATED

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Income and Expenditure Statement

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Audit Report



NEW SOUTH WALES RUGBY REFEREES ASSOCIATION INCORPORATED
ABN 21 253 119 762
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 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 2022 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 and when they fall due.

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

David Marshall
President

Paul Worsley
Treasurer

8th November 2022



NEW SOUTH WALES RUGBY REFEREES ASSOCIATION INCORPORATED
ABN 21 253 119 762
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED
30TH SEPTEMBER 2022

	2022	2021
	\$	\$
INCOME		
Subscriptions	12,310	4,560
Referee Services	113,668	-
Grant and Donation Income	48,386	480
Sponsorship Income	26,944	9,750
Sale of goods	12,604	-
Interest Received	-	497
	213,912	15,287
LESS		
EXPENDITURE		
Administration	6,976	946
Member Reimbursements	110,763	-
Member Training	4,896	6,292
Member Education and Development	2,775	748
Member Engagement	28,459	2,365
Member Mobility	8,295	224
Asset Purchases	4,064	846
Depreciation	2,528	-
	168,756	11,421
NET SURPLUS -DEFICIT	45,155	3,866
ADD		
Accumulated Funds as at 1st October 2021	145,454	141,588
Accumulated Funds as at 30th September 2022	190,609	145,454



NEW SOUTH WALES RUGBY REFEREES ASSOCIATION INCORPORATED
ABN 21 253 119 762
BALANCE SHEET AS AT
30TH SEPTEMBER 2022

	2022 \$	2021 \$
ASSETS		
Cash at Bank - General Account	182,080	140,894
Sundry Debtors	5,000	4,560
Total Current Assets	187,080	145,454
Fixed Assets - Referee Comms Kits	33,438	-
Accumulated Depreciation	(2,528)	-
Total Non-current Assets	30,909	-
Total Assets	217,989	145,454
CURRENT LIABILITIES		
Sundry Creditors and Accruals	6,030	-
Member Reimbursements Payable	6,019	-
Member Reimbursements Payable - Held for donation	15,331	-
Total Current Liabilities	27,380	-
NET ASSETS	190,609	145,454
REPRESENTED BY:		
Accumulated Funds as at 30th September 2022	190,609	145,454



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 2022

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.

2. INCOME	2022	2021
	\$	\$
Grant and Donation Income		
NSWRU Juniors Development Grant	8,000	-
Rugby Australia Transition Program Grant	5,000	-
The Rugby Club Foundation	16,289	-
NSW Positive Rugby Foundation	19,097	-
	<u>48,386</u>	<u>-</u>

3. SUBSEQUENT EVENTS

Following receipt of permission to dissolve in October 2022, South Sydney Rugby Referees Association has undertaken to distribute its surplus assets. This distribution by SSRRA has been granted in favour of NSWRRA. As a result, on 17th October 2022 an amount of \$25,095 has been received into our bank account.