



New South Wales Rugby Referees Association Inc.

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

ANNUAL REPORT

2023

131st 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

Ian Mooney

Honorary Legal Counsel

Rory Amon

Life Members

Richard Byres OAM
Daniel Cheever
Cliff Dodds OAM
Robert Fordham AM
Ian Fraser
Anthony Garling (deceased)
John Goh
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 (deceased)
Russel Trotter

PRESIDENT'S REPORT

I am delighted to present the 2023 Annual Report to the NSWRRRA members.

I do believe that 2023 has been another year of purpose and progression.

Your Executive, with support of sub-committees, have continued to streamline its operations and focus its resources towards supporting the development of our match officials from the aspirational to the community base.

To achieve this, we have worked actively with our partners, including sponsors, to remain relevant at all levels of the game in which NSWRRRA members are appointed.

We have enjoyed many on-field highlights with members officiating in matches and tournaments at all levels of rugby from junior club finals and state championships, sub-district and premierships, national under-age championships, Oceania and World Rugby appointments.

Off-field, the highlights have been the improved and positive engagement with our stakeholders including the competitions we serve, our colleagues in other referee associations, NSWRU and Rugby Australia.

This has resulted in increased match payments for our members for 2023 which will be maintained in 2024, greater opportunities to develop and reward our match officials and improved efficiency in the administration of the Association in such areas as distribution of on-field and off-field kit, team of 3 communication equipment and accuracy and frequency of match payments.

Undoubtedly, the off-field highlight of 2023 was the successful grant from The Rugby Club Foundation to enable the appointment of a full-time NSWRRRA Match Official Development Officer.

The Rugby Club Foundation is an extraordinary organisation providing meaningful financial support to the grassroots of rugby. The trust they have placed in us with this grant cannot be underestimated.

I am delighted that we were able to appoint Mitch de Lorenzo to this role and I am certain that over the course of the next 2 years we will see a lift in the recruitment of referees into our Association as we prepare for the inevitable increase in the game (and appointments) with the upcoming golden decade of rugby in Australia.

The progress we have made in 2023 would not have been possible without the support of many partners and sponsors who I list here with great thanks on behalf of our members:

Sponsors & Partners

- Patties Foods
- Edstart
- niss.au
- The Rugby Club Foundation
- NSW Positive Rugby Foundation

Member Unions

- Rugby Australia
- NSWRU
- NSWRU Referee Department – Alex Richards, Angus Cameron and Hamish McKay

I am personally very grateful for the support and efforts by each of the elected members 2023 – you should feel confident that you made the right decision in placing your trust in the following:

- Paul Worsley – Treasurer
- Rob McKay – Secretary and Retention and Recruitment
- Ian Mooney – General Member
- Rory Amon – Honorary Legal Counsel

I especially wish to call out the efforts in 2023 by our Treasurer, Paul Worsley. His efforts behind the scenes in creating conversations with competition managers regarding match payments, the creation of our on-line shop, and the improvement in our payments and accounting processes have created a sustainable opportunity for your Association into the future. This is further emphasised in the Financial Statements contained in this Annual Report where we have reported a very healthy headline surplus of \$82K (normalised deficit of \$14K).

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

- Cliff Dodds; and
- Peter Marshall

Finally, thank you for entrusting me with the Presidency in 2023 and I hope to continue to create an Association which is relevant to you and repay your trust in 2024.

THE YEAR IN REVIEW

The administration and running of your Association continue to be possible by the volunteer work of a broad sub-committee structure. These roles are appointed by the Executive and remain flexible to what they can be to ensure attention is being directed to the material issues affecting members. 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 are extremely grateful to the efforts of the following sub-committee members in 2023:

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

The Development, Appointments and Grading sub-committee (DAC) led by Ian Smith is a large endeavour by itself and Ian has reported on their activities below. I do want to acknowledge the effort Ian's team has put into their own structures for referee and referee coach development including the weekly appointments. A huge thanks to Richard Goswell and John Goh in their first year and the referee IQ being deployed in education and programs.

Referee Welfare

Continued to provide excellent support to our members who have been subject to incidents and/or abuse when representing NSWRRRA. The group that provided this support in 2023 was led by Tom Nicholl and extended to the following:

- Max Fulton
- Matt Kellahan
- Ken Gusse
- Chris Mulchay
- Julius Ambat
- Alex Marsh
- Harry Fenton
- Nik Gaal
- James Quinn
- Max Hearn-Sarchfield; and
- John Goh.

I am very grateful to these members for providing support to your colleagues.



The welfare team also led and promoted our second mental health round in May with the wearing of Batyr socks in an event which is becoming a regular in the rugby calendar.

Social

In 2023, the social subcommittee led by Tom Chadwick continued the important work of previous years, making social events more accessible and relevant to more members.

The season kicked off with another strong showing of members and their families at the Neutral Bay Club.

Pub of the Month remains a regular fixture of our social calendar. As in prior years, we continue to evolve and look at creative options to ensure that our monthly events are attended by as many members as possible.

As exchanges continue, so too does the need to host incoming referees. My particular thanks to those members who assisted in looking after our guests from north of the border!

Once again, we were delighted to host the Presentation Night at Sydney University. Congratulations to those who celebrated milestones and awards. A sensational evening, bring on 2024!

I would also like to thank Alex Buckland for his management of NSWRRRA's social media in 2023, which saw a significant rise in engagement levels across our platforms. Also, thank you to Mitch De Lorenzo for his wise words and support throughout the year.

Juniors

NSWRRRA continues to adjust to the inclusion of junior matches into its portfolio following the transfer of Sydney South Referee Association's members and assets to NSWRRRA. We can do better, and this will continue to be a priority focus in 2024.

I do, however, wish to acknowledge the efforts of Dan Andrews in this space in 2023 as he proactively stepped into trialing and providing a structure and process around Friday night fixtures at Latham Park by drawing from our senior development squads to ensure coaching and mentoring was conducted each week.

David Davies also remained actively involved with the Juniors both through his organisation of a Sydney Metro match official development team to



participate at the TAS tournament and his role as a Committee member of the NSW State Junior Championships Referee Committee – thank you, David.

In the Juniors' space, there is plenty of exciting new young talent who are keen to develop their refereeing, so the future is bright for NSWRRRA. However, we will still have a lot of growing room so if you have ideas or are able to contribute your time to this space, please don't hesitate to get involved.

We are excited by the full launch of the Youth Academy in 2024 and the efforts of our full-time Match Official Development Officer, Mitch de Lorenzo, in recruiting and conversion of members from Schools. I expect significant growth in this area for NSWRRRA.

RefOps

A year where we transitioned RefOps from the Treasurer to Peter Grattan. The role of RefOps is an important one to assist members in best utilising the assets and technology available for development.

Specifically, during 2023 RefOps has supported members with:

- Provision and renewal of over 100 NSW RugbyTV subscriptions
- Streamlined and improved the logistics of our extensive fleet of Team of 3 comms kits, including:
 - Managing the distribution of over 20 comms kits over 23 weekends to 368 games with Teams of 3.
 - Supporting NSWRU's State Junior Championships loaning 14 kits for use by match officials.
 - Performed a stocktake on all coaching kits in circulation.
 - Maintenance support to maximise utilisation of the comms fleet.
- Innovation and improvement through:
 - More extensive comms coverage on NSW Rugby TV vision with piloting a "TV kit" for referees without coaching on ground and additional receivers in coach kits.
 - Trialled GPS tracking in 3 kits for improved logistics awareness
- Organisation for the provision of earmoulds to all interested members (with NSWRRRA covering 50% of the cost).

The availability of comms on lower grade vision in 2023 has enabled some great outcomes for development and engagement of members all the way down the rankings.

On behalf of all members, thanks, Pete!

Recruitment and Retention

The recruitment and retention pipeline has suffered in recent years due to the pandemic and systemic changes in the referee eco-system. Happily, with the former under control, there was a collective focus on implementing structures to enable the development of our referee pathways, from first timers in Minis through to adult rugby.

Throughout the season we saw:

1. The implementation of the Youth Academy, focused on referees in the past three years of school.
2. Our second “Welcome to Refereeing” session for Year 12 students.
3. The growth of the Transition program, focusing on the immediate years after school; and
4. The hiring of our first Match Official Development Officer (MODO). Congratulations Mitch!

The results of these actions will not necessarily be immediate but will lay the foundations for the sustainable recruitment and development of referees over time.

Like all good referees, we still have our work-ons. In particular, our junior pathways, and diversifying our membership base so it more closely aligns with our playing base. Holding our Education Nights throughout Sydney is one step we have taken to improve accessibility for our members.

2023 also saw our membership base grow slightly (see tables below), a pleasing result. Recruitment and retention is everybody’s business – we want NSWRRRA to be an organisation that welcomes one and all, and our members are key to this – thank you to everyone for the part you have played. As ever, we are always happy to hear about how we can make NSWRRRA even better – please get in touch with your thoughts.

NSWRRRA MEMBERSHIP SNAPSHOT NOVEMBER 2023							
DIVERSITY				AGE DISTRIBUTION			
	2023	2022	2021		2023	2022	2021
Registered members	287	281	234	Age =< 18	15.7%	13.9%	NA
Female	2.8%	1.8%	1.7%	Age 19, 20	3.5%	3.9%	3.4%
Identify as Aboriginal or Torres Strait Islander	1.0%	0.7%	0.9%	Age 21 < 30	17.4%	20.6%	25.6%
COUNTRY OF ORIGIN				Age 30 < 40	14.3%	13.2%	12.4%
	2023	2022	2021	Age 40 < 50	15.3%	13.2%	15.0%
Australia	84.7%	85.8%	83.8%	Age 50 < 60	17.1%	18.5%	24.8%
NZ	2.4%	3.2%	6.4%	Age 60 < 70	12.5%	14.2%	14.5%
UK	4.5%	5.3%	5.1%	Age 70+	4.2%	2.5%	4.3%
RSA	1.7%	1.8%	0.9%				
Others	6.6%	3.9%	3.8%				

TREASURER'S REPORT

Highlights

- Continuation of "in-house" responsibility for financial activities of the Association
- Increased frequency and amount of reimbursements for match officials
- Employment of Match Official Development Officer with significant grant support from The Rugby Club Foundation

NSWRRRA Financial Activities

The audited financial statements for NSWRRRA, are set out on page 32 of this Annual Report. They show that NSWRRRA remains in a strong financial position:

- Net surplus for the 2023 financial period of \$81,692.
- Accumulated funds as at 30 September 2023 of \$272,302.

Whilst the financial statements indicate a surplus, attention is drawn to note 3. The nature of some of the income received in the current financial period is such that the required accounting entries distort the recurring and ongoing activities of NSWRRRA in both the Income and Expenditure Statement and Accumulated Funds.

After adjusting for these items, the underlying performance of NSWRRRA for the 2023 financial period is a deficit of \$14,236, and removing funds being held for expenses to be incurred in future periods, our Accumulated Funds are \$201,468.

With a significant proportion of our accumulated funds being held as cash and the interest rate environment now providing reasonable returns, a program of term deposits has been implemented to provide additional income on these funds.

With the resumption of greater financial responsibilities within NSWRRRA, over the course of 2023, the scale of the Association necessitated the registration for GST. Whilst this provides some benefits in the claiming of GST credits on expenditure, it will also now require the addition of GST on charges made by NSWRRRA. Members will observe this in the proposed Membership fees for 2024 to be approved at the AGM. The net amount retained by NSWRRRA is unchanged but will increase by the GST for members.

Member Reimbursements

In 2023, some significant progress has been made in improving reimbursements to our members. This includes continued discussions with all



the competition managers on the income to NSWRRRA for match officials and the frequency and amount of reimbursements to members.

Competition Manager Discussions

The Executive has continued its engagement with all its relevant stakeholders and competitions on the levels of reimbursements for our match officials. We thank and recognise all of the competitions for those discussions with us and their support as we continue to work through improvements for all members of NSWRRRA and our aligned fellow associations, Sydney North Rugby Referees (SNRR) and Sydney West Rugby Referees Association (SWRRA).

All income raised in NSWRRRA for the provision of match officials is distributed to the respective match officials.

Reimbursement Payments

Regular payments were implemented for all our younger members and all other members on an opt-in basis. Payment runs were made in late April (fixtures up to 31 March), late July (fixtures up to 2 July), and then late September (to 3 September).

Considering the out-of-pocket cost to match officials for attending appointments, the various ongoing discussions, and transition arrangements with competitions, the Executive approved the use of some accumulated funds to support a top-up on our referee payments in 2023.

The table below indicates the reimbursements that NSWRRRA made to our members this year for NSWRRRA's respective primary appointments.

Fixture	Role	Base	NSWRRRA Top Up	Total
Shute Shield	Referee	\$60	\$15	\$75
	Assistant Referee	\$20	-	\$20
Sydney Rugby Union	Referee	\$30	\$15	\$45
	Assistant Referee	\$10	-	\$10
Suburban Rugby	Referee	\$30	\$15	\$45
	Assistant Referee	\$10	-	\$10
SJRU	Referee	\$25	\$5	\$30

Note: other ad hoc or irregular fixtures are remunerated as per advice from the appointing entity or competition manager and are passed directly through to the match official.

We anticipate that for the 2024 Season, NSWRRRA will be able to support at least the total payments noted above.

NSWRRRA Member Development



From the financial statements members will note the large expense under Member Education and Development. There are two significant items within this expense, both of which are an investment in human capital to directly improve the recruitment, retention, and pathway development for all our members. Direct employment of individuals by NSWRRRA is administratively challenging and thus with the support of NSWRU and Rugby Australia, for the next two years we have accessed this investment.

Within Rugby Australia's Match Official Manager role for NSW there is significant experience and capability that we now can tap into. Whilst this may not be directly visible, the volunteers on the DAC will be utilising this capability for our education, development, and pathways for all our match official members; referees, ARs, and importantly also our Referee Coaches.

The President has already mentioned the exciting recruitment of the Match Official Development Officer. This is a full-time role employed within NSWRU, but with the role scope and activities focused on the objectives of NSWRRRA. This role has committed funding for two years through a grant from The Rugby Club Foundation and NSWRRRA.

Commercial Arrangements

NSWRRRA is very thankful for the support of our key sponsor partners who contribute financially and in kind and allow us to support and invest in our members.

In 2023, these include Patties Foods and Edstart which are prominent on our clothing and niss.au which provides guidance, support, and implementation for the Association's IT infrastructure which we are seeking to continue to upgrade to allow, in particular, improved communication with members.

With 2023, being the end of the current three-year kit sponsor cycle, discussions have been ongoing in the background for next season and beyond. We are confident that Patties Foods will remain the Principal Partner of NSW Rugby Referees and continue its support of NSWRRRA, SNRR, and SWRRA for another three seasons until the end of 2026.

Member Donations

Once again, we thank the generosity of the members who choose to donate all or part of their reimbursements back to the Association via the NSW Positive Rugby Foundation.

Following the reimbursement process for 2023, I can advise that the Association has reduced annual membership fees for donating individuals by



a collective \$2,100 in annual membership fees, and as a result, will have approximately \$11,500 available to be drawn to fund projects in 2023.

Paul Worsley
NSWRRRA Treasurer

DEVELOPMENT AND APPOINTMENTS COMMITTEE (DAC) REPORT

The 2023 season has been a productive year in many ways, with a number of clubs offering positive feedback on the refereeing contributions to their respective club competitions. We have also recruited new members and progressed a number of NSWRRRA initiatives to support our members.

Part of this work has seen the expansion of the Committee to include a Junior's Rugby portfolio and Women's Rugby portfolio ably filled by Dan Andrews and Alex Marsh respectively. The other areas of investment have manifested the following results:

Appointments

The unsung heroes of any referee association are its appointment officers. These individuals contribute innumerable hours to draft, and redraft, weekly appointments, and problem solve the complexities of injuries, illness, late withdrawals, draw changes, wet weather, limited availabilities, matching referee gradings to fixtures, visiting referees, and representative appointments.

Communicating appointments in a timely manner is difficult but I'd like to offer my thanks and congratulations to Richard Goswell and John Goh for seamlessly transitioning into 2 roles vacated by some enormous contributors, who themselves were honored with Association life memberships.

Referee Pathways

Mike Hobson's passion for coaching saw him steer a working group to launch a new 2023 Referee Development Framework in April, after many months of work aligning our NSWRRRA development processes, and in fact, contributing to how Rugby AU has developed the national framework. The next challenge is seamlessly aligning both to ensure we are producing talent needed beyond the club level and seeking continual improvement in the years to come.

There has also been a comprehensive Referee Education program managed this season with high engagement at monthly education meetings, and the challenge moving forward is to ensure that our offering meets the needs of all of our senior rugby participants as well as our juniors.

Coaching Pathways

Phil Baird has also continued a Coaching Pathways working group to roll out a structure for recruiting, educating, developing, and then progressing our referee coaches along a similar journey to the referee pathway.

Starting the year with a team of 4 coaches to mentor and coach our existing coaches, these sightings have received warm feedback from the mentees. There have been some challenges in delivering this across all gradings so the 2024 goals will seek to resolve this as well as align our monthly coach education with our referee framework, whilst also providing CPD to enhance individual coaching skills.

Women's and Juniors

These new portfolios have provided a focus on these important parts of our Association to the Committee, with both providing the largest growth to our membership numbers in recent years. Having identified in 2023 what is missing, the 2024 season will steer us towards catering more of our education content and coaching resources into these areas to enable us to recruit and retain talent.

I thank Dan Andrews for his foundational work in Juniors and wish him well as he transitions back to focusing on his own refereeing pathway and professional career.

Interchange Opportunities

There was a pleasing amount of expansion in the number of referee and coaching exchange opportunities in 2023, from monthly exchanges with QRRA to others in regional associations. These successes continue to drive our ambition to do more and re-establish international exchanges in the future. My thanks to our Executive for investing in this area to reward both pathway and community referees and coaches.

National Opportunities

Behind the scenes many hours of work by a group of dedicated referees and coaching mentors have produced some very encouraging results. Firstly, to acknowledge the success of Angus Gardner's dedication over countless seasons to be selected for RWC2023 and ultimately a Semi-Final appointment is outstanding. More broadly, NSWRRRA has pleasingly had members receive appointments to Super Rugby (AR and TMO), Women's Super Rugby, WXV internationals, WR Sevens, Dubai tournaments, ASRU tournament and a host of domestic fixtures at a national level.

There has been much investment in identifying what a high performance culture requires of NSWRRRA members and setting about its delivery through engaging expert external resources in mindset skills, set piece management, communication and WR referee profile. Importantly, as our top referees perform in our club competitions on a weekly basis, this provides for the transfer



of knowledge to our next crop of talented referees who wish to follow that pathway in the future.

Ongoing Communication

The DAC enjoy opportunities to communicate directly with members and I once again thank the Association President for this provision at Education Meetings, GMGs and other occasions. I welcome your feedback and intend to keep our membership informed on new initiatives into 2024.

2024 Season

In concluding this report, it is important to look forward to the future. The Committee is keen to continue what is working well, revise what is not, and tackle new challenges. This work has already begun as the Committee has transitioned into the forward planning phase.

The next priorities will be integrating the recently launched Referee Development Framework into all programs to ensure a consistent language from Juniors level through to the Shute Shield, getting clarity on Coaching Pathways and aligning coaching to our Framework. Similarly, understanding how NSWRRRA is aligned with a renewed 2024 Rugby AU Community Match Official Framework for vertical alignment and continuing to share resources between Unions will move us closer to these goals. Regardless of the structures used, our objective must always be to continually develop the skills of every member within our Association, whether they make that valued contribution as a referee or coach. The aim is progress, not perfection.

In closing, I wish to extend my sincere thanks to the hard-working members of the Committee, Richard Goswell (Grading & Appointments), Mike Hobson (Referee Pathways), Phil Baird (Coaching Pathways), Dan Andrews (Juniors), Alex Marsh (Women's), Mike Edye (Retired Secretary) and Andy Bernard (Incoming Secretary) who share my passion for leading refereeing in Australia.

Yours in Rugby,

Ian Smith
Chair
Development & Appointment Committee (DAC)



MILESTONE APPOINTMENTS

REFEREES

100 GAMES

Max Fulton
Anthony Harper
Alex Kennedy
Alex Marsh
Tom McLean
Stephen Naughton
Michael Oliver
James Penman
Sean Rugers
Michael Wyer

200 GAMES

Matthew Coleman
William Houston

700 GAMES

Garron Buttress-Grove

REFEREE COACHES

100 GAMES

Richard Goswell
Alexander Richards

700 GAMES

Phil Baird



AWARDS

Dick Byres Medal – Shute Shield Referee of the Year

Richard Manchee

Arthur Tierney Award – Shute Shield Grand Final Referee

Matt Kellahan

John Dedrick Award – Referee Coach of the Year

Stu Dickinson

Garth Sweeney Award – Most Improved Representative Referee

Ella Goldsmith

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

Jack Larkin

John Chard Memorial Trophy – Most Improved Referee

Ken Gusse

Meyer & Miner Award – Most Consistent Referee

Josh Freedman

Dick Webb Memorial Trophy – Club Member of the Year

Daniel Andrews

Assistant Referee of the Year

Todd Cummings

Zone Junior Referee of the Year

Tane Dolan

Zone Referee of the Year

Jack Jones

REPRESENTATIVE APPOINTMENTS

WORLD RUGBY, SANZAAR, OCEANIA AND RUGBY AUSTRALIA APPOINTMENTS

FOR THE YEAR ENDING 30th SEPTEMBER 202

TEST MATCH APPOINTMENTS

Angus Gardner

England v South Africa	26-Nov-22	Men's Test
Scotland v Italy	18-Mar-23	2023 Six Nations
Argentina v New Zealand	8-Jul-23	2023 TRC
Samoa v Fiji	29-Jul-23	Men's Test
Samoa v Tonga	5-Aug-23	Men's Test
South Africa v Scotland	10-Sep-23	2023 RWC
Italy v Uruguay	20-Sep-23	2023 RWC
Tonga v Romania	8-Oct-23	2023 RWC
Argentina v New Zealand (Semi-Final)	20-Oct-23	2023 RWC

Ella Goldsmith

Fiji v PNG	26-May-23	Oceania Rugby Women's Championship
Fiji v Tonga	30-May-23	Oceania Rugby Women's Championship
Fiji v Samoa	4-Jun-23	Oceania Rugby Women's Championship
Japan v Fiji	10-Sep-23	Women's Test
Spain v Fiji	20-Oct-23	WXV3

SUPER RUGBY PACIFIC APPOINTMENTS

Angus Gardner

Queensland Reds v Wellington Hurricanes	25-Feb-23
Moana Pasifika v Waikato Chiefs	4-Mar-23
Melbourne Rebels v NSW Waratahs	10-Mar-23
Waikato Chiefs v Auckland Blues	1-Apr-23
NSW Waratahs v Western Force	15-Apr-23
Waikato Chiefs v Canterbury Crusaders	29-Apr-23
Queensland Reds v NSW Waratahs	6-May-23
Western Force v Fijian Drua	12-May-23
Auckland Blues v Wellington Hurricanes	27-May-23
ACT Brumbies v Melbourne Rebels	2-Jun-23
Waikato Chiefs v Queensland Reds (Quarter-final)	10-Jun-23
Canterbury Crusaders v Auckland Blues (Semi-final)	16-Jun-23

OCEANIA RUGBY APPOINTMENTS

Matt Kellahan

Tonga A v Junior Japan	8-May-23	Oceania Pacific Challenge
Tonga A v Fiji Warriors	13-May-23	Oceania Pacific Challenge

RUGBY AUSTRALIA APPOINTMENTS

Ella Goldsmith

Brumbies Women v Rebels Women	14-Apr-23	Super W
Fijiana Drua Women v Rebels Women	1-Apr-23	Super W
Reds Women v Fijiana Drua Women	23-Apr-23	Super W
ACT Brumbies U16 v NSW Waratahs U16	30-Sep-23	SR U16

James Quinn

Junior Wallabies v Barbarians XV's	14-Jun-23	Men's U20 Test
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Todd Cummings

Waratahs Academy v Reds Academy	19-Sep-23	Rugby Academy
NSW Waratahs U19 v QLD Reds U19	15-Oct-23	SR U19
NSW Waratahs U19 v Western Force U19	29-Oct-23	SR U19

Jack Jones

NSW Waratahs U16 v QLD Reds U16	15-Oct-23	SR U16
NSW Waratahs U16 v QLD Reds U16 (Final)	5-Nov-23	SR U16

Angus Cameron

NSW Waratahs U16 v Western Force U16	29-Oct-23	SR U16
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Jack Larkin

Reds Academy v Waratahs Academy	1-Jul-23	Rugby Academy
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Louis Trisley

Waratahs Academy 2 v Reds Academy 2	19-Sep-23	Rugby Academy
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OTHER

Max Fulton

France v Fiji (Final)	10-Sep-23	World Military Championship
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Appointments for tournaments that started before 30th September, but ended after this deadline, or significant tournaments on the calendar, have been included. E.g. Rugby World Cup, WXV.

DEBUTS

TEST



PREMIERSHIP



SUBURBAN





GRAND FINAL APPOINTMENTS

PREMIERSHIP

Shute Shield
Colin Caird Shield
Henderson Shield
Henderson Cup

Matt Kellahan
David Conway
Michael Oliver
Todd Cummings

PREMIERSHIP COLTS

W McMahon Memorial Shield
Shell Trophy
Bill Simpson Shield

Nik Gaal
Mitch de Lorenzo
Hamish Quigley

PREMIERSHIP WOMEN

Jack Scott Cup
Jack Scott Div 2

Max Hearn-Sarchfield
Andrew Winslade

SUBURBAN

DIVISION 1

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

Tom Chadwick
Ella Goldsmith
Tom Hughes
Toby Brandon-Cooper
Conor Power
Wayne Cusack

DIVISION 2

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

Tim Heaney
Chris Mulcahy
John Allen
Vakalahi Taufa
Ken Gusse

DIVISION 3

Clark Cup
Farrant Cup
Nicholson Cup

Josh Freedman
Stephen Naughton
Thibault Irissou

DIVISION 4

McLean Cup
Grose Cup

Nathan Shute
Sandy Roberts



DIVISION 5

Jeffrey Cup
Meldrum Cup

Gerard Rigby
Clare Adamson

DIVISION 6

No competition - merged with Division 5

SYDNEY JUNIORS

Angus Cameron	Opens A
Toby Brandon-Cooper	Opens B
Zac Martin	Under 15A
Charles Mulcahy	Under 15B
Michael Gracie	Under 15D
Finn Comber	Under 14A
Tane Dolan	Under 14D
Hunter Eldridge	Under 14E
Tom Armour	Under 13E
Gary Pethybridge	Under 12B
Philip Greenwood	Under 11E
Nicholas Rowley	Under 10C
Freddie Finlayson	Under 10D
Shogo Kikuchi	Under 10E
William Whitaker	U12 Friday Comp
Reid McCleery	U11 Friday Comp
Connor McCleery	U10 Friday Comp
Maddox Whitby	U10 Friday Comp

FIRST GRADE APPOINTMENTS

	2023	TOTAL
Matthew Kellahan	12	99
William Houston	7	90
Angus Gardner	2	83
James Quinn	5	74
Dru Tonks	14	64
Richard Manchee	13	54
David Conway	12	46
Thomas Nicholl	3	31
Colm McCaughan	6	14
Max Fulton	3	12
Niklas Gaal	6	11
Rory Amon	6	9
Alexander Marsh	6	7
Harry Fenton	6	6
Michael Oliver	4	4
John McCarthy	3	3

ALL APPOINTMENTS *

MEMBER	REFEREE		COACHING		
	2023	TOTAL	2023	2023 C1C	TOTAL
Abel Charlie	17	47	-	-	-
Adamson Clare	20	31	-	-	-
Alexander Ben	1	1	-	-	-
Allen John	20	34	-	-	-
Ambat Julius	12	157	41	9	156
Amon Rory	15	146	-	-	1
Andrews Dan	17	59	-	-	-
Argy Eliot	2	2	-	-	-
Baird Philip	7	568	31	13	416
Barrington Adam	2	9	-	-	-
Beakey Kevin	7	7	-	-	-
Beran PJ	2	12	-	-	-
Bernard Andrew	-	-	5	10	15
Bradshaw Chris	3	156	-	-	61
Brandon-Cooper Toby	30	30	-	-	-
Brereton Christopher	10	176	-	-	-
Brinnand Craig	3	8	-	-	-
Brislan Jackson	10	93	-	-	3
Buckland Alexander	21	76	1	-	2
Buckley Matthew	8	91	-	-	-
Buttress-Grove Garron	14	705	11	1	117
Cameron Angus	18	61	3	1	4
Carnie Josh	1	1	-	-	-
Chadwick Tom	20	97	-	-	-
Cheever Daniel	-	402	12	-	296
Chen Richard	4	24	9	2	11
Coleman John	12	53	6	-	6
Coleman Matthew	10	202	-	2	3
Connor Michael	2	2	-	-	-
Conway David	13	93	-	-	-
Cooke Toby	2	2	-	-	-
Coorey Andrew	15	145	-	-	2

MEMBER	REFEREE		COACHING		
	2023	TOTAL	2023	2023 C1C	TOTAL
Cummings Todd	24	97	-	-	-
Cusack Wayne	20	36	-	-	-
Dagger Colin	7	234	1	-	43
Davies David	8	451	15	2	22
Davison James	1	7	-	-	-
Dehlsen Arron	1	214	17	3	26
Dickinson Stuart	-	368	10	4	53
Dickson James	10	240	5	1	52
Doran John	6	270	-	-	-
Edye Michael	-	15	17	-	90
Escudie Theo	2	15	-	-	-
Feeney John	18	134	-	-	-
Feetham Angus	7	27	-	-	-
Fenton Harry	16	29	-	-	-
Fisher Tony	17	258	-	-	-
Fisk Benjamin	7	13	-	-	-
Flude Michael	4	7	-	-	-
Fraser Ian	-	651	34	-	740
Freedman Josh	22	50	-	-	-
Fulton Max	4	102	-	-	4
Gaal Niklas	17	35	-	-	-
Gardner Angus	2	224	-	-	10
Goh John	16	391	38	2	586
Goldsmith Ella	13	30	-	-	-
Goswell Richard	1	296	33	6	103
Gracie Michael	5	14	-	-	-
Grattan Peter	17	79	-	2	2
Greenwood Philip	9	144	-	-	-
Grieco Vincent	8	37	-	-	-
Gusse Ken	14	371	-	-	-
Harper Anthony	19	104	-	-	-
Healey Mike	1	129	-	-	-

MEMBER	REFEREE		COACHING		
	2023	TOTAL	2023	2023 C1C	TOTAL
Heaney Timothy	17	77	-	-	-
Hearn-Sarchfield Max	18	236	-	-	-
Heppel Aragon	1	239	-	-	-
Herbert Oliver	5	99	-	-	-
Hinton Daniel	2	13	-	-	-
Hobson Mike	-	315	14	5	151
Hogan Phil	13	556	-	-	-
Houston William	11	203	3	-	15
Hughes Thomas	26	64	-	-	-
Hummel Michael	1	102	-	-	-
Iles Mervyn	-	-	17	-	17
Irissou Thibaut	23	45	-	-	-
Jeavons-Fellows Tom	1	23	-	-	-
Jimenez Oscar	7	216	-	-	8
Jones Jack	22	61	-	-	-
Jones Oscar	17	237	-	-	-
Karstrom Emmett	20	73	-	-	-
Keaney Richard	3	3	-	-	-
Keepie Mark	11	142	4	2	9
Kellahan Matthew	12	325	-	-	19
Kennedy Alex	7	105	-	-	-
Kikuchi Shogo	5	10	-	-	-
Knight Oliver	2	2	-	-	-
Kritzler Dan	1	1	-	-	-
Lam Evans	1	1	-	-	-
Larkin Jack	20	55	-	-	-
Leckie James	1	372	-	-	1
Lee David	8	216	-	-	-
Little Kathy	-	-	1	-	1
Lorenzo Mitch De	21	151	-	-	1
Lui Joseph	1	9	-	-	-
Lysle Adam	8	58	24	7	37

MEMBER	REFEREE		COACHING		
	2023	TOTAL	2023	2023 C1C	TOTAL
Manchee Richard	20	261	-	-	1
Marsh Alexander	18	102	-	-	-
Marshall David	16	231	4	1	44
Marshall Peter	-	336	34	1	535
Martin Zac	19	19	-	-	-
McCarthy John	18	158	-	-	-
McCarthy Snr John	-	494	2	-	322
Mccaughan Colm	14	241	-	-	-
Mcevoy Tyson	1	4	-	-	-
McKay Hamish	16	50	-	-	-
McKay Robert	17	160	1	-	1
McKenzie Callum	12	30	1	-	1
McLean Tom	22	119	-	-	-
McNicol Connor	2	5	-	-	-
Meiklejohn David	4	10	-	-	-
Miller Michael	4	4	-	-	-
Mohay Peter	6	24	-	-	-
Mohun James	9	9	-	-	-
Mooney Ian	14	281	-	-	223
Morrell Andrew	6	99	-	-	-
Mulcahy Charles	24	24	-	-	-
Mulcahy Chris	18	70	18	-	20
Naughton Stephen	18	104	-	-	-
Negus Warwick	8	75	-	-	-
Nicholl Thomas	15	155	-	-	-
Njewelige Jaylawi	19	63	-	-	-
Oliver Michael	19	101	-	-	-
Paterson Glen	17	91	-	-	1
Peacocke John	13	125	-	-	22
Pearl Christopher	-	113	4	1	82
Penman James	16	105	-	-	-
Pepper Harry	14	33	-	-	-

MEMBER	REFEREE		COACHING		
	2023	TOTAL	2023	2023 C1C	TOTAL
Perrett Amy	-	131	4	1	17
Pethybridge Gary	8	10	-	-	-
Pilgrim Jason	10	24	-	-	-
Pook Aaron	6	6	-	-	-
Powell David	2	197	16	5	57
Power Conor	13	65	-	-	-
Quigley Hamish	24	54	-	-	-
Quinn James	8	145	-	-	6
Quoye Leo	9	524	-	-	-
Read Cameron	7	62	-	-	3
Read Charles	12	26	-	-	-
Redwin Peter	15	460	-	-	-
Reid Daniel	14	126	-	-	-
Richards Alexander	4	291	15	4	120
Rigby Gerard	18	188	7	-	79
Roberts Sandy	15	15	-	-	-
Rokovereni Tevita	2	2	-	-	-
Roper George	15	22	-	-	-
Rugers Sean	21	109	-	-	-
Salisbury John	21	770	-	-	23
Sanderson Timothy	2	7	-	-	-
Sandwell William	12	185	-	-	-
Sher Steven	12	13	-	-	-
Shortall Michael	13	13	-	-	-
Shute Nathan	25	335	-	-	-
Smith Bradley	2	174	-	-	-
Smith Ian	-	167	10	3	70
Snow Evan	6	17	-	-	-
Southwell-Keely Daniel	19	393	-	-	-
Sterndale-Smith Hugh	16	16	-	-	-
Stormon John	15	194	-	-	-
Taufa Vakalahi	11	11	-	-	-

MEMBER	REFEREE		COACHING		
	2023	TOTAL	2023	2023 C1C	TOTAL
Taylor Daniel	2	177	-	-	-
Taylor William	28	71	-	-	-
Todd Chris	17	55	2	-	2
Tonks Dru	14	71	-	-	-
Trisley Louis	18	20	1	-	1
Trotter Russell	-	-	4	24	338
Van Der Westhuizen	-	670	5	-	149
Van Staden Reinhardt	10	23	-	-	-
Wagner Patrick	16	99	-	-	-
Warren Robert	7	122	-	-	-
Wawn Ben	5	305	3	-	5
Whatuira Tahu	1	3	-	-	-
Whild Peter	6	66	-	-	-
Whiteley Greg	1	314	3	-	343
Williams Scott	5	5	-	-	-
Williamson Ross	7	150	6	-	8
Winslade Andrew	13	44	20	1	21
Winslade Caitlin	-	-	23	9	32
Worsley Paul	17	364	-	-	-
Wyer Michael	15	106	-	-	-

* Competition matches appointed via NSWRRRA Appointments Board:

- CAS 1st & 2nd XV
- GPS 1st, 2nd & 3rd XV
- ISA 1st XV (both Divs)
- ISA 2nd XV
- NSW Suburban Rugby
- Schools Cross Competition Trials
- Sydney Rugby Union Premiership
- Sydney University Rawson Cup
- Sydney Women's Rugby (Div 1 & Div 2 10s)

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 2023, 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 2023 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

6th November 2023



NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED

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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 2023 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.

David Marshall
President

Paul Worsley
Treasurer

6th November 2023



NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
ABN 21 253 119 762
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED
30TH SEPTEMBER 2023

	Notes	2023 \$	2022 \$
INCOME			
Subscriptions		11,958	12,310
Referee Services		142,499	113,668
Grant and Donation Income	2	94,500	48,386
Sponsorship Income		51,799	26,944
Other Income	2	25,095	-
Event Income		-	11,239
Sale of goods	2	15,872	1,365
		341,723	213,912
LESS			
EXPENDITURE			
Cost of Goods	2	19,117	3,520
Administration		3,160	6,976
Member Reimbursements		143,238	110,763
Member Training		5,422	4,896
Member Education and Development		45,049	2,775
Member Engagement		14,126	28,459
Member Mobility		19,316	8,295
Asset Purchases		3,915	544
Depreciation		6,688	2,528
		260,031	168,756
NET SURPLUS -DEFICIT	3	81,692	45,155
ADD			
Accumulated Funds as at 1st October 2022		190,609	145,454
Accumulated Funds as at 30th September 2023		272,302	190,609



NEW SOUTH WALES RUGBY REFEREES' ASSOCIATION INCORPORATED
ABN 21 253 119 762
BALANCE SHEET AS AT
30TH SEPTEMBER 2023

	2023	2022
	\$	\$
ASSETS		
Cash at Bank - General Account	49,423	182,080
Term Deposit Feb 24	60,000	-
Term Deposit May 24	60,000	-
Term Deposit Aug 24	60,000	-
Accounts Receivable	70,208	-
Sundry Debtors	-	5,000
Total Current Assets	299,631	187,080
Fixed Assets - Referee Comms Kits	33,438	33,438
Accumulated Depreciation	(9,216)	(2,528)
Total Non-current Assets	24,222	30,909
Total Assets	323,853	217,989
CURRENT LIABILITIES		
Accounts Payable	15,561	4,710
Accruals	6,242	1,320
Member Reimbursements Payable	6,992	6,019
Member Reimbursements Payable - Held for donation	12,101	15,331
GST Payable	10,654	
Total Current Liabilities	51,551	27,380
NET ASSETS	272,302	190,609
REPRESENTED BY:		
Accumulated Funds as at 30th September 2023	272,302	190,609



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 2023

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

	2023	2022
	\$	\$
Grant and Donation Income		
NSWRU Juniors Development Grant	8,000	8,000
Rugby Australia Transition Program Grant	1,500	5,000
The Rugby Club Foundation	85,000	16,289
NSW Positive Rugby Foundation	-	19,097
	94,500	48,386
Other Income		
SSRRA distribution of assets	25,095	-



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 2023

3. UNDERLYING SURPLUS/DEFICIT

The following note is to provide members with a better understanding of the surplus for the 2023 financial year. In the 2023 financial period, NSWRRRA has received some income which is one-off in nature and/or received in advance of expenditure that will be incurred in a future period.

	Notes	2023 \$
Surplus for the 2023 Financial Year		81,692
The Rugby Club Foundation Grant	1	(70,833)
SSRRA distribution of assets	2	(25,095)
Underlying Deficit for 2023 Financial Year		<u>(14,236)</u>

1. In 2023, NSWRRRA entered into a joint funding arrangement with The Rugby Club Foundation (TRCF) for a Match Official Development Officer. The funds received in 2023 from TRCF relate to the 12 month contribution in that funding arrangement. The contribution that relates to future periods has been adjusted in the table above.
2. As noted in the 2022 financial statements, the South Sydney Referees Association dissolved in October 2022. NSWRRRA was granted the distribution of surplus assets and this was received in the 2023 financial year.