



# SYDNEY WEST

RUGBY REFEREES' ASSOCIATION INC.

## Annual Report 2018

**EXPLANATORY NOTE:**

*This "early edition" of the 2018 Annual Report is provided for the information of members while the 2018 season is fresh in everyone's memory. The full Annual Report will be circulated prior to the 2018 AGM. The AGM and our 2019 Super Sunday event have been tentatively scheduled for Sunday, 17 March 2019, in The King's School Centre for Learning & Leadership auditorium.*

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## Background to Sydney West RRA

From the early 1960s, Rugby refereeing in the area we now service was carried out by members of the Eastwood District RURA and the Parramatta District RURA. Following a series of discussions, at the end of the 2006 season the members of those two associations agreed to form a new district referee association to be known as Sydney West Rugby Referees' Association Inc.

Sydney West Rugby Referees' Association is an incorporated "not for profit" organisation established and operated in accordance with the NSW Office of Fair Trading's "Model Constitution for Incorporated Associations". The association's registered incorporation number is INC.9886803.

## Office-Bearers and Management Committee Members

Under the Model Constitution, the Association's Management Committee is comprised of the six office-bearer positions mentioned below plus three ordinary members. The occupants of those positions in 2018 are as follows:-

|   |   |
|---|---|
| <b>President:</b>                         | Gary Payne                              |
| <b>Vice Presidents:</b>                   |   |
| • Recruitment & Retention                 | Grant Briggs                            |
| • Registration & Accreditation            | Michael Goldring                        |
| • Training & Development                  | Julius Ambat                            |
| <b>Secretary &amp; Public Officer:</b>    | Bob Watson                              |
| <b>Treasurer:</b>                         | Tony Hackett                            |
| <b>Ordinary Members of the Committee:</b> | Ian Martin<br>Ian Mooney<br>Peter Smith |
| <b>Honorary Patron:</b>                   | Stuart Dickinson                        |
| <b>Honorary Auditor:</b>                  | Neil Colquhoun                          |
| <b>Honorary Legal Officer:</b>            | Peter Campton                           |

## Life Members

At the inaugural meeting of Sydney West Rugby Referees' Association, members resolved unanimously that life members of the Eastwood District RURA and the Parramatta District RURA would from that date also be regarded as life members of Sydney West RRA. Since 2007 life membership has been awarded to a further group of distinguished Sydney West members. The names of those whose efforts have been recognized with life membership are listed below. We honour them and thank them for their sustained periods of service to the association, to Rugby refereeing and to referee administration.

### Eastwood District RURA

Stan Chirgwin (dec'd); Ian Eldred (dec'd); Dick McGee (dec'd); Jim Millen (dec'd);  
Robin Timmins; Owen Gillard; Bob Watson;

### Parramatta District RURA

Ray Duffy; Jim Gleeson (dec'd); Peter Whyte; Brian Crutcher; George Bennett; Theo Whiting;  
Ken Lawler; Colin Lawler; Roger Rooms; Phillip Bell; David Fahey; Joe Lake; Allan Haidley;

### Sydney West Rugby Referees' Association

Tony Hackett; Chris Cunliffe-Jones (dec'd); Lindsay Spencer; Peter Smith; Paddy Watts;  
Ian Mooney;

## **President's Report**

You would expect a second year as President to be a bit smoother and more manageable than the first. Not true! Each new season brings its own challenges and difficulties, and 2018 was no different.

Despite significant improvements in the appointments process, and new software to facilitate it, some persistent 'bugs' remain in the system. Nonetheless, by mid-season referees were receiving their appointments considerably earlier than in previous years. Importantly, for the first time since the move a few years ago to centralised appointments, our VP Training & Development was able to plan referee and referee coach appointments up to 10 days in advance on occasions. This is a momentous development and one that will hopefully develop further in 2019.

Our Super Sunday season launch in March was a great success. Thanks go again to The King's School for their generosity and to Jenny Pearce for liaising with the school on our behalf.

Super Sunday has now become the date for our Annual General Meeting. The 2018 AGM saw Ian Mooney confirmed as a Life Member of our association. Ian has been a tower of strength for Sydney West RRA (and NSWRRRA) since his escape from Victoria 10 or so years ago. His contribution as our VP Training & Development, President and as a senior referee coach has been invaluable to the association and to many referee recipients. In 2018 Ian again chaired the Referee Representative Panel and co-ordinated the appointment and assessment of referees across the representative program. Congratulations Ian and thank you for all you have done for Rugby and for Sydney West RRA.

This year's AGM saw a number of Committee changes. Our former Treasurer, Duane Findley, withdrew from Committee involvement to allow him to better pursue his career goals. On behalf of the Committee and all members, I thank Duane for his generous service to the association over the last four years.

Michael Goldring joined the Committee as our VP Registration & Accreditation and quickly involved himself in the action. Not being one to knock back a challenge, Julius Ambat put up his hand to take on the role of VP Training & Development.

In other changes, Tony Hackett is putting his accounting skills to good use as our new Treasurer; Ian Mooney slots into Tony's former Ordinary Member position (meaning we still get to draw on his extensive knowledge and experience) and Bob Watson makes yet another return to the Secretary's role. It is reassuring that Grant Briggs has agreed to stay on as our VP Recruitment & Retention with Ian Martin and Peter Smith retaining their Ordinary Member positions.

This year was a significant one for Rugby Referees in Sydney who, for the first time, received sponsorship aimed directly at referees. Four 'N Twenty Pies (Patties Pies) entered into an arrangement with NSWRU and the four Sydney-based referee associations to provide sponsorship over a three year period. As part of this deal, registered referees were provided with new jerseys and the four associations enjoyed the financial benefits that came with the arrangement.

The Association continues to struggle with the mechanics of the Respect Rugby program. Sydney West RRA is not happy with aspects of how this important program operated in 2018. We have raised our concerns with the NSW Rugby Union and the Sydney JRU and will continue to press for more effective and transparent processes in 2019 and beyond.

In the representative referee arena, our members again excelled. The two main community rugby match official awards presented by NSW Rugby in 2018 were awarded to Sydney West members. Ian Mooney was awarded Community Match Official of the Year and Todd Cummings the Community Young Match Official of the

Year award. Congratulations to both men who give a lot to Rugby and deserve the accolades given to them.

This year, the Chris Cunliffe-Jones Spirit of Rugby Award was presented to Cliff Dodds. His story and his contribution to Rugby and the Australian community is nothing short of breath-taking. Cliff and his wife attended our end of season dinner in August to receive the award with Cliff responding with a wonderful speech.

Our association is always on the lookout for men and women like Cliff who have contributed so much to Rugby and their community and deserve recognition for it.

The end of season dinner is the forum at which our annual awards are announced. In 2018 they were:-

- EDJRU Most Improved Junior Referee Award: Will Taylor
- NSWRU Zone Junior Referee of the Year Medallion: Todd Cummings
- NSWRU Zone Referee of the Year Medallion: David Taylor
- Clubman of the Year Award: Julius Ambat

I congratulate these truly worthy recipients.

I also take this opportunity to thank all referees and referee coaches who contributed to our busy and successful 2018 season. Your willingness to pitch in and help and your flexibility with appointments has meant that we have again been able to fulfil our refereeing commitments throughout the season.

I'd also like to thank Alex Richards from the NSW Rugby Union for his great support over the season. For the education sessions he conducted, for his assistance with representative coaching and with the ever-changing match official accreditation process, Alex has been a wonderful resource for our association and for refereeing in general.

I cannot complete this report without sincerely thanking our Committee. This group of men work hard all year with the aim of developing rugby refereeing and achieving the best possible outcomes for members. I particularly want to congratulate Julius Ambat on a great effort in his first year as VP Training & Development (undoubtedly the most demanding role on the Committee) and Bob Watson for his untiring efforts in so many ways to assist Sydney West RRA and to promote rugby refereeing in general.

**Gary Payne**  
**President**

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## **Recruitment & Retention Report**

A series of tables summarising aspects of association membership at 30 September 2018 and across the 12 seasons 2007 to 2018, are provided in Annexure B.

In brief, the 2017 season ended with the association having 107 registered members. Despite 18 of those members deciding to not renew with us in 2018 (their reasons, where known, are summarised in Table 2 of Annexure B), the recruitment of 27 new members allowed us to end the 2018 season with a membership of 116. This represents an increase of nine on the 2017 figure and is only the second occasion since 2011 in which we have managed to achieve a net gain in membership over the previous season.

Although our preference is to retain all members, the 18 from 2017 who decided to not renew in 2018 is down considerably on the 12 season average of 27.6 "fail to renew" cases.

The names of those who joined the association in 2018 are shown in Annexure C. We hope that all enjoyed their first year of refereeing and look forward to having them — and all other members — return to us in 2019.

Of some concern is the fact that 57 members (i.e. around 49% of our membership) are now 46 years of age and older. Indeed, with over 20% of members now being older than 56 years, the age profile of our membership is continuing to move in the wrong direction.

Ideally, the association needs to increase the recruitment of referees in the 19~45 years age bracket. As can be seen in Table 5 of Annexure B, in 2018 that group comprised around 16% of Sydney West members. As shown in Table 9, although we presently have 19 members in the 19~45 years age bracket, the 12 season 2007-2018 average membership for this group is 33.2. We clearly have some ground to make up to get us back on track.

The parents of school age players have long been a source of referee recruits. A number of these parents are also accredited assistant referees.

In recent seasons there has been a reduction in the number of teams and players in the under 13 to under 18 age groups of the Sydney JRU competition. An unfortunate flow-on effect of this decrease in teams is a reduction in the number of people (primarily the parents of young players) seeking to become accredited referees or assistant referees.

As mentioned elsewhere in this Annual Report, the Committee has identified the need to increase the number of accredited referees as a priority area for 2019. If you have a friend or acquaintance that you know would make a good referee, please encourage him or her to consider taking up the whistle in 2019.

Simply point them towards the "Referee Recruitment" page of our website. There they will find everything they need to know about becoming a Rugby referee and Sydney West RRA member.

**Grant Briggs**  
**Vice President, Recruitment & Retention**

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## Registration & Accreditation Report

For the last couple of seasons members renewed their Rugby Australia membership and re-registered with the association by completing and returning a registration form. For the 2018 season, ongoing members self-registered in Rugby Link online. New members continued to complete and return a registration form.

This season's "invitation to re-register" issued to members on 5 February 2018. By mid-February 2018, around 40% of members had re-registered. By the end of February 2018 this figure had grown to around 71%. For comparison, the mid-February 2017 and end-February 2017 figures were similar at 47% and 67% respectively.

A good early season registration response from members is essential. It allows us to place our clothing order with NSWRU and to finalise catering and other arrangements for our "Super Sunday Season Starter".

This year's Super Sunday event was held at The King's School on 18 March 2018. We appreciated the school allowing us to use their Centre for Learning & Leadership auditorium for this exercise.

Following a number of reminders through March, by 1 April 2018 over 91% of members had been registered in Rugby Link. This represented a significant improvement on the 79% figure achieved by 1 April 2017.

### Registrations by Year 2007 to 2018

The 2007 season was the first for the then newly formed Sydney West RRA. The graph below shows the movement in end of season membership numbers across each of the 12 seasons of our existence. You will find a breakdown and detailed analysis of these figures in the series of tables provided as Annexure B.



Average membership over the 12 year period 2007 to 2018 is 120.3. Our 2018 end of season figure of 116 (up from 107 in 2017) moves us a little closer to that 12 season average.

### Membership by Postcode

The area the association services is large by metropolitan standards and quite diverse. It contains a mix of older, established suburbs and an increasing number of shiny new ones. We are keen to engage with and support those who are working to grow and advance Rugby across our region.

In Table 7 of Annexure B you'll find a breakup of membership numbers by the postcodes associated with the four Premiership Rugby districts that comprise our catchment area. In addition to identifying the broad residential spread of members in 2018, this table provides an indication as to where recruitment efforts may need to be directed in coming years.

The growth areas and new suburbs to Sydney's west, southwest and northwest are not just vital to the success of Rugby in NSW. They are very much essential to the association's long term future and success.

### New Members

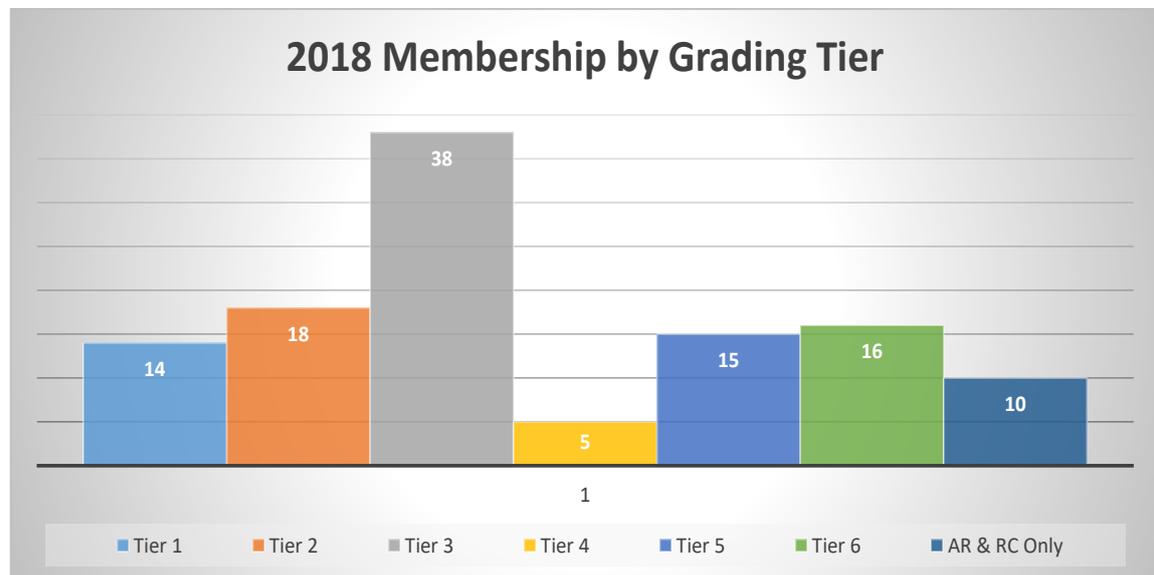
During the 2018 season we welcomed 27 new members and returning former members into the association. Of that number, 15 are new or returning accredited referee members, two are accredited assistant referee members and 10 are new Pathway referee members.

It is hoped that all enjoyed their first year of refereeing with us. We look forward to watching them develop and improve as match officials in coming seasons.

A list of new members and members returning after a few years away, is provided as Annexure C.

### Membership by Grading Tier

The chart below shows the distribution of members at the end of the 2018 season by referee grading tier. Around 60% of members are currently graded at Tier 3 and above.



A copy of the grading list for September 2018, the last for this season, is provided for historical purposes at Annexure D.

I thank all members for the assistance and co-operation provided to me in 2018. All things considered, it has been a good year from a Registration & Accreditation perspective. If things go according to plan, hopefully we can do it all again next season.

**Michael Goldring**  
**Vice President, Registration & Accreditation**

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## **Training & Development Report**

For many members the 2018 season commenced with Chris Cottee putting us through our paces at pre-season training. It was a great way to throw off the excess KGs gained over the festive season and re-focus on the season ahead.

This year two of our gifted young referees, Todd Cummings and Steven Martin, were awarded places in Rugby Australia's 2018 School Student Scholarship (SSS) Program. These two young men have matured in recent years, developing a friendly yet supportive rivalry and in the process becoming better referees. Todd and Steve are excellent role-models for young and older referees alike.

In April, Luke Greenland and Will Taylor were selected to referee at The Armidale School's Under 12 Rugby Carnival. Ian Mooney also attended the carnival as one of the referee coaches. This carnival provides a great opportunity for aspiring young referees to gain experience under tournament conditions and to receive feedback from experienced referee coaches from around the State. Luke and Will represented themselves and the association with honour, with Luke appointed to referee the carnival final and Will the playoff for third place.

The June long weekend saw the annual NSWJRU State Championships with Sydney West well represented across a range of age groups. The members involved were as follows:-

- Under 11: Josh Winchester, Callum Winchester (Referee and Referee Coach)
- Under 12: Michael Gracie, Alec Silins, Grant Briggs (Referee Coach)
- Under 14: Todd Cummings, Steven Martin
- Under 16: Gary Payne (Referee Convenor)
- Under 15 & 17: Ian Mooney (Referee Convenor)

Following the State Championships weekend, those involved in the Under 14 and older Championships were provided with an opportunity to then referee at the NSW Zone Regional Carnival in Hunters Hill in July. As a result of his performance there, Steven Martin was subsequently appointed to referee the Under 14 Sydney Barbarians v NSW Country game at the annual City v Country day in Tamworth. In addition, Todd Cummings was appointed to referee the Under 14 City v Country match at that carnival.

A special mention and thank you goes to Ian Mooney who has acted as the Referee Convenor for the NSWJRU State Championships for the past few years. Ian's drive and leadership in this role was pivotal in the development of a representative refereeing pathway for members of the Sydney-based District Associations and NSW Country associations. Ian's work in this area was undoubtedly one of the reasons he was recognised as the NSW Community Match Official of the Year for 2018.

During the season the association provided financial support and encouragement for a NSWRU initiative aimed at providing midweek fitness training to referees from the four Sydney-based associations. Our sessions were held on Wednesday nights at TG Millner Field, with Chris Cottee on hand to put the referees through their paces. We thank the Eastwood Rugby Club for allowing us to share the training field on those evenings with their Colts players. Hopefully this initiative will continue next season helping referees of all skill levels and abilities to maintain or improve their in-season fitness while enjoying the camaraderie that comes from involvement in an activity shared with like-minded people.

In August, Lachlan Pethybridge and Riley Price were selected to referee at the NSW PSSA Carnival in Coffs Harbour. This allowed them to gain experience in refereeing in an intense, competitive environment over three days with feedback on their performances provided by NSWRU Referee Educators Alex Richards and Ron

Mancell, as well as myself. Lachie and Riley improved noticeably as the week progressed. Both young men represented themselves and the association well.

In 2018 matches in the SJRU Finals Series were again played between teams 1 v 4 and 2 v 3, with the winners of both games moving to the following weekend's Grand Final. In addition, SJRU restricted "Plate Finals" this year to the Under 10 and Under 11 age groups only. These changes resulted in a considerably smaller number of finals series and end of season fixtures being available for members to participate in.

Congratulations to those appointed to finals and grand final matches. A big thank you to those who helped out by running touch. Having an experienced referee on the sideline in these fixtures is always a welcome relief for the person in the middle.

Finally, a big thank you to our referee coaches who worked diligently through the season, carrying out 144 coaching assignments. An increase in new referees this year resulted in a lot of work being done to ensure that those members were well supported and encouraged. Considerable coaching effort also went into assisting other members to develop and improve as referees.

Enjoy your off-season. Keep fit and see you on the park in 2019.

**Julius Ambat**  
**Vice President, Training & Development**

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## **Secretary's Report**

At the outset, please allow me a brief moment to recognise and acknowledge the enthusiasm and professionalism of our Management Committee.

Our Committee members bring with them a wide range of Rugby and management skills, knowledge and experience. The depth and quality of their discourse — coupled with their leadership and the direction they have set — has played a key part in making Sydney West RRA the highly regarded referees' association that it is today. It has been a privilege to have worked with them and I thank each of them for their friendship and support and considerable efforts during 2018.

The association acknowledges the support provided by the Parramatta Leagues Club in allowing use of the Scandia Room at Vikings Sports Club for our monthly Education Nights and Referee Coach Group meetings.

We also acknowledge and appreciate the sponsorship provided to us in 2018 by Patties Foods Ltd. (our jersey sponsor and the makers of the "Four'N Twenty" range of meat pies) and by The Rugby Club Foundation. Both of these organisations contributed significantly to community Rugby and to the association in 2018.

### **Meetings in 2018**

The Management Committee met on 11 occasions during 2018. We thank Tony Hackett for again allowing use of his firm's boardroom for our monthly Committee meetings.

The five education nights conducted in 2018 were well supported by members. Alex Richards from the NSWRU Referee's Department presented talks and led discussion on a variety of topics aimed at improving the skills and knowledge of members. Better trained match officials, better game!

The final education night in August doubled as our End of Season Function & Awards Night and attracted over 50 members and guests. This was a pleasing turnout for a mid-week function by a metropolitan association of our size.

The Referee Coach Group met at Vikings Sports Club on five occasions across the 2018 season. The RCG plays a particularly important part in our referee training and development programs and the referee grading process.

### **Award Winners for 2018**

The winners of our major awards in 2018 were as follows:-

- NSWRU Zone Referee of the Year: David Taylor
- NSWRU Zone Junior Referee of the Year: Todd Cummings
- Eastwood District JRU Most Improved Junior Referee: Will Taylor
- Clubman of the Year: Julius Ambat

The Chris Cunliffe-Jones Spirit of Rugby Award was presented in 2018 to Cliff Dodds OAM. In addition to his long association with Rugby as a player, referee coach and referee administrator, Cliff is involved in a number of notable community activities.

We were honoured to again have Jane Cunliffe-Jones, Chris' widow, with us to make the presentation of this most significant award to Cliff.

In addition to the awards mentioned above, members were delighted when news came through that Todd Cummings and Ian Mooney had both been recognised at the prestigious NSW Rugby Awards Night held at View by Sydney at Walsh Bay on 20 September 2018. Todd was recognised as the Community Young Match Official

of the Year and Ian as the Community Match Official of the Year. Both awards are well deserved and recognise the considerable effort and contribution made by Todd and Ian over many seasons.

The NSWRU awards recognise excellence and above average commitment and performance by nominees from across NSW. For a referee association to have one of their members recognised in this way is exceptional. For an association to provide the winner of both State-wide match official awards in the same season is simply breathtaking.

### **Schools and Clubs**

In 2018 we continued our long association with The King's School, Oakhill College, Redfield College, Blue Mountains Grammar School and SCECGS Redlands. In particular, we thank The King's School for allowing use of their Centre for Learning & Leadership auditorium in mid-March for our 2018 Super Sunday event and the 2017 Annual General Meeting held immediately prior to it.

The hospitality and support provided to members throughout the season by the Saturday playing schools is greatly appreciated. An increasing number of members now referee subdistrict and school games on Saturday and matches in the SJRU Competition on Sunday.

For the past 12 seasons, Sydney West RRA members have proudly serviced senior and junior clubs in the Eastwood, Parramatta, Penrith and West Harbour Districts. We acknowledge and appreciate the positive feedback and hospitality provided by these clubs throughout the 2018 season.

It is important that we continue to develop and improve our relationship with the clubs and the schools. In addition to providing access to an important source of potential referee recruits, working closer with these organisations enables players and coaches to develop a better understanding of the laws of the game and how they are applied in practice. This results in a win/win situation for all involved.

### **Pre-season Fitness Program**

In early-February our eight week Saturday morning Pre-Season Fitness Program got underway at Muirfield High School. We thank Muirfield High School for again allowing access to their outdoor facilities.

These early season training sessions cater for all body shapes and sizes and all fitness levels. In recognition of the undoubted benefits the program provides, the sessions were again heavily subsidised by the association. Our pre-season fitness program has been a real success in recent years and we're hoping to run it again in early 2019.

While 15-a-side Rugby will always be our mainstay, Rugby Sevens continues to expand at an incredible rate. This is demonstrated by the growth of both the SJRU Sizzling 7s competition and the Saturday evening Girls 7s competition.

A downside is that servicing these new competitions places strains on refereeing resources that are already close to breaking point. As mentioned elsewhere in this Annual Report, if you are aware of someone that you know would make a good referee, please point them towards the "Referee Recruitment" page of our website.

### **Website and Social Media**

It came as a surprise when Rugby Australia informed us in mid-September 2018 that as a result of changes they were making to their IT systems, our SportzVault website would be deactivated in November. Despite the short notice, by drawing on the IT skills of Michael Goldring we were able to quickly create a new standalone website and populate it with content drawn from our "old" SportzVault site.

To ensure greater control of our internet destiny, the opportunity was also taken to acquire our own unique domain name ([www.sydneywestrugbyrefs.org.au](http://www.sydneywestrugbyrefs.org.au)). The new website went live in late-October 2018 and will undergo further development and fine-tuning in the lead up to the 2019 season.

Our website plays an important role in the communication process with members and the wider community. Its pages contain a wealth of information, procedural instructions and links related to refereeing and referee administration that members and the general public are encouraged to access and use.

On the positive side, development of the new website allowed us to better integrate that facility with our Facebook page. We use Facebook to promote association activities, celebrate the achievements of members and to interact with clubs, players and others interested in Rugby. We want everyone to know about the fun and camaraderie that comes with being a Rugby referee and Sydney West RRA member.

If there are items of information, links or photographs that you think we might consider publishing, please let us know. Suggestions and content aimed at improving our website and social media presence are always appreciated.

Finally, I'd like to thank all Sydney West members for your assistance throughout the year. The cooperation and support you provide makes the day to day running of the association considerably easier. I'm looking forward to having everyone come back and do things even better in 2019.

**Bob Watson**  
**Secretary & Public Officer**

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## **Treasurer's Report**

As might be expected, the financial statements the Management Committee is required to provide to members at the 2018 Annual General Meeting cannot be finalised or audited prior to the close of our financial year (i.e. 31 December 2018).

The association's 2018 AGM has been tentatively scheduled for Sunday, 17 March 2019 in The King's School Centre for Learning & Leadership auditorium. Formal Notice of the 2018 Annual General Meeting will be circulated to all members closer to the event.

It is envisaged that the Treasurer's Report and the financial statements for the period 1 January 2018 to 31 December 2018 will be incorporated in the 2018 Annual Report and circulated to members prior to the AGM.

The 2018 Annual Report and financial statements for the 2018 year will both be formally tabled at the AGM.

**Tony Hackett**  
**Treasurer**

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**Sydney West Rugby Referees' Association Inc.  
Profit and Loss Statement  
For the period 1 January 2018 to 31 December 2018**

Audited financial statements for the year ending 31 December 2018 will be inserted on this page when they become available.

## Analysis of Sydney West RRA Membership at 30 September 2018

| <b>Table 1: Summary of Registration Renewals at 30 September 2018</b>                   | <b>No.</b> | <b>%</b> |
|---|------------|----------|
| Members registered at 31 December 2017 (excluding inactive life members)                | 107        | 100.00   |
| Less: Members who responded they will not be renewing in 2018 (see Table 2 for reasons) | 14         | 13.08    |
| Subtotal  | 93         |          |
| Less: Members from 2017 who renewed for 2018 (for new members in 2018 see Table 3)      | 89         | 83.18    |
| Members from 2017 who failed to re-register or respond for 2018 (membership expired)    | 4          | 3.74     |

| <b>Table 2: Reasons for Not Renewing in 2018</b>   | <b>No.</b> | <b>%</b> |
|--|------------|----------|
| (a) Participating in Rugby but only as a player or player coach or with some other referee association | 7          | 38.89    |
| (b) Changed work, business, family or study commitments  | 2          | 11.11    |
| (c) Retiring due to ongoing health or fitness issues   | 2          | 11.11    |
| (d) Moved to regional area, interstate or overseas   | 2          | 11.11    |
| (e) Responded "not renewing" but no reason given   | 1          | 5.56     |
| (f) Ignored multiple requests to re-register or respond (see "membership expired" from Table 1)        | 4          | 22.22    |
| Members from 2017 either not renewing in 2018 or failing to re-register or respond                     | 18         | 100.00   |

| <b>Table 3: Summary of Members at 30 September 2018</b>                        | <b>No.</b> | <b>%</b> |
|--|------------|----------|
| Ongoing members as shown in Table 1 above                                      | 89         | 76.72    |
| Add: New accredited referee members in 2018                                    | 15         | 12.94    |
| Add: New Pathway referee members in 2018                                       | 10         | 8.62     |
| Add: New associate members in 2018 (hold Assistant Referee accreditation only) | 2          | 1.72     |
| Total Registered Members at 30 September 2018                                  | 116        | 100.00   |

| <b>Table 4: Distribution of Members by Match Official Type</b>                                    | <b>No.</b> | <b>%</b> |
|---|------------|----------|
| Accredited Referees (19 years of age and older x 65; 15-18 years of age x 19)                     | 84         | 72.41    |
| Pathway Referees (19 years of age and older x 2; 15-18 years of age x 9; 13-14 years of age x 12) | 23         | 19.83    |
| Non-Referee Members (Assistant Referee Only x 4; Referee Coach Only x 2; Non-Active x 3)          | 9          | 7.76     |
| Total Registered Members at 30 September 2018   | 116        | 100.00   |

| <b>Table 5: Distribution of Members by Age in 2018</b>             | <b>No.</b> | <b>%</b> |
|--|------------|----------|
| (a) Members 66 years of age and older (i.e. born 1952 and earlier) | 8          | 6.90     |
| (b) Members 56 to 65 years of age (i.e. born 1953 - 1962)          | 15         | 12.93    |
| (c) Members 46 to 55 years of age (i.e. born 1963 - 1972)          | 34         | 29.31    |
| (d) Members 36 to 45 years of age (i.e. born 1973 - 1982)          | 9          | 7.76     |
| (e) Members 26 to 35 years of age (i.e. born 1983 - 1992)          | 5          | 4.31     |
| (f) Members 19 to 25 years of age (i.e. born 1993 - 1999)          | 5          | 4.31     |
| (g) Members 15 to 18 years of age (i.e. born 2000 - 2003)          | 28         | 24.14    |
| (h) Members 13 to 14 years of age (i.e. born 2004 - 2005)          | 12         | 10.34    |
| Total Registered Members at 30 September 2018                      | 116        | 100.00   |

| <b>Table 6: Members who identify as Students</b>                                       | <b>No.</b> | <b>%</b> |
|--|------------|----------|
| (a) TAFE and University students 19 years of age and older (i.e. born 1999 or earlier) | 5          |          |
| (b) High School students 13 - 18 years of age (i.e. born 2000 and later)               | 40         |          |
| (c) Members who when registering indicated they are students                           | 45         | 38.79    |
| (d) Members who are not students   | 71         | 61.21    |
| Total Registered Members at 30 September 2018  | 116        | 100.00   |

**Table 7: Distribution of Members by Residential Postcode Region**

| Indicative Sub-Region                     | Number     | Percentage     | Nominal Premiership Club District    |
|---|------------|----------------|--------------------------------------|
| Inner Western Suburbs                     | 23         | 19.83%         | West Harbour District Postcodes      |
| Centre Western Suburbs                    | 24         | 20.69%         | Parramatta District Postcodes        |
| Outer Western Suburbs                     | 9          | 7.76%          | Penrith District Postcodes           |
| North Western Suburbs                     | 49         | 42.24%         | Eastwood District Postcodes          |
| Eastern Suburbs                           | 1          | 0.86%          | Metropolitan Southern Zone Postcodes |
| North Shore & Northern Beaches            | 6          | 5.17%          | Metropolitan Northern Zone Postcodes |
| Regional & Country NSW                    | 4          | 3.45%          | Non Sydney Postcodes                 |
| <b>Total Members at 30 September 2018</b> | <b>116</b> | <b>100.00%</b> |                                      |

Taken together, the sub-regions shown above with pale blue shading comprise the Sydney Junior Rugby Union's Metropolitan Western Zone. Although association members may nominate to accept appointments close to home or across the greater Sydney area, matches at venues within these four sub-regions are our primary focus.

**Table 8: Distribution of Members by Grading Tier**

| Referee Grading Tier or Other Discipline  | Number     | Percentage     |
|---|------------|----------------|
| Tier 1                                    | 14         | 12.07%         |
| Tier 2                                    | 18         | 15.52%         |
| Tier 3                                    | 38         | 32.76%         |
| Tier 4                                    | 5          | 4.31%          |
| Tier 5                                    | 15         | 12.93%         |
| Tier 6                                    | 16         | 13.79%         |
| Non-Active (Assistant Referee Only)       | 4          | 3.45%          |
| Non-Active (Other)                        | 6          | 5.17%          |
| <b>Total Members at 30 September 2018</b> | <b>116</b> | <b>100.00%</b> |

The details provided in Tables 1 to 8 above relate to the 2018 season only. The information in Table 9 below summarises much of this data over the full 12 seasons in which the association has been in existence (i.e. the period 2007 to 2018 inclusive).

To facilitate comparison with similar organisations, the membership distributions by age provided in Table 5 and Table 9 are the same as those the NSWRU Referees' Department uses for the various State-wide analyses of the match official population it carries out from time to time.

**Table 9: End of Season Membership Analysis 2007 – 2018**

| <b>Membership Ons and Offs by Season</b>      | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>Average 2007-2018</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------------------|
| Start of Season Membership (see Note 1)       | 108         | 105         | 134         | 116         | 122         | 129         | 116         | 136         | 128         | 126         | 117         | 107         | 120.3                    |
| less: Failed to Renew (see Note 3 & Note 6)   | 18          | 21          | 35          | 26          | 20          | 43          | 24          | 40          | 27          | 32          | 27          | 18          | 27.6                     |
| Members Renewing for Season                   | 90          | 84          | 99          | 90          | 102         | 86          | 92          | 96          | 101         | 94          | 90          | 89          | 92.8                     |
| add: New Accredited Referee Members           | 15          | 36          | 14          | 25          | 18          | 21          | 30          | 21          | 10          | 13          | 7           | 17          | 18.9                     |
| add: New Pathway Referee Members (see Note 2) |             | 14          | 3           | 7           | 9           | 9           | 14          | 11          | 15          | 10          | 10          | 10          | 10.2                     |
| End of Season Membership                      | 105         | 134         | 116         | 122         | 129         | 116         | 136         | 128         | 126         | 117         | 107         | 116         | 121.0                    |
| Net Gain or Loss on Previous Season           | -3          | 29          | -18         | 6           | 7           | -13         | 20          | -8          | -2          | -9          | -10         | 9           |                          |

**Note 1:** The 2007 season was the first for the then newly created Sydney West RRA. Our foundation membership of 108 was comprised of 91 former Eastwood District RURA members and 17 former Parramatta District RURA members.

**Note 2:** The Pathway referee category did not exist in 2007. Immediately prior to the introduction of the Pathway category in 2008, the minimum age to become a referee was 15 years.

**Note 3:** Many in the "failed to renew" category are school-based referees and school aged "one season only" Pathway referees who decide that refereeing is not for them.

| <b>Members by Referee Type</b>   | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>Average 2007-2018</b> |
|----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------------------|
| Accredited Referees (see Note 4) | 105         | 120         | 103         | 108         | 108         | 99          | 113         | 106         | 103         | 95          | 84          | 93          | 103.1                    |
| Pathway Referees (see Note 2)    |             | 14          | 13          | 14          | 21          | 17          | 23          | 22          | 23          | 22          | 23          | 23          | 19.5                     |
| End of Season Membership         | 105         | 134         | 116         | 122         | 129         | 116         | 136         | 128         | 126         | 117         | 107         | 116         | 121.0                    |

**Note 4:** In some seasons, the "accredited referees" figure includes a small number of members who are referee coaches only or assistant referees only.

**Note 5:** Although a precise calculation is almost impossible to make, it is estimated that around 70% of registered and active members are available for appointment at any point in time.

| <b>Members by Age</b>                      | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>Average 2007-2018</b> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------------------|
| Members 66 years of age and older          | 5           | 7           | 2           | 2           | 1           | 1           | 2           | 3           | 5           | 5           | 8           | 8           | 4.1                      |
| Members 56 to 65 years of age              | 11          | 18          | 16          | 15          | 16          | 18          | 16          | 18          | 17          | 18          | 17          | 15          | 16.3                     |
| Members 46 to 55 years of age              | 24          | 33          | 24          | 27          | 34          | 31          | 30          | 30          | 36          | 33          | 35          | 34          | 30.9                     |
| Members 36 to 45 years of age              | 22          | 21          | 22          | 24          | 21          | 18          | 21          | 23          | 16          | 12          | 10          | 9           | 18.3                     |
| Members 26 to 35 years of age              | 10          | 12          | 11          | 10          | 10          | 10          | 8           | 2           | 4           | 4           | 4           | 5           | 7.5                      |
| Members 19 to 25 years of age              | 14          | 8           | 9           | 5           | 6           | 4           | 10          | 7           | 7           | 10          | 4           | 5           | 7.4                      |
| Members 15 to 18 years of age              | 19          | 26          | 27          | 35          | 31          | 27          | 44          | 40          | 30          | 25          | 20          | 28          | 29.3                     |
| Members 13 to 14 years of age (see Note 2) |             | 9           | 5           | 4           | 10          | 7           | 5           | 5           | 11          | 10          | 9           | 12          | 7.9                      |
| End of Season Membership                   | 105         | 134         | 116         | 122         | 129         | 116         | 136         | 128         | 126         | 117         | 107         | 116         | 121.0                    |

**Table 9: End of Season Membership Analysis 2007 – 2018 (cont.)**

| <b>Members by Student or Non-Student</b> | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>Average 2007-2018</b> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------------------|
| TAFE & University Students               | 4           | 5           | 5           | 5           | 4           | 1           | 5           | 2           | 6           | 8           | 5           | 5           | 4.6                      |
| High School Students                     | 19          | 35          | 32          | 39          | 41          | 36          | 52          | 46          | 41          | 35          | 29          | 40          | 37.1                     |
| Members who are students                 | 23          | 40          | 37          | 44          | 45          | 37          | 57          | 48          | 47          | 43          | 34          | 45          | 41.7                     |
| Members who are not students             | 82          | 94          | 79          | 78          | 84          | 79          | 79          | 80          | 79          | 74          | 73          | 71          | 79.3                     |
| End of Season Membership                 | 105         | 134         | 116         | 122         | 129         | 116         | 136         | 128         | 126         | 117         | 107         | 116         | 121.0                    |

| <b>Failure to Renew Registration</b>            | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>2010</b> | <b>2011</b> | <b>2012</b> | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>Average 2007-2018</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------------------|
| Failed to renew registration (see Note 6)       | 18          | 21          | 35          | 26          | 20          |             |             |             |             |             |             |             | 24.0                     |
| TKS student, completed HSC, left school         |             |             |             |             |             | 15          | 1           | 7           | 8           | 3           | 4           |             | 6.3                      |
| Retired due illness, injury, use-by date expiry |             |             |             |             |             | 3           | 3           | 4           | 1           |             |             | 2           | 2.6                      |
| Refereeing for NSWRRRA only                     |             |             |             |             |             | 3           | 1           |             |             | 1           |             |             | 1.7                      |
| Player or player coach only                     |             |             |             |             |             | 1           | 5           | 3           |             | 2           | 4           | 7           | 3.7                      |
| Moved to regional NSW, interstate, overseas     |             |             |             |             |             | 1           | 1           | 2           | 1           | 2           | 2           | 2           | 1.6                      |
| Responded not renewing but no reason given      |             |             |             |             |             | 1           | 1           | 3           |             | 5           | 3           | 1           | 2.3                      |
| Changed business or family commitments          |             |             |             |             |             | 1           | 1           | 2           |             |             | 2           | 2           | 1.6                      |
| Heavy study workload or school commitments      |             |             |             |             |             |             | 2           | 1           | 4           | 2           |             |             | 2.3                      |
| Disappointed, disillusioned, lost interest      |             |             |             |             |             |             | 1           | 4           | 1           |             | 1           |             | 1.8                      |
| Not invited to renew due to de-registration     |             |             |             |             |             |             |             |             |             | 1           |             |             | 1.0                      |
| Ignored all requests to re-register or respond  |             |             |             |             |             | 18          | 8           | 14          | 12          | 16          | 11          | 4           | 11.9                     |
| Last season's members who failed to renew       | 18          | 21          | 35          | 26          | 20          | 43          | 24          | 40          | 27          | 32          | 27          | 18          | 27.6                     |

**Note 6:** For seasons 2007 to 2011, the "failed to renew registration" category was accounted for as a consolidated figure only. Since 2012 a breakdown of reasons members have provided for not renewing has been maintained.

## New Sydney West RRA Members in 2018

In 2018 we welcomed the following new members or returning former members into the association.

| <b>Accredited Referee Members</b> | <b>RKR Pathway Referee Members</b> |
|-----------------------------------|------------------------------------|
| Fitzgerald Bowman                 | William Brown                      |
| James Camilleri                   | Alex Deligiannis                   |
| Hugo Clarke                       | Levi Gooding                       |
| Chris Clayton                     | Hamish Goonan                      |
| Lachlan Fisher                    | Zac Martin                         |
| Murray Fisher                     | Lachlan Nothdurft                  |
| Jack Larkin                       | Alyssa Price                       |
| Marco Levy                        | Lewis Taylor                       |
| Philip Madirazza                  | Oscar Too                          |
| Tim Maguire                       | Mostyn Winchester                  |
| Simon Pratt                       |                                    |
| Alec Silins                       |                                    |
| Andrew Suttie                     |                                    |
| Max von Appen                     |                                    |
| Tom Whalan                        |                                    |
| Paul Winley                       |                                    |
| William Yates                     |                                    |

**Sydney West RRA Grading List :: September 2018**

| <b>Surname</b> | <b>First Name</b> | <b>Grading Tier</b> |
|----------------|-------------------|---------------------|
| Ambat          | Julius            | 2                   |
| Baer           | David             | 6                   |
| Bowman         | Fitz              | 3                   |
| Briggs         | Grant             | 1                   |
| Brinnand       | Craig             | 2                   |
| Brown          | William           | 6                   |
| Butler         | Gregory           | 6                   |
| Cameron        | Bruce             | 2                   |
| Camilleri      | James             | 6                   |
| Campbell       | Paul              | Non-Active          |
| Chambiras      | Paul              | 1                   |
| Chapman        | Arthur            | 3                   |
| Clarke         | Hugo              | 3                   |
| Chris          | Clayton           | Non-Active          |
| Colquhoun      | Neil              | Referee Coach       |
| Conolly        | Alexander         | 5                   |
| Cook           | Phillip           | 3                   |
| Cullen         | Pat               | 1                   |
| Cummings       | Todd              | 2                   |
| Dale           | Stuart            | 2                   |
| Daly           | Troy              | 3                   |
| De Silva       | Hiresh            | 5                   |
| Deane          | Ian               | 2                   |
| Deligiannis    | Alexander         | 5                   |
| Deller         | Alexander         | 3                   |
| Denby          | Alan              | Non-Active          |
| Denby          | Macaire           | 5                   |
| Dickinson      | Stuart            | 2                   |

| <b>Surname</b> | <b>First Name</b> | <b>Grading Tier</b> |
|----------------|-------------------|---------------------|
| Dixon          | Max               | 3                   |
| Doyle          | Anthony           | 3                   |
| Doyle          | Matthew           | 3                   |
| Dunlop         | Alexander         | 3                   |
| English        | Thomas            | 6                   |
| Findley        | Cameron           | 3                   |
| Findley        | Duane             | 2                   |
| Fisher         | Lachlan           | 2                   |
| Fisher         | Murray            | 6                   |
| Fitzgerald     | Paul              | 3                   |
| Gauci          | Tim               | 3                   |
| Gilbert        | Daniel            | 6                   |
| Goldring       | Max               | 5                   |
| Goldring       | Michael           | 3                   |
| Gooding        | Levi              | 5                   |
| Goonan         | Hamish            | 5                   |
| Gracie         | Michael           | 2                   |
| Greenland      | Daniel            | 3                   |
| Greenland      | Luke              | 3                   |
| Hackett        | Tony              | 3                   |
| Hicks          | Christopher       | 6                   |
| Hummel         | Michael           | 2                   |
| Hyde           | Darren            | 2                   |
| Ingham         | David             | 5                   |
| Joseph         | Trevor            | 1                   |
| Larkin         | Jack              | 3                   |
| Levy           | Marco             | 3                   |
| Loh            | Cha               | 6                   |
| Lynch          | Mark              | 1                   |
| MacNamara      | Paul              | 3                   |
| Madirazza      | Philip            | 6                   |

| <b>Surname</b> | <b>First Name</b> | <b>Grading Tier</b> |
|----------------|-------------------|---------------------|
| Maguire        | Tim               | Non-Active          |
| Malouf         | Aaron             | 3                   |
| Manz           | David             | 2                   |
| Martin         | Ian               | Non-Active          |
| Martin         | Steven            | 2                   |
| Martin         | Zachary           | 5                   |
| McCrea         | Philip            | 2                   |
| Meaker         | Seamus            | 4                   |
| Melz           | William           | 1                   |
| Middleton      | Nathan            | 6                   |
| Millen         | Angus             | 1                   |
| Miller         | Taylor            | 3                   |
| Mooney         | Ian               | 1                   |
| Mortimer       | Tim               | 3                   |
| Nothdurft      | Lachlan           | 5                   |
| O'Connor       | Matthew           | Non-Active          |
| O'Keefe        | Max               | 4                   |
| Payne          | Gary              | 2                   |
| Pearce         | Jenny             | Non-Active          |
| Pethybridge    | Gary              | 3                   |
| Pethybridge    | Lachlan           | 3                   |
| Phillips       | Liz               | 3                   |
| Philp          | Roger             | 4                   |
| Piggott-Wright | Banjo             | 6                   |
| Pratt          | Simon             | 3                   |
| Price          | Alyssa            | 6                   |
| Price          | Riley             | 3                   |
| Price          | Warren            | 3                   |
| Roberts        | William           | 5                   |
| Rogerson       | Michael           | 3                   |
| Scully         | Graeme            | Non-Active          |

| <b>Surname</b> | <b>First Name</b> | <b>Grading Tier</b> |
|----------------|-------------------|---------------------|
| Silins         | Alec              | 3                   |
| Smith          | Peter             | 3                   |
| Spencer        | Lindsay           | 1                   |
| Suttie         | Andrew            | 3                   |
| Taweel         | Matthew           | 5                   |
| Taylor         | Daniel            | 1                   |
| Taylor         | David             | 1                   |
| Taylor         | Lewis             | 5                   |
| Taylor         | Paul              | 2                   |
| Taylor         | Stephen           | 1                   |
| Taylor         | William           | 3                   |
| Too            | Oscar             | 6                   |
| Tregoning      | Matthew           | 3                   |
| Van Eyl        | Jason             | 3                   |
| von Appen      | Max               | 6                   |
| Warren         | Robert            | Non-Active          |
| Watson         | Bob               | 4                   |
| Watts          | Paddy             | 1                   |
| Whalan         | Thomas            | 6                   |
| Winchester     | Callum            | 2                   |
| Winchester     | Josh              | 4                   |
| Winchester     | Mostyn            | 5                   |
| Winley         | Paul              | 3                   |
| Winters        | Tom               | 3                   |
| Yates          | William           | 5                   |
| Zieth          | Peter             | 1                   |