



*New South Wales Rugby Referees Association Inc.*

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

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# ANNUAL REPORT

# 2025

133<sup>rd</sup> Annual Report and Financial Statements



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# OFFICE BEARERS

## **Patrons**

Cliff Dodds OAM ( -27/02/25)  
Peter Marshall

## **President**

Stuart Dickinson

## **Secretary**

Rob McKay

## **Treasurer**

Paul Worsley

## **General Members**

Ian Mooney  
Clare Adamson

## **Life Members**

Phil Baird  
Richard Byres OAM  
Daniel Cheever  
Cliff Dodds OAM (deceased)  
Robert Fordham AM ASM  
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 (deceased)  
Robin Timmins OAM (deceased)  
Russel Trotter

# PRESIDENT'S REPORT

## Introduction

It is a privilege to serve as President of the New South Wales Rugby Referees Association in 2025 — my first full year in the role. This has been a year of progress, alignment, and collective achievement across every part of the Association.

Our purpose remains clear: to serve our members, support competitions across metropolitan Sydney, and contribute to the development of officiating systems and match officials across New South Wales.

I also want to acknowledge the outstanding contribution of David Marshall and his Executive team, whose leadership over recent years has strengthened the foundations of the Association. David's steady hand, professionalism, and commitment to unity and development have transformed NSWRRRA into a cohesive, forward-looking organisation. The progress made under his tenure has provided a strong platform from which my Executive and I have been able to continue building momentum in 2025 and beyond.

NSWRRRA continues to stand proudly as one of the largest and most progressive officiating associations in the country. Our success rests on the professionalism, integrity, and commitment of our members, and on the partnerships that enable us to deliver consistency, development, and confidence in officiating at every level of the game.

## Executive and Leadership

Our Executive has provided strong leadership and governance throughout the year.

I acknowledge the outstanding contributions of Paul Worsley (Treasurer), Rob McKay (Secretary), and General Members Clare Adamson and Ian Mooney.

Rob McKay has advised that he will be stepping away from the role of Secretary. Rob has been a dedicated and valued member of the Executive, bringing professionalism, reliability, and sound operational knowledge to the Association. We thank him sincerely for his contribution and commitment over his years of service and appreciate that he will continue to support the Association in other capacities in 2026 and beyond.



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We also extend our sincere thanks to Clare Adamson, who will be relocating from Sydney to take up a new professional opportunity. Clare has been an outstanding Executive member and has played a leading role in advancing the female match official space, providing advocacy, visibility, and leadership for women in refereeing. Her energy and perspective have strengthened our community and helped shape a more inclusive and supportive environment.

Each member of the Executive has played a vital role in ensuring NSWRRRA remains financially sound, transparent, and focused on serving our members. Their professionalism and teamwork continue to set the tone for the Association and underpin everything we do.

### **Committees and Volunteer Leadership**

The strength of NSWRRRA lies in the capability and commitment of its volunteers. Our committees, operations teams, and panels play an essential role in delivering a high-quality officiating experience every week.

### **Development and Appointments Committee (DAC)**

The Development and Appointments Committee (DAC) continues to provide structure, fairness, and clarity in referee progression and accountability.

This year marked an important leadership transition. After many years of dedicated service, Ian Smith stepped down from the role of Chair mid-year. Ian's contribution has been immense — his calm, considered leadership and commitment to fairness have shaped the professionalism and credibility of the DAC for many years.

Ian guided the selection and development process with integrity and care, ensuring that every referee was treated with respect and that opportunities were based on merit and performance. His influence can be seen across all aspects of our development framework, and the stability of our systems today reflects his stewardship.

We thank Ian sincerely for his exceptional service, generosity, and lasting contribution to the Association and refereeing in New South Wales. We look forward to his continued involvement and support in the years ahead.

Following Ian's departure, Julius Ambat was appointed as Chair. Julius's professionalism and passion for referee development have ensured a smooth transition, and under his leadership the DAC continues to uphold the high standards that define NSWRRRA.



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We also thank John Goh, who now serves as Head of Appointments. John's reliability and attention to detail have maintained confidence among referees and competitions alike.

### **Referee Operations**

The Referee Operations Subcommittee, led by Peter Grattan, continues to deliver strong operational and logistical support for referees and competitions.

This year saw improvements in gear management, communication systems, and match-day coordination. Peter's practical approach and reliability have ensured referees are well equipped and supported throughout the season.

I thank Peter for his dedication and attention to detail in managing this critical area of operations.

### **Development and Coaching**

Under the leadership of Mike Edye, the Match Official Developer (MOD) program has continued to strengthen the confidence and consistency of referees across all levels.

Mike's professionalism and deep understanding of the game have shaped the current generation of MODs and established the strong development framework we have today. As Mike concludes his tenure as Lead MOD, we thank him sincerely for his service, commitment, and the legacy he leaves — one of excellence, collaboration, and care for referee development.

Alongside the MODs, our Squad Coaches remain a vital link between development and performance. Their guidance and steady support have been central to the growth of referees, fostering improvement and accountability in an environment of mutual respect and teamwork.

We also extend our thanks to Chris Mulcahy for his tireless work in supporting education and training across all levels of officiating. His contribution to referee learning and development has been invaluable in maintaining consistency, confidence, and capability across the Association.



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## Panels and Competitions

The strength of NSWRRRA's officiating pathway is reflected in the professionalism and collaboration of our competition panels.

The Shute Shield Panel (SSP), under the leadership of Will Houston, has continued to perform with distinction. Will's dedication, professionalism, and ability to balance a demanding volunteer role with work and family commitments have been outstanding. His leadership has helped build strong relationships with competitions, coaches, and other rugby stakeholders, lifting both the profile and performance of our referees.

As Will prepares to relocate to Melbourne, we take this opportunity to thank him sincerely for his significant contribution and the legacy of excellence he leaves. His calm guidance, integrity, and commitment to referee development have had a lasting impact on the panel and the wider Association. We are also very pleased that he will continue to remain involved with the Association, and we look forward to his ongoing contribution in a new capacity.

We also acknowledge Divan Uys, who has now stepped into the leadership role for the Shute Shield Panel. Divan's experience, commitment, and inclusive leadership style will ensure the panel continues to grow and thrive in the years ahead.

The Shute Shield Development Squad (SSDS), led by Kath Little, continues to go from strength to strength. Kath's organisation, calm guidance, and strong connection with referees and competitions have been vital to the squad's success. Her commitment to development and her supportive leadership has been instrumental in creating a positive, high-performing environment for our referees.

Beyond our performance panels, our community referees, match officials, and developers (MODs) have again shown extraordinary commitment and enthusiasm throughout the season. Week after week, many have taken on multiple matches across competitions, ensuring that every game — from juniors through to senior community rugby — is supported by skilled, dedicated officials. Their professionalism, good humour, and love of the game add enormous value to the experience of players and coaches alike.

Together, our performance and community officials continue to uphold the standards, spirit, and enjoyment of rugby across New South Wales.



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We thank Will, Kath, and all our referees, match officials, and developers for their professionalism, generosity, and continued service to NSWRRRA and the broader rugby community.

### **Social and Welfare Committees**

Our Social Committee, chaired by Alex Buckland and supported by Caitlin Winslade, continues to strengthen the sense of community that defines NSWRRRA. From the Annual Dinner to mid-season events, their energy and enthusiasm have lifted participation and connection across the Association.

The Welfare Committee, led by Max Hearn-Sarchfield, continues to provide valued support to referees experiencing challenges while promoting wellbeing and respect through the game. Working closely with NSW Rugby's Respect Rugby program, Max ensures that our members are supported both on and off the field.

### **Achievements and Representation**

Our referees have continued to excel at every level of the game.

Angus Gardner once again represented NSWRRRA with distinction, refereeing the Super Rugby Pacific Final and another series of international Test matches.

Ella Goldsmith performed superbly at the Women's Rugby World Cup, including refereeing the third and fourth play-off at Twickenham — a milestone moment for her and for the Association.

We also take great pride in acknowledging John Salisbury, who reached 800 referee appointments, and Ian Fraser, who recorded his 800th coaching appointment — each a remarkable demonstration of commitment and service.

Across all levels, many other members achieved significant milestones this year, and we celebrate each of these contributions with pride. Together, they reflect the depth, longevity, and strength of our referee community.

## **Tributes and In Memoriam**

We also pause to acknowledge the passing of several highly respected members of our community who each made an enduring contribution to refereeing in New South Wales — Life Members Cliff Dodds and Norm Stevens, and former member Ron Pomeroy.

Cliff Dodds, a Life Member and long-serving Patron, dedicated decades of service to NSWRRRA and to the development of referees at every level of the game. His wisdom, generosity, and quiet leadership left an indelible mark on our community.

Norm Stevens also gave a lifetime of service to refereeing. Known for his kindness, fairness, and commitment to the game, Norm was a role model to many and a valued member of our refereeing family.

Ron Pomeroy was a long-standing and highly regarded member of the Association who contributed greatly to the refereeing community. His integrity, professionalism, and commitment to the game earned the respect of all who worked alongside him.

We express our deepest condolences to their families and friends. Their contributions, both on and off the field, will be long remembered and deeply appreciated.

## **Acknowledgements**

The progress we have made in 2025 would not have been possible without the support of our valued partners, sponsors, and colleagues. On behalf of all members, I extend my sincere thanks to:

- **Sponsors and Partners**

- Patties Foods – our Principal Partner, led by CEO Paul Hitchcock.
- The Rugby Club Foundation – led by Chair Angus Bruxner, Deputy Chair Peter Whittington, and Business Operations Manager Lisa Kane, for their continued belief and partnership with NSWRRRA and funding support for the MODO role.
- niss.au – for their partnership and contribution to NSWRRRA.
- NSW Positive Rugby Foundation – for their ongoing commitment to rugby development across the state.
- NSW Rugby Union – for its collaboration, leadership, and partnership in supporting referee development.
- Rugby Australia – for its continued engagement and support in aligning programs, education, and pathways for match officials.

- **Member Unions and Stakeholders**

- NSWRU Referee Department – including Referees Manager Matt Tink, Divan Uys, Jack Jones, and Kim Taufua, for their commitment to development and support.
- Competition Managers – including Kerry Brady, Peter Watkins, Tim Richards, and Ben Gregory, for their collaboration and partnership with NSWRRRA.
- Junior Referee Associations – including the Sydney North Rugby Referees Association (SNRRA) led by Tony Fisher, and the Sydney West Rugby Referees Association (SWRRA) led by Grant Briggs, for their ongoing contribution to developing the next generation of referees and for their partnership with NSWRRRA.
- All NSWRRRA Members and Volunteers – for their professionalism, teamwork, and service to the game each week.

## **2026 and Beyond**

As we look ahead, 2026 and beyond represent an opportunity to build on the foundations strengthened throughout 2025. The work completed this year has positioned NSWRRRA — and all match officials across New South Wales — for greater alignment, collaboration, and long-term sustainability.

The focus remains clear: to continue strengthening partnerships, refining systems, and creating the right opportunities and support for every Match Official (MO) and Match Official Developer (MOD) to perform and grow within the game.

Working closely with Matt Tink as Referees Manager and NSW Rugby Union, along with Rugby Australia and our affiliate associations across the state, we will continue to align education, appointments, development, and engagement across all levels of rugby.

There is now a shared vision for an integrated approach to match officiating — one that values consistency, development, and the referee experience at every stage of the pathway.



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## Key areas of focus for 2026 and beyond include:

- **Partnership and Alignment**

- Strengthening collaboration between NSWRRRA, NSW Rugby, Rugby Australia, and our affiliate referee associations — including the Junior Associations and the NSW Country Referees Association, led by Anthony Furey.
- Building on the shared commitment to education, appointments, and development across New South Wales.
- Supporting the delivery of NSW Rugby's strategic plan, which includes a clear focus on recruitment and retention of referees, with NSWRRRA playing an active supporting role in promoting, welcoming, and mentoring new officials.
- Creating alignment in programs and processes that enhance the experience for all referees, MOs, and MODs, ensuring a clear and supported pathway from junior to senior rugby.

- **Education and Pathways**

- Establishing consistent, high-quality education content that reflects each level of the game.
- Developing a transparent, progressive pathway for referees and developers — from the first whistle in junior rugby to the highest levels of the sport.
- Ensuring that match officials are supported not only in technical performance but also in wellbeing, mentoring, and engagement.

- **Structure and Sustainability**

- NSWRRRA will transition to a standalone senior association, stepping away from direct junior membership while continuing to provide partnership and support to junior associations as required.
- Within the Association, the DAC, in collaboration with Divan Uys (MODO), will implement new programs and content for appointments, development, and performance pathways.
- Paid professional roles will now take primary responsibility for developing program content and alignment with NSW Rugby and Rugby Australia — freeing up our volunteers to focus on delivery, participation, and enjoyment.
- This shift ensures our volunteers' time is spent where it adds the most value — supporting referees, building connection, and fostering a rewarding experience for all involved.

- **Culture and Inclusion**

- Continue promoting inclusion, professionalism, and respect across all levels of refereeing.
- Expand efforts to recruit and support more female match officials, ensuring women continue to play visible and valued roles in all areas of officiating.
- Encourage participation from across the diverse communities that make up our competitions — including Pasifika, multicultural, and emerging rugby groups — reflecting the full breadth of our game and strengthening connection across the rugby community.
- Encourage stronger cross-association collaboration, recognising that the future of officiating in New South Wales depends on unity, shared purpose, and mutual respect.

Together, these initiatives will allow NSWRRRA to remain focused on what matters most — serving our members, strengthening officiating across New South Wales, and ensuring every referee and developer has the opportunity to grow, contribute, and succeed.

## **Conclusion**

2025 has been a year of growth, alignment, and achievement. We have strengthened our systems, deepened collaboration with partners, and continued to deliver high-quality service to our members and to the game.

To our members — thank you for your dedication, professionalism, and pride in representing NSWRRRA each week.

To our partners — NSW Rugby, Rugby Australia, The Rugby Club Foundation, Patties Foods, and all competitions — thank you for your trust and support.

To our Executive, committees, MODs, Squad Coaches, and volunteers — your collective effort ensures NSWRRRA remains a respected and progressive organisation within Australian rugby.

It remains an honour to serve as your President.

Together, we will continue to grow, support, and lead the future of officiating in New South Wales.

### **Stuart Dickinson**

President

New South Wales Rugby Referees Association

# MEMBERSHIP SNAPSHOT

<b>NSWRRA MEMBERSHIP SNAPSHOT NOVEMBER 2025</b>					
<b>DIVERSITY</b>					
	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Registered members	366	327	287	281	234
Female	4.9%	3.1%	2.8%	1.8%	1.7%
Identify as Aboriginal or Torres Strait Islander	1.1%	1.5%	1.0%	0.7%	0.9%
<b>COUNTRY OF ORIGIN</b>					
	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Australia	80.9%	82.6%	84.7%	85.8%	83.8%
NZ	4.1%	2.4%	2.4%	3.2%	6.4%
UK	4.9%	6.4%	4.5%	5.3%	5.1%
RSA	2.5%	2.8%	1.7%	1.8%	0.9%
Others	7.7%	5.8%	6.6%	3.9%	3.8%
<b>AGE DISTRIBUTION</b>					
	<b>2025</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Age =< 18	31.7%	29.1%	15.7%	13.9%	NA
Age 19, 20	2.5%	2.8%	3.5%	3.9%	3.4%
Age 21 < 30	12.8%	13.1%	17.4%	20.6%	25.6%
Age 30 < 40	12.3%	11.6%	14.3%	13.2%	12.4%
Age 40 < 50	9.6%	11.3%	15.3%	13.2%	15.0%
Age 50 < 60	14.5%	16.2%	17.1%	18.5%	24.8%
Age 60 < 70	12.3%	11.0%	12.5%	14.2%	14.5%
Age 70+	4.4%	4.9%	4.2%	2.5%	4.3%
NB "Registered Members" EXCLUDES 'Referee Ready' registrations but INCLUDES 'Non-Appointed Association Members'					

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# TREASURER'S REPORT

## Highlights

- Underlying deficit for 2025 of \$37,858 being 15% of Accumulated Funds at the start of the year.
- Continue to invest in development, extension of MODO role and creation of Junior MODO

## NSWRRA Financial Activities

The audited financial statements for NSWRRA, are set out at page 46 of this Annual Report. They show that NSWRRA remains in a strong financial position:

- Net deficit for the 2025 financial period of **\$5,706**.
- Accumulated funds as at 30 September 2025 of **\$247,939**.

Whilst the financial statements indicate a small 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 ongoing activities of NSWRRA in both the Income and Expenditure Statement and Accumulated Funds. Further detail is provided below on MODO Funding.

After adjusting for these items, the underlying performance of NSWRRA for the 2025 financial period is a deficit of \$37,858 and removing funds being held for expenses to be incurred in future periods, our Accumulated Funds are \$164,363.

Key expenditures in the 2025 financial year are as follows:

- Member Reimbursements - \$191,940 (5% decrease over 2024 – related to the volume of fixtures undertaken by members).
- Member Engagement - \$41,184 (several events and due to timing, two annual presentation costs included).
- Member Development - \$29,662 (expense to members after offset of grant income).
- Capital Equipment – \$17,047 in particular, new AR Flags and MOD Padded Jackets.
- Increased expenditure on physical training with two sessions per week provided through the season - \$12,491.

NSWRRA currently holds a significant cash balance. We continue to maintain a rolling term deposit program to maximise the return from this cash. NSWRRA benefited from nearly \$8,540 of interest in the current financial year.



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## **Member Reimbursements**

In 2025, we have maintained all the increases in reimbursements from prior years. We continue to work in the background to continue progress on improving reimbursements to our members for appointments. In particular, the base reimbursement for referees is still considered to be significantly below the average cost for our members to attend our fixtures.

## **NSWRRA Member Development**

As noted in prior years, a significant component of our development cost is in the funding of our Match Official Development Officer (MODO). The initial joint funding agreement with The Rugby Club Foundation (TRCF) covered a two year period for the role. During the year, the existing MODO Mitch De Lorenzo moved to a role with Rugby Australia and Divan Uys was appointed to the role.

The importance of the role to our operations and the greater capacity it has created is considered a key component of our on-going strategy. As a result, we continued to work with TRCF with a view to ensuring funding for the role for an extended period. We were delighted with the support and trust shown by TRCF and a second co-funding agreement is in place to cover the role through to December 2027 and post the Men's World Cup in Australia.

In addition, during the year we worked together with the other junior Associations in Sydney and NSWRU in the creation and shared funding for a Junior MODO role. This extends the part time Juniors Appointments Officer role funded by NSWRU to a full time role. Jack Jones was appointed to this role at the commencement of the 2025 season and whilst in-season focus is generally on appointments we anticipate that this role will have a similar impact as the NSWRRA MODO has had for seniors.

## **Commercial Arrangements**

NSWRRA 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.

Patties Foods and the iconic Four'n'Twenty logo that adorns our on-field and off-field kit is an amazing supporter of our match officials.

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



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## **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 2025, I can advise that members of the Association have donated just over \$7,000 for use in projects in future seasons.

### **Paul Worsley**

NSWRRA Treasurer

# DEVELOPMENT AND APPOINTMENTS COMMITTEE (DAC) REPORT

The 2025 season overall was one of persistence, resilience and opportunity for the whole of the association, with the DAC this year attempting to make a commitment to look at the development of all of the NSWRRRA Membership through the Shute Shield Panel, Squad Members, weekend battlers and Junior Members in servicing the our Sydney Premiership, Women's, NSW Suburban, Sydney Juniors and various schools competitions.

The main focus of this year was to align both the MO and MOD frameworks with that of RA in the sense of aligning the Gradings of MOs with RA's Performance, Community and Game Facilitator MO Framework, the use of the assessment of 4 S's and I's and 3 C's in terms of giving feedback to Match Officials and ensuring our Match Official Developers are utilising this as part of their feedback to their Match Officials.

## **Appointments**

This year we attempted to simplify the Grading's process to better align with the not only the RA Match Official Framework, but also the week-to-week appointments operations aligning Match Official skillsets and development opportunities.

It was another year filled with weather disruptions and a lack of resources to cover games. A big thank you to all members who were doing 3, sometimes 4 or more Games and running line across a weekend over our Seniors and Juniors competitions.

Thank you to John Goh as well as Kim Taufu, Divan Uys and Jack Jones from NSW Rugby for their assistance in supporting our Match Officials and the Welfare Sub-Committee for their important work supporting match officials who have suffered abuse whilst carrying out their NSWRRRA duties. John will be taking on the role of Appointments full-time in 2026.

## **Education and Development**

Match Official and Match Official Developer Education looked at tagging along from the main themes of the Rugby Australia Education Modules that were rolled out Nationally, ensuring that all MOs and MODs are aligned with the Education being rolled to all Referees around the country.



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The year, Chris Mulcahy let this for the Match Officials, organising our Education Nights as well as co-ordinating education resources with the NSWRRRA Squad Leaders. There was more of an emphasis of a hands-on approach to Education Nights, with more knowledge sharing and collaboration between MOs of different skills to share ideas and gain alignment on the key facets of the game across all matches NSWRRRA serve.

To supplement this, the Game Ready Improvement Program (GRIP) will be piloted during the off-season covering performance, preparation, and wellbeing.

Our Match Official Development Portfolio was led by Michael Edge where MODs participated in structured monthly meetings aligned with referee education themes, enhancing consistency in mentoring and feedback. Developers from other sports were also involved to share their experiences to compare what they see in their environments compared to what we see in Rugby. I'd like to thank Mike for his service in leading the Match Official Developer Program for the past few years, as he hands over the Portfolio in 2026.

## **Juniors**

Coordination of Junior Appointments was enhanced through alignment with district associations and the Sydney Youth Referee Academy (SYRA). The Academy continues to provide structured learning, practical experience, and mentoring for Year 10–12 referees. I'd like to acknowledge the efforts of Divan Uys, Richard Chen, Mitch de Lorenzo, Caitlin Winslade and Toby Brandon-Cooper in being leaders for SYRA which is a vital part of developing our Junior MOs in preparation for their transition into Senior Rugby.

Match Officials and MODs were appointed to a range of State Age Championships and school competitions, including the inaugural ISA Schools Finals Series with increased focus on logistical planning and support of these tournaments.

## **Exchanges**

The Association facilitated an increased number of pathway and community level exchange opportunities this season, generously supporting QRRA, NSW Country, Hong Kong 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 and expanding this program in 2026.

## **Representative Appointments**

NSWRRA were well represented across the International and Super Rugby scene across the men's and women's games, as well the World 7s Series, Super Rugby AUS, Men's 16s and 19s as well as other domestic opportunities.

The highlights included Ella Goldsmith being selected to her first Rugby World Cup, refereeing the Bronze Medal Match between New Zealand and France. Angus Gardner Refereed the Super Rugby Men's Final between the Crusaders and Chiefs with Matt Kellahan also appointed as Assistant Referee.

## **Looking Ahead to 2026...**

Before looking ahead, I must acknowledge my predecessor Ian Smith who stepped down in July. His effort in leading the DAC over the past three years has culminated in more opportunities for our Match Officials to be given opportunities at National Level and combined with the efforts of the Executive increased the exposure and presence of the Association to the wider community.

I'd also like to acknowledge the efforts of Will Houston in leading the Shute Shield Panel this year, with a huge mindset shift in terms of how the Shute Shield Panel work with the competition and player coaches to produce a product and outcomes that ensure that the competition is played at a high standard.

I'd like to thank the other members of the DAC for their commitment over the year – Andy Bernard (Secretary), John Goh (Appointments), Chris Mulcahy (Match Official Pathways), Mike Edey (Match Official Developer Pathways), Richard Chen (Juniors) and Divan Uys (MODO) – in their expertise and dedication to the Development of NSWRRA members.

The next three to five years are an exciting time for Rugby Union in this country, and in alignment with the Executive, NSW Rugby and Rugby Australia we need to ensure that Match Officials and Developers are ready to complement the growth of the game. The challenge for the DAC remains to ensure that there are opportunities for all members, particularly in terms of growth and development and balancing this with the limited opportunities there are. The DAC will continue to work over the off-season to ensure that the right systems are in place to complement the development to support Match Officials at every stage of their Match Official journey.

## **Julius Ambat**

Chair, Development & Appointment Committee (DAC)

# MATCH OFFICIAL DEVELOPMENT OFFICER (MODO) REPORT

The role of Match Official Development Officer (MODO) has seen significant growth and evolution following my commencement in the role in January 2025. Thanks to the generous support of The Rugby Club Foundation, and the NSW Rugby Referees Association's (NSWRRRA) joint funding model, the position will be extended for an additional two years. This investment has enabled NSWRRRA to continue enhancing the development of Match Officials (MOs) and Match Official Developers (MODs) through dedicated resources. Being permanently based at NSW Rugby Union (NSWRU) HQ in Daceyville, I was able to build strong relationships with key stakeholders which enabled a smooth transition following the departure of Alex Richards on 6 April 2025 and the appointment of NSWRU's new Referee Manager, Matt Tink on 1 July 2025.

The MODO role serves many purposes and in 2025 included some of the following:

## **Onboarding of New Members**

New members were taken through the steps to get registered, accredited and enrolled in the appropriate courses. In 2025, some of the following numbers were reported:

- 361 individuals registered as MOs and MODs of NSWRRRA.
- All registered MOs were required to update their Smart Rugby & Season Ready accreditations.
- 18 Referee Ready courses were held in Sydney metro which accommodated 244 registrants (228 in-person & 16 online).
- 259 individuals registered for the various Level 1 Assistant Referee courses
- Primary point of contact.

I served as the primary point of contact for MO feedback from coaches and clubs, and where they made use of NSWRRRA's Online Referee Feedback Tool, I ensured that the complaint was acknowledged, and the information investigated. I then proceeded to conduct a process of development with the MO which included the sharing and discussion of clips and ultimately ensuring that the MO course corrected where necessary. Conversely, where teams were at fault, I ensured that they received the necessary feedback and understood our reasoning behind it. MOs that were part of Development Squads had their Squad or Season Coaches involved in this process. Where there were no appointed MOD for the game in question and the MO was not in a Development Squad, then I drove the process with the MO directly.



Coaches were informed that engagement with stakeholders were encouraged, provided that the interactions were constructive and respectful.

I also provided assistance to various Competitions, including Sydney Rugby Union, NSW Suburban Rugby Union and Sydney Junior Rugby Union on various refereeing matters, including to provide input on Competition Rules and specific provision for Finals, and providing assistance on citations and its severity levels.

### **Sydney Youth Referee Academy Co-ordinator**

The Sydney Youth Referee Academy is a vital component of the match official pathway in Sydney. Co-ordinating this program ensures that junior match officials are well prepared to transition into senior rugby upon completing school. In 2025 a total of 38 individuals participated in the Academy, which was spread over individuals in Years 10, 11 and 12. Each year group had their own Squad Coach who ensured their members received tailored education and mentorship throughout the year. A special word of thanks to Mitch De Lorenzo, Caitlin Winslade and Toby Brandon-Cooper for serving as the respective Year 12, Year 11 and Year 10 SYRA Squad Coaches in 2025.

The SYRA tailored education program consisted of the following topics and presenters in 2025:

<b>Year 12</b>	
<b>Topic</b>	<b>Presenter</b>
Game setup / interactions	Richard Manchee
Contextual Refereeing	Ben O'Keeffe
Super Rugby Experience	James Doleman
Assistant Refereeing	Graham Cooper
Dealing with Pressure / HIDs	Ella Goldsmith & Nic Berry
Finals Preparation & Season Review	David Conway
<b>Year 11</b>	
<b>Topic</b>	<b>Presenter</b>
Context & Relevance	Tom Chadwick
AR session 1	Todd Cummings
Interactions	James Quinn
AR session 2 & mid-year review	Todd Cummings
Shute Shield Observation	Various
AR in practice	Various SRU 2 <sup>nd</sup> Grade games
Finals Preparation & Season Review	David Conway
<b>Year 10</b>	
<b>Topic</b>	<b>Presenter</b>



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Goal Setting	Toby Brandon-Cooper
Creating Flow	Divan Uys
Changing Behaviour	Jack Jones
Scrum	Alex Richards
Conflict Resolution	Ella Goldsmith
Finals Preparation & Season Review	David Conway

SYRA members were appointed to various tournaments including but not limited to the U12/U13/U14 NSWJRU State Championships, the NSWJRU State 7s Championships and PSSA boys' and girls' tournaments. At all these tournaments, SYRA members received additional coaching and mentoring.

### **Convening tournaments**

In 2025, I convened MOs and managed appointments for several major junior tournaments across NSW, including:

- The U18 NSWJRU State Championships at St Luke's,
- City v Country Championship in Newcastle, and
- The NSWJRU State 7s Championships in Mudgee.

### **2026**

My role will continue to evolve in 2026, with expanded responsibilities including to:

- Monitor alignment of the MO and MOD ecosystem from top to bottom with our overall strategic plan and guiding the DAC and Executive as applicable.
- Coordinate with, and provide support to, the Development Squad Leads within the Community Stream of MOs.
- Oversee the execution of educational content across the Association's development ecosystem.
- Lead, monitor and enable the improvement in performance of the Shute Shield Panel of MOs and MODs.
- Allocate MOs and MODs to Premier and Pathway Performance Squads
- Allocate MOs and MODs for Sydney Rugby Union Premiership games (including Finals series) of 1st Grade, 2nd Grade, 3rd Grade, and 1st Colts
- Primary contact for MO feedback for Shute Shield coaches / clubs.
- Compile, manage and lead the Shute Shield Panel Management Group.

I look forward to being of assistance to NSWRRRA members in 2026.

### **Divan Uys**

# REFEREE OPERATIONS REPORT

The role of Referee Operations ("RefOps") is to assist members in best utilising the assets and technology available for development.

Specifically, during 2025 RefOps has supported members with:

- Pre-Season testing of equipment with Sideline sports leading to installation of mic covers for all ref mics improving sound quality.
- Education session on tips, settings and expectations for managing and maintaining comms equipment.
- A pre-season restock and maintenance of 12 Coach kits with season maintenance and support to MODs.
- The operational logistics of our extensive fleet of Team of 3 comms kits, including:
  - Managing the distribution of 20 comms kits (and 2 TV kits) over 24 weekends to over 380 games with Teams of 3.
  - 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 4 broken/lost radio receivers over 2025. \$1,600 investment throughout the year in replacement stock.

The availability of quality communication across as many grades as possible continues to be the focus to enabled development and engagement of members all the way down the rankings. We continue to work with Sideline TV to improve quality of communication feeds and avoid removal/muting of Team of 3.

**Peter Grattan**

## **SOCIAL COMMITTEE REPORT**

The Social Sub-Committee had another positive year.

Our Pub of the Month events were well attended and peaked at over 50 members in attendance at the Edinburgh Castle Hotel to watch Australia lose the first test vs the British & Irish Lions.

Presentation Evening was well attended this year with particular praise for the food. We will likely use the same venue next season; however, we want to increase numbers even further by locking down a date with our chosen venue early in the year so members can plan in advance.

Social media was given additional effort this year resulting in a staggering 280% increase in engagement. This coincided with having plenty to announce, with huge numbers of representative appointments (including a Women's World Cup!). New features such as the Referee / MOD Profile Series and the Law Quiz were also introduced with positive feedback. We will look to continue this trend moving forward as we seek to expand our membership, particularly with female participation.

This year I thank the social media team of Caitlin Winslade, Tom Jordan and Charles Mulcahy, as well as Julius Ambat, John Goh, Rob McKay and all other members who assisted us by providing photos of our members in action. A special mention to Oscar Jimenez whose photography skills once again captured our Presentation Night.

Thanks

**Alex Buckland**

# WELFARE COMMITTEE REPORT

## 2025 Season - Overview and Seasonal Summary

During the 2025 season, the Referee Welfare portfolio continued to strengthen its foundations of care, connection, and proactive wellbeing support across the association. On average, 4 welfare checks were conducted per week to check in with a referee after conflict or abuse within or around their game.

The Referee Welfare Group now consists of ten active members - they have all been incredible. Each member has been active participating by making welfare checks to referees, providing amazing ideas for the future of Referee Welfare and maintaining connection throughout the season. Honestly, their contribution and efforts have been invaluable!

- Proposing to rename "Referee Welfare" to "STRIVE".
  - STRIVE: Strength, Resilience, and Integrity for Referee Wellbeing and Excellence.
  - I feel that the change is more inclusive to the direction of where this program is going. As it currently stands, the Referee Welfare program is moving away from just "welfare checks" and more into a holistic approach to referee wellbeing and resilience. E.g. GRIP, regular check ins, educational programs and so on.

## Education and Engagement

A key initiative this season was the delivery of a presentation on *stress management* and its impact on referee performance. The session was well received, with several participants providing informal positive feedback. Moving forward, I intend to collect structured feedback through Google Forms to measure if I am on the right track with regards to the content I am providing.

## Plans for the 2026 Season

For the upcoming season, I propose a 45 to 60-minute segment at 2 or 3 of the monthly referee education nights, dedicated to *Referee Welfare and Psychology*. This session would explore how referees can enhance both their mental health and on-field performance by engaging with evidence-based mental fitness tools. Similar to the content provided in the Game Ready Improvement Program (GRIP).

Another key initiative will be to expand the existing *Mental Health Round* into a *Mental Health Month*, with referees wearing the dedicated socks over four rounds. I plan to capture short, voluntary video stories from referees highlighting

how refereeing contributes to their sense of purpose and wellbeing—an initiative inspired by multiple member suggestions. I propose sharing this at the monthly meeting and potentially reaching out to NSW Rugby and Rugby Australia to see if they would be keen to broadcast it during one of their home games.

### **Professional Development and Structural Improvement**

I have proposed that the members of the Referee Welfare group participate in the Mental Health First Aid course. Before the next season commences, I aim to facilitate *Mental Health First Aid (MHFA)* training for all active Referee Welfare Officers. This will provide them with nationally recognised accreditation and ensure they are equipped to manage conversations around mental health safely and effectively.

Finally, I intend to restructure the reporting and record-keeping processes for welfare incidents, introducing a consistent tracking system that recognises referees who have experienced conflict or abuse during games. In addition, I plan to implement random welfare check-ins across all members to foster a culture of support beyond times of crisis. This would be referee welfare officers reaching out to any referee to simply have a quick chat to check in.

### **GRIP Program Collaboration**

A major highlight of the year has been the collaboration between NeuroNavigators (Max Hearn- Sarchfield) and NSW Rugby referees Association through the Game Ready Improvement Program (GRIP). GRIP is a tailored mental fitness and psychological skills program designed to enhance referee wellbeing, focus, and resilience. The GRIP program integrates psychometric testing, applied psychology, and performance coaching, aligning closely with the welfare objectives of the association.

The program was recorded, and the following weekly mental fitness sessions will be recorded. So, at the completion of the program there will be a promotional package so that other member of the NSW Referee Association can see the product so that we can drive more engagement and growth of the Referee welfare program.

Phil's involvement and support throughout this initiative have been invaluable, particularly in facilitating sessions that involve the physical fitness side of things and adopting the leadership role of the program.

I am going to be modest and say that I have built a foundation for ongoing growth in mental fitness for the referees involved.



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Phil has done an excellent job establishing a strong foundation for the physical fitness component of GRIP. His structured and professional approach to guiding participants in setting and achieving their physical fitness goals has been highly effective and well received.

So, I'm excited to share more details about GRIP in the future and all things (hopefully with the new name) **STRIVE** (referee welfare)!

Warm regards

**Max Hearn-Sarchfield**

# MILESTONE APPOINTMENTS

## REFEREES

### 100 SHUTE SHIELD GAMES

James Quinn

### 100 GAMES

Alex Buckland  
Peter Grattan  
Timothy Heaney  
Emmett Karstrom  
Chris Mulcahy  
Warwick Negus  
William Taylor  
Dru Tonks  
Craig Tucker

### 200 GAMES

Rob McKay  
William Sandwell

### 300 GAMES

Ian Mooney

### 600 GAMES

Phil Baird

### 800 GAMES

John Salisbury



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## **MATCH OFFICIAL DEVELOPERS**

### **100 GAMES**

Stuart Dickinson  
James Dickson  
David Powell  
Ian Smith

### **200 GAMES**

Julius Ambat

### **600 GAMES**

Peter Marshall

### **800 GAMES**

Ian Fraser



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## AWARDS

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

James Quinn

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

Angus Gardner

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

David Davies

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

Ella Goldsmith

### **Col Roy Memorial Trophy – Referee Showing Most Potential in the first five years**

Tom Jordan

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

Toby Brandon-Cooper

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

Hugh Sterndale-Smith

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

Caitlin Winslade

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

Alex Buckland

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

Blake Stanley

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

Kenta Hara

# REPRESENTATIVE APPOINTMENTS

WORLD RUGBY, SANZAAR, OCEANIA AND RUGBY AUSTRALIA APPOINTMENTS

FOR THE YEAR ENDING 30th SEPTEMBER 2025

## WORLD RUGBY APPOINTMENTS

### TEST MATCH APPOINTMENTS

#### Angus Gardner

England v New Zealand	02-Nov-24	
Ireland v France	08-Mar-25	Six Nations
Argentina v England	05-Jul-25	
New Zealand v France	19-Jul-25	
Tonga v Samoa	23-Aug-25	Pacific Nations Cup
South Africa v Argentina	27-Sep-25	TRC

#### Ella Goldsmith

Wales v Italy	04-Oct-24	WXV2
Wales v Japan	11-Oct-24	WXV2
Spain v Brazil	22-Mar-25	W
Italy v Ireland	30-Mar-25	Six Nations (W)
Canada v USA	01-Aug-25	WRWC Warm-up
New Zealand v Spain	24-Aug-25	WRWC
Italy v South Africa	31-Aug-25	WRWC
New Zealand v France	27-Sep-25	WRWC (Bronze final)

## HSBC SVNS 2025

#### Ella Goldsmith

### OTHER

#### Ella Goldsmith

Australia A v Manusina (W)	28-Jun-25
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## SUPER RUGBY PACIFIC APPOINTMENTS

### Angus Gardner

NSW Waratahs v Highlanders	14-Feb-25	
Chiefs v Crusaders	21-Feb-25	
Hurricanes v Blues	01-Mar-25	
Crusaders v Moana Pasifika	29-Mar-25	
Blues v Hurricanes	05-Apr-25	
Reds v Brumbies	12-Apr-25	
Chiefs v Highlanders	19-Apr-25	
Moana Pasifika v Fijian Drua	26-Apr-25	
ACT Brumbies v NSW Waratahs	03-May-25	
Moana Pasifika v Blues	17-May-25	
Western Force v NSW Waratahs	24-May-25	
Hurricanes v Moana Pasifika	31-May-25	
Chiefs v Blues	07-Jun-25	Qualifying Final
Crusaders v Chiefs	21-Jun-25	Final

## OCEANIA RUGBY APPOINTMENTS

### Louis Trisley

Oceania 7s	Nov-24	
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## RUGBY AUSTRALIA APPOINTMENTS

### Dan Andrews

Western Force v Fijian Drua	23-Mar-25	Super Rugby Women
ACT Brumbies v NSW Waratahs	28-Mar-25	Super Rugby Women
NSW Waratahs v Western Force	06-Apr-25	Super Rugby Women
Australia Schoolboys v Fiji Schoolboys	29-Sep-25	Schoolboys/U18s
Australia U18s v NZ Secondary Schools	04-Oct-25	Schoolboys/U18s *

### Toby Brandon-Cooper

NSW Waratahs v QLD Reds	12-Oct-24	Rugby Australia U15s
Western Force v Victoria	28-Sep-25	Super Rugby Men 16
NSW Waratahs v Western Force	5-Oct-25	Super Rugby Men 16 *
ACT Brumbies v Western Force	11-Oct-25	Super Rugby Men 16 *

### Todd Cummings

Melbourne Rebels v ACT Brumbies	12-Oct-24	Super Rugby U19s
NSW Waratahs v Western Force	08-Mar-25	Rugby AU U20s
QLD Reds v ACT Brumbies	14-Sep-25	Super Rugby Men 19s
Western Force v ACT Brumbies	20-Sep-25	Super Rugby Men 19s
ACT Brumbies v NSW Waratahs	27-Sep-25	Super Rugby AUS

### Harry Fenton

Fijian Drua v ACT Brumbies	15-Mar-25	Super Rugby Women
ACT Brumbies v QLD Reds	22-Mar-25	Super Rugby Women

### Ella Goldsmith

Western Force v ACT Brumbies	01-Mar-25	Super Rugby Women
NSW Waratahs v Western Force	08-Mar-25	Super Rugby Women
NSW Waratahs v QLD Reds	12-Apr-25	Super Rugby Women

### Jack Jones

NSW Waratahs v ACT Brumbies	17-Aug-25	Next Gen 7s
NSW Waratahs v QLD Reds	11-Oct-25	Rugby AU U15s *

### Tom Jordan

QLD Reds v NSW Waratahs	17-Aug-25	Next Gen 7s
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### Jack Larkin

ACT Brumbies v QLD Reds	05-Oct-24	Super Rugby U19s
NSW Waratahs v ACT Brumbies	19-Oct-24	Super Rugby U19s
QLD Reds v ACT Brumbies	03-Nov-24	Super Rugby U19s
ACT Brumbies v NSW Waratahs	01-Mar-25	Rugby AU U20s
ACT Brumbies v Western Force	16-Mar-25	Rugby AU U20s
Australian U18s v Australian Schoolboys	25-Sep-25	Schoolboys/U18s
Australian Schoolboys v Fiji Schoolboys	04-Oct-25	Schoolboys/U18s *

### Marco Levy

NSW Waratahs v ACT Brumbies	17-Aug-25	Next Gen 7s
ACT Brumbies v QLD Reds	17-Aug-25	Next Gen 7s

### Alexander Marsh

ACT Brumbies v NSW Waratahs	22-Feb-25	Super Rugby A
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### **Louis Trisley**

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
ACT Brumbies v Western Force	12-Mar-25	Rugby AU U20s
NSW Waratahs v Western Force	13-Sep-25	Super Rugby Men 19s
ACT Brumbies v NSW Waratahs	27-Sep-25	Super Rugby Men 19s

### **Hamish Quigley**

Melbourne Rebels v Western Force	05-Oct-24	Super Rugby U16s
NSW Waratahs v ACT Brumbies	19-Oct-24	Super Rugby U16s
Australian U16 v NSW Waratah U17s	12-Dec-24	Australia/Waratahs
NSW Waratahs v QLD Reds	22-Mar-25	Rugby AU U18s
NSW Waratahs v QLD Reds	11-Oct-25	Super Rugby Men 16 *
QLD Reds v ACT Brumbies	25-Oct-25	Super Rugby Men 16 *

\* 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)

Daniel Andrews  
Ella Goldsmith

## SUBURBAN (KENTWELL CUP)

Charlie Abel  
Aaron Crofts  
Marco Levy

# GRAND FINAL APPOINTMENTS

## PREMIERSHIP

Shute Shield  
Colin Caird Shield  
Henderson Shield  
Henderson Cup

Angus Gardner  
Todd Cummings  
Tom Chadwick  
Jackson Brislan

## PREMIERSHIP COLTS

W McMahon Memorial Shield  
Shell Trophy  
Bill Simpson Shield

Louis Trisley  
Hamish Quigley  
Tom Jordan

## PREMIERSHIP WOMEN

Chikarovski Cup Pool A  
Chikarovski Cup Pool B  
SWRU Division 2 Pool A  
SWRU Division 2 Pool B

Hamish McKay  
Clare Adamson  
Rob McKay  
James Carmichael

## SUBURBAN

### DIVISION 1

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

Tom McLean  
Marco Levy  
Finn Comber  
Ian Mooney  
Emmett Karstrom  
Ken Gusse

### DIVISION 2

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

Alex Buckland  
Charlie Abel  
Tane Dolan  
Ross Williamson  
Dan Southwell-Keely

### DIVISION 3

Clark Cup  
Farrant Cup  
Nicholson Cup

Peter Grattan  
Sean Rugers  
Theodore Florentzos



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#### **DIVISION 4**

McLean Cup  
Grose Cup

Harry Pepper  
Scot Hayman

#### **DIVISION 5**

Jeffrey Cup  
Meldrum Cup

Callum McKenzie  
Thibaut Irissou

#### **DIVISION 6**

No competition - merged with Division 5

#### **OTHER**

Radford Cup (Colts)

Phil Rogers

#### **WOMEN**

Joy Johnson Cup Yellow  
Joy Johnson Cup Blue

Max Fulton  
Leilani Taufua

#### **SCHOOLS**

ISA 1<sup>st</sup> XV Final  
ISA 2<sup>nd</sup> XV Final

Hugh Sterndale-Smith  
Wayne Cusack

#### **SYDNEY JUNIOR RUGBY UNION**

Kenta Hara  
Rob McKay  
Alex Richards  
James Tourle  
Charlie Meynell

Opens A/B  
Under 16B Girls  
Under 15A  
Under 13C  
Under 11D

Ashton Habler  
Blake Stanley  
James Mann

Under 11 Friday Comp.  
Under 11 D1 Friday Comp.  
Under 10 Friday Comp.

## FIRST GRADE APPOINTMENTS

REFEREE	2025	TOTAL
Matthew Kellahan	8	121
James Quinn	15	100
Angus Gardner	3	95
Dru Tonks	13	93
David Conway	8	63
Colm McCaughan	5	28
Harry Fenton	11	22
Alexander Marsh	5	16
Michael Oliver	5	11
John McCarthy	5	11
Todd Cummings	8	11
Louis Trisley	8	11
Jack Larkin	5	8
Tom Chadwick	5	8
Daniel Andrews	3	3
Ella Goldsmith	3	3
James Palmer - QRRA <sup>(1)</sup>	1	2
Aaron Pook - QRRA <sup>(1)</sup>	1	1
Charles Marshall - QRRA <sup>(1)</sup>	1	1
Derek Summers - USA <sup>(1)</sup>	1	1
Maggie Cogger-Orr - NZ <sup>(1)</sup>	1	1

Notes:

- (1) Visiting or Exchange referees.
- (2) Active Shute Shield Panel referees only, subject to Note (1).

## ALL APPOINTMENTS

	REFEREE		COACHING	
	MEMBER	2025	TOTAL	2025
Abel Charlie	21	68	0	0
Adamson Clare	20	67	0	0
Alahakoon Deshan	20	20	0	0
Ambat Julius	11	184	31	232
Andrews Dan	14	90	0	0
Armour Tom	21	21	0	0
Baird Philip	24	604	26	465
Baker Darren Thomas	1	10	0	0
Barrington Adam	2	11	0	0
Barritt Candace	7	7	0	3
Bernard Andy	0	487	22	458
Bloom Lionel	6	58	0	0
Brandon-Cooper Toby	18	78	0	0
Brereton Christopher	9	192	0	0
Brislan Jackson	17	120	0	3
Buckland Alex	18	111	0	2
Buckley Matthew	17	119	0	0
Buttress-Grove Garron	11	729	9	144
Cameron Angus	11	77	0	4
Carmichael James	6	7	0	0
Chadwick Tom	16	131	0	1
Cheever Daniel	0	402	2	308
Chen Richard	4	35	13	40
Cogger-Orr Maggie	1	1	0	0
Coleman John	10	78	3	16
Comber Finn	17	42	0	0
Connor Michael	4	14	0	0
Conway David	15	121	0	0
Coorey Andrew	26	179	0	2
Crofts Aaron	21	23	0	0
Cummings Todd	21	137	0	0
Cusack Wayne	23	84	0	0

	REFEREE		COACHING	
	MEMBER	2025	TOTAL	2025
Dagger Colin	3	243	0	51
Davies David	12	474	38	144
Davis Samuel	1	1	0	0
De Lorenzo Mitch	0	168	23	24
Dean Riley	9	32	0	0
Dehlsen Arron	2	225	3	32
D'elboux Robert	0	0	17	56
Dickeson Anne	0	0	12	12
Dickinson Stuart	1	369	23	101
Dickson James	6	255	18	101
Dolan Paul	2	2	0	0
Dolan Tane	25	28	0	0
Dooley John	1	1	0	0
Edye Michael	0	15	15	127
English Luke	7	125	0	0
Feeney John	19	167	0	0
Fenton Harry	14	56	0	0
Fisher Tony	17	294	0	0
Florentzos Theodore	17	17	0	0
Flude Michael	1	12	0	0
Ford Owen	10	10	0	0
Fraser Ian	0	651	39	813
Freedman Josh	17	83	0	0
Fulton Max	7	109	0	4
Gardner Angus	3	236	12	34
Goh John	17	429	31	641
Goldsmith Ella	8	48	0	0
Gorman Warren	8	303	0	41
Goswell Richard	0	300	15	132
Grattan Peter	23	121	0	2
Gusse Ken	13	398	0	0
Hara Kenta	19	31	0	0

	REFEREE		COACHING	
	MEMBER	2025	TOTAL	2025
Hayman Scot	16	22	0	0
Heaney Timothy	17	109	0	0
Henaghan Paul	8	8	0	0
Herbert James	1	1	0	0
Hinton Gregory	0	0	25	30
Hobson Mike	3	323	21	199
Hogan Phil	20	591	0	0
Houston William	0	202	37	78
Hubert Stephan	11	20	0	0
Hummel Michael	7	114	0	0
Iles Mervyn	0	0	17	72
Irissou Thibaut	29	79	0	6
Jones David	2	2	0	0
Jones Jack	25	88	0	0
Jones Oscar	7	253	0	0
Jones-Prichard David	3	241	0	0
Jordan Tom	29	62	0	0
Karstrom Emmett	21	109	0	0
Keaney Richard	20	36	0	0
Keepkie Mark	11	168	3	12
Kellahan Matthew	8	347	0	19
Kinsey Brian	0	0	6	6
Koroi Vilikesa	2	2	0	0
Larkin Jack	12	84	0	0
Lee Sunny	2	2	0	0
Levy Marco	20	46	0	0
Lilienthal Hayden	19	19	0	0
Little Kathy	0	0	6	22
Lui Joseph	2	18	0	0
Lysle Adam	8	72	16	74
Mackay Bill	0	63	7	11
Manchee Richard	0	276	6	19

	REFEREE		COACHING	
	MEMBER	2025	TOTAL	2025
Marsh Alexander	11	128	0	0
Marshall David	15	261	10	62
Marshall Peter	0	336	47	629
Martin Zac	25	70	0	0
McCarthy John	19	194	0	0
McCarthy John Snr	0	494	25	365
Mccaughan Colm	18	278	0	0
McCormack Luke	2	2	0	0
McGregor Jeff	1	1	0	0
McKay Hamish	15	83	0	0
McKay Robert	27	213	0	1
McKenzie Callum	17	64	0	1
McLean Tom	19	160	3	3
Miller Michael	8	16	0	0
Mohay Peter	7	39	0	0
Mooney Ian	19	316	8	237
Morrell Andrew	11	116	0	0
Mortimer Tim	12	12	0	0
Moyes Anthony	11	230	18	133
Mulcahy Charles	31	79	0	0
Mulcahy Chris	23	110	28	66
Naughton Stephen	15	135	0	0
Navaphol Tharathon	2	2	0	0
Neal Matthew	4	8	0	0
Negus Warwick	11	102	0	0
Nicholl Thomas	13	183	0	0
Njwelige Jaylawi	6	80	0	0
Oliver Michael	18	133	0	0
Packer Glen	2	2	0	0
Paterson Aidan	11	11	0	0
Paterson Glen	18	126	3	10
Pearl Christopher	0	113	6	106

	REFEREE		COACHING	
	MEMBER	2025	TOTAL	2025
Pepper Harry	22	72	0	0
Pethybridge Gary	18	41	0	0
Pfitzner Nicholas	2	7	0	0
Pilgrim Jason	20	64	0	0
Powell David	10	215	16	103
Power Conor	3	92	0	0
Purchas Andrew	3	3	0	0
Quigley Hamish	20	91	0	0
Quinn James	16	174	0	6
Ray Mark	13	13	0	0
Read Cameron	1	64	0	3
Redwin Peter	17	493	0	0
Richards Alexander	16	318	22	166
Riding Jack	3	3	0	0
Roberts Sandy	19	56	0	0
Rogers Philip	17	35	0	0
Rogers Richard	8	25	0	0
Rubin Wayne	27	274	0	0
Rugers Sean	27	151	0	0
Salisbury John	21	816	0	23
Sandwell William	14	210	0	0
Scanlon Cameron	9	10	0	0
Scholtens James	4	345	0	1
Scott-Mackenzie William	4	4	0	0
Shortall Michael	10	35	0	0
Shute Nathan	5	348	0	4
Slabbert Xander	13	13	0	0
Smith Ian	0	166	2	99
Southwell-Keely Daniel	11	422	0	0
Sterndale-Smith Hugh	15	46	0	0
takahashi kazuki	5	5	0	0
Tanzer Michael	0	100	22	488

	REFEREE		COACHING	
	MEMBER	2025	TOTAL	2025
Taufa Leilani	13	13	0	0
Taufa Vakalahi (Sr.)	16	52	0	0
Taylor William	23	119	0	0
Thurbon Scott	6	6	0	0
Todd Chris	16	91	0	2
Tonks Dru	13	100	0	0
Trisley Louis	18	53	0	1
Tucker Craig	15	207	0	44
Ullio Dominic	11	11	0	0
Uys Divan	2	10	16	16
Valencia Simon	1	1	0	0
van der Merwe Johan	6	6	0	0
Van Veen Kyle	5	5	0	0
Veal Toutouofa	2	2	0	0
Ward Andrew	14	14	0	0
Wawn Ben	4	311	0	5
Whild Peter	3	69	0	0
Whiteley Greg	0	314	2	369
Williams Scott	24	39	0	0
Williamson Ross	7	165	1	13
Winslade Andrew	5	60	36	90
Winslade Caitlin	0	0	34	88
Worsley Paul	14	392	0	1
Wyer Michael	16	133	0	0

"All Appointments" counts the following competition matches appointed via the 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 Premier Div 1 & 2



- 
- Sydney Women Joy Johnson Cup
  - NSW Pasifika

Notes:

- (1) Current records do not cover the service of all members during their membership. Remedying this is an ongoing work in progress.
- (2) Referee Coach and Coach the Coach have been combined into the Match Official Developer total.
- (3) Record keeping is imperfect. As anomalies are discovered, corroborated and corrected, match counts have been adjusted accordingly. This may result in discrepancies between consecutive Annual Reports.



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# **FINANCIAL STATEMENTS**

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**Balance Sheet**

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## 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 2025 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.

*Stuart Dickinson*

Stuart Dickinson  
President



Paul Worsley  
Treasurer

12<sup>th</sup> November 2025



**NEW SOUTH WALES RUGBY REFEREES ASSOCIATION  
INCORPORATED ABN 21 253 119 762**

**INCOME AND EXPENDITURE STATEMENT FOR THE YEAR  
ENDED 30<sup>th</sup> SEPTEMBER 2025**

	Notes	2025 \$	2024 \$
<b>INCOME</b>			
Subscriptions		21,798	17,372
Referee Services		187,530	194,795
Development Programs		19,917	-
Grant and Donation Income	2	82,776	127,246
Sponsorship Income		42,278	43,785
Other Income	2	-	892
Event Income		4,132	3,562
Sale of goods		12,603	9,559
Interest Income		8,540	9,737
		379,574	406,948
 <b>LESS</b>			
<b>EXPENDITURE</b>			
Cost of Goods		12,144	16,753
Administration		7,158	7,150
Member Reimbursements		191,940	202,618
Member Training		12,491	7,735
Member Education and Development		81,086	124,252
Member Engagement		41,184	23,901
Member Mobility		15,162	11,825
Asset Purchases		17,047	6,370
Depreciation		7,068	25,001
		385,280	425,605
<b>NET SURPLUS - (DEFICIT)</b>	<b>3</b>	<b>(5,706)</b>	<b>(18,657)</b>
 <b>ADD</b>			
Accumulated Funds as at 1st October 2024		253,645	272,302
Accumulated Funds as at 30th September 2025		247,939	253,645



## BALANCE SHEET AS AT 30<sup>th</sup> SEPTEMBER 2025

	2025	2024
	\$	\$
<b>ASSETS</b>		
Cash at Bank - General Account	47,969	66,863
Term Deposit Feb 25	64,539	61,452
Term Deposit May 25	65,214	62,162
Term Deposit Aug 25	65,844	63,008
Accounts Receivable	126,481	110,180
Sundry Debtors	9,264	21,615
<b>Total Current Assets</b>	<b>379,311</b>	<b>385,280</b>
Fixed Assets - Referee Comms Kits	51,043	51,043
Accumulated Depreciation	(40,197)	(33,509)
Fixed Assets - Other	1,088	708
Accumulated Depreciation	(1,088)	(708)
<b>Total Non-current Assets</b>	<b>10,846</b>	<b>17,534</b>
<b>Total Assets</b>	<b>390,157</b>	<b>402,814</b>
<b>CURRENT LIABILITIES</b>		
Accounts Payable	3,323	22,797
Accruals	6,060	8,486
Member Reimbursements Payable	108,648	86,417
Member Reimbursements Payable - Held for donation	7,865	16,528
GST Payable	16,322	14,941
<b>Total Current Liabilities</b>	<b>142,218</b>	<b>149,169</b>
<b>NET ASSETS</b>	<b>247,939</b>	<b>253,645</b>
<b>REPRESENTED BY:</b>		
Accumulated Funds as at 30th September 2025	<b>247,939</b>	<b>253,645</b>



# NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30<sup>th</sup> SEPTEMBER 2025

## 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

	<b>2025 \$</b>	<b>2024 \$</b>
<b>Grant and Donation Income</b>		
NSWRU Juniors Development Grant	8,000	8,000
Rugby Australia Transition Program Grant	-	2,500
The Rugby Club Foundation	60,000	90,000
NSW Positive Rugby Foundation (Member donations)	<u>14,776</u>	<u>26,746</u>
	<u>82,776</u>	<u>127,246</u>
<b>Other Income</b>		
Other income	-	892
	<u>-</u>	<u>892</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	2025 \$	2024 \$
<b>(Deficit) / Surplus for the 2025 Financial Year</b>	(5,706)	(18,657)
TRCF Grant received in prior period used in current period	51,424	70,833
TRCF Grant carried forward to future period		
2024	(23,576)	(75,000)
2025	(60,000)	-
<b>Underlying Deficit for 2025 Financial Year</b>	<b><u>(37,858)</u></b>	<b><u>(22,824)</u></b>

- In 2023, NSWRRRA entered into a joint funding arrangement with The Rugby Club Foundation (TRCF) for a Match Official Development Officer (MODO) over 2023 and 2024.

In 2025, NSWRRRA entered into a further funding arrangement with TRCF to support the MODO role through till December 2027. Funds have been approved are were received in 2025 - \$60,000 and will be received in 2026 - \$50,000 and 2027 - \$40,000

Under both agreements the grant income is received in advance of the applicable expense. Accordingly the table above adjusts the timing of this income in the accounts and presents the resultant underlying deficit for the year.



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## New South Wales Rugby Referees Association

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ABN: 21 253 119 762

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

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

##### Opinion

I have audited the accompanying financial report, being a special purpose financial report, of New South Wales Rugby Referees Association (the association), which comprises the balance sheet as at 30 September 2025, 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 2025 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.



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

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**ABN: 21 253 119 762**

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

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

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

**Hill, Rae & Embrey  
Chartered Accountants**

**Joseph Spano**

**Suite 201/121 Alexander Street, CROWS NEST NSW 2065  
12<sup>th</sup> November 2025**