

# **Sydney West Rugby Referees' Association Inc.**

## **Annual Report 2014**



**SYDNEY WEST  
RUGBY REFEREES**

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**Presented at the Association's eighth Annual General Meeting  
held at the Vikings Sports Club, Dundas, on 13 November 2014**

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## **About Sydney West Rugby Referees' Association Inc.**

From the early 1960s, Rugby refereeing in the area now serviced by Sydney West RRA was carried out by members of the Eastwood District RURA and the Parramatta District RURA. Following many months of discussion, 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.

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

## **Our 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 2014 are as follows:-

|   |                  |
|---|------------------|
| <b>President:</b>                         | Ian Mooney       |
| <b>Vice Presidents:</b>                   |                  |
| • Recruitment & Retention                 | Grant Briggs     |
| • Registration & Accreditation            | Gary Payne       |
| • Training & Development                  | Tony Hackett     |
| <b>Secretary / Public Officer:</b>        | Michael Hummel   |
| <b>Treasurer:</b>                         | Duane Findley    |
| <b>Ordinary Members of the Committee:</b> |                  |
|   | Arthur Chapman   |
|   | Kieran Lawless   |
|   | Peter Smith      |
| <b>Honorary Patron:</b>                   | Stuart Dickinson |
| <b>Honorary Auditor:</b>                  | Neil Colquhoun   |
| <b>Honorary Legal Officer:</b>            | Steve Hardy      |

## **Our Life Members**

At the inaugural meeting of Sydney West RRA, members resolved unanimously that in recognition of their contributions to Rugby refereeing in the area serviced by Sydney West RRA, persons elected previously as life members of either the Eastwood District RURA or the Parramatta District RURA would henceforth be regarded as life members of Sydney West Rugby Referees' Association. The names of those to whom life membership of Sydney West RRA has been granted are listed below.

### **Eastwood District RURA**

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

### **Parramatta District RURA**

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

### **Sydney West RRA**

Tony Hackett; Chris Cunliffe-Jones (dec);

## **President's Report**

The 2014 season has come to an end so it's time to return the Deep-Heat and Voltaren to the medicine cabinet and to quickly reminisce on the season past.

On the field our top referees again did us proud at the State Championships in June with Dan Taylor leading the way representing SWRRA at the U16/17. Brenton Mooney and Connor McNicol took up the challenge at the U15s while Ryan McCarthy continued his strong form at the U13s. Dan, Brenton and Connor backed-up at the Regional Championships in July.

At our Annual Dinner and Awards Night we celebrated the achievements of all of our members and in particular the following award winners:

- NSWRU Zone Referee of the Year Medallion: Dan Taylor
- NSWRU Zone Junior Referee of the Year: Hayley Goodacre
- EDJRU Most Improved Junior Referee: Trent Harvey
- Clubman of the Year: Phil McCrea

In 2013 Chris Cunliffe-Jones passed away following a heart attack suffered while travelling overseas. Earlier this year the Management Committee moved to introduce an award in Chris' honour and to highlight individuals who share Chris' personal qualities. With Chris' wife Jane and his children, Jessica, Larissa, Sarah and Simon on hand at our Annual Dinner, Bob Watson, a former member of the Management Committee who participated in the development of the award, had great pleasure to announce the inaugural winner: George Bennett.

2014 saw a modest decline in junior rugby in Western Sydney, resulting in a reduction in the number of matches available to our members. This was particularly noticeable in the older age groups where our Tier 1 referees normally officiate. It is hoped this decline will stabilise in 2015. By contrast, 7s rugby has grown considerably on the back of the game's inclusion to the 2016 Olympic Games program. We are expecting to see more 7s tournaments to come during this current off-season.

I would like to thank the Sydney West RRA committee who have worked tirelessly through the 2014 season and continue to do so as we prepare for the season ahead. I also wish to thank Ron Mancell, Alex Richards and Scott Rogan from NSWRU for their support during 2014.

In closing, I would like to thank all SWRRA members for the effort you have all put in over the season. I wish you and your families a Merry Christmas and a safe and Happy New Year. Enjoy the break, keep fit and I hope to see you early in 2015.

Kind regards

**Ian Mooney  
President**

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## **Referee Recruitment and Retention Report**

After another successful 2014 season for our association we find ourselves discussing again how we can recruit and retain members. At the end of season 2013 we had 136 members, however for season 2014 a total of 40 members decided for various reasons not to re-register. On the plus side we gained 32 new members, of whom 20 identified as students, which brought our total for 2014 to 128. Although it is good to see students becoming referees, the problem of retaining them when they leave school is an on-going concern. The other area of concern is in the age group 20-40 group, which comprises only 10 members.

Ian Mooney and myself will attend a referees Conference on the 8th November in Sydney, which all referees associations in NSW will be attending and the above issues will be on the agenda. A source of recruitment which has been, and will continue to be, discussed is the ranks of Assistant Referees who 'run the lines' each week for village clubs.

The Management Committee would greatly appreciate any suggestions by members on how to recruit new referees and retain existing referees.

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

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## Registration & Accreditation Report

The 2014 season was a busy but enjoyable one for the Registration & Accreditation portfolio. The computer systems and processing changes that we implemented in 2012 and refined last year were finally bedded down and appear to be working well.

Members now appear to be much more comfortable re-registering online and in using the Referee Management System self-service web portal to update details of their availability, team relationships and venue preferences.

### Association Membership in 2014

A series of tables analysing various aspects of association membership at 30 September 2014 are provided for information at Annexure B.

In brief, Sydney West RRA ended the 2013 season with 136 registered and active members. Despite 40 of those members not renewing their membership in 2014 (their reasons for not renewing are provided at Table 2 of Annexure B), the recruitment of 32 new members this year means that we ended the 2014 season with 128 active members – a net decrease of 8 members on the 2013 figure.

Of some concern is the fact that nearly 30% of our active members are now 50 years of age and older. Indeed, with more than 10% of all active members now older than 60 years of age, our age profile is clearly heading in the wrong direction.

Ideally, the association needs to increase the recruitment of referees in the important 20-50 years age bracket. As can be seen at Annexure B, at present a little over 32% of active Sydney West members are between 20 and 50 years of age.

### New Members

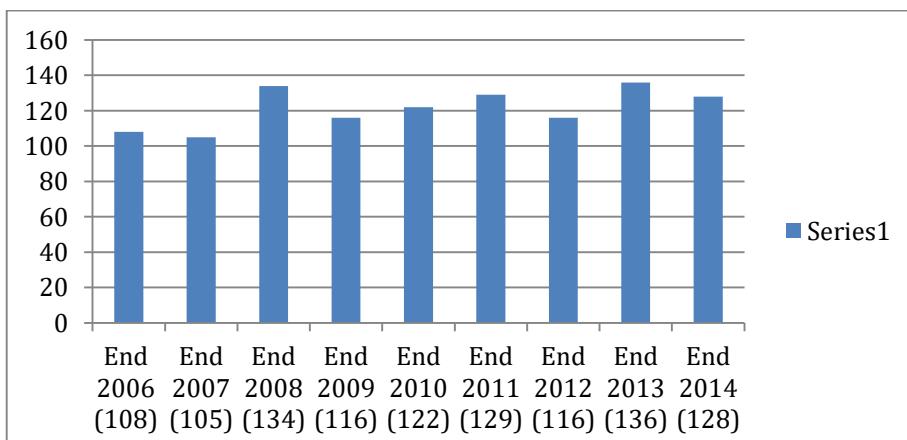
As mentioned above, in 2014 we welcomed 32 new members into the association. Of that number, 21 are new accredited referee members and 11 are new RKR Pathway referee members. It is hoped that all 32 enjoyed their first year of refereeing with us. We look forward to watching them develop and improve as referees in coming seasons.

A list of new members in 2014 is provided as Annexure C.

### The Historical View of Membership

The bar chart below shows the movement in our membership bottom line for each of the years 2007-2014. The figures for 2006 reflect the combined membership figures in that year for the Eastwood District RURA (91 members) and Parramatta District RURA (17 members). They are provided here simply to provide a starting point for the then new Sydney West RRA.

**SWRRA Membership by Year 2007 to 2014**



The figures above provide context for our 2014 performance. Although we experienced a small drop in net membership over the 2014 season, the end of season figure of 128 is still slightly higher than the eight-year membership average of 123.

**Gary Payne**  
**Vice President, Registration & Accreditation**

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## Referee Training and Development Report

Again fitness was the focus for the start of the 2014 season with Chris Cottee returning for his second year as our trainer and 26 members registering for the nine week program at the Muirfield High School sports fields. Of particular note was Liz Phillips, who pushed her male counterparts along each week.

As usual, due to various commitments and some injuries, we averaged around 16 – 18 at training each week. Those who stuck with it certainly saw the benefits by comparing their starting fitness assessments (no beep test) with the closing results – nice to see people smiling at the end of the final session.

On the final day of Fitness Program Ian Mooney ran an on-field referee positional training session which all those fitness participants stayed around for and we were joined by another eight or so members on the morning for a very informative session drawing on Ian's extensive referee coaching experience.

We again ran monthly Education Nights at the Vikings Sports Club with thanks to Alex Richards and Ron Mancell from the ARU who presented on these evenings and at which we would average about 25 members (approx: 30% of our active referees). After these sessions light refreshments were served to foster some referee networking amongst those attending. Some of the topics covered on the evenings included: Respect Rugby; 2014 Game Management Guidelines; Team of 3; Advantage & Material Effect; Player Management and Critical Decisions.

Our monthly Referee Coach meetings continued at the Vikings Sports Club. Attendances varied but the feedback provided by Coaches proved very worthwhile in addressing grading issues for referees and nominations for various Championships. Thank you to all those who contributed to these meetings.

A majority of our Coaches and Tier 1 referees attended an Advanced Referee and Referee Coaching seminar put on by NSWRU in March aimed at ensuring we were all aware of the key principles that we are trying to achieve.

We were invited to send a referee and referee coach to the TAS 2014 Primary School Carnival in Armidale which would provide a great development platform for tournament refereeing and coaching. Ryan McCarthy (referee) and Gary Payne (referee coach) were selected to attend for SWRAA and both performed with distinction from the reports that I got back. Ryan was selected to referee one of the finals.

NSWRU ran a Camp Waratah session over two days in the July school holidays to provide field training for our younger referees. We had three of our Pathway referees attend this initiative which received very positive feedback.

We did not have any ARU Secondary School Scholarship nominees this year but would anticipate we should have at least one (and hopefully more) in 2015.

Congratulations to all the Award winners this year. I know that the Referee Coaches and the Committee had a difficult time in selecting winners.

This is my swan song as VP Training & Development. I would like to thank everyone for their support and assistance over the last three years. I look forward to being an ordinary referee and coach in coming years.

**Tony Hackett  
Vice President, Training & Development**

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## **Secretary's Report**

From an administrator's perspective, the Association's eighth year of operation appeared to go well. With the assistance of members and the Management Committee, our systems and support structures have been further refined and appear to be working well.

The SJRU competition structure and the centralised appointment of referees, which was introduced in 2012, has now matured as refinements were progressively introduced in 2013 and 2014.

I wish to acknowledge the efforts of the Management Committee and thank them for the assistance and guidance provided to me as Secretary during this year. The Association is fortunate in having such an enthusiastic and committed leadership team.

I wish also to acknowledge — as others before me have done — the assistance and support of Bob Watson. Bob's experience in the operations of SWRRA and its Management Committee and his 'corporate knowledge' of Rugby have been particularly valuable.

## **Meetings**

We again thank the Parramatta Leagues Club Group and acknowledge their assistance in allowing us to use the Scandia Room and other facilities at Vikings Sports Club for our education nights and general meetings in 2014.

The Management Committee met on 11 occasions across our 2014 business year. We again thank our VP Training & Development, Tony Hackett, for allowing the use of his company's boardroom as the venue for many of those meetings. Management Committee meetings were well attended and all were conducted in a professional and businesslike manner.

To ensure that the voice of Sydney West members continues to be heard in the right areas, in 2014 the association actively participated in a number of meetings of the Sydney Rugby Referees' Consultative Committee. The SRRCC is a sub-committee of the NSWRU and in 2013 it was chaired for the second successive year by our President, Ian Mooney.

## **Membership**

As mentioned elsewhere in this Annual Report, and shown in the table at Annexure B, our number of active referees in 2014 compares favourably with past years, however it is clear that our age profile is "heading north". More than half of this total are aged 40 years and over and almost one third are aged 50 years and over. We need to arrest this trend and I encourage all members to consider strategies to increase our membership.

I particularly encourage members to be 'on the look-out' for adults who would make a good referee and direct them to the Recruitment page of our website. Alternatively, members can obtain their name and contact details for our VP Recruitment & Retention to follow-up. Members can make good use of our Association's 'business card' for this purpose, particularly if they make the acquaintance of spectators or parents at fields where Sydney West RRA members are officiating.

## **Major Schools**

Although the various SJRU competitions provide the bulk of our refereeing workload, they are by no means the only areas serviced by Sydney West members on weekends. Sydney West RRA has had a long and fruitful association with The King's School (both Senior and Preparatory Schools), SCECGS Redlands (Senior and Junior Schools), Oakhill College, Redfield College and Arden Anglican School (Junior School).

Refereeing these games provides a service to the schools involved and access to another layer of experience for Sydney West members. In addition, a number of staff and students at Oakhill College and The King's School are also SWRRA members. In particular, Jenny

Pearce at The King's School continued to devote much time and effort in partnership with Sydney West in 2014.

**Thanks**

I would like to thank all Sydney West members for your contributions to Rugby in 2014, including refereeing at times at far-flung locations and in inclement weather. As domestic and junior Rugby experiences ongoing structural changes, I wish to acknowledge all referees' significant efforts and look forward to their continuing involvement.

**Michael Hummel**  
**Secretary & Public Officer**

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### **Treasurer's Report**

This is the report for the eighth financial year of the Sydney West Rugby Referees' Association.

I replaced Lindsay Spencer as Treasurer during the 2013-2014 Financial Year.

The SWRRA Financial Year runs from 1 October through to 30 September. Due to the timing of the AGM and my being overseas during late October and November, the accounts for 2014 have not yet been finalised or audited. This will be done on my return to Australia. Therefore these figures are provided as preliminary figures only.

During the 2014 season, the major source of income was refereeing fees at \$25,995 (2013 – \$26,995). The NSW Rugby Union is expected to provide a grant of \$6,000 for referee administration and development.

At 30 September no referee payments had been made but the expected expense will be included in the accounts. Our referees will be reimbursed a total of \$22,750 (2013 - \$22,665). Referee coaches will receive \$2,355 for coaching reports prepared and submitted by them.

The Association closed the 2014 financial year with Cash on Hand of \$20,609.43, Term Deposit of \$11,416.49, Sundry Debtors (for Refereeing Fees, SJRU & schools, and NSWRU Grant payment) of \$31,595, and Sundry Creditors of \$25,105 (Referee & Coach Payments). The resulting Accumulated Funds for the Association to commence 2015 is \$38,515.92 (2014 - \$35,159).

**Duane Findley  
Treasurer**

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**Sydney West Rugby Referees' Association Inc  
Profit and Loss Statement  
For the year ended 30 September 2014**

to be provided following the 2014 Annual General Meeting

## Analysis of Active Sydney West RRA Membership at 30 September 2014

**Table 1: Summary of Registration Renewals in 2014**

|   | No. | %      |
|---|-----|--------|
| Active SWRRA Members at 30 September 2013 (excludes non-active life members and supporters) | 136 | 100.00 |
| Less: Members who indicated they would not be renewing in 2014 (see Table 2 for reasons)    | 26  | 19.12  |
| Subtotal  | 110 |        |
| Less: Ongoing active members who renewed for 2014   | 96  | 70.59  |
| Members who failed to re-register or indicate their refereeing intentions for 2014          | 14  | 10.29  |

**Table 2: Reasons Given for Not Renewing in 2014**

|   | No. | %      |
|---|-----|--------|
| Former TKS Students (2 x gap year returned to UK; 5 x finished school and moved on) | 7   | 17.50  |
| Serious Injury (1 x TKS)  | 1   | 2.50   |
| Member Retired (1 x illness; 1 x ongoing injury); Member Deceased (x 1)             | 3   | 7.50   |
| Heavy Study Workload  | 1   | 2.50   |
| Family Commitments  | 2   | 5.00   |
| Transferred Interstate or Overseas  | 2   | 5.00   |
| Participating as a Player or Player Coach Only in 2014 (2 x TKS; 1 x Pathway)       | 3   | 7.50   |
| Reason Not Given or Not Known (3 x TKS)   | 3   | 7.50   |
| No Longer Interested in Refereeing (1 x TKS; 3 x Pathway)                           | 4   | 10.00  |
| Failed to Acknowledge or Respond to Invitation and Reminders (see Table 1)          | 14  | 35.00  |
| Total members from 2013 who failed to renew in 2014                                 | 40  | 100.00 |

**Table 3: Summary of Active Member Registrations**

|   | No. | %      |
|---|-----|--------|
| Ongoing SWRRA members from 2013 (see Table 1)   | 96  | 75.00  |
| Add: New accredited referee members in 2014     | 21  | 16.41  |
| Add: New Pathway referee members in 2014        | 11  | 8.59   |
| Total Active SWRRA members at 30 September 2014 | 128 | 100.00 |

**Table 4: Distribution of Active Members by Referee Type**

|  | No. | %      |
|--|-----|--------|
| Active Accredited Referees (includes 21 new members in 2014) | 106 | 82.81  |
| Active Pathway Referees (includes 11 new members in 2014)    | 22  | 17.19  |
| Total Active SWRRA Members at 30 September 2014              | 128 | 100.00 |

**Table 5: Distribution of Active Members by Age**

|  | No. | %      |
|--|-----|--------|
| Active members 60 years of age and older (i.e. born 1954 or earlier) | 13  | 10.16  |
| Active members 50 to 59 years of age (i.e. born 1955 - 1964)         | 25  | 19.53  |
| Active members 40 to 49 years of age (i.e. born 1965 - 1974)         | 31  | 24.22  |
| Active members 30 to 39 years of age (i.e. born 1975 - 1984)         | 5   | 3.91   |
| Active members 20 to 29 years of age (i.e. born 1985 - 1994)         | 5   | 3.91   |
| Active members 19 years of age or less (i.e. born 1995 - 2001)       | 49  | 38.27  |
| Total Active SWRRA Members at 30 September 2014                      | 128 | 100.00 |

**Table 6: Distribution of Active Members who are Students**

|  | No. | %      |
|--|-----|--------|
| Members who are students 20 years of age and older                                 | 2   |        |
| Members who are students 19 years of age or less                                   | 46  |        |
| Active SWRRA members who when registering in 2014 indicated that they are students | 48  | 37.50  |
| Active non-student SWRRA members   | 80  | 62.50  |
| Total Active SWRRA Members at 30 September 2014                                    | 128 | 100.00 |

**Annexure C**

**New Sydney West RRA Members in 2014**

In 2014 we welcomed the following 32 new members into the association.

| <b>New Accredited Referee Members</b> |                   | <b>New Pathway Referee Members</b> |
|---------------------------------------|-------------------|------------------------------------|
| Jake Brighton                         | Roger Philp       | Todd Cummings                      |
| Jack Cale                             | Daniel Poletto    | Troy Daly                          |
| Jack Fleetwood                        | Izaak Ragg        | Anthony Doyle                      |
| Damian Ireland                        | Harrison Spratt   | Matthew Doyle                      |
| Oliver Lock                           | Andrew Suttie     | Paul Fitzgerald                    |
| Joshua Lynch                          | Harry Thomas      | David Hunt                         |
| Angus Macdonald                       | Matthew Tregoning | Simon Kellett                      |
| Harry Mills                           | Hugo Treloar      | Luke McLachlan                     |
| Eric Mo                               | Jason Van Eyl     | William Miles                      |
| Alexander Moore                       | Peter Zieth       | Michael Rogerson                   |
| Thomas O'Connor                       |                   | Thomas Smith                       |