

Sydney North Rugby Referees Inc. 9886803

Annual Report and Financial Statements

for the year ended

October 31, 2019



SYDNEY NORTH RUGBY REFEREES

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Sydney North Referees Inc

2019 Office Bearers

Committee

President	<i>David Chapman – resigned (date) Timothy Monckton – Acting (date)</i>
Secretary	<i>Lewis Nottidge</i>
Treasurer	<i>Fleur Winslade</i>

Other Roles

Head of Referee Coaching	<i>Colin Mackenzie</i>
Gear Steward	<i>Scott Adam-Smith</i>
Website Manager	<i>Jim Rist</i>
Committee Members	<i>Timothy Monckton</i>
Registrar	<i>Craig Hughes</i>

2019 Award Winners

Award	Winners
Best Rookie	<i>Charles Mulcahy</i>
NSWRU Senior Zone Referee	<i>James Scholtens</i>
NSWRU Junior Zone Referee	<i>Angus Cameron</i>
Terry Wooldridge Award (for Most Improved)	<i>Oliver Melville</i>
Tier 4	<i>Hayden Calvert</i>
Tier 3	<i>Hamish Quigley</i>
Tier 2	<i>Hamish Mckay</i>
Tier 1	<i>Rob Mckay</i>
Guy Cockburn Award (for Best Contributor)	<i>Fleur Winslade</i>
Head of Referee Coaching Award	<i>Lewis Nottidge</i>
President's Award	<i>Paul Hitchcock</i>

President's Report Sydney North Rugby Referees

I would like to start my annual address by thanking David Chapman who stepped down as President back In July. David has been an integral part of SNRR for many years and he stepped up to the role of President when Chris Hedge had to transfer to the UK. David was instrumental in organising the Patties Food `s Four N Twenty Pies which enters its final year in 2020 . On behalf of the Committee and fellow Sydney North Referees I would like to pass on our sincere thanks and appreciation.

Last year in some aspects was disappointing in terms of a) referee abuse, b) Incident reports , mainly the length of time final decision was delivered, c) Education Night Attendees where numbers have been on a downward trend for the last three years and d) Appointments. This was frustrating for all concerned and Stuart Wright (Nod) must be congratulated for his patience and his ability to maintain a sense of humour throughout a very difficult season.

On the positive side we had 34 new referees start their journey which is a very encouraging and does highlight the importance of our RKR Refereeing programme. In the Grand Final Series over 50% of the referees appointed started the careers at SNRR. That speaks volumes for our organisation and the quality of our referee coaches over the years

Coaching

I would like to thank all our coaches but in particular Colin Mckenzie (Head Coach) and Terry Wooldridge. We now have 18 active coaches . For the 2020 season we have set a goal of trying to see each referee twice. This will be quite a challenge but at a minimum each referee will be coached once.

Treasury

I would to like to thank Fleur Winslade for keeping our finances in good order and am pleased to report that the association made a profit of just over \$16,000 last year and as of the end of October the association has a cash balance of \$88,000. For next season the committee has decided that two payments will be made, one at the mid point of the season and the second at the completion of the season. The decision to make two payment, which does require a lot of work, was solely in consideration for the needs of our younger referees

Secretary

I would like to thank Lewis Nottidge for all his efforts over the year and encourage everyone to read his report which has some interesting statistics some of which are disappointing particularly a) the very small number of female referess, just 1.3% and b) the slippage in attendees for the Education nights. These are a couple fo challenges for the committee to focus on for the 2020 season

Education Nights

The education nights are important and as David Chapman mentioned in his address last year our key customers are the clubs and the coaches and it is imperative that we have a consistent approach in how we referee/ manage games and this is why these nights are so valuable. Our Super Sunday Education Day for the start of next season will be held Sunday 15th March(put in your diaries now) and Alex Richards has already kindly agreed to present. On behalf of the SNRR committee and all SNRR referees I would like to thank Alex Richards, Will Hosuton and other presenters in sparing their time to help make us better referees

Training

In the off season there is training at Shore School every Wednesday at 6:30 pm. I encourage everyone to make use of this facility. I have been several times, it is intense fun and will get in god condition for the season ahead. It would be good to see more SNRR referees attend.

Key Issues

As like any organisation we have always got to look at ways in which we can improve. We have some challenges ahead:

- a) Recruitment of referees , partuclarly more female referees. We only have 2 active female reefrees out of 153 active referees
- b) Sevens Rugby: Sevens Rugby is one of the fastest growing sports , particulary women sevens. We have very few referees who officiate in Sevens and it is an area the committee will be looking at very closely for next season
- c) Grading of Referees. Both up and down.

Respect Rugby

Unfortunately referee abuse continues to be an issue particularly with younger referees and is an area the committee will continue to focus on for next season. Since the end of the season the three associations have had a meeting with the SJRU in which we raised our concerns on referee abuse and the impact it has on retaining referees

Tony Cooper (SJRU Board Chairman) responded by saying that key changes proposed for the 2020 season included greater use of the evolving functionality of Rugby Xplorer which would assist with the game environment for referees and other participants, and in addition other steps are planned to educate clubs and sanction poor behaviour. This is an issue your committee takes very seriously.

Issue Management System

The last season saw SNRR have eight issue management issues which included referee abuse. For next season the SJRU will be introducing an issues management system. The aim of the new system is a) Make issue tracking more efficient, b) Identify more quickly when additional resources will be required

The goal for all 2020 SJRU Competitions is that all games and team line ups will be included in the Rugby Xplorer system. All players and volunteers will need to be registered in the system and an option has been created to prevent Clubs/Teams from loading their team line ups . Clubs have been advised of the proposed changes and the functionality will enable the SJRU and other bodies to directly contact the officials in any incident.

Competition Draw Changes for 2020

As everyone would be very aware from last season the draw and lateness of appointments caused no end of frustration and as mentioned earlier SNRR owes a Stuart Wright (Nod) a huge thank you.

The SJRU has proposed a series of changes in its operational plan for (resources , plan for completion of the season draw for Sunday XV's, round 1 and round 2 gala days with the main goal of ensuring timely issuance of the draw and fixtures for clubs and referees. The first two rounds of next year Sunday competition will be gala days whereby all teams will receive participation points and will be graded. It is then the intention that the draw for Rounds 3-14 will be completed in the April 2020 holidays and will be uploaded into the Referee Appointment System(RAS) and Rugby Xplorer.

SJRU Competition Rules.

The competition rules for 2020 are undergoing review and the committee will update members when all finalised.

Conclusion:

Overall it was another successful season for SNRR and I want to thank again our sponsors , Patties Foods and the Rugby Foundation, Alex Richards and Stuart Wright at the NSWRU. I would like to thank my fellow committee members for their dedication and finally I would like to thank all our referees and coaches for all their contributions.

Enjoy of the off season and look forward to seeing you all on the paddock next year.

Wishing you all a Happy and Safe Christmas

Timothy Monckton

Treasurer's Report
Sydney North Rugby Referees

A summary of the key financial matters in 2019 as follows:

- Receive sponsorship/grant income totaling \$26,625.
- Invoiced for 1,307 club games (2018: 1,234 games) and 168 school games (2018: 205 games)
- Referee coaches submitted 133 coaching reports (2018: 192 reports).
- A number of SNRR members generously donated their referee and coaching fees to SNRR \$1,010 (2018: \$1,500)
- Membership fees were discounted by \$4,050 (2018: \$5,000) and a membership fee write off of \$1250. Membership fee income decreased to \$2,300 (2018: \$3,150)

Income during the 2019 season totalled \$86,892 (2018: \$86,931). The major source of income in 2019 was refereeing and referee coaching report payments of \$46,950 (2018: \$44,350).

Expenses in 2019 totalled \$70,166 (2018: \$41,792). The major expenses each year are fees paid to referees, which in 2019 totalled \$28,900 (2018: \$33,200). Other major expenses in 2019 were fees paid to referee coaches \$3,200 (2018: \$4,800), costs for the Annual Dinner \$7,848 (2018: \$7,432) and Education events/nights \$5,167 (2018: \$5,635).

The Association made a profit for the 2019 financial year of (\$16,725) compared to a profit of (\$45,139) in 2018.

The Association closed the 2019 financial year (31 October 2019) with Cash at Bank of \$88,778 (2018: \$54,706).

The financial statements for the year ended 31 October 2019 accompany this Annual Report. It is recommended that members accept the financial statements for the financial year.

Fleur Winslade JP
Treasurer SNRR

Secretary Report Sydney North Rugby Referees

It was another good positive year for the Association where he had number of challenges to navigate through. From an administrative perspective, we have been consolidating and working with some of the new software/tools provided by Rugby Australia. The major challenge is that not all the programs are interlinked. Nevertheless, we worked closely with Alex Richard who has been fantastic as he is always there to assist and provide support. Alex is a great asset for NSW Referees.

After many years of having the incorrect association name in our constitution, we managed to complete all the statutory and regulatory steps to update the name of the Association in our Constitution. We now have the correct Sydney North Rugby Referees name registered with Fair Trading NSW.



The yearly calendar was distributed early in the season, kicking the Season off in March with our popular Super Sunday Education Event. We further had 6 other education nights which were run in different venues across Sydney North, as per our members' requests.

The overall attendance at the events was good but lower than previous years. The positive feedback provided by our members in relation to content and the presenters was encouraging. Nevertheless, in line with the current attendee's trend, the 2020 Committee will need to review the format and evaluate what can be done better to encourage our members to attend these education events.

2019		2018		2017	
17-Mar	59	11-Mar	72	12-Mar	66
19-Apr	52	10-Apr	83	1-Apr	59
14-May	39	8-May	38	9-May	60
11-Jun	28	12-Jun	40	13-Jun	50
9-Jul	26	10-Jul	37	11-Jul	45
13-Aug	35	14-Aug	36	18-Aug	47
TOTAL	239	TOTAL	306	TOTAL	327

During each event, one Law of the Game was selected and discussed, as common interpretation/application is vital if we are to achieve Refereeing consistency across our area of influence.

During the calendar year, we had 9 Committee Meetings with over 70% of the Committee Members in attendance. Mid-way during the season, the Committee had some changes but overall, they had no impact for our Membership.

All registrations were done electronically via Au Rugby XPLOER portal. In comparison to previous years, it worked well and it had removed most of the Registers' work as the data can no longer be manually added or changed.

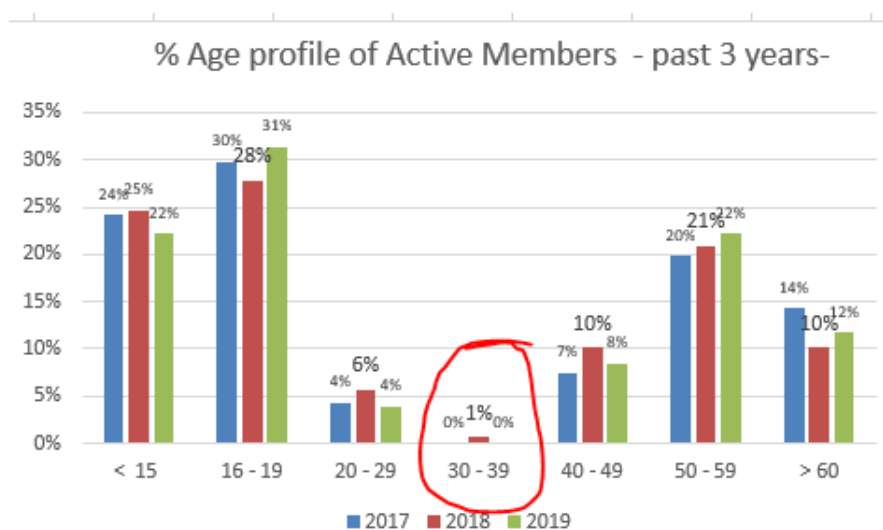
The records indicate that we have a total of 153 active referees (3.2 % decrease on 2018), 13 non active Members. Taking both into account, we had a 2.4 % decrease in comparison to the previous year.

	2015	2016	2017	2018	2019
Under 15	18	19	39	39	34
16 - 19	67	60	48	44	48
20 - 29	6	7	7	9	6
30 - 39	2	0	0	1	0
40 - 49	28	17	12	16	13
50 - 59	30	27	32	33	34
Over 60	19	22	23	16	18
Non Active				12	13
Total	170	152	161	170	166

Age	2015	2016	2017	2018	2019
< 15	11%	13%	24%	25%	22%
16 - 19	39%	39%	30%	28%	31%
20 - 29	4%	5%	4%	6%	4%
30 - 39	1%	0%	0%	1%	0%
40 - 49	16%	11%	7%	10%	8%
50 - 59	18%	18%	20%	21%	22%
> 60	11%	14%	14%	10%	12%

98.7 % (151) are male referees and 1.3 % (2) are female referees (down from 4 in 2018). If we consider that female rugby is growing exponentially, our challenge as an organisation is to increase our total number of female referees. This should be our goal for the coming years as it is clear that we are yet to make progress in this area.

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



Oldest active Referee 74 years; Youngest Referee: 13 years; with not one referee between the ages of 30 to 39.

The minis programs across Sydney North are solid and continue to grow, with the younger referees gaining experience and becoming active members of our Association. There are still some gaps that as a Committee we have been trying to close because the Mini Local Coordinators need help and assistance. A focused area for SNRR as this is our biggest pool of future referees.

The Season finished with our Annual Awards dinner and as it was a Rugby World Cup year, we decided that all attendees should dress up in World Cup gear and show their support to the local teams. In addition to this, we decided to sponsor "The Two Blues Wheel Chair Rugby Team" and all moneys raised during the event was donated to them.

Guest speaker was an ex dual international Wheel Chair Rugby player and kept the audience captive during his speech. We all learnt about their daily challenges in life. Very inspirational.

I musty take this opportunity to thank Michael Ambler who kindly offered his services to help us organise this event. He worked with the local community who donated a great number of prizes and everybody left the venue with a prize.

I also kept our social media page up to date posting photos and other information in Facebook I would like to take this opportunity to thank those who shared their posts or provided information/pictures and contributed to our Facebook page. A number of them already agreed to assist with this social task during 2020.

Lewis Nottidge
Secretary SNRR

Head of Referee Coaching Report Sydney North Rugby Referees

A very frustrating year with appointments coming out late most weeks, games being changed with no notification to refs or ref coaches, some games with no refs even though there were refs unappointed and keen to get a game. Even with all these difficulties our appointments officer, Stuart Wright, Nod, retained his humour and patience and helped us muddle through. Lets hope he backs up for next year. Nod thanks for all your efforts and my apologies to refs and coaches who showed up to find their game was not happening.

Ref abuse is still a concern. There appears to have been slow or no follow up from Rugby Australia to most of the reported incidents. We have actively tried to ensure that a senior member is present for games involving teams with reported problems. SNRR has formally advised SJRU and NSW that the lack of quick follow up on reported incidents is unacceptable. We will continue to push this issue and strive to eliminate poor behaviour from the rugby we are involved with.

A great year for getting new refs started. I had 34 refs in the new category. All were supported for their first games and have been fully integrated into the system. A few are already on Terrys watch list. SNRR sees it role as developing new refs and helping them progress to Colts, subbies and premier games. Ex SNRR refs were involved in a majority of the 2019 NSW finals. We had a very good representation at Premier grade level.

Ref coaches thanks for your hard work this year. We had 18 active ref coaches who put in reports. 3 newly accredited ref coaches and 5 active mentors who will seek to become full ref coaches next year. This year has seen these mentors given access to write reports. I have called on many of our senior members to be on hand for new refs first games. Thanks for your support. A total of 135 reports for SNRR refs in the system this year. Well done team.

SNRR thanks to Terry has been well represented at major championships. Particularly pleasing was the great achievements during the finals series.

SNRR received a small grant during the year and purchased 6 new sets of comms gear. All ref coaches have working comms gear. We will continue to expand the quality of the equipment and renew old equipment next year.

See you in 2020. Colin Mackenzie

**Colin Mackenzie
Head of Coaching**

Sydney North Rugby Referees Inc.
Financial Statements for the year ended October 31, 2019

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Income/Expense Statement for the year ended October 31, 2019

	Note	2019	2018
Income			
NSWRU Referee Contributions		27,350	30,400
NSWRU reimbursements		0	650
NSWRU coaching contributions		2,025	2,880
NSWRU Annual Grant		0	10,000
Schools' and other junior/senior rugby clubs' Referee contributions		19,600	11,070
Sponsorship		26,685	26,160
Membership fees		7,600	3,150
Referee and Coaching fee donations		1,010	1,150
Fund raising		2,535	1,190
Interest income		87	281
Total income		86,892	86,931
Expenses			
Referee Training/fitness		1,113	1,113*
Education events		5,111	4,635
Referee payments		28,900	33,200**
Coaching payments		3,200	4,800
Gear		6,202	0
Coaching Gear/equipment		8,230	790
Travel costs / referee association cross payments		997	1,480
Committee and coaching panel meetings		56	809
AGM		29	131
Annual Dinner		7,385	7,432
Trophies		463	473
Website costs		0	231
Marketing & Communications		51	171
Donations to JRFCs		0	350
Donations other		2,885	1,190
other costs		243	0
Membership discount/write off		5,300	0
Total expenses		70,165	56,805
Net Profit / (Loss)		16,725	30,126

Notes:

*Includes \$1,113 invoiced and paid in November 2018

**Includes \$13,900 that was paid in November 2018

Balance Sheet as at 31 October 2019

	Note	2019	2018
ASSETS			
Cash at bank	2	88,778	54,706
Term Deposit	3	0	0
Debtors / Accounts receivable	4	48,975	43,980
Inventory and equipment	5	8,230	790
TOTAL ASSETS		145,983	99,476
LIABILITIES			
Accounts payable & accruals	6	0	1113*
Outstanding match allowance		0	13,900
TOTAL LIABILITIES		0	15,013
EQUITY (assets - liabilities)		145,983	59,564

Notes:

The above balance sheet should be read in conjunction with the accompanying notes

* Includes \$1,113 invoiced and paid in November 2018

Cash Flow Statement for the year ended October 31, 2019

	Note	2019	2018
Cash flows from operating activities			
Referee contributions income		27,350	30,400
Coaching contribution income		2,025	2,880
Grant income		3,025	10,000
Payment from others		19,600	11,720
Sponsorship receipts		23,660	26,160
Fund raising income		2,535	1,190
Payments to referees		-28,900	-19,300
Payments to referee coaches		-3,200	-4,800
Payment to others		-24,537	-16,893
Interest received		87	281
Net cash provided by operating activities (in/out)		21,558	41,638
Cash flows from investing activities			
Payment for equipment / gear		8,230	790
Net cash used in investing activities		8,230	790
Cash flows from financing activities			
Net transfers (to) or from term deposit		0	20,003
Net cash used in financing activities		0	0
Cash and cash equivalents at the beginning of the year (1 Nov 2018)	2	54,706	57,980
Cash and cash equivalents at the end of the year (31 Oct 2019)	2	88,778	54,706

The above cash flow statement should be read in conjunction with the accompanying notes.

Notes for the year ended October 31, 2019

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 includes 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.

	2019	2018
1. Cash and cash equivalents		
Cash at Bank	\$88,778	\$54,706
2. Term Deposits	\$0	\$0
3. Debtors / Accounts receivables		
Amounts received from schools / Associations	\$19,600	\$10,250
Other receivables (NSWRRU)	\$29,375	\$33,730
4. Inventory & Equipment		
coaching communication equipment	\$8,230	\$790
5. Liabilities		
Accounts Payable & Accruals	\$0	\$0
Outstanding match allowances	\$0	\$13,900

Unallocated referee payments relate to the liability that exists to a referee where games have been refereed, however, that referee has not advised the Treasurer as to what his/her wishes are in relation to those payments. If an election is not received by the commencement of the following season that amount is then deemed to be a member's donation to the Association and accounted for accordingly.

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 14 to 18:
 - (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 2019 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 14 to 18 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

Timothy Monckton
President

Sydney, 25 November 2019