

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



**SYDNEY WEST  
RUGBY REFEREES**

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## **Annual Report 2016**

*Celebrating Our First Ten Years*

**Presented at the Association's tenth Annual General Meeting  
held at Vikings Sports Club, Dundas, on 10 November 2016**

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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's "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 2016 are as follows:-

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

## 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'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 RRA

Tony Hackett; Chris Cunliffe-Jones (dec'd); Lindsay Spencer;

## **President's Report**

2016 was a milestone year for our association, our 10<sup>th</sup> season since incorporating in 2006. A lot has happened over the past decade, particularly as some of our junior members have gone on to greater achievements. Most notable among these is Amy Perrett who has gone from our NSWRU Zone Junior Referee of the Year in 2007 to officiate at the Rio Olympics as well as becoming the first lady to referee an NRC match and AR for Super Rugby. Well done Amy. You remain an inspiration to all our young members. In 2016, life member and SWRRA stalwart, George Bennett was recognised in the Queen's Birthday honours for his services to Rugby Union and Agricultural Education. Congratulations George.

We started 2016 with the pre-season GMG presentation which The King's School kindly hosted for us and was very well attended. Ten year anniversary "hoodies" were distributed to members to celebrate the milestone.

In April I attended The Armidale School (TAS) Under 12 tournament where two of our young referees; Todd Cummings and Steve Martin, were invited to referee. Both performed very well with Steve being awarded the Grand Final fixture. In August I took a little more time away from work to attend the PSSA tournament in Mudgee where again Todd and Steve were invited to participate. This time Todd pipped Steve for the main game. It was great to watch these boys develop over the year and I look forward to seeing them progress further in coming seasons.

Congratulations to all the referees who represented SWRRA at the various championships throughout the season and those who were selected to referee in the finals series. Also a big thanks to the referee coaches who worked tirelessly behind the scenes to make these selections and special thanks to Gary Payne for all the effort he put in with the inter-district Appointments Board.

Our Annual Dinner and Awards Night was a wonderful night. After months of planning and behind the scenes effort by Arthur he was unfortunately laid low with the flu and could not be there to MC – we missed you! At the dinner, we celebrated the achievements of all of our members and in particular the following award winners:

- EDJRU Most Improved Junior Referee Award: Steven Martin
- NSWRU Zone Junior Referee of the Year Medallion: Harrison Spratt
- NSWRU Zone Referee of the Year Medallion: Ian Mooney
- Clubman of the Year Award: Grant Briggs

I'd like to take this opportunity to thank the NSWRU Referee Department for their support in 2016. Alex Richards and Amy Perrett for the education programs they delivered throughout the year, Scott Rogan and later Luke Rogan for handling the appointments.

I will be stepping down as President at the up-coming AGM. After several years in the role it's time for new blood and new ideas to take the association forward for the next decade and more. In my time as President I've been the beneficiary of wonderful support from my fellow committee members for which I'll be forever grateful. Thank you guys.

Finally, I would like to thank all SWRRA members for the effort you have put in over the season and for the support you have provided me over my time as President. 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 2017.

**Ian Mooney**  
**President**

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## **Recruitment & Retention Report**

A series of tables summarising aspects of association membership at 30 September 2016 are provided in Annexure B.

In brief, we ended the 2015 season with 126 registered members. Despite 32 of those members deciding to not renew with us in 2016 (their reasons, where known, are summarised in Table 2 of Annexure B), the recruitment of 23 new members allowed us to end the 2016 season with an active membership of 117 — a decrease of nine on the 2015 figure.

The names of those who joined us in 2016 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 2017.

Of some concern is the fact that 56 members (i.e. around 48% of our membership) are now 46 years of age and older. Indeed, with nearly 20% of active members now being older than 56 years, our age profile is clearly trending 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, at present that group comprises a little over 22% of active Sydney West members.

A traditional source of referee recruits has been the parents of school age players. A number of these parents are also accredited assistant referees.

In recent seasons, however, there appears to have been a reduction in the number of teams in the under 13 to under 18 age groups of the Sydney JRU competitions. An unfortunate flow-on effect of the reduction in teams is a corresponding reduction in the pool of parents seeking to become referees or assistant referees.

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 2017. Simply point them towards the Recruitment page of our website. There they will find everything they need to know about becoming a Rugby referee.

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

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## Registration & Accreditation Report

Unfortunately, elements of the ARU’s plan to use their new Rugby Link IT platform to register match officials online in 2016, could not be finalised in time for the new season. As a result, referees were required to follow the old-fashioned registration process in which information they provided in electronic form was subsequently transcribed and manually input to Rugby Link, the Referee Management System (RMS) and association records.

Notwithstanding the needless duplication of data entry effort mentioned above — and the changes to key IT systems described below — processes associated with the Registration and Accreditation portfolio seemed to operate reasonably well in 2016. Our strong performance in these areas would not have been possible without the assistance and co-operation of members and for that I thank you.

With a view to maximising the number of members registered, kitted out and available for appointment at the start of the new season, this year’s “invitation to re-register” issued to members on 16 January 2016 together with a copy of our 2016 Registration Form. Although this was a week or so later than the start of the 2015 season, asking people to think about winter sport and refereeing in the middle of summer is challenging to say the least.

Initial responses were slow. However, by 1 March 2016 about 67% of ongoing members had lodged their registration form and been renewed for the new season. Even though numbers were down a little on the same date in 2015, the result was encouraging.

Following a couple of increasingly insistent reminders through March, by 1 April 2016 a little over 75% of ongoing members had returned a 2016 registration form and been manually registered in Rugby Link and the Referee Management System. While respectable, this figure was down by about 6% on our 1 April 2015 performance.

Looking ahead, it is understood that having successfully used Rugby Link to register players online in 2016, the ARU is confident that online registration for match officials will be a reality for the 2017 season. Given our success with online registration in the 2013 and 2014 seasons (albeit using the ARU’s now retired MRA System), referees and administrators alike are hoping that all goes well!

### Membership by Year 2007 to 2016

The 2007 season was the first for the then newly formed Sydney West RRA. As mentioned elsewhere in this Annual Report, throughout 2016 we have been celebrating our first ten years of operation. The chart below shows the movements in membership across each of those ten seasons.

Although relatively small drops in membership have been experienced in each of the seasons since the all-time high achieved in 2013, the 2016 end of season figure of 117 is not that much lower than our ten-season membership average of 123.



### Membership by Postcode

The area of Sydney for which we are responsible is large by metropolitan standards and quite diverse. It contains a mix of older, established suburbs and an increasing number of bright, shiny new ones. The association is keen to engage with and to support those who are growing and advancing Rugby in all of these areas.

The table below provides a breakup of membership numbers by the postcodes associated with the four Premiership Rugby districts that we service. In addition to identifying the residential spread of members, it provides an indication of where referee recruitment efforts may need to be directed in coming years.

The new suburbs and growth areas to Sydney's west, southwest and northwest are vital to the success of Rugby in NSW. They are also important to our long term success.

Broad Geographical Region	Indicative SJRU-MWZ Village Club Area	No.	%
Inner Western Suburbs	West Harbour District JRU Postcodes	22	18.80
Middle Western Suburbs	Parramatta District JRU Postcodes	23	19.66
Outer Western Suburbs	Penrith District JRU Postcodes	12	10.26
North Western Suburbs	Eastwood District JRU Postcodes	46	39.32
Eastern Suburbs	Sydney JRU-MSZ Postcodes	2	1.71
Northern Suburbs	Sydney JRU-MNZ Postcodes	7	5.98
Regional & Country NSW	Non Sydney JRU Postcodes	5	4.27
<b>Active Members at 30 September 2016</b>		<b>117</b>	<b>100.00</b>

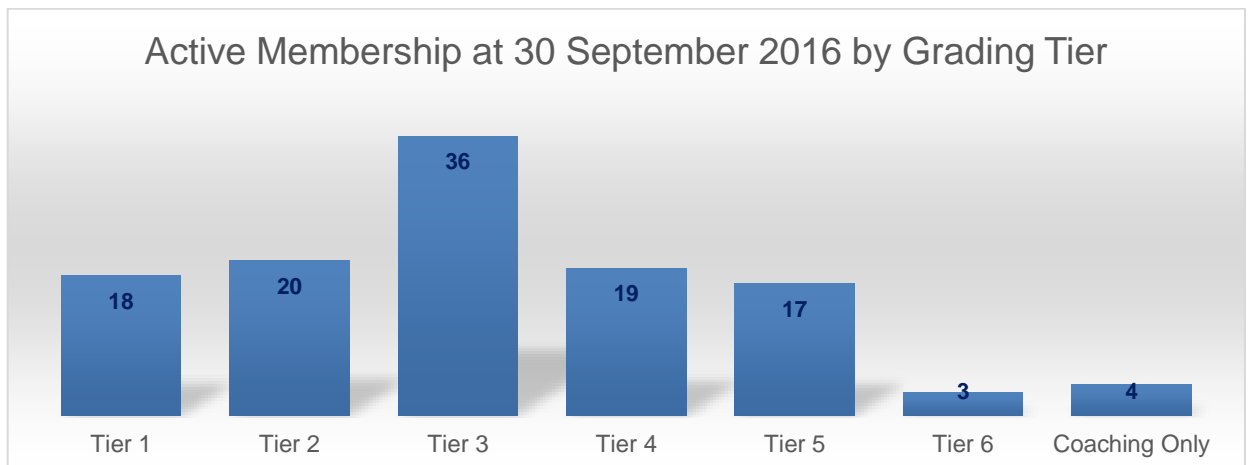
### New Members

As mentioned elsewhere, during the 2016 season we welcomed 23 new members and returning former members into the association. Of that number, 13 are new accredited referee members and 10 are new RKR Pathway referee members. It is hoped that all enjoyed their first year of refereeing with us. We look forward to watching each of them develop and improve as referees in coming seasons.

A list of new members and returning former members in 2016 is provided as Annexure C.

### Membership by Grading Tier

The chart below shows the distribution of active members at the end of the 2016 season by referee grading tier. You will notice that about 63% of Sydney West members are currently graded at Tier 3 and above. At the end of 2015 that figure was around 60%.



The grading process we follow and the six grading tiers into which members are ranked are explained in detail in a document available from the Resource Library Index page of our website. A copy of the grading list for September 2016, the last for this season, is provided for historical purposes as Annexure D.

### **Changes to the Accreditation Process**

Over the last year or so, the ARU has been working to provide a single sign-on point for all online Rugby services. The work being done in this area became a reality in early 2016 with the implementation of the new ARU Rugby Learning Centre. This excellent online education and training resource allows match officials and the general public to register for courses, complete the exams required for accreditation and re-accreditation, undertake interactive courses such as Smart Rugby and much more.

The Rugby Learning Centre is the first application able to be accessed via the single sign-on point, which is known officially as the ARU Rugby Portal. Members can access the Rugby Portal and through it the Rugby Learning Centre, via the Links page of our website. For flexibility and convenience, the ARU Rugby Portal and the Rugby Learning Centre are available 24/7.

Introduction of the Rugby Learning Centre also allowed the ARU to automate parts of the accreditation and re-accreditation process. Under arrangements now in place, as soon as a person's RLC record indicates that all of the pre-requisites for accreditation or re-accreditation in a particular discipline have been satisfied (e.g. it shows that they've attended the appropriate course; passed the relevant law exam; hold current Smart Rugby certification; have successfully undertaken a competency assessment; etc.), the system automatically grants accreditation in that discipline and updates their RLC record.

Previously all of those checking and updating actions were carried out manually by association registrars and ARU staff. It's an improvement that I, for one, am quite excited about.

It is expected that by 2017, the Rugby Portal will have been further extended to allow user access to other ARU systems such as Rugby Link (for online registration and general administrative purposes), the Referee Management System (for matters related to the appointments process) and RRIMS (for those who prepare referee coaching reports).

A document summarising re-accreditation requirements for referees, assistant referees and referee coaches, is available from the Resource Library Index page of our website. The ability to access the ARU Rugby Learning Centre at times that suit them, enables Sydney West members to take responsibility for updating and maintaining the accreditations and certifications required in order to remain active as a match official.

### **Website Administration**

Implementing Rugby Link allowed the ARU to decommission its aging My Rugby Admin System (MRA). As a consequence, the many RugbyNet websites linked to MRA (including ours) also ceased to be available.

Fortunately, in conjunction with its move to Rugby Link, the ARU offered interested clubs and associations access to a free SportzVault website. Sydney West RRA was among the first to take up the ARU's offer.

Although the laying out and set-up stages were time consuming — and the subsequent creation and updating of documents involved a fair bit of manual effort — our new association website went live on 15 January 2016. Our home page can be accessed quickly and easily by [clicking here](#).



Over the years our websites have played an increasingly important role in communicating with members and the wider Rugby community. Our current website contains a wealth of information, procedural instructions and links related to refereeing and referee administration that members and the general public are encouraged to draw on and use.

If there are items of information or matters that you think we might consider publishing, please don't hesitate to let me know. Suggestions and feedback aimed at improving our website are always appreciated.

Again, I thank members for your assistance and co-operation in 2016. If things go according to plan, I'm hopeful that we can do it all again next season. Ideally, the successful re-introduction of online registration will be among the highlights we'll be mentioning in next year's Annual Report.

Over the last ten seasons Sydney West RRA has earned a well-deserved reputation as being among the most innovative, best organised and best run referee associations in NSW. This recognition reflects the considerable efforts of many very good people, some of whom, sadly, are no longer with us.

With their legacy in mind, as Sydney West RRA enters its second decade I sincerely hope that we continue to work together to make our association's next ten years even more successful and effective than the first.

**Bob Watson**  
**Vice President, Registration & Accreditation**

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## **Training & Development Report**

As usual for many of us, our season began in late January with 26 members registering for our nine week pre-season fitness program at the Muirfield High School sports fields and Chris Cottee returning as our trainer. As in previous years, the numbers began to dwindle towards the end of the nine-week session. I would encourage ALL members to avail themselves of our fitness program in 2017. The early season fitness can make such a difference when the real action begins.

The 2016 season began with our second "Super Sunday Season Starter" at The King's School. This was again, following its introduction last year, a successful venture for the Association with more than 60 referees attending and participating in a number of different events across the day.

Since 2016 marked the 10<sup>th</sup> birthday of SWRRA, Super Sunday provided an opportunity for us to remind members of this milestone and to initiate our anniversary celebrations. Similar to 2015, members were provided with the opportunity to complete their Game Management Guidelines and Respect Rugby updates, and new referee kit was provided, as well as a delicious lunch.

In addition this year, in recognition of our 10<sup>th</sup> birthday, we provided all registered members with an SWRRA badged 'hoodie'. Members responded positively to this surprise addition, and it was gratifying to see referees wearing this new addition to our kit at games and functions throughout the year.

Encouraged by the enthusiastic response to the Super Sunday season launch, it is probable that we will continue with it as a key SWRRA promotion in the future.

It was fortuitous, in our 10<sup>th</sup> anniversary year, that one of our own from the past returned to SWRRA — this time as a Referee Development Officer. Amy Perrett started her refereeing career with the Eastwood District Referees' Association in 2003 and refereed with Sydney West until 2011. She is now the international number one female referee in Rugby. Amy has accepted a role with the ARU and continues to referee both in Australia and internationally.

So, at our monthly Education Nights, held at the Vikings Sports Club at Dundas each month, we had the pleasure of both Alex Richards and Amy Perrett, presenting at these informative sessions. Unfortunately, as has been the case over the last few years, we averaged only about 30 members in attendance (approx. 25% of our active referees). The topics covered on these evenings are very appropriate to refereeing issues that we all encounter, yet most members do not take advantage of this opportunity to improve their skill base.

I would urge all members to attend these sessions when possible. There are only five per season, and the feedback from those who do attend, is overwhelmingly positive. In addition to helping to achieve uniformity across refereeing ranks, attendance will most certainly help to improve your refereeing.

Referee Coaches perform a critical role in promoting the development of a referee's skills. SWRRA currently has about a dozen active referee coaches (and could certainly do with more). Their role is to watch a referee and provide some constructive feedback to him or her about their on-field performance with the aim of helping them to improve. We consider this role crucial to assisting members to gain the maximum return from their refereeing efforts. We have been very lucky this year to have Stuart Dickinson (our Association Patron) assist us with some refereeing coaching. In addition, Julius Ambat also joined the Referee Coach ranks this year.

Together with our regular group of dedicated coaches, SWRRA referee coaches managed to log 100+ referee reports over the season — this is quite a feat. If you're 17 years of age or older and interested in becoming an accredited referee

coach and assisting members to develop and improve, please let me know and I'll explain the process.

The Referee Coach Group holds regular meetings at the Vikings Sports Club and it is here that we try to set a Coaching Agenda for our membership. Thank you to all those who made the effort to attend (yet another meeting) and contribute to these meetings and a great thanks to you all for the time and effort you put into developing our referees each season. This group was also well represented at the NSWJRU State Championships in June. We had Bob Watson, Daniel Taylor, Rod Tuynman and myself attend the Under 16's with Julius Ambat at the Under 15's.

We were again invited to send a referee or two to the 2016 TAS Primary School Carnival in Armidale, which provides a great development platform for tournament refereeing. Steven Martin and Todd Cummings were selected to attend, and Ian Mooney also attended as a Referee Coach. From all reports the trio enjoyed the tournament experience. Steven was privileged to be awarded the A-Grade Final on the Sunday afternoon, with Todd not far behind, getting the 5-v-6 final.

We had a single representative this year in the highly competitive ARU Secondary School Scholarship (SSS) program – Harrison Spratt. This program is only available to referees in Year 12 at High School. Harrison had the privilege of refereeing in Orange at the NSWJRU Under 14 State Championships in June. The opportunity to participate at this level, under the tutelage of professional referee coaches is gold – and Harrison made the most of it. We congratulate him on a most successful season.

In the broader Junior Representative arena, we had a significant number of referees who applied for and were appointed to NSWJRU tournaments. SWRRA had three referees selected for the Under 16 State Championships – Ian Mooney, Tony Fisher and Paul Chambiras. All three represented themselves and SWRRA with distinction. Ian Mooney was selected over the course of the tournament as the top ranking referee and given the Under 16 final. This accomplishment entitles him to NSWRU Zone Referee of the Year status. As a footnote, it is interesting to note that despite the seven years that Ian has been refereeing in Sydney, this year's GF is the first grand final he has been appointed to.

Ryan McCarthy, David Taylor and Duane Findley were selected for the Under 15 Championships, with Ryan and David ranking second and third in that referee pool. Todd Cummings, Steve Martin and Craig Brinnand were selected for the Under 13 Championships at Drummoyne – with Todd earning the top ranking, and the honour of refereeing the Final. Mark Lynch was our only representative in the Under 12 Championships at Camden.

As you can see, Sydney West referees and referee coaches figured prominently at junior representative level in 2016.

Following the initiative in 2015 whereby the Sydney District Associations were asked to provide referees for the Primary Schools Rugby State Championships (PSSA carnival), SWRRA nominated two referees to travel to Mudgee in August – Todd Cummings and Steve Martin. Ian Mooney also attended as a Referee Coach for the carnival. Our two nominees were again ranked one and two from the referee pool, with Todd getting another grand final and Steve getting the 3-v-4 final.

As you can see, 2016 has been a very exciting, full and busy year for SWRRA referees and for me as VP Training & Development. I would especially like to thank the Referee Coaches for their support and assistance during the year and I look forward to bigger and better things in 2017.

**Gary Payne**  
**Vice President, Training & Development**

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## **Secretary's Report**

This is my fourth report as Secretary. In early 2016 I was again appointed as the Association's Public Officer, an appointment required under NSW legislation for incorporated organisations such as Sydney West RRA.

From an administrator's perspective, the Association's tenth year of operation was a successful one. With the assistance of members and the Management Committee, our systems and support structures were further refined to enable the Committee to function effectively, to provide information to members, to undertake a range of administrative tasks and to represent the Association at external fora.

Recent changes to the NSW Child Protection (Working With Children) Act 2012 require sporting bodies to register with the Office of the Children's Guardian and to establish a register of members who are engaged in child-related work as defined in that legislation. SWRRA is considered under the Act to be such a body and members who are referee coaches are considered to be undertaking child-related activities when they are involved in coaching referees who are minors.

Those involved in the coaching of minors are now required to undertake a Working With Children Check (WWCC) and to provide certain details to the Association. The Association records those details in an online register and ensures compliance by only appointing referee coaches who hold a current WWCC to work with referees who are under 18 years of age.

It should be noted that this law applies only to those involved in the referee coaching of minors. A person whose involvement with children is carried out in the open as a match referee, is not required to undertake or hold current WWCC certification.

I 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 has been fortunate to have such an enthusiastic and committed leadership team, which has, individually and collectively, made much time available and expended considerable effort to ensure the efficient and effective operation of the Association throughout the year.

Members also deserve recognition for their efforts at far-flung locations and at times in inclement weather.

### **Meetings in 2016**

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 2016.

Our 2016 meetings program commenced in March with the first of our combined Education Nights / General Meetings for the year. We used this session to discuss law changes and Game Management Guidelines for the new season. Six Education Nights were held in 2016. Members have a final opportunity to meet and discuss matters at our AGM to be held at Vikings Sports Club on 10 November 2016.

The Management Committee met on 11 occasions during the 2016 year. We thank Tony Hackett for again allowing the use of his company's boardroom as the venue for those meetings. Management Committee meetings were well-attended and all were conducted in a professional and businesslike manner.

The Referee Coach Group (RCG) met on five occasions during the 2016 season at Vikings Sports Club. RCG meetings were generally well attended and provided a forum for the discussion of matters related to referee training and development. In addition, many of our referee coaches attended an "all Sydney" referee coaches meeting in April 2016 at NSWRU Headquarters in Moore Park.

To ensure that the voice of Sydney West members is heard in the right areas, in 2016 the association participated in a number of meetings of the Sydney Rugby Referees' Consultative Committee. The Association was represented at SRRCC meetings by our President, Ian Mooney.

### **Major Schools**

Although the SJRU competitions provide the bulk of our refereeing workload, they are not the only area serviced by members on weekends. Sydney West RRA continues to have a long and fruitful association with The King's School, SCECGS Redlands, Oakhill College, Redfield College and Blue Mountains Grammar 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. Particular mention is made of Sydney West member Jenny Pearce, the referee coordinator at The King's School, who again devoted much time and effort to that role in 2016 in partnership with us.

### **End of Season Dinner and Awards Night**

Following the successful conduct of this event in 2015 at The Epping Club and the positive feedback from members who attended, the Management Committee decided to hold this event again at this location. Members who attended in 2016 commented favourably on the location and the arrangements for the evening. However, the Management Committee was a little disappointed with the relatively small number of members on hand to celebrate our ten-year anniversary season. This is an activity the Committee has listed for review in 2017.

### **Pre-Season Fitness Program**

In late January 2016 our ten-week pre-season fitness program, again conducted by professional trainer Chris Cottee, got underway. After the final session we also had the benefit of a referee positioning course conducted by NSWRU.

The fitness program is subsidised by the Association and is tailored to the needs and fitness levels of individual participants. Members who participated in 2016 spoke highly of the program and we hope to run it again in early 2017.

### **Thank You**

I would like to thank all Sydney West members for your contributions to Rugby in 2016. I will not re-nominate for a position on the Management Committee for 2017 as I consider it is timely for 'new blood' to lead the Association and to generate new ideas for its continuing success and development.

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

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## **Treasurer's Report**

This report covers the tenth financial year of Sydney West Rugby Referees' Association Inc. The association's financial year runs from 1 October to 30 September.

The final accounts for the year ended 30 September 2016 have yet to be audited. Therefore these figures should be regarded as preliminary only.

During the 2016 financial year, the association's major source of income was fees for refereeing services provided to match organisers of \$23,525 (in 2015 this figure was \$25,680). In addition, the NSW Rugby Union provided a grant of \$8,000 to offset some of the costs associated with referee administration and referee development.

At 30 September 2016 no payments had been made to members for refereeing services provided by them. However, the expense will be reflected in the accounts for the 2016-2017 financial year.

Members will be reimbursed a total of \$15,050 for refereeing services provided during the 2016 season (in 2015 this figure was \$20,175). Referee coaches will receive a total of \$1,365 for coaching reports they submitted in 2016 (in 2015 this figure was \$1,755). Amounts owed by a small number of members for unpaid annual subscriptions will be recovered prior to reimbursement cheques being issued.

The association ended the 2016 financial year with Cash on Hand of \$28,228.31, a Term Deposit of \$12,007.95, Sundry Debtors of \$32,182 (for refereeing fees, SJRU and schools, and the NSWRU grant payment) and Sundry Creditors of \$16,415 (representing referee reimbursements and referee coach payments). The resulting Accumulated Funds for the association to commence its 2017 financial year is \$43,995.31. At the start of the 2016 financial year this figure was \$41,626.08.

**Duane Findley**  
**Treasurer**

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**Sydney West Rugby Referees' Association Inc.  
Profit and Loss Statement  
For the year ended 30 September 2016**

The audited financial statements for the year ended 30 September 2016 to be inserted here when available.

## Analysis of Sydney West RRA Membership at 30 September 2016

**Table 1: Summary of Registration Renewals at 30 September 2016**

	No.	%
Members registered at 31 December 2015 (excluding 7 x inactive life members)	126	100.00
Less: Members who indicated they will not be renewing in 2016 (see Table 2 for reasons)	16	12.70
Subtotal	110	
Less: Ongoing members who renewed for 2016	94	74.60
Members from 2015 who failed to re-register or indicate their intentions for 2016 (membership expired)	16	12.70

**Table 2: Reasons for Not Renewing in 2016**

	No.	%
(a) Former students - finished school, no forwarding address	3	9.36
(b) De-registered by NSWRU	1	3.13
(c) Player only or player coach only in 2016	2	6.25
(d) Heavy work and/or study workload or school commitments	2	6.25
(e) Transferred or moved interstate or overseas	2	6.25
(f) Availability only allows for NSWRRRA involvement in 2016	1	3.13
(g) Indicated not renewing but actual reason not given or not known	5	15.63
(h) Failed to re-register or respond despite reminders (see "membership expired" from Table 1)	16	50.00
Total registered members from 2015 either not renewing in 2016 or failing to re-register or respond	32	100.00

**Table 3: Summary of Active Members at 30 September 2016**

	No.	%
Ongoing members as shown in Table 1 above	94	80.34
Add: New accredited referee members in 2016	13	11.11
Add: New Pathway referee members in 2016	10	8.55
Total Active SWRRA members at 30 September 2016	117	100.00

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

	No.	%
Accredited Referees (of whom 12 require initial accreditation and 2 require re-accreditation in 2016)	95	81.20
Pathway Referees (19 years of age and older x 5; 15-18 years x 8; 14 years of age and under x 9)	22	18.80
Total Active SWRRA Members at 30 September 2016	117	100.00

**Table 5: Distribution of Members by their age in 2016**

	No.	%
(a) Active members 66 years of age and older (i.e. born 1950 and earlier)	5	4.27
(b) Active members 56 to 65 years of age (i.e. born 1951 - 1960)	18	15.37
(c) Active members 46 to 55 years of age (i.e. born 1961 - 1970)	33	28.21
(d) Active members 36 to 45 years of age (i.e. born 1971 - 1980)	12	10.26
(e) Active members 26 to 35 years of age (i.e. born 1981 - 1990)	4	3.42
(f) Active members 19 to 25 years of age (i.e. born 1991 - 1997)	10	8.55
(g) Active members 15 to 18 years of age (i.e. born 1998 - 2001)	25	21.37
(h) Active members 13 to 14 years of age (i.e. born 2002 - 2003)	10	8.55
Total Active SWRRA Members at 30 September 2016	117	100.00

**Table 6: Active Members who Identify as Students**

	No.	%
(a) TAFE and University students 19 years of age and older (i.e. born 1997 or earlier)	8	
(b) High School students 18 years of age and younger (i.e. born 1998 and later)	35	
(c) Active members who when registering in 2016 indicated that they are students	43	36.75
(d) Active non-student members	74	63.25
Total Active SWRRA Members at 30 September 2016	117	100.00

*To facilitate comparison with similar organisations, the age distributions above are identical to those the NSWRU Referees' Department uses in the various analyses of the refereeing population it carries out from time to time.*



## New Sydney West RRA Members in 2016

In 2016 the following new members or returning former members were welcomed into the association.

<b>Accredited Referee Members</b>	<b>RKR Pathway Referee Members</b>
Lachlan Clark	Daniel Greenland
Will Clemson	Luke Greenland
Charles Cradock	Max Jackson
Stuart Dickinson	Marco Levy
Max Dixon	Seamus Meaker
Jack Farrer	Lachlan Pethybridge
Michael Gracie	Banjo Piggott-Wright
Tom Jarvis	Riley Price
Tim Joseph	Warren Price
Tom Matthews	Tom Winters
Nathan Middleton	
Alex Moore	
Peter Zieth	

## Sydney West RRA Grading List :: September 2016

*The current grading tier for registered and active members*

Surname	First Name	Grading Tier
Ambat	Julius	2
Briggs	Grant	1
Brinnand	Craig	2
Burke	Brian	6 (1)
Butler	Gregory	6 (1)
Cale	Jack	3
Cameron	Bruce	2
Campbell	Paul	Referee Coach
Campton	Peter	3
Carrall	Edward	5
Chambiras	Paul	1
Chapman	Arthur	3
Clark	Lachlan	4
Clemson	William	4
Colquhoun	Neil	Referee Coach
Conolly	Alexander	5
Cook	Phillip	3
Cradock	Charles	2
Cullen	Douglas	3
Cullen	Pat	1
Cullen	Samuel	3
Cummings	Todd	3
Dale	Stuart	2
Daly	Troy	5
Deane	Ian	2
Della Marta	Marcus	4
Deller	Alexander	4

<b>Surname</b>	<b>First Name</b>	<b>Grading Tier</b>
Dickinson	Stuart	Referee Coach
Dickinson	Tom	3
Dixon	Max	3
Doyle	Anthony	3
Doyle	Matthew	3
Dunlop	Alexander	4
Fahey	David	4
Farrer	Jack	3
Findley	Duane	2
Fisher	Tony	1
Fitzgerald	Paul	4
Forrest	Wayne	2
Gauci	Tim	4
Goldring	Michael	4
Goodacre	Anthony	2
Goodacre	Hayley	3
Gracie	Michael	3
Green	Tom	4
Greenland	Daniel	5
Greenland	Luke	5
Hackett	Tony	3
Harvey	Trent	3
Hicks	Dougal	3
Hummel	Michael	2
Hyam	Brendan	3
Jackson	Max	5
Jarvis	Tom	4
Joseph	Tim	3
Joseph	Trevor	1
Kellett	Simon	3
Lawless	Kieran	2

<b>Surname</b>	<b>First Name</b>	<b>Grading Tier</b>
Levy	Marco	5
Lock	Oliver	3
Loh	Cha	3
Loh	Ciaran	4
Lynch	Mark	1
MacNamara	Paul	2
Malouf	Aaron	3
Manz	David	2
Martin	Ian	5
Martin	Steven	3
Matthews	Tom	3
McCarthy	Glenn	2
McCarthy	Ryan	1
McCrea	Matthew	4
McCrea	Philip	2
McNicol	Connor	Referee Coach
Meaker	Seamus	5
Melz	William	1
Middleton	Nathan	4
Millen	Angus	1
Miller	Taylor	5
Montgomery	Tony	4
Mooney	Brenton	1
Mooney	Ian	1
Moore	Alexander	3
Mortimer	Tim	3
O'Connor	Matthew	1
O'Connor	Michael	6 (3)
Payne	Gary	2
Pearce	Jenny	Referee Coach
Pethybridge	Gary	3

<b>Surname</b>	<b>First Name</b>	<b>Grading Tier</b>
Pethybridge	Lachlan	4
Phillips	Liz	3
Philp	Roger	4
Piggott-Wright	Banjo	5
Price	Riley	5
Price	Warren	5
Rogan	Scott	3
Rogerson	Michael	5
Scully	Graeme	2
Smith	Peter	3
Smith	Thomas	4
Spencer	Lindsay	1
Spratt	Harrison	2
Taweel	Matthew	5
Taylor	Daniel	1
Taylor	David	1
Taylor	Paul	2
Taylor	Stephen	1
Taylor	William	5
Tregoning	Matthew	3
Tuynman	Rod	3
Van Eyl	Jason	3
Warren	Robert	3
Watson	Bob	4
Watts	Paddy	1
Winchester	Callum	3
Winters	Tom	5
Zieth	Peter	2