

Sydney North Rugby Referees, Inc (9881310)

Annual Report and Financial Statements

for the year ended

31 October 2021



SYDNEY NORTH RUGBY REFEREES

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Sydney North Rugby Referees Inc

2021 Office Bearers

Committee (office-bearers)

President	Timothy Monckton (resigned 8 th Feb 2021)) Chris Hedge (appointed 16 th Feb 2021)
Secretary	Lewis Nottidge (appointed 16 th Feb 2021)
Treasurer	Fleur Winslade

Other Roles

Committee Member	Evan Snow
Committee Member & Gear Steward & Registrar	Craig Hughes
Committee Member	Phil Austine (resigned 10 th July 2021)
Committee Member & Social Media	Hamish Quigley
Head of Referee Coaching	Andrew Winslade

Sydney North Rugby Referees, Inc

2021 Award Winners

Due to COVID 19 interruptions to the playing season the Committee decided not to bestow any awards for the 2021 rugby season.

Award	Winners
Best Rookie	
NSWRU Senior Zone Referee	
NSWRU Junior Zone Referee	
Terry Wooldridge Award (for Most Improved)	
Tier 4	
Tier 3	
Tier 2	
Tier 1	
Guy Cockburn Award (for Best Contributor)	
Head of Referee Coaching Award	
President's Award	

Sydney North Rugby Referees, Inc

President's Report

Thank you for taking the time to read our 2021 Annual Report.

Just like in 2020, the 2021 rugby season has been disrupted by the Covid-19 pandemic. In 2020 we had a truncated season with a late start (in July), a much shortened number of matches and a late finish (in September). In 2021 we started at our normal time in April but by late June Sydney was in lockdown due to a surge of new Covid-19 infections brought on by the Delta variant of the virus. By mid August the rest of the season had been abandoned.

After being short changed two seasons in a row, SJRU realised that, even though winter was long gone, the Sydney rugby community still wanted our rugby "fix". So, with the Sydney lockdown now behind us, SJRU arranged a 4 week stint of Sevens rugby commencing the first week of November. The high number of teams playing showed that it was exactly the right thing to do. The kids are out there playing and our referees and referee coaches are out there doing their stuff too. A great result for all concerned.

Due to the severely truncated season, the Committee has, for the second year in a row, chosen not to issue any meritorious performance awards to members for their contributions to SNRR during the season and we again chose not to hold an end of season social event.

Quite apart from the Covid-19 disruption, the 2021 rugby season got away to a stumbling start for SNRR when our President, Tim Monckton, took ill and had to step down from the President role. I was asked if I would take on the President's role again after stepping down back in 2017. I agreed to do that and Lewis Nottidge, who had just stepped down from the Secretary role in 2020 after serving 5 consecutive years in that capacity, also rejoined the Committees as Secretary. Hamish Quigley joined the Committee for the first time and Andrew Winslade took over as Head of Referee Coaching from Colin Mackenzie after he had spent 3 years as the HORC.

P.S. Tim Monckton is now almost fully recovered and he has returned to work part time.

Thank you Lewis and thank you to the rest of the Committee for your diligence and commitment over the course of the season. The Committee met each month throughout the year (even when we weren't able to play rugby). We were also able to hold 3 x Education Night events in April, May & June plus our now traditional season opening "Super Sunday" education event in March.

The format of the Education Nights was varied a bit from past seasons e.g. a whistle clinic conducted by past SNRR member Will Houston and a signal clinic conducted by Evan Snow. The feedback we got from the end of season Match Official Survey conducted by Rugby Australia ("MOSRA") told us that our members enjoyed the varied format – and they especially enjoyed our June meeting when Angus Gardner attended. Angus spoke candidly in answering all questions put to him, mixed freely with all of our members and posed for as many photos as we asked him to. He is an excellent ambassador for rugby and for refereeing. Thank you Angus, thank you Evan and thank you Will.

The end of the 2021 rugby season finds SNRR, once again, in a robust financial position (see the Treasurer's report included within this Annual Report). Achieving such a robust financial position is due in no small part to the very generous sponsorship extended by Patties Foods (aka Four'N'Twenty Pies) to NSWRU, to SNRR and to the other Sydney based Rugby Referee Association. The CEO of

Pattied Foods is Paul Hitchcock. Paul has been an active member of SNRR since 2016 and the ongoing support of SNRR and the Sydney rugby community by Patties Foods is much appreciated.

Andrew Winslade has prepared a report as Head of Referee Coaching which appears later in this Annual Report and contains more detail than I will provide here. Each season we have a goal of ensuring that all referees are coached at least twice during the season. With over 130 active referees within SNRR that is a challenge every year for us to achieve but in a truncated season such as this one that goal was simply not achievable – 57% of our members were coached at least once during the season.

The inevitable truth is that we need more Referee Coaches and mentors so even if you don't want to obtain a formal Referee Coaching accreditation, volunteering to spend just one extra hour on a Saturday or Sunday (before or after your own game) watching another referee and providing feedback to them would make a significant difference to our ability to meet our goal of ensuring that all referees are coached at least twice during the season. Please consider it.

P.S. The MOSRA told us that SNRR members believed that the standard of referee coaching had improved in 2021.

I have referred to the MOSRA twice now. It is an annual survey that always provides us with valuable insight to how referees across Australia have felt about the season just finished. Every year the survey throws up good news and not so good news for us. This year there has definitely been more good news than not so good news. We still have some “work ons” e.g. match official abuse still exists and it must be completely eliminated from rugby but in 2021 SNRR members believed that it had reduced from what occurred in 2020.

Very pleasingly, the SNRR members who took part in the survey rated their overall satisfaction with the 2021 season the highest they have in any of the past 6 seasons.

The next challenge for SNRR as an organisation is to increase the number of female referees we have as members. With only 6 females out of our 157 members (i.e. 3.8%) we are lagging behind the current female participation rate amongst rugby players in NSW – 6% of rugby players are females.

Thank you to all of the SNRR Committee for your commitment across the season – especially when we were often dealing with matters where we had no precedents to work from. Fleur Winslade has served as Treasurer for SNRR since joining the Committee mid-season in 2018. She has now produced four (4) end of year Financial Statements for us, attended many monthly committee meetings in person and via Zoom, prepared monthly Treasurer reports, paid all of us our fees at end of season, invoiced all of our customers, paid all of our suppliers, attended many Education Nights and she has even ordered (and sometimes collected) the pizzas at our Education Nights.

Fleur is stepping down from the Treasurer role at the 2021 AGM. We all thank you for your hard work and commitment over the past 3 – 4 years. We hope that you enjoy the extra time that will come back into your life. With two daughters and a husband all still very actively involved in rugby in northern Sydney I am sure we will still get to see you around the traps.

To all of our referees and referee coaches, thank you for your efforts and dedication to the game of rugby. Enjoy the off season – maybe even by refereeing and/or referee coaching some Sevens matches ! I look forward to seeing you all on the paddock again next season.

Chris Hedge
President, SNRR

Treasurer's Report

Sydney North Rugby Referees

A summary of the key financial matters in 2021 as follows:

Received sponsorship/grant income totaling \$17,990.
Invoiced for 713.5 club games (2020: 666 games) and 92 school games (2020: 64 games)
13 Referee coaches submitted 67 coaching reports (2020: 16 referee coaches; 97 reports).
A number of SNRR members generously donated their referee and coaching reimbursements to SNRR \$2,213 (2020: \$2,450)
Membership fees (157 members) collected this season \$3,925 (2020: \$7,000) with associated membership fee write off of \$2,625.

Income during the 2021 season totalled \$60,511 (2020: \$36,171). The major source of income was sponsorship and referee/referee coaching report reimbursement by NSW RU of \$18,468 (2020: \$9,895).

Expenses in 2021 totalled \$40,272 (2019: \$35,807).

The major expenses each year are reimbursements to referees for matches totalling \$21,840 (2020: \$18,250) and referee coaches for coaching reports of \$1,675 (2020: \$2,425).
Other major expenses included coaching gear/equipment \$5,740 (2020: \$3,547); and 4 Education events \$2,193 (2020: \$1,103).

There was no Annual dinner (2019: \$7,848) due to the COVID-19 restrictions.

The Association made a profit for the 2021 financial year of \$20,238 compared to a profit of \$364 in 2020, closing the financial year (31 October 2021) with Cash at Bank of \$101,243 (2019: \$88,843).

The financial statements for the year ended 31 October 2021 accompany this Annual Report. It is recommended that members accept the financial statements for the financial year.

The appointment as the association Public Officer and change of registered address record was updated by the Department of Fair Trading to Fleur Winslade on September 17, 2020. Consideration of the appropriate committee member who should hold this position is to be addressed by the 2022 incoming committee. This is my final season as SNRR Treasurer.

Fleur Winslade JP
Treasurer, SNRR

Sydney North Rugby Referees, Inc

Secretary's Report

Early in the year, the Committee had some resignations (due to personal issues) and I accepted the challenge to return as Secretary for another year. The Committee continued with the work that started in the previous years, had some new ideas and the intent was to rollout and implement a number of innovations. Unfortunately, after a good start of the season, in June COVID and its new variations (Delta) stopped all activities and as frustrating as it was, there was nothing that we could do.

During the calendar year, we had 9 Committee Meetings with over 90% of the Committee Members in attendance. All of them were done remotely via teleconferences.

Our Season started with our traditional Super Sunday event during which the Game Management Guidelines for the season were presented. The last education event was completed in June. Attendees went back home with a gift after each event.

In comparison to the previous season, this year we got involved in a greater number of games and many SNRR members managed to Referee/Coach at State Championships levels.

Current registration records indicate that we have a total of 156 members and most have been active as Referees, Coach Referees and/or Committee members.

At the start of the season the recruiting process was significant. We successfully promoted the association and had a great number of referees registering. The upwards trend was good, it looked as if we were going to have similar pre-Covid registered referees. The competition kicked off, the rugby season was looking great until the June Stay-at-Home orders hit the community. When this happened, Rugby activities were interrupted, and everything slowed down and/or stopped.

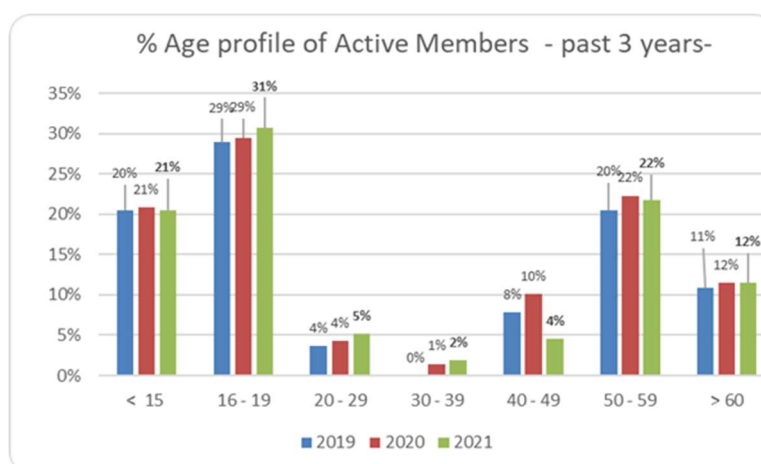
Comparison of members by age and year (past 4).

	2018	2019	2020	2021
Under 15	39	34	29	32
16 - 19	44	48	41	48
20 - 29	9	6	6	8
30 - 39	1	0	2	3
40 - 49	16	13	14	7
50 - 59	33	34	31	34
Over 60	16	18	16	18
Non Active	12	13	0	6
Total	170	166	139	156

Age	2018	2019	2020	2021
< 15	23%	20%	21%	21%
16 - 19	26%	29%	29%	31%
20 - 29	5%	4%	4%	5%
30 - 39	1%	0%	1%	2%
40 - 49	9%	8%	10%	4%
50 - 59	19%	20%	22%	22%
> 60	9%	11%	12%	12%
Non Active	7%	8%	0%	4%

Currently, we only have a few female referees. If we consider that one of the biggest growths areas of the game is due to the exponential increase of female players where clear pathways have been developed, we will have to concede that we, as a referees' organisation, have not evolved at the same pace and it is an area that will certainly require significant attention in the coming years. Our end goal should be to have a SNRR female referee controlling some of the many international 7's games.

The age profile for the past 3 years can be summarised with the following graph:



Oldest active Referee 76 years and our Youngest Referee: 13 years

The minis programs across Sydney North are strong. They continue growing and they are a great recruitment avenue for our Association. Covid did (again) impose several challenges that didn't allow the committee to focus in this area as we would have liked.

Due to the latest stay-at-home orders and due to the uncertainty of when some type of normality was going to return, it was again decided that the Annual Awards dinner should be cancelled for 2021. The committee plans are to start the 2022 with a big bang and do something different to make that we get the SNRR family together to celebrate the start of new season.

During the past months, the Committee spent a lot of time updating our current Constitution and a Special Resolution Meeting for the approval of the changes will be held prior the AGM meeting. A big thank you to our President who took the lead in this area.

The SNRR social media page was well managed by Hamish Quigley, who posted a number of great photos as well as information in Facebook and in Instagram. I would like to take this opportunity to thank those who shared their posts or provided information/pictures and contributed to our social media pages.

Our webpage had some major problems that forced us to redevelop the entire pages. A big thank you to Andrew Winslade who spent many hours researching and upgrading the page. We now have a modern webpage and a baseline to keep improving even further.

I also would like to acknowledge all the work done by our current Treasurer, Fleur Winslade. There have been several improvements since Fleur started to work in the Committee and on behalf of SNRR I would like to say "thank you " for all your services and dedication during the past years!

Lewis Nottidge
Secretary, SNRR

Sydney North Rugby Referees, Inc

Head of Referee Coaching Report

There was optimism at the beginning of 2021 that it would be a great season with renewed vigour after the various shutdowns and cancellations the previous year. Or so we thought!!

2021 had plans in place to look at the way SN Coaches teamed up with referees and provide support, mentoring as well coaching. New Ref Audio Pro Communication units were purchased to support this, as well as to expand on the use of our Soloshot camera to video games, in order to assist with visual feedback.

A combination of a new way to start the season with SJRU gala days, a new appointments system and a new appointments officer meant the need to change and adapt on the run to best facilitate what we could do.

February kicked off Summer 7s, and we provided both referees and coaches to the Northern zone games with a focus on specific 7s game development. It was pleasing to see the growth of referee numbers in this expanding area of rugby and SNRR have plans for early 2022 to for specific 7s refereeing development.

Unfortunately the TAS carnival scheduled for April was cancelled for Sydney teams and MOs to attend, so the opportunity was lost to develop younger referees and offer coaching in this regional tournament environment.

This year SNRR had a strong contingent of 8 Year 12 referees in the SSS Group. They were able to participate in preseason activities, as well as the NSW Country State Championships at Nelsons Bay, leading up to the NSW Junior State Champs over the June long weekend (where they were assigned games at either Orange in the snow, or Hunters Hill). The feedback had been very positive about their progression and feedback within the group showed they were clearly enjoying the experiences.

Unfortunately this was the last opportunity they had for the year, as like the rest of us, the season was abandoned, and the only return to rugby has been recently during November with SJRU 7s and the NSW Junior 7s State Champs. However as they are completing Year 12, this was a direct clash with the delayed final exams.

To all our Year 12 referees, all the best for the HSC, and look forward to seeing them back with us in 2022.

Over all, given the limited amount of rugby we still managed to do approximately 100 coaching reports, with the aim to try and coach referees at least twice in the season.

While clearly we could not achieve that with an abandoned season, we did cover 57% of our referees, with a further 10% receiving mentoring support.

Another major step was to update and make available the tier grading policy, which is now available on the new SNRR website, along with the updated referee tier grades. I am pleased to say that as of June 2021 (when the season was abandoned) we had;

- 17 x Tier 1
- 20 x Tier 2
- 36 x Tier 3
- 33 x Tier 4
- 24 x Tier 5
- 18 x Tier 6

(The balance of our membership were members who either coached only or chose to be non-appointed this year)

Another slight change was made to the SNRR Education nights. I actively sought to make them more inclusive in terms of active participation for our members as offering a variety of presenters. There were some outstanding sessions including whistles and signals with Will Houston, creative signal interpretation games from Evan Snow, and a highlight for many was the positioning session delivered by Angus Gardner.

I would like to thank all our members for their patience and perseverance as it was a season of change and challenge but everyone pitched in and did their bit.

Finally a special thank you to the SNRR committee and Terry Wooldridge for their support in my first year to this role, and a huge thanks to Todd Cummings from SJRU appointments, Amy Perret (RA) who worked and supported the various associations Heads of Coaching, and a special thanks to Alex Richards at NSWRU Referees for his tremendous and tireless support to offer information, support and feedback, as well as presenting at our GMGs this year.

Let's see what 2022 has to offer.

Andrew Winslade
Head of Referee Coaching, SNRR

Sydney North Rugby Referees Inc.
Financial Statements for the year ended 31 October 2021

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Sydney North Rugby Referees, Inc
Income/Expense Statement for the year ended 31 October 2021

	<u>Note</u>	<u>2021</u>	<u>2020</u>
		\$	\$
<u>Income</u>			
NSWRU Referee contributions		17,462	9,775
NSWRU reimbursements		2,940	0
NSWRU coaching contributions		1,005	120
NSWRU Annual grant		10,000	0
NSW Office of Sport grant		0	1,000
Schools' Referee contributions / cross association payment		4,975	3,975
Sponsorship		17,990	11,830
Membership fees		3,925	7,000
Referee and Coaching reimbursement donations		2,212	2,450
Fund raising		0	0
Interest income		0	20
Total income		60,510	36,171
<u>Expenses</u>			
Referee Development		0	95
Referee Training (NSWRU fitness)		0	1,976
Education events		2,193	1,103
Referee reimbursement		21,840	18,250
Coaching reimbursement		1,675	2,425
Gear		5,917	0
Coaching Gear / Equipment		5,740	3,547
Travel costs / referee association cross payments		0	0
Committee and coaching panel meetings		0	0
AGM		0	39
Annual Dinner		0	0
Trophies		0	0
Website costs		51	871
Marketing & Communications		231	0
Donations to JRFCs		0	0
Donations other		0	500
other costs		0	0
Membership discount/write off		2,625	7,000
Total expenses		40,272	35,807
Net Profit / (Loss)		20,238	364

Sydney North Rugby Referees Inc. (9881310)

Balance Sheet as at 31 October 2021

	<u>Note</u>	<u>2021</u> \$	<u>2020</u> \$
<u>ASSETS</u>			
Cash at bank	1	101,243	88,843
Term Deposit	2	0	0
Debtors / Accounts receivable	3	0	0
Inventory and equipment	4	11,658	3,547
TOTAL ASSETS		112,901	92,390
<u>LIABILITIES</u>			
Accounts payable & accruals	5	0	300
TOTAL LIABILITIES		0	300
<u>EQUITY (assets - liabilities)</u>		112,901	92,090

The above balance sheet should be read in conjunction with the accompanying notes (page 14)

Cash Flow Statement for the year ended 31 October 2021

	<u>2021</u> \$	<u>2020</u> \$
Cash flows from operating activities		
Referee contributions income	20,401	9,775
Coaching contribution income	1,005	120
Grant income	10,000	1,000
Payment from others	11,112	13,425
Sponsorship receipts	17,990	11,830
Fund raising income	0	0
Payments to referees	-21,840	-18,250
Payments to referee coaches	-1,675	-2,425
Payment to others	-14,132	-8,132
Interest received	0	21
Net cash provided by operating activities (in/out)	22,861	-7,364
Cash flows from investing activities		
Payment for equipment / gear	8,111	3,547
Net cash used in investing activities	8,111	3,547
Cash flows from financing activities		
Net transfers (to) or from term deposit	0	0
Net cash used in financing activities	0	0
Cash and cash equivalents at the beginning of the year (1 Nov)	88,843	87,878
Cash and cash equivalents at the end of the year (31 Oct)	101,243	88,843

The above cash flow statement should be read in conjunction with the accompanying notes (page 14).

Notes for the year ended 31 October 2021

1. Summary of significant accounting policies

(a) Basis of Preparation

Sydney North Rugby Referees Inc. (hereafter the “Association”) is not a reporting entity, because in the Committee’s opinion, it is unlikely that users exist who are unable to command the preparation of financial reports tailored so as to satisfy, specifically, all of their information needs.

This is a non-statutory special purpose financial report that has been prepared for the sole purpose of fulfilling the Committee members responsibility to prepare a financial report under the Associations Incorporation Act 1984 (NSW) and must not be used for any other purpose. The Committee has agreed that the accounting policies are appropriate to meet the needs of the members.

The financial report is prepared in accordance with the historical cost convention. Unless otherwise stated, the accounting policies adopted are consistent with those of the previous year. Comparative information is reclassified where appropriate to enhance comparability.

(b) Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances, rebates and amounts collected on behalf of third parties.

The Association recognises revenue when the amount of the revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of the Association’s activities as described below.

- I. Referee and Referee Coaching contributions
Referee contributions are recorded as revenue once the game has been played and the NSWRU, SJRU, Club or School has an obligation as the agreed services have been provided.
- II. Grant Income
Grant income is recorded when received and disclosed as revenue in the financial year when it was received
- III. Sponsorship Income
Sponsorship income is recognised when the right to receive monies passes to the Association.
- IV. Interest Income
Interest income is recognised when the right to receive monies passes to the Association.

(c) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to known amounts of cash and which are subject to an insignificant risk of changes in values, and bank overdrafts.

(d) Taxation

The Association is currently exempt from paying tax under section 50-45 of the Income Tax Assessment Act 1997.

	<u>2021</u>	<u>2020</u>
1. Cash and cash equivalents		
Cash at Bank	\$101,243	\$88,843
2. Term Deposits	\$0	\$0
3. Debtors / Accounts receivables		
Amounts received from schools / Associations	\$0	\$0
Other receivables	\$0	\$0
4. Inventory & Equipment		
coaching communication equipment	\$11,658	\$3,547
5. Liabilities		
Accounts Payable & Accruals	\$0	\$300
Outstanding match allowances	\$0	\$0

Committee's declaration

As stated in Note 1(a) to the financial statements, in the opinion of the Committee, the Association is not a reporting entity because it is unlikely that users exist who are unable to command the preparation of financial reports tailored so as to satisfy, specifically, all of their information needs. This is a special purpose financial report that has been prepared to meet the requirements of the NSW Associations Incorporations Act 2009.

The financial report has been prepared in accordance with the accounting policies to the extent described in Note 1(a).

In the Committee members' opinion:

- (a) the financial statements and notes set out on pages 11 to 15:
 - (i) comply with Accounting Standards and other mandatory professional reporting requirements to the extent described in Note 1; and
 - (ii) present fairly the Association's financial position as at 31 October 2021 and of its performance for the financial year ended on that date; and
- (b) At the date of this declaration, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

The financial statements and notes set out on pages 11 to 15 have been approved and adopted.

The Committee members are solely responsible for the information contained in this report and have determined that the accounting policies used are appropriate to meet the requirements of the NSW Associations Incorporations Act 2009.

This declaration is made in accordance with a resolution of the Committee members.

Fleur Winslade JP
Treasurer SNRR

Chris Hedge
President SNRR

Sydney, 25 November 2021