



*New South Wales Rugby Referees Association Inc.*

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

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# ANNUAL REPORT

# 2024

132<sup>nd</sup> 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

## **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 2024 Annual Report of the New South Wales Rugby Referees' Association.

With this being my last report, I did want to reflect on not only the work in 2024 but the progress I believe we have made over the past four years since you entrusted me with the presidency at the commencement of the 2021 season.

Over the past four years we have made some permanent and significant governance changes including absorbing the former Management Committee (now known as the DAC) into the Association and the formation and appointment of a number of other sub-committees such as Welfare, Operations and Social. Each of these changes has seen your Association becoming much more autonomous and taking responsibility for the functions that are natural to a rugby referee association.

The establishment of and continual running of a Welfare Team is a function I am immensely proud of as we directly supported referees who have been subject to abuse. This support has certainly led to greater retention rates of the Association.

We have absorbed the responsibilities of the former Sydney South Rugby Referees Association, seeing us responsible for Match Officials participating in Sydney Juniors matches each week.

We have re-established an exchange program with each of Queensland Rugby Referees Association, NSW country associations as well as North Harbour, Auckland. These exchanges cater for referees from the community to the aspirational.

We have taken a leadership role regarding a number of matters affecting all of the Sydney metropolitan associations such as:

- Renewal of the Patties (Four'N Twenty) sponsorship.
- The provision of consistent on and off-field kit for the Sydney metropolitan Match Officials.
- The efficient distribution and control of on and off-field kit.
- Improved match payments from each of the competitions we serve.
- The establishment of the Sydney Youth Referee Academy.

We do not for a moment take for granted the financial support of Patties Foods and the Four'N Twenty sponsorship. The direct financial support plus the provision of on and off-field kit has allowed us to focus on the development of



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our referees. To Paul Hitchcock and his team and Patties Foods, a huge thank you.

With the extraordinary support of The Rugby Club Foundation, in particular, and the NSW Rugby Union, we have been able to appoint a fulltime resource as a Match Official Development Officer with outstanding results in onboarding and developing new referees. His extra dedicated capacity and capability has been very successful in enabling much greater interaction at the early stages with new members and built a good foundation for increased engagement with our stakeholders, in particular schools, through our Associate membership. Our early development pathways and squads also benefited greatly from MODO support.

One of the primary functions of the MODO is in the support of competitions and clubs in their recruitment endeavours. Given that context, it is especially pleasing to note the growth in our membership base in 2024 to 313 members (25.2% growth) with 116 new or returning members and 64 of them being under 18.

However, just prior the year end, Mitch De Lorenzo has taken up a national role with Rugby Australia. We thank Mitch for his time and successes in the role and look forward to him supporting NSWRRRA in his Rugby Australia role. Whilst the initial project has only 10 months remaining, given its success and importance, NSWRRRA has worked through budgets and funding structures to support the replacement for a two year time period.

I encourage you all to consider membership of The Rugby Club Foundation and "Sharing the Spirit of the Game" with this incredible organisation.

I also would like to recognise the work of NSW Rugby Positive Foundation. The work of this Foundation has allowed our members to make tax deductible donations of their match payments for the direct benefit of our members. During 2024 we utilised \$26,000 of member donations in provision of training kit and maintenance of "team of three" communication kits. We currently have a further \$15,500 available for 2025.

I firmly believe that the above successes have moved your Association over the past four years to a place where we have:

- improved engagement of members at all gradings.
- the leading recruitment/retention figures of all referee associations in Australia for 2024.
- improved representation at RA appointment level.
- reduced Respect Rugby reports across the competitions we serve.



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- increased appreciation and recognition from competition managers including match payments.

I believe we have earned the right to be a leader in regard to Match Officials, certainly in NSW and across Australia.

The progress we have made 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.
  - The Rugby Club Foundation.
  - niss.au.
  - NSW Positive Rugby Foundation.
- Member Unions
  - Rugby Australia.
  - NSWRU.
  - NSWRU Referee Department – Alex Richards, Kim Taufua and Hamish McKay.

The work of the Development and Appointments Grading Committee (DAC) is immense during our season which fundamentally ensures that our competition managers have trust in the credibility of their match officials as well as ensuring the needs of our members are met in providing engagement and progression. To Ian Smith and his team, a huge thank you.

I am personally very grateful for the support and efforts by each of the elected Association Executive members for 2024 – you should feel confident that you made the right decision in placing your trust in the following:

- Paul Worsley – Treasurer.
- Rob McKay – Secretary.
- Ian Mooney – General Member.

Please do not underestimate the effort that this group make all year round in ensuring that your Association continues to move forward and always remains relevant to you while being acutely aware of the responsibility of being custodians of 132 years of history and the stewards of your assets.

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

- Cliff Dodds; and
- Peter Marshall.



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Finally, thank you for entrusting me with the Presidency over the past four years. I have thoroughly enjoyed my time but also know that the time is right for new leadership and energy which will see further prosperity for your Association.

## 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 2024:

- Ian Smith – Development, Appointments and Grading (DAC).
- Tom Nicholl/Max Hearn-Sarchfield – Referee Welfare.
- Alex Buckland – Social.
- Peter Grattan – Referee 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 have put into their own structures for referee and referee coach development including the weekly appointments. A huge thanks to Julius Ambat and John Goh in their roles as appointments officers – a relentless task but delivered with commitment and empathy to the needs of, particularly, our community referees.

### ***Referee Welfare***

Continued to provide excellent support to our members who have been subject to incidents and/or abuse when representing NSWRRRA. Tom Nicholl who was critical in establishing the Welfare sub-committee and processes handed the baton to Max Hearn-Sarchfield during 2024 and I am grateful to them both and those who supported them during the season.

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

### ***Social***

Season 2024 has proven to be one of our most successful in recent years for social engagement. With a range of well-attended events and positive member feedback, we are pleased to share a summary of the season's highlights and achievements.

We commenced the season with a launch event at The Neutral Bay Club, which enjoyed a strong turnout. Members and guests celebrated a sunny day



with an afternoon of barefoot bowls, creating a warm and friendly atmosphere to kick off the year.

Our monthly pub nights continued throughout 2024, offering members a relaxed environment to connect after rugby rounds at a mix of locations to encourage all members to participate and co-ordinated to align with referee exchanges from QRRRA, a collaboration we are eager to maintain in 2025.

Our July Pub of the Month coincided with the Australia vs. Georgia Test match. We were fortunate to welcome the international match official team, offering our members a unique opportunity to engage with them in a relaxed setting.

In collaboration with The Rugby Club Foundation (TRCF) and with Escala Partners as our venue, our annual Test Match Function was a standout event this season. TRCF's support allowed us to expand the function's scope, with Alex Marsh leading a stimulating panel discussion. We extend particular thanks to Lisa Kane of TRCF for her invaluable assistance in planning, and we look forward to deepening this partnership in coming years.

Our season concluded with a memorable Presentation Night at the Theatre Bar at the End of the Wharf in Dawes Point. It was an ideal setting to celebrate the year's achievements and recognize individual contributions in a relaxed yet vibrant atmosphere.

### **RefOps**

The role of RefOps is an important one to assist members in best utilising the assets and technology available for development.

Specifically, during 2024 RefOps has supported members with:

- The shift of platform of NSW Rugby TV from Clutch to Sideline Sports.
- A full pre-season restock and maintenance of 20 "team of three (To3)" communications kits including \$6,000 of replacement equipment and spares.
- Streamlined and improved the logistics of our extensive fleet of To3 comms kits, including:
  - Managing the distribution of 20 comms kits over 21 weekends to 387 games with teams of three – including over 40 finals across premiership and Subbies.
  - Supporting NSWRU's State Junior Championships loaning 13 kits for use by match officials.
  - Maintenance support to maximise utilisation of the comms fleet including replacement of eight broken/lost radio receivers over 2024.

- The provision of 33 ear moulds to interested members (with NSWRRRA covering 50% of the cost) at the June 6 NSWRRRA Education Night.
- Innovation and improvement through:
  - More extensive comms coverage on NSW Rugby TV vision with two “TV kits” in rotation for referees without coaching on ground.
  - Implementation of GPS tracking in To3 kits for improved logistics awareness.
  - \$1,400 investment throughout the year in replacement stock and continued maintenance.
  - Creation and investment of \$15,000 in 12 new coach kits each stocked with 3 receivers and accessories to enable coach and TV coverage.
  - Continued work with Sideline TV to improve quality of communication feeds and avoid removal/muting of To3.

The availability of quality communication across as many grades and coaches as possible continues to be the focus to enable development and engagement of members at all rankings.

| <b>NSWRRRA MEMBERSHIP SNAPSHOT NOVEMBER 2024</b> |             |             |             |             |                         |             |             |             |             |
|--|-------------|-------------|-------------|-------------|-------------------------|-------------|-------------|-------------|-------------|
| <b>DIVERSITY</b>                                 |             |             |             |             | <b>AGE DISTRIBUTION</b> |             |             |             |             |
|  | <b>2024</b> | <b>2023</b> | <b>2022</b> | <b>2021</b> |                         | <b>2024</b> | <b>2023</b> | <b>2022</b> | <b>2021</b> |
| Registered members                               | 327         | 287         | 281         | 234         | Age =< 18               | 29.1%       | 15.7%       | 13.9%       | NA          |
| Female   | 3.1%        | 2.8%        | 1.8%        | 1.7%        | Age 19, 20              | 2.8%        | 3.5%        | 3.9%        | 3.4%        |
| Identify as Aboriginal or Torres Strait Islander | 1.5%        | 1.0%        | 0.7%        | 0.9%        | Age 21 < 30             | 13.1%       | 17.4%       | 20.6%       | 25.6%       |
| <b>COUNTRY OF ORIGIN</b>                         |             |             |             |             | Age 30 < 40             | 11.6%       | 14.3%       | 13.2%       | 12.4%       |
|  | <b>2024</b> | <b>2023</b> | <b>2022</b> | <b>2021</b> | Age 40 < 50             | 11.3%       | 15.3%       | 13.2%       | 15.0%       |
| Australia  | 82.6%       | 84.7%       | 85.8%       | 83.8%       | Age 50 < 60             | 16.2%       | 17.1%       | 18.5%       | 24.8%       |
| NZ   | 2.4%        | 2.4%        | 3.2%        | 6.4%        | Age 60 < 70             | 11.0%       | 12.5%       | 14.2%       | 14.5%       |
| UK   | 6.4%        | 4.5%        | 5.3%        | 5.1%        | Age 70+                 | 4.9%        | 4.2%        | 2.5%        | 4.3%        |
| RSA  | 2.8%        | 1.7%        | 1.8%        | 0.9%        |                         |             |             |             |             |
| Others   | 5.8%        | 6.6%        | 3.9%        | 3.8%        |                         |             |             |             |             |

# TREASURER'S REPORT

## Highlights

- Achieved the targeted per annum deficit of 10-15% of Accumulated Funds.
- Significant and continued investment in development in FY2024.
- Reimbursements increases for match officials supported by Competitions.

## NSWRRRA Financial Activities

The audited financial statements for NSWRRRA, are set out at page 34 of this Annual Report. They show that NSWRRRA remains in a strong financial position:

- Net deficit for the 2024 financial period of \$18,657.
- Accumulated funds as at 30 September 2024 of \$253,645.

Whilst the financial statements indicate a deficit, 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 on-going 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 2024 financial period is a **deficit of \$22,824** and removing funds being held for expenses to be incurred in future periods, our Accumulated Funds are \$178,645.

Key expenditures in the 2024 financial year are as follows:

- Member Reimbursements - \$202,618 (collective 40% increase over 2023).
- Member Development - \$38,252 (expense to members after offset of grant income).
- Capital Equipment – in particular, upgrade and expansion of coaching kit fleet - \$13,844.
- Continued expenditure on physical training - \$7,735.

NSWRRRA currently holds a significant cash balance. In the 2024 financial year we have implemented a rolling term deposit program to maximise the return from this cash. NSWRRRA benefited from nearly \$9,737 of interest in the current financial year.

## Member Reimbursements

In 2024, further progress has been made on improving reimbursements to our members for appointments undertaken. Payments continued to be made on a quarterly basis, and all were paid within the month following the quarter end. We will continue to work to further shorten the timing and frequency, however this will, in time, become limited by the need to collect the income from the competitions prior to making payments to members. Our strong cash position currently allows us to prepay members ahead of collection from the competitions.

Consistent with prior periods, all income collected by NSWRRRA for the provision of match officials on our normal regular competitions and adhoc galas, tournaments or competitions is distributed in the season to our members.

This allows the Executive, in the Q3 payment cycle, to consider where to make discretionary or top up payments where we collect income in excess of reimbursements. In the current year, this was determined as a flat payment for all senior finals appointments, irrespective of role as referee or assistant referee.

SJRU Junior appointments received both a jump in the base payment following additional support from SJRU and, as in 2023, a further top up to match the reimbursement rate of other Sydney metropolitan junior associations.

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

| Fixture  | Role              | Base    | NSWRRRA Discretion | Total | 2024 Increase |
|--|-------------------|---------|--------------------|-------|---------------|
| Shute Shield   | Referee           | \$130   | -                  | \$130 | 73%           |
|  | Assistant Referee | \$30    | -                  | \$30  | 50%           |
| SRU (2s/C1)  | Referee           | \$60    | -                  | \$60  | 33%           |
|  | Assistant Referee | \$20    | -                  | \$20  | 100%          |
| All Other Seniors Fixtures<br><i>SRU, Subbies, Schools (Opens)</i> | Referee           | \$45    | -                  | \$45  | -             |
|  | Assistant Referee | \$20    | -                  | \$20  | 100%          |
| Finals (all Senior comps)  | Referee           | -       | \$25               | \$25  | New           |
|  | Assistant Referee | -       | \$25               | \$25  | New           |
| SJRU   | Referee           | \$32.50 | \$7.50             | \$40  | 33%           |

*Note: other ad hoc or irregular fixtures are reimbursed as either advised by competition manager and passed directly through or as negotiated by NSWRRRA and are paid as would be consistent within similar fixtures in the above table.*

We anticipate that for the 2025 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 significant expense under Member Education and Development. After allowing for the grant income received from The Rugby Club Foundation, the investment by NSWRRRA members in 2024 is \$38,252.

As discussed in the 2023 annual report, this amount represents our expense for the employment of a dedicated NSWRRRA Match Official Development Officer and also support from the Match Official Manager - Development within Rugby Australia.

As has been noted in both the President's Report and evident in the membership data, the MODO role has been a very successful function for NSWRRRA.

This role has remaining funding for a further ten months and the executive are working to ensure this important role is able to be funded for a further two years.

### **Commercial Arrangements**

NSWRRRA is very thankful for the support of our key sponsors partners who contribute financially and in-kind which allows us to support and invest in our members.

Prior to the commencement of the 2024 season, **Patties Foods** renewed their sponsorship of Sydney Metropolitan match officials for a further three years and remain the Principal Partner of NSW Rugby Referees until December 2026. We are delighted that the iconic Four'N Twenty logo will remain on our kit for the three years, and we thank all our members for promptly obtaining the new kit at the start of the season.

niss.au continues to provide guidance and support for the association's IT infrastructure which we are seeking to continue to improve.

### **Capital Equipment**

One of the key tools for the development of our match officials, is our fleet of communication equipment. We seek to provide all our fixtures that have appointed member Assistant Referees with Teams of Three (To3) with comms kits. And, to equip all of our Match Official Developers (MOD) with their own equipment to listen into the match officials and allow best practice coaching.

Our fleet of equipment is now extensive:

- 20 To3 Kits, including six higher specification "Shute Shield" kits
- Two TV Kits
- 32 MOD kits



With such a large fleet there is now a significant on-going cost for maintenance and replacement. In the 2024 financial period, including the expansion of the MOD kit fleet we have spent almost \$19K.

The value in match official development of the communications equipment cannot be underestimated and thus this will be supported.

We thank the Association members for their ongoing care and attention with the use of the equipment.

### ***Member Donations***

Once again, we thank the generosity of the members that choose to forgo all or part of their reimbursements back to the association via a tax-deductible donation through the NSW Positive Rugby Foundation.

Following the reimbursement process for 2024, I can advise that members of the Association have donated just over \$16,500 for use in projects in future seasons.

Paul Worsley  
NSWRRA Treasurer

# DEVELOPMENT AND APPOINTMENTS COMMITTEE (DAC) REPORT

The 2024 season has been a rewarding season in many ways, but mostly through our members delivering high-quality officiating across the many juniors, schools, women, suburban, premier and representative-level competitions. From beginning the season with a new global law trial through to ending with a high-calibre competitive finals series, it has been a strong year.

Pleasingly, the positive approach used to implement Rugby AU's Tackle Height Trial into community rugby has been well-received. From the outset, our Association employed a collaborative approach where match officials successfully engaged with Clubs, players and coaches to educate all stakeholders on how this important change would be implemented. Ensuring every registered referee in NSW was appropriately educated pre-season, and updated at ongoing education meetings during the season, ensured the best chance of success. This empathetic and education-based approach to reducing the risk of head-on-head contact has ultimately delivered a much better outcome than a stricter, compliance-based approach could have. All members are to be congratulated for this.

## ***Appointments***

The unsung heroes of any referee association are its appointment officers. These individuals selflessly sacrifice an inhuman amount of their lives towards drafting, and redrafting, weekly appointments. Providing a variety in your weekly appointments whilst simultaneously problem-solving complexities caused by injuries, illness, late withdrawals, draw changes, wet weather, limited availabilities, matching referee gradings to fixtures, referee exchanges and representative appointments is a Herculean task.

On behalf of our Association, I offer my sincere thanks to Julius Ambat and John Goh as our volunteers, as well as to our NSWRU Referee Dept staff Alex Richards, Kim Taufu and Hamish McKay. Similarly, I take this opportunity to thank our Welfare Sub-Committee for their important work supporting match officials who have suffered abuse whilst carrying out their NSWRRRA duties.

## ***Education & Development***

Our main goal this year has been the integration of Rugby AU's new Community Match Office Framework into our education and development programs. Both MOs and MODs have received in-person monthly education, as well as access to RA webinars and modular content via the new Learning Centre. We celebrate Mike Hobson's significant contribution in managing and





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delivering referee education over many years and for steering multiple generations of MOs via the development squad programs and education meetings. Mike is handing on a thriving Referee Pathways portfolio to new blood for 2025.

The development portfolio for our Match Official Developers (formerly called referee coaches) has been deftly managed by Michael Edye, identifying opportunities for education as well as the sharing of knowledge between MODs. Enhancing soft skills whilst also educating developers about the Framework has been a primary focus. Gathering MODs' feedback on Rugby AU's new match feedback report and online RefReview database has allowed RA to understand the user experience, and opportunities for further refinement. Michael is keen to continue this work in 2025.

### **Juniors & Women**

The 2<sup>nd</sup> year of these portfolios has seen progress towards recruitment and retention goals for our next generations of MOs. Our youngest members continue to thrive in the Sydney Youth Referee Academy (SYRA) programs and our opportunity in 2025 is to identify course participants earlier, and support them on field testing, coaching and inclusion in ongoing education and social events. Our Women's portfolio needs a dedicated focus as the largest growth area in our game. In 2024 we rotated our most experienced MOs into the Women's Premier Rugby to support and elevate the women's game. In 2025 our focus will be on recruitment to meet the growing demand for officials and providing a positive experience for women in our Association.

### **Exchanges**

The Association facilitated an increased number of pathway and community level exchange opportunities this season, generously supporting QRRRA, NSW Country and North Harbour, NZ exchanges. These experiences have been warmly received on both sides and offer our members unique rugby experiences from different perspectives, creating lifelong memories that cannot be replicated elsewhere. We look forward to continuing this program in 2025.

### **Representative Appointments**

NSWRRA has achieved a number of significant appointments in Men's & Women's Internationals, Men's & Women's Super Rugby, World Rugby Sevens, Dubai Invitational 7s, as well as National U16s & U19s and other domestic opportunities. In 2024, we also celebrated Angus Gardner becoming the most capped referee in Super Rugby history, following on from his 100<sup>th</sup> match celebration in 2023.





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### **2025 Season – What's Next?**

Firstly, our future looks bright. The Association is in a positive position to leverage our strong relationships with Clubs, Administrators, TRCF and State and National Unions. As the largest Association in the country there is still much more to do. We will work to align our MO and MOD processes further, enhance RA's RefLive database to simplify coaching feedback, recruit and develop more Juniors and Women members to firstly service what our competitions need, and also to build for the future. The anticipated growth in rugby participants after the Men's Rugby World Cup in 2027, combined with the explosion pre and post Women's Rugby World in 2029 is a key focus of NSWRRRA and Rugby AU.

Having doubled our Shute Shield experience over the past 3 years, we will look to elevate MOs into more challenging matches to grow their experience. This provides opportunities to share newly acquired knowledge to benefit everyone in the Association. The majority of our membership, however, is seeking a positive weekly experience, fun social interaction, personal growth and development of technical skills, access to the necessary resources to drive their own development and to ultimately benefit from the collective wisdom around them.

In closing, I wish to extend my thanks to the outgoing NSWRRRA President David Marshall for his leadership and friendship over the past four years. Many hours of work go in behind the scenes by our President and his Executive team for the benefit of all members. On this note, I also need to commend and offer my sincere thanks to my fellow members of the Committee – Julius Ambat (Gradings & Appointments), Mike Hobson (Referee Pathways), Mike Edge (Coaching Pathways), Andy Bernard (Secretary), Richard Chen (Juniors) and Alex Marsh (Women) – for their expertise and dedication to nurturing and developing match officials, and the selfless sacrifice they make weekly with no expectation of reward in return. Our Association is fortunate to have a flourishing membership who enjoy each other's company and thank you for the trust you place in us.

Yours in rugby,

Ian Smith  
Chair  
Development & Appointment Committee (DAC)



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# MILESTONE APPOINTMENTS

## REFEREES

### 100 SHUTE SHIELD GAMES

Matthew Kellahan

### 100 GAMES

Jackson Brislan  
Matthew Buckley  
Tom Chadwick  
David Conway  
Todd Cummings  
Andrew Morrell  
Glen Paterson  
Patrick Wagner

### 200 GAMES

John Stormon  
Gerard Rigby  
David Powell

### 300 GAMES

Richard Goswell  
Alex Richards

### 400 GAMES

John Goh



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## **MATCH OFFICIAL DEVELOPERS**

### **100 GAMES**

Michael Edye  
Chris Pearl

### **300 GAMES**

Daniel Cheever

### **600 GAMES**

John Goh



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## AWARDS

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

Matthew Kellahan

### **Arthur Tierney Award – Shute Shield Grand Final Referee**

Angus Gardner

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

Chris Mulcahy

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

Ella Goldsmith

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

Louis Trisley

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

Wayne Cusack

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

Harry Pepper

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

John Goh

### **The Rugby Club Foundation Assistant Referee of the Year**

Josh Freedman

### **Zone Junior Referee of the Year**

Tane Dolan

### **Zone Referee of the Year**

Hamish Quigley

# REPRESENTATIVE APPOINTMENTS

WORLD RUGBY, SANZAAR, OCEANIA AND RUGBY AUSTRALIA APPOINTMENTS

FOR THE YEAR ENDING 30th SEPTEMBER 2024

## TEST MATCH APPOINTMENTS

### Angus Gardner

|                                      |             |            |
|--------------------------------------|-------------|------------|
| Tonga v Romania                      | 8-Oct-23    | 2023 RWC * |
| Argentina v New Zealand (Semi-Final) | 20-Oct-23   | 2023 RWC * |
| Italy v Scotland                     | 09-Mar-24   |            |
| France v England                     | 16-Mar-24   |            |
| Tonga v Fiji                         | 06-Sep-24   |            |
| New Zealand v Argentina              | 10-Aug-24   |            |
| England v New Zealand                | 02-Nov-24 * |            |

### Ella Goldsmith

|               |           |        |
|---------------|-----------|--------|
| Spain v Fiji  | 20-Oct-23 | WXV3 * |
| Japan v USA   | 11-Aug-24 |        |
| Wales v Italy | 04-Oct-24 | WXV2 * |
| Wales v Japan | 11-Oct-24 | WXV2 * |

## SUPER RUGBY PACIFIC APPOINTMENTS

### Angus Gardner

|                                 |           |
|---------------------------------|-----------|
| Melbourne Rebels v ACT Brumbies | 23-Feb-24 |
| Highlanders v Blues             | 01-Mar-24 |
| Crusaders v Chiefs              | 29-Mar-24 |
| ACT Brumbies v Hurricanes       | 26-Apr-24 |
| Melbourne Rebels v Blues        | 03-May-24 |
| Highlanders v Crusaders         | 10-May-24 |
| Fijian Drua v QLD Reds          | 17-May-24 |
| ACT Brumbies v Melbourne Rebels | 24-May-24 |
| Crusaders v Moana Pasifika      | 31-May-24 |
| ACT Brumbies v Highlanders      | 07-Jun-24 |
| Hurricanes v Chiefs             | 14-Jun-24 |

## OCEANIA RUGBY APPOINTMENTS

### Ella Goldsmith

|                     |           |
|---------------------|-----------|
| Tonga v QLD Reds    | 26-Jul-24 |
| Samoa v Australia A | 16-Sep-24 |

## RUGBY AUSTRALIA APPOINTMENTS

### Ella Goldsmith

|                                 |           |                   |
|---------------------------------|-----------|-------------------|
| QLD Reds v Fijian Drua          | 17-Mar-24 | Super Rugby Women |
| Fijian Drua v NSW Waratahs      | 23-Mar-24 | Super Rugby Women |
| NSW Waratahs v Melbourne Rebels | 29-Mar-24 | Super Rugby Women |

### Harry Fenton

|                                |           |                   |
|--------------------------------|-----------|-------------------|
| ACT Brumbies v Fijian Drua     | 06-Apr-24 | Super Rugby Women |
| Melbourne Rebels v Fijian Drua | 13-Apr-24 | Super Rugby Women |
| Fijian Drua v Western Force    | 19-Apr-24 | Super Rugby Women |

### Dan Andrews

|                                 |           |              |
|---------------------------------|-----------|--------------|
| ACT Brumbies v Melbourne Rebels | 23-Mar-24 | Academy U20s |
|---------------------------------|-----------|--------------|

### Louis Trisley

|                              |           |                      |
|------------------------------|-----------|----------------------|
| ACT Brumbies v Western Force | 10-Mar-24 | Academy U20s         |
| NSW Waratahs v QLD Reds      | 02-Mar-24 | Academy U18s         |
| NSW v QLD                    | 05-Oct-24 | Next Generation 7s * |
| NSW v QLD                    | 12-Oct-24 | Next Generation 7s * |
| NSW v QLD                    | 20-Oct-24 | Next Generation 7s * |

### Todd Cummings

|                                 |           |                    |
|---------------------------------|-----------|--------------------|
| ACT Brumbies v Western Force    | 29-Sep-24 | Super Rugby U19s   |
| Melbourne Rebels v ACT Brumbies | 12-Oct-24 | Super Rugby U19s * |

### Jack Larkin

|                     |           |                    |
|---------------------|-----------|--------------------|
| Waratahs v Rebels   | 29-Sep-24 | Super Rugby U19s   |
| Brumbies v Reds     | 05-Oct-24 | Super Rugby U19s * |
| Waratahs v Brumbies | 19-Oct-24 | Super Rugby U19s * |
| Reds v Brumbies     | 03-Nov-24 | Super Rugby U19s * |

### Hamish Quigley

|                                  |           |                    |
|----------------------------------|-----------|--------------------|
| Melbourne Rebels v Western Force | 05-Oct-24 | Super Rugby U16s * |
| Waratahs v Brumbies              | 19-Oct-24 | Super Rugby U16s * |



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**Toby Brandon-Cooper**

NSW Waratahs v QLD Reds

12-Oct-24

Rugby Australia U15s \*

**OTHER**

**Ella Goldsmith & Jack Larkin**

Dubai 7s Invitational

Dec 23

**Ella Goldsmith**

World Rugby Sevens Challenger Panel 2024

**Louis Trisley**

SANIX World Rugby Youth Tournament

Japan

\* Appointments for tournaments that started before 30<sup>th</sup> September, but ended after this deadline, or significant tournaments on the calendar after 30<sup>th</sup> September, have been included. E.g. Rugby World Cup, WXV.



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# DEBUTS

## PREMIERSHIP (SHUTE SHIELD)

Jack Larkin  
Louis Trisley  
Tom Chadwick  
Todd Cummings

## SUBURBAN (KENTWELL CUP)

Will Taylor  
Josh Freedman  
Divan Uys  
Hamish Quigley  
Toby Brandon-Cooper  
Hugh Sterndale-Smith  
Callum McKenzie



# GRAND FINAL APPOINTMENTS

## PREMIERSHIP

Shute Shield  
Colin Caird Shield  
Henderson Shield  
Henderson Cup

Angus Gardner  
James Quinn  
Jack Larkin  
Timothy Heaney

## PREMIERSHIP COLTS

W McMahon Memorial Shield  
Shell Trophy  
Bill Simpson Shield

Colm McCaughan  
William Taylor  
Charles Mulcahy

## PREMIERSHIP WOMEN

Jack Scott Cup  
Jack Scott Div 2

Harry Pepper  
Noah Giacoppo

## SUBURBAN

### DIVISION 1

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

Dan Andrews  
Hamish McKay  
Tom Jordan  
Michael Wyer  
Wayne Cusack  
John Rich

### DIVISION 2

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

Jackson Brislan  
Wayne Rubin  
Tane Dolan  
Finn Comber  
Chris Todd

### DIVISION 3

Clark Cup  
Farrant Cup  
Nicholson Cup

Will Sandwell  
Marino Adrew Lawa  
Alex Deligiannis

### DIVISION 4

McLean Cup  
Grose Cup

Hugh Sterndale-Smith  
Michael Shortall



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### **DIVISION 5**

Jeffrey Cup  
Meldrum Cup

David Marshall  
Sandy Roberts

### **DIVISION 6**

No competition - merged with Division 5

### **WOMEN**

Joy Johnson Cup

Jaylawi Njwelige

## **SYDNEY JUNIOR RUGBY UNION**

Stephan Hubert

Opens B

Kenta Hara

Under 16A

Alex Deligiannis

Under 15B

Riley Dean

Under 15C

Tane Dolan

Under 14A

Hunter Eldridge

Under 14B

Hugh Crakanthorp

Under 14D

Hugo Schneider

Under U13C

Sarah Heaton

Under 12E

James Tourle

Under 12 12F Friday Comp.

Blake Stanley

Under 11 D1 Friday Comp.

Freddie Finlayson

Under 11 D2 Friday Comp.

Angus Sullivan

Under 10 D1 Friday Comp.

Tom Burke

Under 10 D2 Friday Comp.

## FIRST GRADE APPOINTMENTS \*

| <b>REFEREE</b>   | <b>2024</b> | <b>TOTAL</b> |
|------------------|-------------|--------------|
| Matthew Kellahan | 14          | 113          |
| Angus Gardner    | 9           | 92           |
| James Quinn      | 11          | 85           |
| Dru Tonks        | 16          | 80           |
| Richard Manchee  | 9           | 63           |
| David Conway     | 9           | 55           |
| Thomas Nicholl   | 4           | 35           |
| Colm McCaughan   | 9           | 23           |
| Alexander Marsh  | 4           | 11           |
| Harry Fenton     | 5           | 11           |
| Michael Oliver   | 2           | 6            |
| John McCarthy    | 3           | 6            |
| Jack Larkin      | 3           | 3            |
| Todd Cummings    | 3           | 3            |
| Tom Chadwick     | 3           | 3            |
| Louis Trisley    | 3           | 3            |

\* Active Shute Shield Panel referees only.

## ALL APPOINTMENTS \*

|                       | REFEREE |      | MATCH OFFICIAL DEVELOPER |      |
|-----------------------|---------|------|--------------------------|------|
|                       | MEMBER  | 2024 | TOTAL                    | 2024 |
| Adamson Clare         | 16      | 47   | 0                        | 0    |
| Adrew Lawa Marino     | 26      | 26   | 0                        | 0    |
| Allen John            | 16      | 50   | 0                        | 0    |
| Ambat Julius          | 16      | 173  | 45                       | 201  |
| Andrews Dan           | 18      | 76   | 0                        | 0    |
| Baird Philip          | 12      | 580  | 23                       | 439  |
| Barritt Candace       | 0       | 0    | 3                        | 3    |
| Bernard Andrew        | 0       | 0    | 29                       | 44   |
| Biddle Hamish         | 1       | 3    | 0                        | 0    |
| Bloom Lionel          | 11      | 52   | 0                        | 0    |
| Brandon-Cooper David  | 3       | 3    | 0                        | 0    |
| Brandon-Cooper Toby   | 30      | 60   | 0                        | 0    |
| Brereton Christopher  | 7       | 183  | 0                        | 0    |
| Brinnand Craig        | 3       | 11   | 0                        | 0    |
| Brislan Jackson       | 10      | 103  | 0                        | 3    |
| Buckland Alex         | 18      | 93   | 0                        | 2    |
| Buckley Matthew       | 13      | 102  | 0                        | 0    |
| Buttress-Grove Garron | 13      | 718  | 18                       | 135  |
| Cameron Angus         | 5       | 66   | 0                        | 4    |
| Carmichael James      | 1       | 1    | 0                        | 0    |
| Chadwick Tom          | 19      | 115  | 1                        | 1    |
| Cheever Daniel        | 0       | 402  | 10                       | 306  |
| Chen Richard          | 7       | 31   | 16                       | 27   |
| Coleman John          | 15      | 68   | 7                        | 13   |
| Coleman Matthew       | 7       | 209  | 1                        | 4    |
| Comber Finn           | 25      | 25   | 0                        | 0    |
| Connor Michael        | 8       | 10   | 0                        | 0    |
| Conway David          | 14      | 106  | 0                        | 0    |
| Coorey Andrew         | 16      | 153  | 0                        | 2    |
| Crofts Aaron          | 2       | 2    | 0                        | 0    |
| Cummings Todd         | 21      | 116  | 0                        | 0    |
| Cusack Wayne          | 25      | 61   | 0                        | 0    |

|                       | REFEREE |      | MATCH OFFICIAL DEVELOPER |      |
|-----------------------|---------|------|--------------------------|------|
|                       | MEMBER  | 2024 | TOTAL                    | 2024 |
| Dagger Colin          | 6       | 240  | 8                        | 51   |
| Davies David          | 11      | 462  | 29                       | 50   |
| De Lorenzo Mitch      | 17      | 168  | 0                        | 1    |
| Dean Riley            | 23      | 23   | 0                        | 0    |
| Dehlsen Arron         | 9       | 223  | 5                        | 29   |
| D'elboux Robert       | 0       | 0    | 11                       | 39   |
| Deligiannis Alexander | 16      | 16   | 0                        | 0    |
| Dickinson Stuart      | 0       | 368  | 25                       | 78   |
| Dickson James         | 15      | 249  | 31                       | 83   |
| Dolan Tane            | 3       | 3    | 0                        | 0    |
| Doran John            | 4       | 274  | 0                        | 0    |
| Dwyer Mitchell        | 1       | 6    | 0                        | 0    |
| Edye Michael          | 0       | 15   | 22                       | 112  |
| Eldridge Hunter       | 2       | 2    | 0                        | 0    |
| English Luke          | 9       | 118  | 0                        | 0    |
| Feeney John           | 15      | 148  | 0                        | 0    |
| Fenton Harry          | 14      | 42   | 0                        | 0    |
| Fisher Tony           | 19      | 277  | 0                        | 0    |
| Fisk Benjamin         | 4       | 16   | 0                        | 0    |
| Flude Michael         | 4       | 11   | 0                        | 0    |
| Fraser Ian            | 0       | 651  | 35                       | 774  |
| Freedman Josh         | 17      | 66   | 0                        | 0    |
| Gardiner Oliver       | 4       | 4    | 0                        | 0    |
| Gardner Angus         | 9       | 233  | 12                       | 22   |
| Giacoppo Noah         | 19      | 19   | 0                        | 0    |
| Goh John              | 21      | 412  | 24                       | 610  |
| Goldsmith Ella        | 10      | 40   | 0                        | 0    |
| Goswell Richard       | 4       | 300  | 14                       | 117  |
| Grattan Peter         | 19      | 98   | 0                        | 2    |
| Greenwood Philip      | 11      | 155  | 0                        | 0    |
| Grieco Vince          | 8       | 45   | 0                        | 0    |
| Gusse Ken             | 14      | 385  | 0                        | 0    |

|                      | REFEREE |      | MATCH OFFICIAL DEVELOPER |      |
|----------------------|---------|------|--------------------------|------|
|                      | MEMBER  | 2024 | TOTAL                    | 2024 |
| Hara Kenta           | 12      | 12   | 0                        | 0    |
| Harding Dale         | 5       | 79   | 0                        | 0    |
| Hayman Scot          | 6       | 6    | 0                        | 0    |
| Heaney Timothy       | 15      | 92   | 0                        | 0    |
| Hearn-Sarchfield Max | 24      | 260  | 0                        | 0    |
| Heke Dean            | 5       | 5    | 0                        | 0    |
| Herbert Oliver       | 0       | 98   | 9                        | 9    |
| Hinton Daniel        | 2       | 15   | 0                        | 0    |
| Hinton Gregory       | 0       | 0    | 5                        | 5    |
| Hobson Mike          | 5       | 320  | 27                       | 178  |
| Hogan Phil           | 15      | 571  | 0                        | 0    |
| Houston William      | 0       | 202  | 26                       | 41   |
| Hubert Stephan       | 9       | 9    | 0                        | 0    |
| Hughes Thomas        | 23      | 87   | 0                        | 0    |
| Hummel Michael       | 6       | 107  | 0                        | 0    |
| Iles Mervyn          | 0       | 0    | 38                       | 55   |
| Irissou Thibaut      | 6       | 50   | 6                        | 6    |
| Jimenez Oscar        | 1       | 217  | 0                        | 8    |
| Jones Jack           | 3       | 63   | 0                        | 0    |
| Jones Max            | 4       | 4    | 0                        | 0    |
| Jones Oscar          | 10      | 246  | 0                        | 0    |
| Jordan Tom           | 33      | 33   | 0                        | 0    |
| Karstrom Emmett      | 17      | 88   | 0                        | 0    |
| Keaney Richard       | 13      | 16   | 0                        | 0    |
| Keepkie Mark         | 15      | 157  | 0                        | 9    |
| Kellahan Matthew     | 14      | 339  | 0                        | 19   |
| Kennedy Alex         | 5       | 110  | 0                        | 0    |
| Kikuchi Shogo        | 2       | 12   | 0                        | 0    |
| Knight Oliver        | 1       | 3    | 0                        | 0    |
| Larkin Jack          | 18      | 72   | 0                        | 0    |
| Levy Marco           | 17      | 26   | 0                        | 0    |
| Little Kathy         | 0       | 0    | 15                       | 16   |

|                   | REFEREE |      | MATCH OFFICIAL DEVELOPER |      |
|-------------------|---------|------|--------------------------|------|
|                   | MEMBER  | 2024 | TOTAL                    | 2024 |
| Long Chris        | 4       | 39   | 0                        | 0    |
| Lui Joseph        | 7       | 16   | 0                        | 0    |
| Lysle Adam        | 6       | 64   | 21                       | 58   |
| Manchee Richard   | 15      | 276  | 12                       | 13   |
| Marsh Alexander   | 16      | 117  | 0                        | 0    |
| Marshall David    | 15      | 246  | 8                        | 52   |
| Marshall Peter    | 0       | 336  | 47                       | 582  |
| Martin Zac        | 26      | 45   | 0                        | 0    |
| Mcauley Dale      | 0       | 0    | 4                        | 4    |
| McCarthy John     | 18      | 175  | 0                        | 0    |
| McCarthy John Snr | 0       | 494  | 18                       | 340  |
| Mccaughan Colm    | 20      | 260  | 0                        | 0    |
| McKay Hamish      | 18      | 68   | 0                        | 0    |
| McKay Robert      | 26      | 186  | 0                        | 1    |
| McKenzie Callum   | 18      | 47   | 0                        | 1    |
| McLean Tom        | 22      | 141  | 0                        | 0    |
| Meiklejohn David  | 9       | 19   | 0                        | 0    |
| Miller Michael    | 4       | 8    | 0                        | 0    |
| Mohay Peter       | 8       | 32   | 0                        | 0    |
| Mooney Ian        | 16      | 297  | 6                        | 229  |
| Morrell Andrew    | 6       | 105  | 0                        | 0    |
| Moyes Anthony     | 10      | 219  | 0                        | 115  |
| Mulcahy Charles   | 24      | 48   | 0                        | 0    |
| Mulcahy Chris     | 18      | 87   | 18                       | 38   |
| Naughton Stephen  | 16      | 120  | 0                        | 0    |
| Neal Matthew      | 4       | 4    | 0                        | 0    |
| Negus Warwick     | 16      | 91   | 0                        | 0    |
| Nicholl Thomas    | 17      | 170  | 0                        | 0    |
| Njwelige Jaylawi  | 11      | 74   | 0                        | 0    |
| Oliver Michael    | 14      | 115  | 0                        | 0    |
| Oosthuizen Jan    | 4       | 4    | 0                        | 0    |
| Paterson Glen     | 18      | 108  | 6                        | 7    |

|                        | REFEREE |      | MATCH OFFICIAL DEVELOPER |      |
|------------------------|---------|------|--------------------------|------|
|                        | MEMBER  | 2024 | TOTAL                    | 2023 |
| Pearl Christopher      | 0       | 113  | 18                       | 100  |
| Pepper Harry           | 17      | 50   | 0                        | 0    |
| Pethybridge Gary       | 13      | 23   | 0                        | 0    |
| Pilgrim Jason          | 20      | 44   | 0                        | 0    |
| Powell David           | 8       | 205  | 30                       | 87   |
| Power Conor            | 24      | 89   | 0                        | 0    |
| Quigley Hamish         | 20      | 71   | 0                        | 0    |
| Quinn James            | 13      | 158  | 0                        | 6    |
| Quoye Leo              | 16      | 539  | 0                        | 0    |
| Read Cameron           | 1       | 63   | 0                        | 3    |
| Redwin Peter           | 16      | 473  | 0                        | 0    |
| Reed Odeen             | 1       | 1    | 0                        | 0    |
| Rich John              | 7       | 7    | 0                        | 0    |
| Richards Alexander     | 11      | 302  | 24                       | 144  |
| Rigby Gerard           | 16      | 204  | 10                       | 88   |
| Roberts Darren         | 1       | 1    | 0                        | 0    |
| Roberts Sandy          | 22      | 37   | 0                        | 0    |
| Rogers Philip          | 18      | 18   | 0                        | 0    |
| Roper George           | 10      | 29   | 0                        | 0    |
| Rubin Wayne            | 21      | 247  | 0                        | 0    |
| Rugers Sean            | 17      | 124  | 0                        | 0    |
| Salisbury John         | 25      | 795  | 0                        | 23   |
| Sandwell William       | 13      | 196  | 0                        | 0    |
| Scanlon Cameron        | 1       | 1    | 0                        | 0    |
| Shortall Michael       | 12      | 25   | 0                        | 0    |
| Shute Nathan           | 9       | 343  | 4                        | 4    |
| Smith Ian              | 0       | 166  | 27                       | 97   |
| Snow Evan              | 8       | 25   | 0                        | 0    |
| Southwell-Keely Daniel | 20      | 411  | 0                        | 0    |
| Sterndale-Smith Hugh   | 15      | 31   | 0                        | 0    |
| Stormon John           | 17      | 211  | 0                        | 0    |
| Tanzer Michael         | 0       | 100  | 22                       | 466  |



|                      | REFEREE |      | MATCH OFFICIAL DEVELOPER |      |
|----------------------|---------|------|--------------------------|------|
|                      | MEMBER  | 2024 | TOTAL                    | 2024 |
| Taufa Vakalahi (Sr.) | 25      | 36   | 0                        | 0    |
| Taylor William       | 28      | 96   | 0                        | 0    |
| Todd Chris           | 21      | 75   | 0                        | 2    |
| Tonks Dru            | 16      | 87   | 0                        | 0    |
| Trisley Louis        | 15      | 35   | 0                        | 1    |
| Tucker Craig         | 8       | 192  | 0                        | 44   |
| Uys Divan            | 8       | 8    | 0                        | 0    |
| Van Der Westhuizen   | 0       | 670  | 20                       | 167  |
| Wagner Patrick       | 6       | 105  | 0                        | 0    |
| Warren Robert        | 10      | 132  | 0                        | 0    |
| Wawn Ben             | 3       | 307  | 0                        | 5    |
| Whiteley Greg        | 0       | 314  | 24                       | 367  |
| Williams Scott       | 10      | 15   | 0                        | 0    |
| Williamson Ross      | 8       | 158  | 4                        | 12   |
| Winchester Mostyn    | 14      | 14   | 0                        | 0    |
| Winslade Andrew      | 12      | 55   | 33                       | 54   |
| Winslade Caitlin     | 0       | 0    | 22                       | 54   |
| Worsley Paul         | 14      | 378  | 1                        | 1    |
| Wyer Michael         | 13      | 117  | 0                        | 0    |

\* Competition matches appointed via NSWRRRA Appointments Board:

- CAS 1<sup>st</sup> & 2<sup>nd</sup> XV
- GPS 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> XV
- ISA 1<sup>st</sup> XV (both Divs)
- ISA 2<sup>nd</sup> XV
- Sydney School Trials 1<sup>st</sup> & 2<sup>nd</sup> 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)
- NSW Pasifika

*Note 1: Current records do not cover the service of all members during their membership. Remedying this is an ongoing work in progress.*

*Note 2: Referee Coach and Coach the Coach have been combined into the Match Official Developer total.*



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# FINANCIAL STATEMENTS

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**Statement by the Executive Committee**

**Income and Expenditure Statement**

**Balance Sheet**

**Notes to and Forming Part of the Financial Report**

**Audit Report**

## 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 2024 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

## INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30<sup>th</sup> SEPTEMBER 2024

|   | Notes    | 2024 \$         | 2023 \$       |
|---|----------|-----------------|---------------|
| <b>INCOME</b>   |          |                 |               |
| Subscriptions   |          | 17,372          | 11,958        |
| Referee Services  |          | 194,795         | 142,499       |
| Grant and Donation Income                               | 2        | 127,246         | 94,500        |
| Sponsorship Income                                      |          | 43,785          | 51,799        |
| Other Income  | 2        | 892             | 25,095        |
| Event Income  |          | 3,562           | -             |
| Sale of goods   | 2        | 9,559           | 15,872        |
| Interest Income   |          | 9,737           | -             |
|   |          | 406,948         | 341,723       |
| LESS  |          |                 |               |
| <b>EXPENDITURE</b>                                      |          |                 |               |
| Cost of Goods   | 2        | 16,753          | 19,117        |
| Administration  |          | 7,150           | 3,160         |
| Member Reimbursements                                   |          | 202,618         | 143,238       |
| Member Training   |          | 7,735           | 5,422         |
| Member Education and Development                        |          | 124,252         | 45,049        |
| Member Engagement                                       |          | 23,901          | 14,126        |
| Member Mobility   |          | 11,825          | 19,316        |
| Asset Purchases   |          | 6,370           | 3,915         |
| Depreciation  |          | 25,001          | 6,688         |
|   |          | 425,605         | 260,031       |
| <b>NET SURPLUS -DEFICIT</b>                             | <b>3</b> | <b>(18,657)</b> | <b>81,692</b> |
| ADD   |          |                 |               |
| Accumulated Funds as at 1 <sup>st</sup> October 2023    |          | 272,302         | 190,609       |
| Accumulated Funds as at 30 <sup>th</sup> September 2024 |          | 253,645         | 272,302       |



## BALANCE SHEET AS AT 30<sup>th</sup> SEPTEMBER 2024

|   | 2024 \$        | 2023 \$        |
|---|----------------|----------------|
| <b>ASSETS</b>   |                |                |
| Cash at Bank - General Account                          | 66,863         | 49,423         |
| Term Deposit Feb 25                                     | 61,452         | 60,000         |
| Term Deposit May 25                                     | 62,162         | 60,000         |
| Term Deposit Aug 25                                     | 63,008         | 60,000         |
| Accounts Receivable                                     | 110,180        | 70,208         |
| Sundry Debtors  | 21,615         | -              |
| Total Current Assets                                    | 385,280        | 299,631        |
| Fixed Assets - Referee Comms Kits                       | 51,043         | 33,438         |
| Accumulated Depreciation                                | (33,509)       | (9,216)        |
| Fixed Assets - Other                                    | 708            | -              |
| Accumulated Depreciation                                | (708)          | -              |
| Total Non-current Assets                                | 17,534         | 24,222         |
| Total Assets  | 402,814        | 323,853        |
| <b>CURRENT LIABILITIES</b>                              |                |                |
| Accounts Payable  | 22,797         | 15,561         |
| Accruals  | 8,486          | 6,242          |
| Member Reimbursements Payable                           | 86,417         | 6,992          |
| Member Reimbursements Payable - Held for donation       | 16,528         | 12,101         |
| GST Payable   | 14,941         | 10,654         |
| Total Current Liabilities                               | 149,169        | 51,551         |
| <b>NET ASSETS</b>                                       | <b>253,645</b> | <b>272,302</b> |
| <b>REPRESENTED BY:</b>                                  |                |                |
| Accumulated Funds as at 30 <sup>th</sup> September 2024 | 253,645        | 272,302        |



# NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30<sup>th</sup> SEPTEMBER 2024

## 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

|  | 2024 \$        | 2023 \$       |
|--|----------------|---------------|
| <b>Grant and Donation Income</b>         |                |               |
| NSWRU Juniors Development Grant          | 8,000          | 8,000         |
| Rugby Australia Transition Program Grant | 2,500          | 1,500         |
| The Rugby Club Foundation                | 90,000         | 85,000        |
| NSW Positive Rugby Foundation            | <u>26,746</u>  | <u>-</u>      |
|  | <u>127,246</u> | <u>94,500</u> |
| <b>Other Income</b>                      |                |               |
| SSRRA distribution of assets             | -              | 25,095        |
| Other income                             | <u>892</u>     | <u>-</u>      |
|  | <u>892</u>     | <u>25,095</u> |

### 3. UNDERLYING SURPLUS/DEFICIT

The following note is to provide members with a better understanding of the deficit and surplus for the financial years of this report. 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  | 2024 \$                | 2023 \$                |
|--|------------------------|------------------------|
| <b>(Deficit) / Surplus for the 2024 Financial Year</b>     | (18,657)               | 81,692                 |
| TRCF Grant received in prior period used in current period | 1 70,833               |                        |
| TRCF Grant carried forward to future period                | 1 (75,000)             | (70,833)               |
| SSRRA distribution of assets                               | 2 -                    | (25,095)               |
| <b>Underlying Deficit for 2024 Financial Year</b>          | <b><u>(22,824)</u></b> | <b><u>(14,236)</u></b> |

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 and 2024 from TRCF relate to the contribution over the two years of the 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.



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# 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 2024, 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 2024 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.





## 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 diagonal line.

Joseph Spano

Suite 201/121 Alexander Street, CROWS NEST NSW 2065  
7<sup>th</sup> November 2024